



Building an All-In Nation

A View from the American Public

Survey research by the Center for American Progress and PolicyLink,
in partnership with the Rockefeller Foundation October 2013

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Introduction and summary

It is an undeniable fact that the United States is becoming increasingly diverse, rapidly heading toward the day when there will no longer be any clear racial or ethnic majority in the U.S. population. Already, more than half of newborns today are children of color, and demographers predict that more than half of all youth will be of color before the end of this decade.¹ As youth drive this demographic change, each generation is becoming more racially and ethnically mixed than the one before.

According to Census projections, by 2043, non-Hispanic whites will become a minority of our population. By 2050, they will be only 47 percent of the U.S. population, with communities of color combining to form a solid 53 percent majority. Hispanics will make up 28 percent of the population, up from 16 percent in 2010, and African Americans will make up 13 percent, about 1 percentage point higher than their level in 2010. Asians will make up 7 percent, up from 5 percent in 2010, and another 0.7 percent will be made up of American Indian/Alaska Natives, unchanged from their 2010 levels. Finally, multiracial individuals should double in size, from their current 2 percent of the population to 4 percent by 2050.²

Earlier this year, the Center for American Progress and PolicyLink released *All-In Nation: An America that Works for All*—a comprehensive book analyzing these changing demographics and exploring policies to ensure that a more diverse workforce is prepared for the jobs of the future and that all people are in a position to contribute to and benefit from economic growth. The goal of the book was not only to stress the moral need to ensure greater opportunities for all people but also to highlight the clear economic benefits for the entire nation of reducing racial and ethnic disparities in education, employment, and other areas. As part of this research project and as a complement to the book, CAP and PolicyLink joined with the Rockefeller Foundation and Latino Decisions to assess how Americans view issues of rising diversity and policy proposals to better integrate these communities into the mainstream of American society and its economy.

We set out to answer a number of questions about the public's understanding of a changing America, its reactions to rising diversity, and its possible support for a new equity agenda that would lift up both whites and communities of color and help improve our overall economy. Among the questions explored are:

- Do Americans have a clear understanding of the current and future demographic make-up of U.S. society and the workforce?
- How open are Americans overall to diversity? Do they see more opportunities or more challenges with rising racial and ethnic diversity in our nation?
- Are there differences in attitudes both between and among specific communities of color and whites?
- How concerned are people about the racial, ethnic, and economic inequalities in American life?
- Would Americans support or oppose policies and investments to help reduce these inequalities?

This study is one of the largest of its kind. It is based on nearly 3,000 total interviews with Americans, including large oversamples of the African American, Latino, and Asian American communities. The breadth and depth of the study allowed us to get a clearer picture of exactly how Americans are reacting to ongoing social and demographic change.

Methodological note

Latino Decisions conducted a nationwide telephone survey of 2,943 Americans from June 11 to July 10, 2013. All respondents were 18 years of age or older and were contacted by live callers, with five total call attempts made to each number. A base sample of 2,000 respondents was randomly selected from a nationwide random-digit-dialing, or RDD, sample, with contact made to both landline and cell-phone-only households. In addition, oversamples were completed to targeted telephone numbers of African American, Latino, and Asian households, both landline and cell phone only. The total sample includes 1,319 white non-Hispanic respondents, 505 African American respondents, 502 Latino respondents, 515 Asian respondents, and 102 respondents of “other” races or ethnicities—American Indians and others who do not identify as either white, African American, Latino, or Asian. Latino respondents were given the option to answer the survey in either English or Spanish, and Asian respondents were given the option to answer the survey in English, Chinese, Korean, or Vietnamese. The overall sample contains a nominal margin of error of plus or minus 1.8 percent. The white subsample has a margin of error of 2.7 percent, and the African American, Latino, and Asian subsamples each have a margin of error of 4.4 percent.

As shown throughout this report, Americans are much more open to diversity and more supportive of steps to reduce racial inequalities than is commonly portrayed in politics and the media. Furthermore, Americans are more likely to see opportunities from rising diversity than they are to see challenges. They understand the problems associated with inequality in society and strongly support new steps and investments to reduce these inequalities and expand economic opportunities. Although differences remain between rising communities of color and whites in terms of openness to diversity and support for new policies to close remaining social gaps, many of these distinctions are more ideological in nature and less about race and ethnicity.

Some of the most important findings and conclusions from the study include:

Americans vastly overestimate current and future levels of diversity. When asked to estimate the current percentage of the U.S. population that is composed of racial and ethnic minorities, Americans are considerably off the mark. The median response—49 percent—indicates that the typical American thinks we are nearly a majority-minority nation already; the actual percent of the nation that is a minority is about 37 percent.³ These overestimates are prevalent across racial groups. Asians were the closest in their estimation, with their range of responses averaging 43 percent, followed by whites with an average of 48 percent, Latinos with an average of 50 percent, and African Americans with an average of 53 percent.

And Americans' prediction for the share of the country's population that will be composed of communities of color by the year 2050—62 percent—considerably exceeds the Census Bureau's 53 percent projection.

Americans overall are not pressing the panic button about rising diversity in society. By and large, positive sentiments about opportunities from rising diversity tend to outweigh negative concerns about rising diversity. Using two unique composite measures—one that combines levels of agreement with eight statements about the opportunities from rising diversity and one that combines levels of agreement with eight statements about concerns with these changes—we find that the average scores on the opportunity index are higher—with a mean of 51—than average scores on our concern index, which have a mean of 44. This relationship holds true across racial groups.

Despite the general acceptance of demographic change, there is considerable variation by race and ethnicity in terms of openness to rising diversity. Our 160-point composite openness index—which combines the responses across all 16 opportunity and concern questions, with 160 being the most open to diversity and zero being the least open to diversity—shows a mean score for the overall population of 86.5, with African Americans reporting a mean of 93, Latinos a mean of 90, Asians a mean of 97, and whites a mean of just 84. Interestingly, these differences are driven mostly by divergent views about the opportunities from rising diversity—where whites are not as optimistic as people of color—rather than by concerns about diversity, where differences are smaller.

The younger generation and those with higher levels of education exhibit much more openness to rising diversity. Generally, openness to rising diversity goes down with age and up with education. The youngest age group—Americans ages 18 to 29—reports a mean score of 92, compared to the oldest age group—Americans ages 65 or older—which scores an average of 80 on the index. High school graduates score an 83, while postgraduates score a 96. In contrast to variation by race, differences in openness by age and education are primarily driven by concern issues, where the older and less educated are more pessimistic, rather than opportunity issues. This suggests that as rising generations replace older ones and as America becomes a more educated society, concerns about rising diversity will recede and openness to diversity will increase.

The greatest opportunities from rising diversity are associated with the potential for more economic growth and greater innovation and competitiveness for businesses. Two of the top three opportunity scores were received for the ideas that, “A bigger, more diverse workforce will lead to more economic growth,” with 69 percent of respondents agreeing, 16 percent disagreeing, and a mean score of 6.9 out of 10; and “Diverse workplaces and schools will help make American businesses more innovative and competitive,” with 69 percent of respondents agreeing, 15 percent disagreeing, and a mean score of 6.8. In addition, the notion that, “The entry of new people into the American workforce will increase our tax base and help support our retiree population”—with 59 percent agreeing, 24 percent disagreeing, and a 6.2 mean score—received a high level of support.

The greatest concerns about rising diversity are related to its impact on government services and the availability of jobs. Sixty-two percent of Americans agree that with rising diversity, “[t]here will be too many demands on government services” in the future, and another 54 percent agree that “[t]here will not be enough jobs for everybody.” In contrast, other more-traditional concerns about diversity do not appear to be that pressing to Americans. The items recording the lowest levels of agreement include, “There will be no common American culture,” with 36 percent agreeing, 39 percent disagreeing, and a mean score of 4.9; “There will be more inequality,” with 38 percent agreeing, 35 percent disagreeing, and a mean score of 5.1; and “Discrimination against whites will increase,” with 42 percent agreeing, 37 percent disagreeing, and a mean score of 5.1. Unsurprisingly, whites—particularly older and more-conservative whites—express far more concern about a possible rise in discrimination against whites as diversity increases than do people of color. Sixty-one percent of white conservatives and 56 percent of whites ages 65 or older agree that discrimination against whites will increase due to rising diversity.

Americans strongly support a new equity agenda designed to reduce racial and ethnic inequality and create the conditions for everyone to participate in the economy. More than 7 in 10 Americans—71 percent—support “new steps to reduce racial and ethnic inequality in America through investments in areas like education, job training, and infrastructure improvement,” compared to the just 27 percent who are opposed. This includes 63 percent support among whites. In addition, 54 percent of Americans say such steps would help the economy overall, compared to the 10 percent who think they would hurt the economy. Whites are 49 percent and 11 percent, respectively, on the same question. Finally, 61 percent of Americans say they would be willing to invest “significantly more

public funds to help close [the] gap in college graduation rates” between black and Latino students and white students, compared to the 36 percent who say they are not willing to make such investments. Again, while whites are lower than minorities in their support, they still endorse this proposition by a margin of 53 percent to 46 percent.

Ideological attitudes about individual and collective action explain many of the differences in the support for an equity agenda. Americans are essentially split on the relative value of individual versus collective action, with 49 percent of the public agreeing that our economic challenges are common and that we all need to work together and 47 percent believing that Americans are basically on their own and cannot count on others to help them. Racial splits are sharp on this basic framing of American life, with majorities of African Americans, Latinos, and Asians agreeing that we should “work together” on common economic challenges—69 percent, 54 percent, and 52 percent, respectively. A majority of whites—52 percent—believe that Americans are “on their own” and cannot count on others. These basic ideological views, in turn, produce sharp differences in support for an equity agenda among whites. More than two-thirds of whites—67 percent—who strongly agree that they are on their own, for example, oppose government intervention in the economy to promote equity. In contrast, a clear majority of whites—53 percent—who strongly believe that we must work together on common economic challenges support government efforts to reduce inequality.

Lower education levels for blacks and Latinos and poverty-level wages are viewed as the most serious problems associated with inequality in America. We tested a variety of facts related to inequality to see which were regarded as most dire. The three most-serious problems were as follows: 1) “Forty-eight percent of black eighth graders and 43 percent of Latino eighth graders score below basic on math and reading tests, compared to 17 percent of whites,” with 88 percent of respondents saying this is a very serious or a serious problem; 2) “A quarter of all jobs in the United States now pay below poverty-level wages,” with 86 percent of respondents saying this is a very serious or a serious problem; and 3) “One in four children under age 5 live in poverty, including around two in five black and Latino children,” with 85 percent of respondents saying this is a very serious or a serious problem.

The potential for a better-prepared workforce and reductions in overall poverty are the most convincing reasons for Americans to support a new equity agenda.

We also tested a range of research findings on the benefits of eliminating racial inequality to see which ones motivated respondents to support \$120 billion a year in new investments to achieve that goal. The two most convincing reasons for Americans to support such investments are as follows: 1) “The estimated 42 percent of the workforce who will be black or Latino by 2050 will be better prepared for the jobs of the future,” with 69 percent of respondents saying that reason is very or somewhat convincing; and 2) “13 million people will be lifted out of poverty,” with 65 percent saying this reason is very or somewhat convincing. The least convincing reason to support a new equity agenda is the projection that “average incomes would go up by \$3000.” Fifty-four percent of respondents said this was very or somewhat convincing.

Let’s examine Americans’ attitudes toward rising diversity in greater detail.

Section 1: What the public knows and thinks about America's rising diversity

Knowledge about diversity

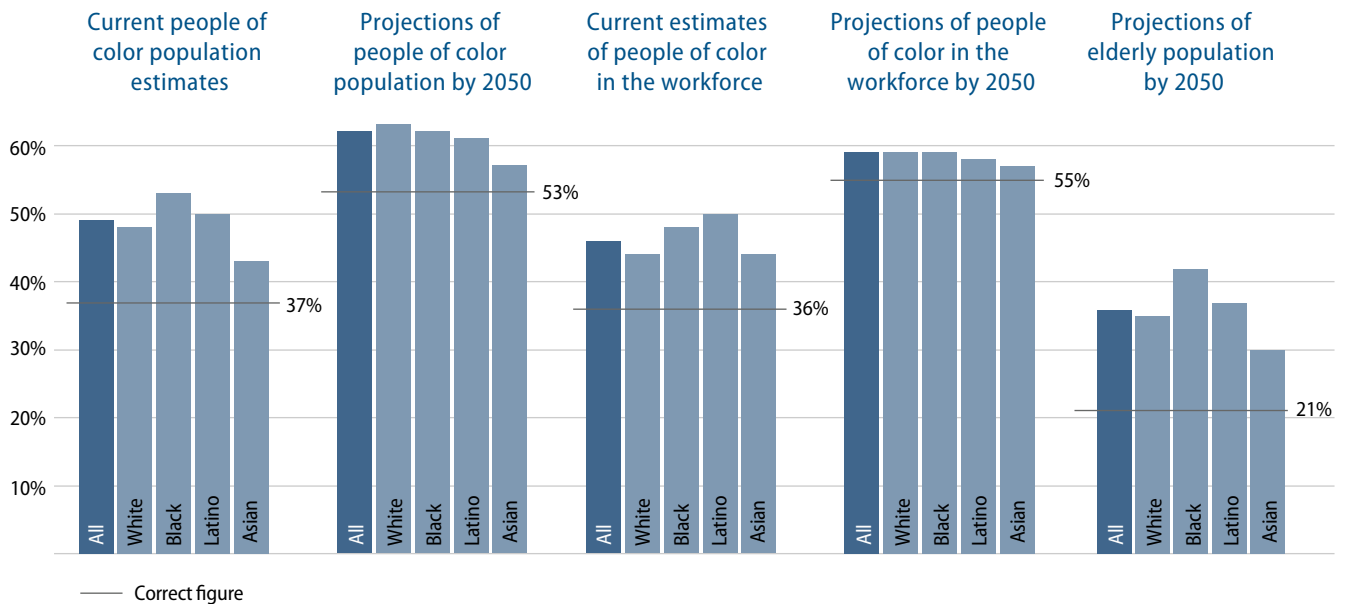
In the survey, we asked a series of open-ended questions to tap into people's knowledge about rising diversity. We asked people to estimate what percentages of the current population and the workforce are racial and ethnic minorities and what those percentages would be 37 years from now, in 2050. The answers showed that Americans are not in denial about the high and rising levels of diversity in our society.

Indeed, rather than underestimating this diversity, they tend to significantly overestimate both current and future levels of diversity. Let's start, for example, with their estimates of the current share of people of color in our population. The average response for all respondents was 49 percent. This indicates that the typical American thinks we are nearly a majority-minority nation already; the correct figure is about 37 percent. Just 20 percent of respondents put the percentage in the correct decile—31 percent to 40 percent—and 56 percent put the percentage in the 41 percent-to-50 percent decile or higher.

These overestimates are prevalent across racial groups. Asians had the most accurate estimates, with respondents estimating an average of 43 percent—followed by whites with an average of 48 percent, Latinos with an average of 50 percent, and African Americans with an average of 53 percent.

Respondents' estimates were also high for the percent of racial and ethnic minorities in the population by 2050—an average of 62 percent. This considerably exceeds the Census Bureau's 53 percent projection for the share of people of color by 2050. Again, estimates were high across racial groups. Asians were the closest in their estimations, averaging 57 percent, followed by Latinos at 61 percent, African Americans at 62 percent, and whites at 63 percent.

CHART 1
Population estimates



Estimates of the percentage of the current U.S. workforce composed of racial and ethnic minorities told the same basic story. The overall average was 46 percent, compared to the actual figure of around 36 percent.⁴ Here, Asians and whites were tied for the lowest estimates, both at around 44 percent, while African Americans were at 48 percent and Latinos were at 50 percent.

Finally, respondents' estimates of the share of the U.S. workforce that will be made up of racial and ethnic minorities by 2050 came in at 59 percent, compared to the Census Bureau's current projection of around 55 percent.⁵ This was the most accurate estimate of the four "knowledge of diversity" questions, though still high. There also was less variation by race, with Asians estimating an average of 57 percent, Latinos an average of 58 percent, African Americans an average of just less than 59 percent, and whites an average of slightly more than 59 percent.

We also asked an additional question about the likely growth of the number of elderly people in our population to gauge whether people had a good sense of the large elderly population that our diversifying workforce will have to support in the future. We found that people were well aware of this challenge—indeed, they substantially overestimated it. While the Census projects that the elderly population—made up of Americans ages 65 or older—will rise from 13 percent to 21 percent by 2050,⁶ the average response in our survey projected a rise from 13 percent to 36 percent over that time period. Asians gave the lowest average estimate, 30 percent, followed by whites at 35 percent, Latinos at 37 percent, and African Americans at 42 percent.

Openness to diversity

Results from our survey indicate that despite the overestimates of current and future diversity reported in the previous section, Americans are not pressing the panic button when it comes to the nation's rising diversity. By and large, positive sentiments about opportunities from rising diversity tend to outweigh negative concerns.

We examined this by asking respondents whether they agreed or disagreed with 16 statements about rising diversity in America, evenly divided between concerns and opportunities. (see Table 1) The level of agreement with each statement was recorded on a 10-point scale, with maximum agreement being 10 and maximum disagreement being zero. From these statements, we created an 80-point opportunity index—formed by adding responses to the eight 10-point-scale questions on the opportunities presented by rising diversity—and an 80-point concern index, which was formed by adding responses to the eight 10-point-scale questions on concerns about rising diversity.

Analysis of these indices found that average scores on our opportunity index are higher than average scores on our concern index—mean scores of 51 and 44, respectively. This relationship holds across racial groups.

We also created a 160-point index measuring overall openness to diversity. We did this by reverse coding the concerns index so that the lowest level of concern was 80 and the highest level of concern was zero. We then added this to the opportunities index.

TABLE 1

16 Reactions to rising diversity

Ranked by percentage total agree; dark blue = opportunities and light blue = concerns

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly dis- agree (0-1)	Don't know/ Refused	Mean
1. Americans will learn more from one another and be enriched by exposure to many different cultures	32	70	15	15	4	0	6.9
2. A bigger, more diverse workforce will lead to more economic growth.	30	69	15	16	6	1	6.9
3. Diverse workplaces and schools will help make American businesses more innovative and competitive.	30	69	15	15	5	1	6.8
4. People will become more accepting of their differences and more willing to find common ground.	24	65	18	16	6	0	6.6
5. There will be too many demands on government services.	34	62	16	21	8	1	6.6
6. With more diverse people working and living together, discrimination will decrease.	24	61	17	21	7	0	6.4
7. The entry of new people into the American workforce will increase our tax base and help support our retiree population.	24	59	17	24	9	1	6.2
8. There will not be enough jobs for everybody.	28	54	17	28	12	1	6.0
9. Our country's ideals of opportunity for everyone will be realized.	17	49	21	30	11	0	5.6
10. Crime and problems in our neighborhoods will go up.	20	47	22	31	11	1	5.7
11. The country's global image will improve.	17	47	23	28	12	1	5.6
12. Our education system will get worse	21	44	20	35	15	0	5.4
13. There will be more conflict between ethnic and racial groups	16	44	21	34	10	1	5.4
14. Discrimination against whites will increase	17	42	21	37	16	1	5.1
15. There will be more inequality.	13	38	26	35	13	1	5.1
16. There will be no common American culture.	17	36	23	39	18	1	4.9

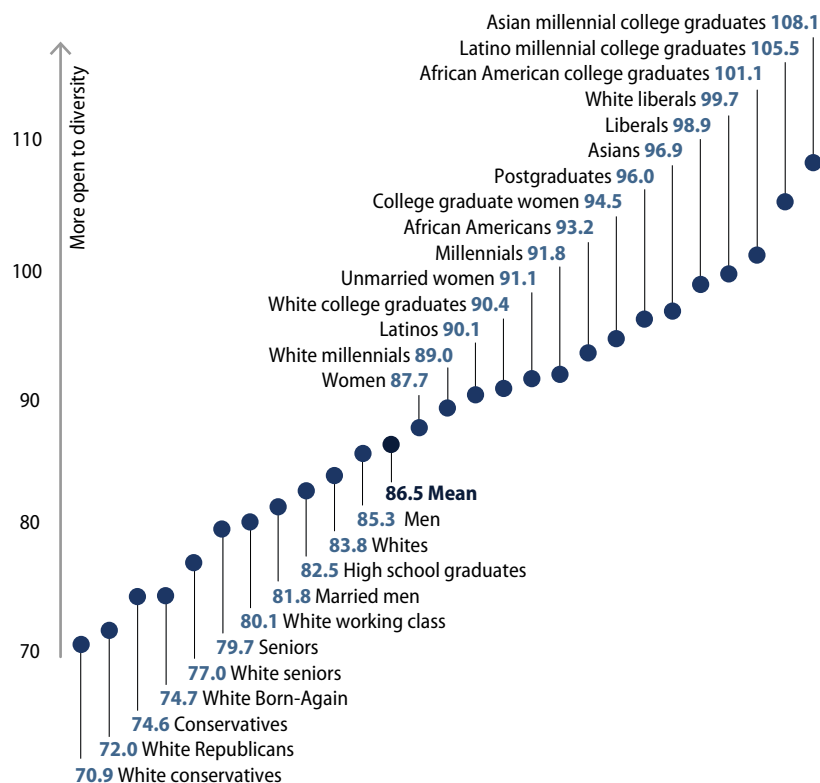
As Figure 1 displays, based on an aggregate scale of 0 to 160, with zero being the least open to diversity and 160 being the most open to diversity, the American electorate as a whole records a mean score of 86.5 on our composite openness measure.

As shown in Figure 1, there is considerable variation by race in terms of openness to diversity. Asians score highest on openness, with a mean score of 97, followed by African Americans with a mean score of 93, Latinos with a mean score of 90, and whites with a mean score of just 84. Interestingly, these differences are driven mostly by differences on opportunity issues—where whites are not as optimistic as people of color—rather than on concern issues, where differences are smaller.

There is also considerable variation by age and education on openness to diversity. Generally, openness goes down with age and up with education. Millennials—people ages 18 to 34—scored an average of 92, compared to seniors ages 65 or older, who had a mean score of 80. High school graduates scored 83, compared to postgraduates, who scored 96. In contrast to variation by race, differences in openness by age and education are primarily driven by concern items, where the older and less-educated respondents are more pessimistic, rather than by opportunity items.

FIGURE 1

Composite index of openness to diversity



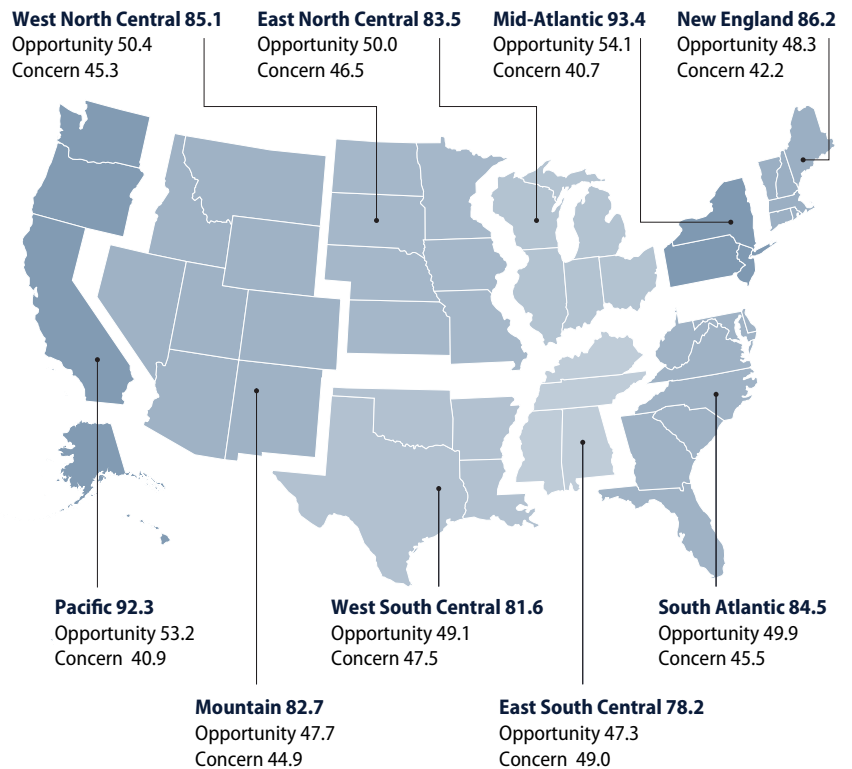
Looking at the responses to the underlying statements within these composite scores, there are some clear patterns in Americans' beliefs about rising diversity, generally favoring the opportunities side of the ledger. Trends from Table 1 include the following:

- The strongest levels of agreement were registered for statements about rising diversity's opportunities. Of the top six statements in our 16-item battery—all of which had 60 percent or more agreement and an average score of 6.4 or higher—five were opportunities, including the top three: 1) “Americans will learn more from one another and be enriched by exposure to many different cultures,” with 70 percent agreeing, 15 percent disagreeing, and an average score of 6.9; 2) “A bigger, more diverse workforce will lead to more economic growth,” with 69 percent agreeing, 16 percent disagreeing, and an average score of 6.9; and 3) “Diverse workplaces and schools will help make American businesses more innovative and competitive,” with 69 percent agreeing, 15 percent disagreeing, and an average score of 6.8.
- Only one of the top six statements was a concern about rising diversity, specifically, the worry that there will be “too many demands on government services.” Sixty-two percent of respondents agreed with this statement, while 21 percent disagreed, averaging a score of 6.6.
- Majorities of Americans also agreed with the following three opportunity statements: 1) “People will become more accepting of their differences and more willing to find common ground,” with 65 percent agreeing, 16 percent disagreeing, and an average score of 6.6; 2) “With more diverse people working and living together, discrimination will decrease,” with 61 percent of respondents agreeing, 21 percent disagreeing, and an average score of 6.4; and 3) “The entry of new people into the American workforce will increase our tax base and help support our retiree population,” with 59 percent agreeing, 24 percent disagreeing, and an average score of 6.2.
- Only one other concern statement generated majority agreement: “There will not be enough jobs for everybody.” Fifty-four percent of respondents agreed and 28 percent disagreed, averaging a score of 6.

- The least-strong levels of agreement were all registered by concern statements. The bottom three were as follows: 1) “There will be no common American culture,” with 36 percent agreeing, 39 percent disagreeing, and an average score of 4.9; 2) “There will be more inequality,” with 38 percent agreeing, 35 percent disagreeing, and an average score of 5.1; and 3) “Discrimination against whites will increase,” with 42 percent agreeing, 37 percent disagreeing, and an average score of 5.1. Interestingly, on both the common-culture and inequality items, African Americans and Latinos expressed more concern than whites or Asians. Unsurprisingly, whites expressed far more concern about a possible rise in discrimination against whites than did respondents of color.

FIGURE 2

Openness to diversity by region



Note: Opportunity and concern scores do not add up to openness scores. Openness score = opportunity score + (80 - concern score).

Opportunities from rising diversity

Table 2 highlights the survey's eight items concerning opportunities from rising diversity. Six of the eight items elicited strong majority agreement from our respondents, suggesting that awareness of the opportunities from rising diversity is high among the American public and, in some cases, approaches consensual levels. Indeed, the top four opportunity items in the table above—learning from one another, promoting economic growth, promoting innovation and competitiveness, and finding common ground—all scored higher than any of the items tested on concerns about rising diversity. Moreover, for each of these items, all racial groups registered more than 60 percent support.

TABLE 2
Opportunities from rising diversity

WNC= white noncollege; WC = white college

	Total agree	White	African American	Latino	Asian	18–34	65+	WNC	WC
1. Americans will learn more from one another and be enriched by exposure to many different cultures	70	66	76	75	87	74	64	64	71
2. A bigger, more diverse workforce will lead to more economic growth.	69	65	81	79	75	74	61	64	65
3. Diverse workplaces and schools will help make American businesses more innovative and competitive.	69	65	78	75	82	75	60	62	71
4. People will become more accepting of their differences and more willing to find common ground.	65	62	71	69	70	69	61	58	70
5. With more diverse people working and living together, discrimination will decrease.	61	59	59	66	70	65	56	57	66
6. The entry of new people into the American workforce will increase our tax base and help support our retiree population.	59	55	65	70	65	57	59	52	62
7. Our country's ideals of opportunity for everyone will be realized.	49	43	58	62	61	50	43	43	44
8. The country's global image will improve.	47	41	59	61	64	52	43	40	44

But for these items and for the others we tested, there was nevertheless important variation by group in how people responded. Let's start with race. While whites did average 65 percent support for the top four opportunity statements, support levels were much higher among people of color. Asians averaged 79 percent support, African Americans averaged 77 percent support, and Latinos averaged 75 percent support.

The next two opportunity statements—decreasing discrimination and increasing the tax base—also elicited majority support across racial groups, though at lower levels. Interestingly, African Americans matched whites in their support for the statement about decreasing discrimination—both at 59 percent. It was the only item on which whites' level of agreement matched that of a group of color.

The last two statements—realizing our ideals of opportunity for everyone and improving our global image—received the least support and had wide racial variation. Only 43 percent and 41 percent, respectively, of whites agreed with these statements, compared to the high 50 percent range for African Americans and the low 60 percent range for both Asians and Latinos.

Age is another clear source of variation in reactions to rising diversity, with positive sentiment about opportunities dropping as age increased. While seniors ages 65 or older did agree at the 60 percent level or a bit above with each of the first four opportunity statements, Millennials—those Americans 18 to 34 years of age—were substantially higher on each opportunity item, averaging a 12-point gap when compared to seniors. Indeed, the only statement where the views of seniors and Millennials were close was the sixth, which concerns a more diverse workforce supporting our retiree population. On this item, seniors were actually more enthusiastic than Millennials—59 percent compared to 57 percent. This generational pattern means that, as new generations continue to replace older ones, appreciation of the opportunities presented by rising diversity will likely rise considerably.

In terms of education, positive sentiment about diversity's opportunities tends to go up as education increases. The difference between white working-class or noncollege respondents and white college graduates illustrates this point. On the top six opportunity statements, all of which elicited majority support from both working-class whites and white college graduates, the latter showed substantially higher support—65 percent to 71 percent versus 57 percent to 64 percent—on five of the six opportunity items. However, on the statement about a bigger, more

diverse workforce leading to more economic growth, agreement among white working-class and white college-graduate respondents was essentially identical—64 percent versus 65 percent.

The same patterns apply within other races. College-educated African Americans, Latinos, and Asians tend to agree with opportunity statements at substantially higher levels than their noncollege-educated counterparts. And if you introduce age into the equation, college-educated people of color from the Millennial generation are higher still, with views on some opportunity statements approaching unanimity. Ninety-four percent of African American college-educated Millennials, for example, agree with the statement on promoting economic growth, and 97 percent of Asian college-educated Millennials agree with the statement on promoting innovation and competitiveness.

Finally, it is worth noting that even Republicans and conservatives express majority agreement with the first four opportunity statements. But the range of agreement—51 percent to 57 percent—is far below that of not only Democrats, independents, liberals, and moderates but also all the demographic groups discussed above, even the white working class.

Concerns about rising diversity

Table 3 provides a detailed look at our eight items on concerns about rising diversity. In contrast to the opportunity items discussed in the previous section, where six of eight items elicited majority agreement, only two of eight concern items generated majority agreement. These were the items about too many demands on government services—with 62 percent agreement—and too few jobs, with 54 percent agreement. The other six concerns about rising diversity—crime going up, the education system getting worse, increasing racial conflict, increasing discrimination against whites, rising inequality, and having no common American culture—all received less than majority agreement.

TABLE 3
Concerns about rising diversity

WNC= white noncollege; WC = white college

	Total agree	White	African American	Latino	Asian	18–34	65+	WNC	WC
1. There will be too many demands on government services.	62	64	52	64	53	60	64	67	59
2. There will not be enough jobs for everybody.	54	55	56	49	47	50	59	59	46
3. Crime and problems in our neighborhoods will go up.	47	47	49	49	38	37	58	55	32
4. Our education system will get worse	44	46	39	48	29	37	54	49	41
5. There will be more conflict between ethnic and racial groups	44	44	46	48	42	39	50	48	36
6. Discrimination against whites will increase	42	46	28	40	25	39	56	52	35
7. There will be more inequality.	38	36	42	44	34	33	42	39	31
8. There will be no common American culture.	36	36	35	44	31	29	44	40	29

While there was some racial variation across the concern items, by and large, there was far less of it than on the opportunity items. Whites, for example, who were consistently lower than all groups of color on opportunity items, were not, as one might have expected, consistently higher than those groups on concern items. On the statement concerning too many demands on government services, whites' level of agreement matched that of Latino respondents—64 percent; on the statement about not enough jobs, whites' agreement was one point less than that of African Americans—55 percent and 56 percent, respectively; on the statement about increasing crime, whites' agreement was lower than both African Americans' and Latinos' agreement; and so on. The one exception to this pattern was the statement about increasing discrimination against whites, where whites were easily the most concerned about this potential problem—especially compared to African Americans and Asians.

Indeed, though the differences were typically rather slight, Latinos, not whites, were the race-ethnic group that registered the highest average levels of agreement. On six of the eight concern items, Latinos were ahead or tied for the lead on their levels of agreement. At the other end of the spectrum, Asians were the racial group that seemed the least sensitive to concerns about rising diversity. On every concern item but one, Asians registered lower levels of agreement than every other race-ethnic group.

Age is again a very clear source of variation in how much respondents are concerned about rising diversity—even more so than it is in driving respondents’ views on diversity’s opportunities. (see previous section) We find that concern about rising diversity goes up substantially as age increases, with a significantly large gap opening up between Millennials and seniors. On average, seniors register 13 percentage points higher on agreement with the concern statements than do Millennials. The largest gap is seen on the statement about increasing crime. Fifty-eight percent of seniors agree this is a concern, compared to just 37 percent of Millennials—a 21 percentage-point gap. Overall, seniors express majority agreement with six of the eight concerns, while Millennials express majority agreement with just two items. We therefore expect that the continued rise of the Millennial generation will lead to a significant diminution in levels of concern about growing diversity.

In terms of the educational attainment of respondents, concerns about rising diversity tend to go down as education increases. Differences between white working-class respondents and white college graduates illustrate this pattern well. Across the eight concern statements, white working-class respondents’ level of agreement averages 13 percentage points higher than that of white college graduates. The biggest area of differences concerns rising crime, where the white working class is 23 percentage points higher than white college graduates—55 percent compared to 32 percent. On the statement about increasing discrimination against whites, the white working class is 17 percentage points higher than white college graduates—52 percent compared to 35 percent. Overall, white working-class respondents expressed majority agreement with four concern statements—and came very close on two others—while white college graduates endorsed only one, the statement about too many demands on government services.

The same patterns apply within other races. College-educated individuals of color, particularly African Americans and Latinos, tended to agree with concern statements at substantially lower levels than their noncollege-educated counterparts. There was even less concern expressed by younger college-educated respondents of color. Just 19 percent of college-educated Latino Millennials, for example, agreed with the concern about too few jobs, compared to 49 percent among Latinos as a whole.

Unsurprisingly, Republicans and conservatives expressed high levels of concern about rising diversity—typically higher levels than those among the demographic groups discussed above, even the white working class. Eighty percent of Republicans and 78 percent of conservatives expressed concern about there being too many demands on government services; 57 percent of Republicans and 55 percent of conservatives expressed concern about rising discrimination against whites.

Section 2: Public attitudes toward a new equity agenda

This study aimed to assess Americans' support for or opposition to what we refer to as a "new equity agenda," which, if fully implemented, would help reduce racial and ethnic inequalities in society and create a stronger economy through better education, job opportunities, and public investments in the foundations of future prosperity. The equity agenda is more fully fleshed out in the recently published book *All-In Nation: An America that Works for All* and was presented in the survey as a broad proposal for future action.

Support for new steps and investments to reduce racial and ethnic inequality

Along with the general openness to rising diversity expressed by most Americans, we find strong support for new steps to reduce racial and ethnic inequality through investments in education, job training, and infrastructure improvement. As Figure 3 highlights, a full 71 percent of Americans support such an equity agenda, with nearly half—47 percent—of Americans strongly supporting these efforts. Almost 9 in 10 African Americans—87 percent expressing total support and 77 percent expressing strong support—and Latinos—89 percent expressing total support and 66 percent expressing strong support—back these investment ideas, along with more than 8 in 10 Asians—83 percent expressing total support and 54 percent expressing strong support—and 6 in 10 whites—63 percent expressing total support and 38 percent expressing strong support.

Interestingly, there are no major age, education, or gender differences among whites in terms of support for a new equity agenda. Millennials, women, and college-educated whites show stronger levels of support than others but not by significant margins. Sixty-eight percent of white college graduates, 68 percent of whites ages 18 to 34, and 68 percent of white women, for example, say that they would support investments to reduce racial and ethnic inequality. But 61 percent of noncollege whites, 58 percent of whites ages 65 or older, and 59 percent of white men would also support these efforts.

The divisions among whites appear to be entirely ideological and partisan. White conservatives are the only subgroup that reported majority opposition to new steps to reduce racial and ethnic inequality—with 51 percent totally opposed and 31 percent strongly opposed—along with a plurality of white Republicans—50 percent totally opposed and 30 percent strongly opposed. The ideological nature of these divisions becomes more apparent when examining a follow-up question that asked people whether they thought new steps to reduce racial and ethnic inequality would help or hurt the economy overall or make no difference. Although 54 percent of Americans overall said a new equity agenda would help the economy—including 72 percent of African Americans, 63 percent of Latinos, 68 percent of Asians, and 49 percent of whites—majorities of white conservatives, at 51 percent, and white Republicans, at 52 percent, said these efforts would make no difference.

FIGURE 3
Support/opposition for new equity agenda

“Based on what you know, would you support or oppose new steps to reduce racial and ethnic inequality in America through investments in areas like education, job training, and infrastructure improvement?”

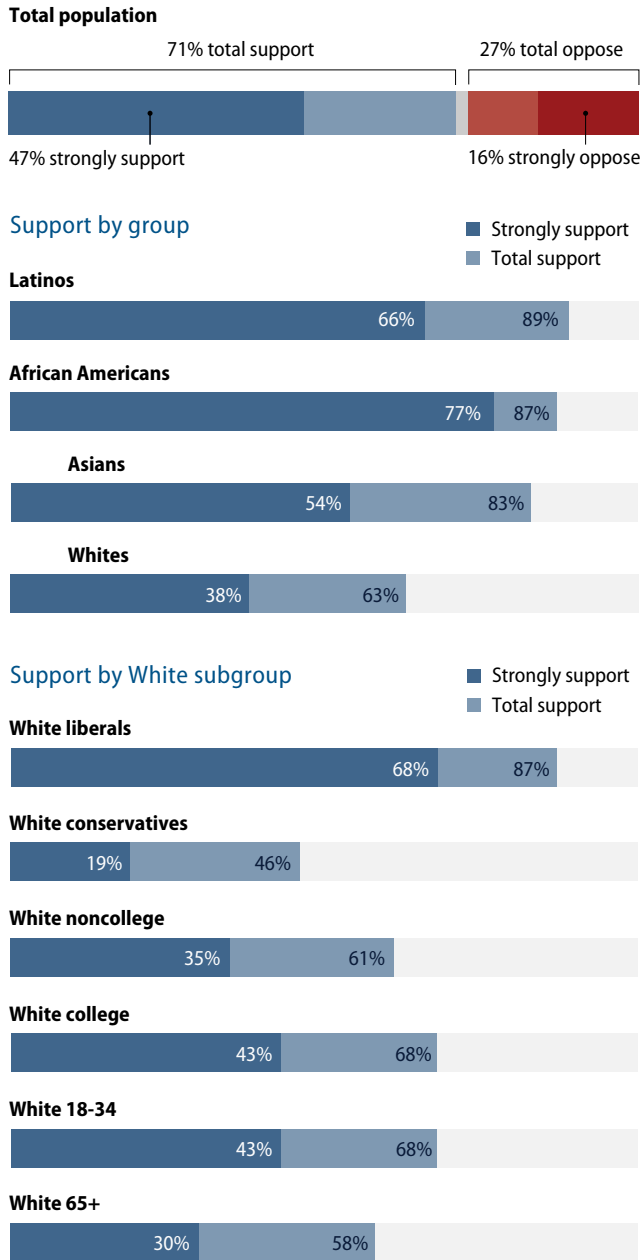


TABLE 4

Would a new equity agenda help or hurt the economy?

“Based on what you know, do you think new steps to reduce racial and ethnic inequality in America would help the economy overall, hurt the economy overall or not make much of a difference to the economy overall?”

	Total	African American	Latino	Asian	White	White liberal	White conservative	White Democrat	White Republican
Help	54	72	63	68	49	73	33	75	31
Hurt	10	6	8	8	11	5	14	5	14
No difference	33	21	27	20	38	21	51	18	52

Beliefs about individual and collective action

Basic beliefs about collective action and the role of the government in the economy seem to explain much of the policy division between whites and other groups. In a more abstract test of political ideology, respondents were asked to choose between two competing ideas about America today. One idea put forth a more individualistic narrative of advancement: “Average Americans are on their own. Jobs and benefits are less secure and you can’t really count on anyone but yourself and your family to get ahead.” The second narrative offered a more collective vision of economic mobility: “In today’s economy, we all face common challenges. Jobs and benefits are less secure, so we all need to work together to make it easier for average Americans to get ahead.”

Americans are essentially split on these core concepts, with 49 percent agreeing with the notion that our challenges are common and that we all need to work together and 47 percent believing that Americans are on their own and cannot count on others for help. But as Figure 4 highlights, racial and ethnic splits are sharp on this basic framing of American life, with majorities of African Americans, Latinos, and Asians agreeing that we should work together on common economic challenges—69 percent, 54 percent, and 52 percent, respectively. A majority of whites—52 percent—believe that Americans are on their own. Ideological and partisan divisions are prominent among whites: 58 percent of white liberals and 62 percent of white Democrats say we should work together. In contrast, 59 percent of both white conservatives and white Republicans believe the opposite.

Generational and gender distinctions also emerge among whites on this question. Younger whites are more likely to believe that Americans are “on their own,” while older whites are more evenly split and open to the idea that we must “work together.” Similarly, majorities of college-educated and noncollege-educated men—56 percent and 59 percent, respectively—agree that people are on their own, while both college-educated and noncollege-educated women agree with the idea that we must work together to help people get ahead—53 percent and 50 percent, respectively. Across all white subgroups, married white men display the highest level of individualism, with 62 percent saying Americans are on their own.

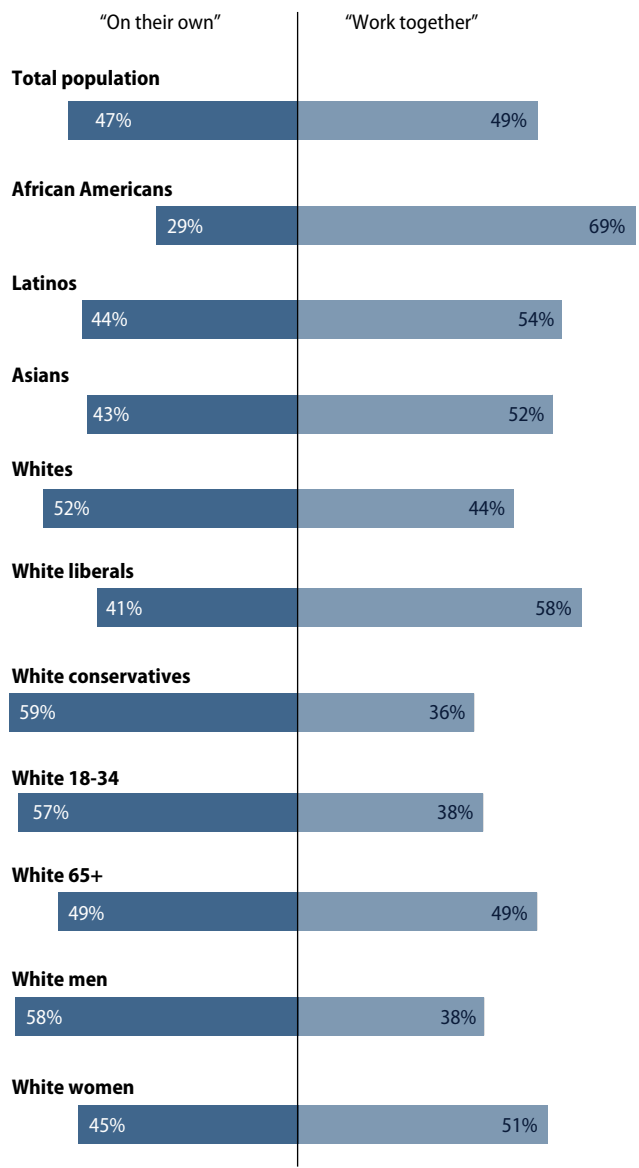
The trends among African Americans and Latinos are even more interesting, with higher-educated people of color expressing sharply different views about collective versus individual action than their less-educated cohorts. More than three-quarters—77 percent—of African Americans ages 18 to 29 without a college education believe that we must work together on common challenges. In contrast, more than 6 in 10, or 63 percent of college-educated African Americans in the same age range say that Americans are on their own and you can’t count on others to get ahead. Younger Latinos show similar yet less-pronounced differences in their worldview, with 59 percent of noncollege-educated young Latinos believing that we must work together and 50 percent of college-educated Latinos agreeing that people are on their own. Age and education appears to have the opposite influence among Asians, however. Younger noncollege Asians—55 percent—are more likely to believe that people are on their

FIGURE 4
Individual vs. Collective Action

“Do you agree more with first statement or the second statement?”

(First) Average Americans are on their own. Jobs and benefits are less secure and you can’t really count on anyone but yourself and your family to get ahead.

(Second) In today’s economy, we all face common challenges. Jobs and benefits are less secure, so we all need to work together to make it easier for average Americans to get ahead.”



own—55 percent—while their college-educated peers are more likely to believe the opposite, that we must work together, coming in at 72 percent.

Support for an equity agenda also depends upon fundamental views about the relationship between racial and ethnic inequalities and economic growth and perceptions about whether steps to reduce these inequalities would help overall economic growth. As Table 5 highlights, majorities of African Americans, Latinos, and Asians agree that inequalities are holding back growth and that government policies and investments to reduce these problems would help our economy grow faster. Whites, and white conservatives in particular, are skeptical about both claims. Notably, examining a split-sample language test, a majority of whites—52 percent—agree with the notion that high levels of “income and wealth inequality” but not high levels of “racial and ethnic inequality” are holding back economic growth. Racial and ethnic inequality received only 43 percent agreement among whites. This suggests that a broader class framing of the issues might help reach whites more effectively.

TABLE 5
Relationship between inequality and growth

Which statement do you agree with most?

Statement pair one: (First) “High levels of racial and ethnic inequality are holding back economic growth in this country”. (Second) “High levels of racial and ethnic inequality are a natural outcome of the economy and don’t hold back overall growth.”

Statement pair two: (First) “Government policies and investments that reduce racial and ethnic inequality would help us grow faster.” (Second) “Government policies and investments to reduce ethnic and racial inequality would not work and would just interfere with economic growth.”

Percent who agree	Total	African American	Latino	Asian	White	White liberal	White conservative
Inequality holding back growth	47	65	55	52	43	53	35
Inequality natural outcome of economy	42	29	37	41	46	40	52
Reducing inequality would help us grow faster	50	61	59	67	46	69	30
Reducing inequality would interfere with growth	43	34	33	25	47	25	63

How individual and collective attitudes shape policy choices

Views on individualism and collectivism are very closely correlated with the larger policy issues America will confront in the years ahead. Among whites who most strongly subscribe to the economic-individualism approach, for example, 67 percent oppose any government intervention in the economy to promote equity. Among whites who most strongly subscribe to the economic-collectivism approach, a clear majority support government efforts to reduce income inequality. (see Table 6) Among people of color, these same patterns exist. However, there is more of a tendency to support government efforts that promote income and wealth equity, regardless of larger economic views.

TABLE 6
How individual and collective beliefs shape policy views among whites

Percent who agree	On their own (strongly)	On their own (somewhat)	Work together (somewhat)	Work together (strongly)	Gap
Government policies and investments that reduce income and wealth inequality would help us grow faster	28	36	49	53	(+25)
Government policies and investments to reduce income and wealth inequality would not work and would just interfere with economic growth	67	59	38	39	(-28)

Beyond the direct connection to economic policy, the study also finds strong correlations among whites between ideological beliefs about individual and collective action and basic beliefs about diversity across a range of areas not related to the economy. As Tables 7 and 8 highlight, on a number of indicators—from rising diversity to immigration—we find a consistent gap of about 20 percentage points between whites who take a strong individualist view of the economy and those who take a strong collectivist view.

TABLE 7

How individual and collective beliefs shape openness to diversity among whites

“As you may know, census projections show that by 2043, African American, Latinos, Asians, and other mixed racial groups will together be a majority of the population. Thinking about the likely impact of this coming demographic change, please tell me if you agree or disagree with each statement.”

Percent who agree	On their own (strongly)	On their own (somewhat)	Work together (somewhat)	Work together (strongly)	Gap
Our country's ideals of opportunity for everyone will be realized	38	45	52	59	(+21)
The country's global image will improve	38	45	51	58	(+20)
Americans will be enriched by exposure to many different cultures	59	69	74	78	(+19)
Diverse workplace and schools will make American businesses more innovative and competitive	61	69	73	77	(+16)
Crime and problems in our neighborhoods will go up	56	46	41	39	(-17)
Discrimination against whites will increase	55	43	37	32	(-23)

TABLE 8

How individual and collective beliefs shape views about immigration and inequality among whites

Percent who agree	On their own (strongly)	On their own (somewhat)	Work together (somewhat)	Work together (strongly)	Gap
Immigration					
Pathway to citizenship for undocumented immigrants could add more than \$100 billion to tax revenues – convincing	42	47	50	67	(+25)
Should help integrate undocumented immigrants into our community and eventual pathway to citizenship	48	52	69	66	(+18)
Problems from inequality					
Willing to invest public funds to help close black/Latino college gap	48	55	70	76	(+28)
Income gap between whites and minorities is a serious problem	56	56	75	79	(+23)
African American/Latino gap in college education is a serious problem	49	59	64	63	(+14)

Reasons to address racial and ethnic inequality in America and likely outcomes of doing so

The study probed deeper into the reasons why Americans might be willing to support a new equity agenda by presenting a series of factual statements about the state of society today and economic projections about the likely outcomes from reducing inequality. As Table 9 highlights, issues surrounding educational disparities and poverty—both broadly and more specifically for African Americans and Latinos—generate the highest levels of concern among a cross-section of the public. More than 8 in 10 Americans across racial and ethnic lines believe that the following three disparities are very serious or serious problems:

- **Forty-eight percent of black 8th graders and 43 percent of Latino 8th graders score below basic on math and reading tests, compared to 17 percent of whites.** Eighty-eight percent of total respondents believe this is a serious problem, and 45 percent of total respondents believe it is a very serious problem.
- **One-quarter of all jobs in the United States pay below poverty-level wages.** Eighty-six percent of total respondents believe this is a serious problem, and 48 percent of total respondents believe it is a very serious problem.
- **One in four children under age 5 live in poverty, including around two in five black and Latino children.** Eighty-five percent of total respondents believe this is a serious problem, and 40 percent of total respondents believe it is a very serious problem.

African Americans and Latinos report higher levels of concern, and generally more intense concerns, than whites and Asians about a variety of problems arising from inequality. Interestingly, given contemporary political discussions, issues of wealth disparities and divergent economic mobility rank lower on the list of problems, primarily because of their lower saliency among whites and Asians.

Only 49 percent of whites, for example, believe it is a serious problem that whites “on average have 20 times the net worth of African Americans and 18 times that of Latinos.” In contrast, 81 percent of African Americans and 71 percent of Latinos view the wealth gap as a serious problem. Likewise, only 44 percent of whites and a bare majority of Asians—51 percent—believe that it is a serious problem that “[a] child born into a wealthy family in the U.S. is more than twice as likely as a child born into a poor family to end up in the middle class or above as an adult.” Seventy percent of African Americans and two-thirds of Latinos believe that these differences in social mobility are serious problems.

TABLE 9

Problems associated with inequality

“Now I am going to read you a list of facts about inequality in our country today. For each one, I want you to tell me whether you personally think this fact represents a very serious problem, a serious problem, not too serious a problem, or not a problem at all for our country.”

Percent saying very serious or serious problem	Total population	African American	Latino	Asian	White
Forty-eight percent of black 8th graders and 43 percent of Latino 8th graders score below basic math and reading tests, compared to 17 percent of whites	88	96	91	86	88
One quarter of all jobs in U.S. pay below poverty-level wages	86	91	91	80	84
One in four children under age 5 live in poverty, including around two in five black and Latino children	85	94	89	76	84
Since 1979, income gains for the top 1 percent have been 277 percent, while gains for the middle class have been 38 percent and those for the poor 18 percent	77	87	85	73	75
Predatory loans are five times more likely in black neighborhoods than in white ones	77	88	85	71	76
Sixteen percent of white children born to middle-class parents end up poor, compared to 45 percent of black children born to middle-class parents	77	77	76	63	78
The average income of white families is \$70,000, compared to \$40,000 for blacks and Latinos	67	89	81	57	62
Forty percent of whites complete college by age 30, compared to 23 percent of blacks and 15 percent of Latinos	66	66	80	64	59
Whites on average have 20 times the net worth of African Americans and 18 times that of Latinos	55	81	71	60	49
A child born into a wealthy family is more than twice as likely as a child born into a poor family to end up middle class or above as an adult	50	70	66	51	44

In general, we found that explicit racial and ethnic framing of inequality led to some drop-off in the belief among whites and Asians that a particular issue is a serious problem for the nation. A poverty item that made no mention of racial and ethnic differences—“A quarter of all jobs in the United States now pay below poverty wages”—scored highest among whites and Asians, with 45 percent and 40 percent, respectively, saying that it was a “very serious problem.” The one issue where this does not seem to be as pronounced is education. All racial and ethnic groups expressed serious concern about the lower math and reading scores for African American and Latino 8th graders.

But even on the issue of education, we found whites and Asians more open to a broader framing about the importance of education to society as a whole than they were when we cast the issue in more direct racial terms. Table 10 highlights responses to a series of questions about education, starting with the following: “Every year, more jobs in America require a college degree. By 2018, 63 percent of jobs will require a college degree or post-secondary certification. Yet current education projections say we will produce about 3 million fewer graduates than necessary to fill these jobs. Overall, how big of a problem is it for the country that we are not producing enough college graduates to fill the jobs of the future?” Forty-three percent of Americans said this is a “very serious problem,” including 47 percent of African Americans, 52 percent of Latinos, 44 percent of Asians, and 40 percent of whites.

The intensity of concerns about educational preparation drops noticeably, however, in a follow-up question that provides information about one of the reasons America is not producing enough college graduates to fill the jobs of the future: “African American and Latino college graduation rates are only a half to a third of the rates of whites.” Knowing this, the percentage of Americans saying the gap between minority and white graduation rates is a “very serious problem” drops to 30 percent overall, including only one-quarter of whites and less than one-third of Asians who view the minority education gap as a very serious problem.

TABLE 10
Effects of broader framing of education versus racial/ethnic framing

Percent saying very serious problem	Total population	African American	Latino	Asian	White
Lack of college graduates necessary to fill jobs of the future...					
Without racial and ethnic framing	43	47	52	44	40
With explanation of minority vs. white graduation gap	30	47	44	32	25

The study also tested Americans’ reactions to a range of concrete research projections about the potential economic outcomes of reducing racial and ethnic inequality, as featured in CAP and PolicyLink’s book, *All-In Nation*. The goal of the test was to see how convincing each projection might be as a reason to support spending an estimated \$120 billion per year to reduce racial and ethnic inequalities. There was not a huge amount of variance in responses to the items, but projections that, “The estimated 42 percent of the workforce who will be black or Latino by 2050 will be better prepared for the jobs of the future”—as well as projections that, “13 million people will be lifted out of poverty”—were deemed convincing reasons to support new efforts to reduce inequality by more than 6 in 10 Americans. (see Table 11) Arguments about greater equality increasing individual income or reducing the long-term Social Security deficit proved to be less-convincing reasons to support these efforts, particularly among whites and Asians.

TABLE 11
Reasons to support investments to eliminate racial and ethnic inequality

“Recent academic research has examined the potential economic effects of eliminating racial and ethnic inequality in America. The estimated cost for new investments to eliminate racial and ethnic inequality is \$120 billion per year. I’m going to read you some of these potential outcomes and, after each one, please tell me whether this outcome would be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality.”

Percent saying very or somewhat convincing	Total population	African American	Latino	Asian	White
The estimated 42 percent of the workforce who will be black or Latino by 2050 will be better prepared for the jobs of the future.	69	84	81	64	65
13 million people will be lifted out of poverty.	65	74	72	63	63
Federal, state, and local tax revenues will increase by \$192 billion.	63	70	66	61	61
The size of the economy, or gross domestic product, will be \$1.2 trillion higher.	62	74	64	60	61
The long-run deficit faced by Social Security will be reduced by 10 percent.	57	67	63	59	54
Average yearly income for all Americans will be 8 percent—or \$3,000—higher.	54	70	58	54	51

Conclusion

Contrary to popular beliefs about public attitudes toward rising diversity, this study finds clear and compelling evidence across a range of questions that Americans are open minded about our society's changing demographics and believe, on the whole, that there are more benefits to the nation from rising diversity than costs. Americans understand that more needs to be done to help fully integrate all people into our national economy through expanded educational and job opportunities. Moreover, they are willing to make significant new investments to help reduce racial and ethnic inequalities and close the gaps between the rich and the poor. Although attitudinal differences remain between some whites and communities of color about the relative benefits of diversity and willingness to do more to reduce inequality, these splits are more ideologically focused than racial or ethnic.

Policymakers should take these attitudes into account as they debate the nation's future. Americans are ready to support necessary and pragmatic policy investments to ensure that all people can participate fully in our economy.

***Correction, October 31, 2013:** In Chart 1 on page 9, this report incorrectly stated the survey sample projection of people of color in the population by 2050. The correct number is 62.*

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Appendix: Full survey results by race and ethnicity

Q1. Now, to start with, do you feel that the economy in the country is recovering and improving, or it is not recovering and getting worse?

	Total	Black	Latino	Asian	White
Recovering / improving	50%	63%	52%	56%	48%
Not recovering / worse	36%	22%	31%	21%	41%
Same / no change	12%	12%	14%	17%	11%
Don't know	2%	3%	2%	6%	1%

Q2. Overall, do you approve or disapprove of the way Barack Obama is handling his job as President?

	Total	Black	Latino	Asian	White
Strongly approve	24%	58%	35%	27%	16%
Somewhat approve	27%	30%	38%	40%	24%
Somewhat disapprove	11%	4%	11%	12%	12%
Strongly disapprove	34%	5%	12%	10%	45%
Total approve	51%	88%	72%	67%	39%
Total disapprove	45%	9%	23%	22%	58%
Don't know	4%	3%	5%	11%	3%

Q3. Do you approve or disapprove of the way Congress is handling its job?

	Total	Black	Latino	Asian	White
Strongly approve	4%	6%	11%	7%	2%
Somewhat approve	16%	20%	30%	22%	12%
Somewhat disapprove	20%	21%	19%	23%	21%
Strongly disapprove	54%	47%	33%	30%	62%
Total approve	20%	27%	41%	29%	14%
Total disapprove	75%	68%	52%	53%	83%
Don't know	5%	6%	7%	18%	3%

Let's think about demographic change in the country over the next 30 years. As you may know, our country is changing rapidly and one of the biggest changes is the increasing share of racial and ethnic minorities in the population—African Americans, Latinos, Asians and those of mixed racial and ethnic backgrounds—and the decreasing share of whites.

Q4. Thinking about this demographic change, what percent of the overall American population today is composed of racial and ethnic minorities? Just give me your best guess.

	Total	Black	Latino	Asian	White
0-10%	2%	3%	5%	4%	1%
11-20%	3%	5%	4%	7%	3%
21-30%	10%	10%	8%	14%	10%
31-40%	20%	17%	13%	23%	23%
41-50%	24%	17%	26%	20%	25%
More than 50%	32%	43%	32%	22%	31%
Don't know	9%	6%	13%	11%	8%
Mean	48.96	52.66	50.34	43.16	48.47

Q5. How about the American workforce? What percent of the American workforce today is composed of racial and ethnic minorities?

	Total	Black	Latino	Asian	White
0-10%	3%	5%	6%	4%	2%
11-20%	6%	6%	4%	9%	6%
21-30%	16%	12%	9%	16%	18%
31-40%	20%	16%	15%	18%	22%
41-50%	24%	26%	23%	18%	24%
More than 50%	24%	30%	33%	25%	22%
Don't know	8%	4%	10%	11%	7%
Mean	45.55	47.62	49.99	44.08	44.33

Q6. Thinking ahead to the year 2050, what percent of the overall American population in that year do you think will be composed of racial and ethnic minorities? Again, just give me your best guess.

	Total	Black	Latino	Asian	White
0-10%	1%	3%	3%	2%	1%
11-20%	2%	2%	4%	3%	1%
21-30%	3%	4%	4%	5%	3%
31-40%	5%	8%	6%	6%	5%
41-50%	19%	21%	16%	21%	19%
More than 50%	64%	58%	60%	54%	66%
Don't know	6%	5%	6%	8%	6%
Mean	62.05	61.66	61.13	56.96	62.6

Q7. How about the American workforce? What percent of the American workforce in the year 2050 will be composed of racial and ethnic minorities?

	Total	Black	Latino	Asian	White
0-10%	2%	2%	4%	1%	2%
11-20%	2%	4%	4%	4%	2%
21-30%	5%	6%	7%	4%	4%
31-40%	7%	9%	6%	9%	7%
41-50%	24%	23%	22%	19%	25%
More than 50%	53%	51%	51%	51%	54%
Don't know	6%	4%	6%	12%	6%
Mean	58.92	58.69	57.72	57.3	59.27

Q8. Another big demographic change is the aging of the Baby Boom generation. The first Baby Boomers turned 65 in 2011 when the percentage of the elderly in the population was around 13 percent. What percent of the U.S. population will be elderly by the year 2050? Again, just your best guess.

	Total	Black	Latino	Asian	White
0-10%	7%	8%	10%	6%	6%
11-20%	19%	15%	19%	30%	18%
21-30%	24%	19%	19%	30%	25%
31-40%	16%	13%	13%	10%	18%
41-50%	13%	18%	13%	10%	12%
More than 50%	15%	24%	18%	8%	13%
Don't know	7%	4%	8%	7%	7%
Mean	35.67	41.57	37.24	29.93	34.78

Q9. Which of these two statements do you agree with most?

A. In today's economy, average Americans are on their own. Jobs and benefits are less secure and you can't really count on anyone but yourself and your family to get ahead.

B. In today's economy, we all face common challenges. Jobs and benefits are less secure, so we all need to work together to make it easier for average Americans to get ahead.

	Total	Black	Latino	Asian	White
On their own - Strongly	31%	20%	31%	26%	34%
On their own - Somewhat	16%	9%	13%	17%	18%
Work together - Strongly	32%	54%	37%	31%	28%
Work together - Somewhat	17%	15%	17%	21%	17%
Total on their own	47%	29%	44%	43%	52%
Total work together	49%	69%	54%	52%	44%
Both of these	2%	1%	1%	4%	2%
Neither of these	1%	1%	1%	1%	1%
Don't know	0%	1%	-	0%	0%

Q10 and Q11: split sample

Q10. Which of these two statements do you agree with most?

A. High levels of income and wealth inequality are holding back economic growth in this country.

B. High levels of income and wealth inequality are a natural outcome of the economy and don't hold back overall growth.

	Total	Black	Latino	Asian	White
Holding back economic growth - Strongly	36%	45%	33%	28%	36%
Holding back economic growth - Somewhat	19%	19%	26%	24%	17%
Natural outcome - Strongly	23%	15%	18%	17%	27%
Natural outcome - Somewhat	16%	15%	18%	19%	15%
Total holding back	55%	64%	59%	52%	52%
Total natural outcome	39%	30%	36%	36%	42%
Both of these	1%	1%	2%	4%	1%
Neither of these	2%	0%	1%	3%	3%
Don't know	3%	5%	2%	5%	2%

Q11. Which of these two statements do you agree with most?

A. High levels of racial and ethnic inequality are holding back economic growth in this country.

B. High levels of racial and ethnic inequality are a natural outcome of the economy and don't hold back overall growth.

	Total	Black	Latino	Asian	White
Holding back economic growth - Strongly	26%	44%	32%	29%	22%
Holding back economic growth - Somewhat	21%	21%	23%	23%	20%
Natural outcome - Strongly	22%	18%	20%	19%	24%
Natural outcome - Somewhat	20%	12%	18%	22%	22%
Total holding back	47%	65%	55%	52%	43%
Total natural outcome	42%	29%	37%	41%	46%
Both of these	2%	3%	1%	2%	1%
Neither of these	6%	1%	2%	2%	8%
Don't know	2%	2%	5%	3%	2%

Q12 and Q13: split sample

Q12. Which of these two statements do you agree with most?

A. Government policies and investments that reduce income and wealth inequality would help us grow faster.

B. Government policies and investments to reduce income and wealth inequality would not work and would just interfere with economic growth.

	Total	Black	Latino	Asian	White
Grow faster - Strongly	23%	33%	26%	27%	21%
Grow faster - Somewhat	22%	29%	27%	34%	18%
Not work/interfere - Strongly	30%	14%	22%	16%	36%
Not work/interfere - Somewhat	17%	17%	19%	17%	17%
Total grow faster	45%	62%	53%	61%	39%
Total not work/interfere	47%	32%	41%	33%	53%
Both of these	1%	1%	2%	1%	0%
Neither of these	4%	3%	2%	1%	5%
Don't know	3%	3%	2%	4%	4%

Q13. Which of these two statements do you agree with most?

A. Government policies and investments that reduce racial and ethnic inequality would help us grow faster.

B. Government policies and investments to reduce ethnic and racial inequality would not work and would just interfere with economic growth.

	Total	Black	Latino	Asian	White
Grow faster - Strongly	30%	40%	36%	34%	27%
Grow faster - Somewhat	20%	21%	23%	32%	19%
Not work/interfere - Strongly	24%	20%	19%	16%	27%
Not work/interfere - Somewhat	18%	14%	15%	9%	20%
Total grow faster	50%	61%	59%	67%	46%
Total not work/interfere	43%	34%	33%	25%	47%
Both of these	1%	1%	1%	1%	1%
Neither of these	3%	2%	2%	4%	3%
Don't know	3%	2%	5%	3%	3%

Now, as you may know, census projections show that by 2043, African Americans, Latinos, Asians, and other mixed racial and ethnic groups will together be a majority of the population. Thinking about the likely impact of this coming demographic change, for each statement I read, please indicate how much you agree or disagree on a scale of 0-10, with 10 meaning you completely agree with the statement, 0 meaning you completely disagree with the statement, and 5 meaning you aren't sure whether you agree or disagree. You can use any number from 0 to 10, the higher the number the more you agree with the statement.

Q14–29: questions rotated

Q14. Please indicate how much you agree or disagree on a scale of 0-10:

A bigger, more diverse workforce will lead to more economic growth.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	30%	69%	15%	16%	6%	1%	6.9
Black	46%	81%	10%	9%	3%	0%	7.9
Latino	40%	79%	14%	6%	3%	1%	7.6
Asian	33%	75%	12%	11%	4%	2%	7.1
White	25%	65%	16%	19%	7%	1%	6.5

Q15. Please indicate how much you agree or disagree on a scale of 0-10:

With more diverse people working and living together, discrimination will decrease.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	24%	61%	17%	21%	7%	1%	6.4
Black	31%	59%	20%	21%	11%	0%	6.4
Latino	32%	66%	16%	18%	6%	0%	6.8
Asian	30%	70%	15%	13%	3%	1%	6.9
White	21%	59%	17%	23%	8%	1%	6.2

Q16. Please indicate how much you agree or disagree on a scale of 0-10:

The country's global image will improve.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	17%	47%	23%	28%	12%	1%	5.6
Black	25%	59%	25%	15%	9%	1%	6.5
Latino	24%	61%	22%	17%	7%	0%	6.4
Asian	27%	64%	16%	18%	4%	2%	6.6
White	13%	41%	24%	33%	13%	1%	5.2

Q17. Please indicate how much you agree or disagree on a scale of 0-10:

Diverse workplaces and schools will help make American businesses more innovative and competitive.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	30%	69%	15%	15%	5%	1%	6.8
Black	43%	78%	14%	8%	2%	0%	7.7
Latino	33%	75%	15%	9%	3%	1%	7.3
Asian	40%	82%	7%	8%	4%	2%	7.6
White	25%	65%	16%	18%	7%	1%	6.5

Q18. Please indicate how much you agree or disagree on a scale of 0-10:

People will become more accepting of their differences and more willing to find common ground.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	24%	65%	18%	16%	6%	0%	6.6
Black	30%	71%	17%	12%	6%	0%	6.9
Latino	25%	69%	17%	13%	4%	0%	6.8
Asian	30%	70%	19%	9%	3%	2%	7
White	21%	62%	19%	18%	6%	0%	6.4

Q19. Please indicate how much you agree or disagree on a scale of 0-10:

Our country's ideals of opportunity for everyone will be realized.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	17%	49%	21%	30%	11%	0%	5.6
Black	26%	58%	22%	19%	11%	1%	6.2
Latino	24%	62%	21%	17%	5%	0%	6.5
Asian	29%	61%	21%	18%	8%	1%	6.5
White	13%	43%	21%	36%	12%	0%	5.2

Q20. Please indicate how much you agree or disagree on a scale of 0-10:

Americans will learn more from one another and be enriched by exposure to many different cultures.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	32%	70%	15%	15%	4%	0%	6.9
Black	49%	76%	13%	10%	5%	0%	7.7
Latino	38%	75%	14%	10%	4%	0%	7.4
Asian	46%	87%	5%	6%	2%	1%	7.9
White	26%	66%	16%	17%	5%	1%	6.6

Q21. Please indicate how much you agree or disagree on a scale of 0-10:

The entry of new people into the American workforce will increase our tax base and help support our retiree population.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	24%	59%	17%	24%	9%	1%	6.2
Black	38%	65%	20%	14%	6%	1%	7
Latino	33%	70%	17%	13%	5%	1%	7
Asian	29%	65%	14%	19%	8%	2%	6.6
White	20%	55%	17%	28%	11%	1%	5.9

Q22. Please indicate how much you agree or disagree on a scale of 0-10:

There will be more conflict between ethnic and racial groups.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	16%	44%	21%	34%	10%	1%	5.4
Black	21%	46%	23%	31%	14%	0%	5.6
Latino	18%	48%	24%	28%	9%	1%	5.8
Asian	14%	42%	22%	34%	9%	2%	5.2
White	15%	44%	20%	36%	9%	1%	5.4

Q23. Please indicate how much you agree or disagree on a scale of 0-10:

There will be no common American culture.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	17%	36%	23%	39%	18%	1%	4.9
Black	17%	35%	26%	38%	18%	1%	5
Latino	17%	44%	25%	29%	13%	2%	5.4
Asian	14%	31%	18%	49%	24%	2%	4.3
White	17%	36%	23%	40%	18%	1%	4.9

Q24. Please indicate how much you agree or disagree on a scale of 0-10:

Crime and problems in our neighborhoods will go up.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	20%	47%	22%	31%	11%	1%	5.7
Black	27%	49%	24%	27%	10%	0%	5.9
Latino	22%	49%	21%	29%	13%	1%	5.8
Asian	14%	38%	22%	38%	12%	2%	5
White	19%	47%	22%	31%	9%	0%	5.7

Q25. Please indicate how much you agree or disagree on a scale of 0-10:
There will not be enough jobs for everybody.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	28%	54%	17%	28%	12%	1%	6
Black	27%	56%	20%	24%	9%	0%	6.2
Latino	23%	49%	20%	30%	14%	1%	5.8
Asian	20%	47%	15%	36%	14%	2%	5.4
White	29%	55%	16%	28%	11%	1%	6.1

Q26. Please indicate how much you agree or disagree on a scale of 0-10:
Discrimination against whites will increase.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	17%	42%	21%	37%	16%	1%	5.1
Black	15%	28%	19%	52%	29%	1%	4.1
Latino	14%	40%	24%	35%	19%	1%	5
Asian	7%	25%	21%	52%	23%	2%	4
White	19%	46%	20%	33%	12%	0%	5.5

Q27. Please indicate how much you agree or disagree on a scale of 0-10:
There will be too many demands on government services.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	34%	62%	16%	21%	8%	1%	6.6
Black	26%	52%	21%	26%	13%	1%	5.9
Latino	36%	64%	19%	17%	7%	1%	6.9
Asian	23%	53%	18%	27%	8%	2%	5.9
White	35%	64%	14%	21%	7%	0%	6.7

Q28. Please indicate how much you agree or disagree on a scale of 0-10:
Our education system will get worse.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	21%	44%	20%	35%	15%	1%	5.4
Black	20%	39%	20%	41%	22%	0%	5
Latino	21%	48%	19%	31%	15%	1%	5.6
Asian	10%	29%	20%	49%	19%	1%	4
White	21%	46%	20%	34%	14%	0%	5.5

Q29. Please indicate how much you agree or disagree on a scale of 0-10:
There will be more inequality.

	Strongly agree (9-10)	Total agree (6-10)	Neutral (5)	Total disagree (0-4)	Strongly disagree (0-1)	Don't know/ refused	Mean
Total	13%	38%	26%	35%	13%	1%	5.1
Black	15%	42%	30%	27%	14%	1%	5.4
Latino	17%	44%	25%	30%	12%	1%	5.5
Asian	12%	34%	24%	40%	15%	2%	4.8
White	12%	36%	26%	36%	14%	1%	5

Q30. Every year, more jobs in America require a college degree. By 2018, 63 percent of jobs will require a college degree or post-secondary certification. Yet current education projections say we will produce about 3 million fewer graduates than necessary to fill these jobs. Overall, how big of a problem is it for the country that we are not producing enough college graduates to fill the jobs of the future?

	Total	Black	Latino	Asian	White
A very serious problem	43%	47%	52%	44%	40%
A serious problem	36%	38%	38%	31%	37%
Not too serious of a problem	14%	10%	7%	16%	15%
Not a problem at all	7%	5%	3%	7%	7%
Don't know	1%	1%	0%	2%	1%

Q31. One of the reasons why America is not producing enough college educated workers is that African American and Latino college graduation rates are only a half to a third of the rates among whites. How big of a problem do you think the gap between the college graduation rates for African American and Latinos and whites is for our country?

	Total	Black	Latino	Asian	White
A very serious problem	30%	47%	44%	32%	25%
A serious problem	42%	41%	40%	34%	43%
Not too serious of a problem	18%	7%	11%	21%	21%
Not a problem at all	9%	5%	4%	10%	10%
Don't know	2%	0%	1%	3%	2%

Q32. Every year, more and more of our workforce is composed of African Americans and Latinos. By 2018, blacks and Latinos will be 30 percent of the workforce, up from 25 percent in 2008. Knowing that the percentage of African Americans and Latinos in the workforce will increase over the next few years, and that percentage of new jobs requiring a college degree will also increase, do you think the college education gap between blacks and Latinos and whites is:

Base—if Q31 answer is not “a very serious problem”	Total	Black	Latino	Asian	White
A very serious problem	11%	22%	16%	11%	9%
A serious problem	47%	46%	49%	41%	47%
Not too serious of a problem	29%	24%	24%	29%	31%
Not a problem at all	11%	8%	10%	15%	10%
Don't know	2%	1%	1%	4%	2%

Q33. Knowing that percentage of new jobs requiring a college degree will increase, and that African American and Latino students have lower graduation rates than whites, how willing would you be to invest significantly more public funds to help close this gap in college graduation rates for black and Latino students?

	Total	Black	Latino	Asian	White
Very willing	26%	53%	46%	32%	18%
Somewhat willing	35%	35%	39%	36%	35%
Not that willing	15%	6%	8%	11%	19%
Not at all willing	21%	5%	7%	16%	27%
Don't know	2%	1%	1%	6%	2%

Now I am going to read you a list of facts about inequality in our country today. For each one, I want you to tell me whether you personally think this fact represents a very serious problem, a serious problem, not too serious a problem, or not a problem at all for our country.

Q34–43: split sample every other question

Q34. A quarter of all jobs in the United States now pay below poverty-level wages. Do you think this is a very serious problem, a serious problem, not too serious a problem, or not a problem at all for our country?

	Total	Black	Latino	Asian	White
A very serious problem	48%	61%	53%	40%	45%
A serious problem	38%	30%	38%	40%	39%
Not too serious of a problem	10%	7%	4%	12%	11%
Not a problem at all	4%	2%	3%	5%	4%
Don't know	1%	0%	1%	3%	1%

Q35. Whites on average have 20 times the net worth of African Americans and 18 times that of Latinos. Do you think this is a very serious problem, a serious problem, not too serious a problem, or not a problem at all for our country?

	Total	Black	Latino	Asian	White
A very serious problem	19%	42%	26%	24%	15%
A serious problem	36%	39%	45%	36%	34%
Not too serious of a problem	27%	10%	18%	21%	32%
Not a problem at all	14%	9%	9%	16%	15%
Don't know	4%	1%	2%	4%	4%

Q36. Sixteen percent of white children born to middle-class parents end up poor, compared to 45 percent of black children born to middle-class parents. Do you think this is a very serious problem, a serious problem, not too serious a problem, or not a problem at all for our country?

	Total	Black	Latino	Asian	White
A very serious problem	30%	44%	35%	30%	26%
A serious problem	47%	33%	41%	33%	52%
Not too serious of a problem	15%	15%	13%	22%	14%
Not a problem at all	6%	7%	10%	10%	5%
Don't know	2%	1%	1%	5%	3%

Q37. A child born into a wealthy family in the U.S. is more than twice as likely as a child born into a poor family to end up in the middle class or above as an adult. Do you think this is a very serious problem, a serious problem, not too serious a problem, or not a problem at all for our country?

	Total	Black	Latino	Asian	White
A very serious problem	18%	31%	23%	22%	15%
A serious problem	32%	39%	41%	29%	29%
Not too serious of a problem	28%	19%	22%	25%	31%
Not a problem at all	17%	11%	13%	21%	19%
Don't know	4%	0%	1%	3%	6%

Q38. Since 1979, income gains for the top 1 percent have been 277 percent, while gains for the middle class have been 38 percent and those for the poor 18 percent. Do you think this is a very serious problem, a serious problem, not too serious a problem, or not a problem at all for our country?

	Total	Black	Latino	Asian	White
A very serious problem	41%	48%	46%	35%	40%
A serious problem	36%	39%	39%	38%	35%
Not too serious of a problem	13%	7%	10%	16%	14%
Not a problem at all	7%	5%	4%	8%	8%
Don't know	2%	1%	1%	4%	3%

Q39. One in four children under age 5 live in poverty, including around two in five black and Latino children. Do you think this is a very serious problem, a serious problem, not too serious a problem, or not a problem at all for our country?

	Total	Black	Latino	Asian	White
A very serious problem	40%	61%	49%	37%	36%
A serious problem	45%	33%	40%	39%	48%
Not too serious of a problem	8%	3%	5%	11%	9%
Not a problem at all	6%	3%	6%	9%	7%
Don't know	1%	0%	-	4%	1%

Q40. Forty percent of whites complete college by age 30, compared to 23 percent of blacks and 15 percent of Latinos. Do you think this is a very serious problem, a serious problem, not too serious a problem, or not a problem at all for our country?

	Total	Black	Latino	Asian	White
A very serious problem	25%	44%	46%	25%	17%
A serious problem	41%	42%	34%	39%	42%
Not too serious of a problem	24%	9%	14%	24%	29%
Not a problem at all	9%	5%	6%	9%	10%
Don't know	1%	0%	0%	4%	2%

Q41. The average income of white families is \$70,000, compared to \$40,000 for blacks and Latinos. Do you think this is a very serious problem, a serious problem, not too serious a problem, or not a problem at all for our country?

	Total	Black	Latino	Asian	White
A very serious problem	25%	48%	40%	20%	19%
A serious problem	42%	41%	41%	37%	43%
Not too serious of a problem	19%	8%	12%	23%	22%
Not a problem at all	12%	3%	7%	16%	13%
Don't know	3%	-	0%	4%	3%

Q42. Forty-eight percent of black eighth-graders and 43 percent of Latino eighth-graders score below basic on math and reading tests, compared to 17 percent of whites. Do you think this is a very serious problem, a serious problem, not too serious a problem, or not a problem at all for our country?

	Total	Black	Latino	Asian	White
A very serious problem	45%	60%	54%	37%	42%
A serious problem	43%	36%	37%	39%	46%
Not too serious of a problem	8%	4%	6%	13%	8%
Not a problem at all	3%	1%	3%	9%	3%
Don't know	1%	-	0%	3%	1%

Q43. Predatory loans are five times more likely in black neighborhoods than in white ones. Do you think this is a very serious problem, a serious problem, not too serious a problem, or not a problem at all for our country?

	Total	Black	Latino	Asian	White
A very serious problem	37%	48%	45%	39%	34%
A serious problem	40%	40%	40%	32%	42%
Not too serious of a problem	11%	9%	8%	12%	12%
Not a problem at all	5%	2%	5%	8%	5%
Don't know	6%	1%	3%	8%	7%

Some say that given coming demographic shifts, America's future economic success will require new steps to reduce racial and ethnic inequality by making large investments in areas like preschools and public schools, college access, training for better jobs and upgraded infrastructure in underserved areas. Others argue that there are adequate opportunities for racial and ethnic minorities to succeed, and that such government investments are unnecessary and would not help the economy.

Q44–45: split sample

Q44. Based on what you know, would you support or oppose new steps to reduce racial and ethnic inequality in America through investments in areas like education, job training, and infrastructure improvement?

	Total	Black	Latino	Asian	White
Strongly support	47%	77%	66%	54%	38%
Somewhat support	24%	10%	23%	29%	26%
Strongly oppose	16%	7%	5%	7%	20%
Somewhat oppose	11%	4%	4%	6%	14%
Total support	71%	87%	89%	83%	63%
Total oppose	27%	12%	9%	13%	34%
Neither	1%	1%	1%	1%	1%
Don't know	1%	0%	1%	3%	2%

Q45. Based on what you know, do you think new steps to reduce racial and ethnic inequality in America would help the economy overall, hurt the economy overall or not make much of a difference to the economy overall?

	Total	Black	Latino	Asian	White
Help the economy	54%	72%	63%	68%	49%
Hurt the economy	10%	6%	8%	8%	11%
No difference	33%	21%	27%	20%	38%
Don't know	2%	1%	2%	4%	3%

Split sample for questions 46–51

A. Recent academic research has examined the potential economic effects of eliminating racial and ethnic inequality in America. I'm going to read you some of these potential outcomes and, after each one, please tell me whether this outcome would be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality.

B. Recent academic research has examined the potential economic effects of eliminating racial and ethnic inequality in America. **The estimated cost for new investments to eliminate racial and ethnic inequality is \$120 billion per year.** I'm going to read you some of these potential outcomes and, after each one, please tell me whether this outcome would be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality.

Q46a. Average yearly income for all Americans will be 8 percent—or \$3000—higher. Would this be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality?

	Total	Black	Latino	Asian	White
Very convincing	18%	26%	21%	18%	16%
Somewhat convincing	35%	41%	36%	36%	33%
A little convincing	20%	18%	18%	17%	21%
Not at all convincing	24%	15%	22%	21%	26%
Don't know	3%	1%	3%	9%	4%

Q46b. Average yearly income for all Americans will be 8 percent—or \$3000—higher. Would this be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality?

	Total	Black	Latino	Asian	White
Very convincing	16%	23%	21%	21%	14%
Somewhat convincing	38%	47%	37%	33%	37%
A little convincing	17%	9%	23%	20%	17%
Not at all convincing	26%	19%	17%	20%	29%
Don't know	3%	2%	2%	7%	3%

Q47a. The size of the economy or Gross Domestic Product will be \$1.2 trillion higher. Would this be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality?

	Total	Black	Latino	Asian	White
Very convincing	25%	30%	23%	23%	25%
Somewhat convincing	36%	40%	44%	32%	34%
A little convincing	13%	9%	16%	15%	13%
Not at all convincing	21%	19%	14%	17%	23%
Don't know	5%	2%	3%	13%	5%

Q47b. The size of the economy or Gross Domestic Product will be \$1.2 trillion higher. Would this be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality?

	Total	Black	Latino	Asian	White
Very convincing	25%	37%	22%	30%	24%
Somewhat convincing	37%	37%	42%	30%	37%
A little convincing	12%	7%	21%	13%	11%
Not at all convincing	21%	14%	10%	15%	24%
Don't know	4%	5%	4%	12%	4%

Q48a. Thirteen million people will be lifted out of poverty. Would this be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality?

	Total	Black	Latino	Asian	White
Very convincing	38%	50%	42%	33%	35%
Somewhat convincing	26%	20%	30%	26%	27%
A little convincing	10%	10%	9%	11%	10%
Not at all convincing	23%	18%	18%	22%	25%
Don't know	3%	2%	1%	8%	3%

Q48b. Thirteen million people will be lifted out of poverty. Would this be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality?

	Total	Black	Latino	Asian	White
Very convincing	39%	45%	45%	38%	38%
Somewhat convincing	26%	29%	27%	25%	25%
A little convincing	10%	11%	15%	10%	10%
Not at all convincing	22%	15%	13%	18%	25%
Don't know	2%	1%	-	9%	3%

Q49a. Federal, state, and local tax revenues will increase by \$192 billion. Would this be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality?

	Total	Black	Latino	Asian	White
Very convincing	31%	33%	25%	29%	32%
Somewhat convincing	31%	38%	42%	31%	28%
A little convincing	10%	9%	14%	13%	10%
Not at all convincing	23%	18%	17%	18%	26%
Don't know	4%	3%	2%	9%	4%

Q49b. Federal, state, and local tax revenues will increase by \$192 billion. Would this be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality?

	Total	Black	Latino	Asian	White
Very convincing	29%	33%	28%	31%	28%
Somewhat convincing	34%	37%	38%	30%	33%
A little convincing	11%	8%	16%	12%	11%
Not at all convincing	22%	17%	15%	17%	25%
Don't know	4%	4%	2%	10%	3%

Q50a. The long-run deficit faced by Social Security will be reduced by 10 percent. Would this be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality?

	Total	Black	Latino	Asian	White
Very convincing	26%	30%	26%	20%	26%
Somewhat convincing	33%	32%	34%	38%	33%
A little convincing	12%	12%	15%	17%	10%
Not at all convincing	26%	25%	23%	18%	27%
Don't know	3%	1%	2%	7%	3%

Q50b. The long-run deficit faced by Social Security will be reduced by 10 percent. Would this be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality?

	Total	Black	Latino	Asian	White
Very convincing	26%	33%	25%	23%	25%
Somewhat convincing	31%	34%	38%	36%	29%
A little convincing	12%	13%	16%	13%	11%
Not at all convincing	28%	19%	19%	18%	32%
Don't know	3%	1%	2%	10%	3%

Q51a. The estimated 42 percent of the workforce who will be black or Latino by 2050 will be better prepared for the jobs of the future. Would this be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality?

	Total	Black	Latino	Asian	White
Very convincing	34%	47%	40%	34%	30%
Somewhat convincing	38%	33%	39%	28%	40%
A little convincing	10%	12%	10%	17%	10%
Not at all convincing	15%	7%	11%	12%	17%
Don't know	3%	1%	1%	9%	3%

Q51b. The estimated 42 percent of the workforce who will be black or Latino by 2050 will be better prepared for the jobs of the future. Would this be a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support new investments to eliminate racial and ethnic inequality?

	Total	Black	Latino	Asian	White
Very convincing	34%	45%	44%	32%	30%
Somewhat convincing	35%	39%	37%	32%	35%
A little convincing	10%	6%	14%	10%	10%
Not at all convincing	18%	8%	4%	16%	22%
Don't know	2%	1%	1%	10%	2%

Q52. And moving on to the topic of immigration, recent research has also looked at the potential economic effects of providing a path to citizenship for undocumented immigrants. One study found that doing so would add \$109 billion to federal, state and local taxes. Is this a very convincing, somewhat convincing, a little convincing, or not at all convincing reason for you to support a path to citizenship for undocumented immigrants?

	Total	Black	Latino	Asian	White
Very convincing	28%	24%	47%	29%	25%
Somewhat convincing	25%	39%	27%	18%	22%
A little convincing	13%	15%	13%	20%	12%
Not at all convincing	32%	19%	11%	27%	38%
Don't know	2%	4%	2%	7%	2%

Q53. When it comes to undocumented immigrants, which of these statements do you agree with most?

Undocumented immigrants are part of our community. If they work hard and pay taxes, we should integrate them into the community by helping them learn English and provide them with a way to earn citizenship.

Undocumented immigrants have broken the law and are here illegally. No matter how hard they work, we must enforce the laws on the books and deport all we can.

	Total	Black	Latino	Asian	White
Undocumented/community - Strongly	43%	45%	71%	33%	37%
Undocumented/community - Somewhat	16%	22%	12%	28%	15%
Undocumented/broke laws - Strongly	25%	17%	13%	18%	30%
Undocumented/broke laws - Somewhat	10%	14%	2%	11%	11%
Total undocumented/community	59%	67%	82%	61%	52%
Total undocumented/broke laws	35%	31%	15%	29%	41%
Both of these	1%	1%	1%	2%	1%
Neither of these	3%	1%	0%	3%	4%
Don't know	2%	0%	2%	4%	2%

Q54. Are you currently registered to vote?

	Total	Black	Latino	Asian	White
Yes	85%	89%	58%	68%	91%
No	15%	11%	41%	30%	9%
Don't know	1%	-	1%	2%	1%

Q55. A lot of people we talk to wanted to vote, but were too busy or forgot it was Election Day. How about you? Would the official voter history database for [STATE] indicate that you voted in the November 2012 presidential election last year, or did you not get a chance to vote?

Base=registered voter	Total	Black	Latino	Asian	White
Yes	87%	91%	72%	78%	88%
No	13%	8%	27%	21%	12%
Don't know	0%	0%	1%	0%	0%

Q56. [Hispanics/Latinos] have their roots in many different countries in Latin America. To what country do you or your family trace your ancestry?

	Total	Black	Latino	Asian	White
Argentina	1%	-	1%	-	-
Colombia	0%	-	0%	-	-
Costa Rica	0%	-	0%	-	-
Cuba	2%	-	2%	-	-
Dominican Republic	3%	-	3%	-	-
Ecuador	1%	-	1%	-	-
El Salvador	4%	-	4%	-	-
Guatemala	2%	-	2%	-	-
Honduras	1%	-	1%	-	-
Mexico	60%	-	60%	-	-
Nicaragua	0%	-	0%	-	-
Peru	0%	-	0%	-	-
Puerto Rico	9%	-	9%	-	-
Spain / Spanish	4%	-	4%	-	-
Uruguay	0%	-	0%	-	-
Venezuela	0%	-	0%	-	-
United States / America	4%	-	4%	-	-
Other country	3%	-	3%	-	-
None	0%	-	0%	-	-
Don't know	4%	-	4%	-	-

Q57. Asian immigrants have their roots in many different countries in Asian and the Pacific Islands. To what country do you or your family trace your ancestry?

	Total	Black	Latino	Asian	White
Mainland China	17%	-	-	17%	-
Taiwan	5%	-	-	5%	-
Hong Kong	2%	-	-	2%	-
The Philippines	13%	-	-	13%	-
India	20%	-	-	20%	-
Korea	12%	-	-	12%	-
Vietnam	16%	-	-	16%	-
Japan	9%	-	-	9%	-
Cambodia	0%	-	-	0%	-
Thailand	0%	-	-	0%	-
Indonesia	1%	-	-	1%	-
Malaysia	0%	-	-	0%	-
United States	2%	-	-	2%	-
Other country	2%	-	-	2%	-
None	0%	-	-	0%	-
Don't know	0%	-	-	0%	-

Q58. Were you born in the United States, Puerto Rico, or another country?

	Total	Black	Latino	Asian	White
United States	84%	93%	43%	24%	96%
Puerto Rico	1%	-	10%	-	-
Another country	14%	7%	45%	75%	3%
Don't know	1%	0%	2%	1%	1%

Q59. How about your parents, were they both born here in the United States, was just one born here in the United States, or were they both born in another country?

	Total	Black	Latino	Asian	White
Both born in the U.S.	88%	93%	37%	36%	92%
One born in the U.S.	6%	2%	17%	19%	5%
Both born abroad	6%	5%	44%	43%	2%
Don't know	0%	1%	2%	2%	0%

Q60. How about your grandparents? How many of your grandparents were born here in the United States?

	Total	Black	Latino	Asian	White
None born in U.S.	6%	1%	12%	35%	6%
One born in U.S.	3%	1%	6%	4%	4%
Two born in U.S.	11%	10%	14%	22%	10%
Three born in U.S.	7%	3%	20%	5%	8%
All four born in U.S.	70%	83%	37%	32%	70%
Don't know	2%	2%	10%	1%	2%

Q61. Blacks and African Americans in the U.S. have their roots in many different countries. To what country do you or your family trace your ancestry?

	Total	Black	Latino	Asian	White
Jamaica	13%	13%	-	-	-
Haiti	3%	3%	-	-	-
Trinidad & Tobago	2%	2%	-	-	-
Bahamas	1%	1%	-	-	-
Grenada	3%	3%	-	-	-
Nigeria	1%	1%	-	-	-
Ethiopia	4%	4%	-	-	-
Ghana	1%	1%	-	-	-
Liberia	2%	2%	-	-	-
Somalia	1%	1%	-	-	-
Kenya	2%	2%	-	-	-
Sierra Leone	2%	2%	-	-	-
Other (specify)	50%	50%	-	-	-
Don't know	16%	16%	-	-	-

Q62. In what year were you born? (converted to age range)

	Total	Black	Latino	Asian	White
18-34	28%	33%	38%	29%	25%
35-50	24%	24%	31%	32%	22%
51-69	35%	31%	22%	25%	39%
70+	11%	10%	5%	8%	13%
Refused	2%	3%	4%	5%	2%

Q63. What is the highest level of education you have completed?

	Total	Black	Latino	Asian	White
Eighth grade or below	4%	2%	21%	5%	1%
Some high school	7%	11%	12%	6%	5%
GED	5%	3%	6%	0%	5%
High school graduate	25%	40%	23%	18%	23%
Some college	28%	25%	22%	18%	30%
Four-year college degree	20%	10%	10%	30%	22%
Graduate or professional degree	11%	7%	5%	20%	12%
Don't know	1%	2%	2%	2%	1%

Q64. What is your current employment status? Stop me when I describe your situation.

	Total	Black	Latino	Asian	White
Employed full time	39%	37%	36%	49%	39%
Working more than one job	3%	3%	3%	2%	2%
Employed part time	8%	7%	11%	7%	8%
Engaged in occasional labor or day labor	2%	1%	4%	-	1%
Currently unemployed	10%	14%	13%	17%	8%
A full-time student	4%	7%	7%	6%	3%
Retired or permanently disabled	27%	26%	15%	13%	31%
Not working outside the home	6%	4%	8%	4%	5%
Don't know	2%	1%	3%	2%	2%

Q65. Are you currently single, married, living with a domestic partner, divorced, widowed or something else?

	Total	Black	Latino	Asian	White
Single	28%	46%	34%	32%	24%
Married	49%	26%	45%	59%	52%
Domestic partner	6%	5%	8%	2%	6%
Divorced	8%	11%	5%	1%	9%
Widowed	7%	8%	3%	3%	8%
Other	2%	3%	2%	1%	2%
Don't know	1%	1%	3%	2%	1%

Q66. What is the race or ethnicity of your spouse or partner?

	Total	Black	Latino	Asian	White
White	68%	10%	13%	10%	90%
Hispanic / Latino	13%	1%	79%	0%	3%
Asian American	6%	2%	1%	79%	1%
Black / African American	6%	85%	1%	1%	1%
Other	5%	2%	5%	10%	4%
Don't know	1%	-	1%	0%	1%

Q67. How many children under the age of 18 do you have living with you?

	Total	Black	Latino	Asian	White
0	65%	59%	46%	57%	72%
1	12%	14%	14%	16%	11%
2	13%	13%	20%	19%	10%
3	4%	7%	9%	3%	3%
4	2%	3%	5%	1%	2%
5	1%	1%	2%	0%	0%
6	0%	0%	1%	0%	0%
7	0%	1%	-	-	-
8	0%	-	-	-	0%
9	0%	-	-	-	0%
Refused	2%	1%	3%	4%	1%

Q68. What was your total combined household income in 2012 before taxes?

	Total	Black	Latino	Asian	White
Less than \$20,000	20%	33%	32%	20%	16%
\$20,000 to less than \$40,000	20%	23%	28%	15%	18%
\$40,000 to less than \$60,000	14%	13%	11%	10%	15%
\$60,000 to less than \$75,000	8%	8%	4%	8%	9%
\$75,000 to less than \$90,000	5%	4%	3%	3%	6%
\$90,000 to less than \$150,000	10%	4%	5%	13%	13%
More than \$150,000	6%	2%	2%	13%	7%
Don't know	16%	14%	16%	19%	16%

Q69. Generally speaking, do you usually consider yourself a Democrat, a Republican, an independent, some other party, or what?

	Total	Black	Latino	Asian	White
Democrat	37%	77%	47%	35%	28%
Republican	22%	3%	9%	18%	28%
Independent	26%	14%	21%	25%	30%
Other	7%	3%	7%	5%	9%
Don't care	2%	1%	3%	7%	1%
Don't know	6%	2%	14%	10%	5%

Q70. Do you consider yourself a strong (Democrat or Republican), or a not very strong (Democrat or Republican)?

Base=partisan	Total	Black	Latino	Asian	White
Strong partisan	62%	76%	51%	43%	62%
Not very strong partisan	36%	22%	47%	53%	36%
Don't know	2%	2%	2%	4%	2%

Q71. Do you think of yourself as closer to the Republican or Democratic Party?

Base=non partisan	Total	Black	Latino	Asian	White
Republican	36%	6%	17%	14%	43%
Democrat	28%	52%	37%	29%	25%
Don't know	36%	42%	46%	57%	32%

Q72. People use different terms to describe their political views. When it comes to your political viewpoints, do you consider yourself to be liberal or conservative?

	Total	Black	Latino	Asian	White
Very liberal	16%	21%	15%	26%	14%
Somewhat liberal	19%	19%	25%	25%	18%
Slightly liberal	5%	6%	5%	6%	5%
None / other	6%	8%	2%	7%	7%
Slightly conservative	8%	11%	8%	7%	8%
Somewhat conservative	19%	14%	22%	12%	20%
Very conservative	19%	14%	13%	8%	22%
Total liberal	40%	46%	45%	57%	36%
Total conservative	46%	38%	43%	26%	50%
Don't know	7%	8%	9%	10%	7%

Q73. With what religious tradition do you most closely identify? Stop me when I get to the correct one.

	Total	Black	Latino	Asian	White
Catholic	23%	3%	59%	18%	19%
Assemblies of God	2%	3%	2%	2%	2%
Southern Baptist	12%	33%	2%	3%	12%
Pentecostal	3%	9%	5%	0%	2%
Other Protestant	13%	6%	3%	8%	17%
Mormon	2%	-	0%	0%	3%
Jewish	2%	0%	0%	0%	2%
Jehovah's Witness	0%	1%	1%	-	0%
Muslim	0%	2%	-	0%	0%
Don't identify with any religious denomination	17%	13%	10%	25%	18%
Other (specify)	21%	26%	10%	38%	21%
Don't know	4%	4%	7%	6%	3%

Q74. Do you consider yourself a born-again Christian?

	Total	Black	Latino	Asian	White
Yes	39%	65%	37%	17%	37%
No	56%	31%	53%	71%	59%
Don't know	5%	4%	9%	12%	4%

Q75. How often do you attend religious services?

	Total	Black	Latino	Asian	White
More than once a week	13%	25%	14%	11%	10%
Once a week	28%	33%	34%	22%	26%
Once a month	14%	14%	17%	12%	14%
Only major religious holidays	16%	12%	14%	26%	17%
Never	24%	11%	14%	25%	29%
Don't know	5%	5%	7%	4%	4%

Q76. Gender (record by observation)

	Total	Black	Latino	Asian	White
Male	50%	50%	48%	49%	51%
Female	50%	50%	52%	51%	49%

Race/Ethnicity

	%
White, non-Hispanic	68
Latino	14
Black	11
Asian	6
Other	2

Mean Summary of Opportunity Index (Range = 0 to 80)

	Total	Black	Latino	Asian	White
Mean	50.77	56.22	55.61	55.95	48.5

Mean Summary of Concerns Index (Range = 0 to 80)

	Total	Black	Latino	Asian	White
Mean	44.24	43.03	45.5	39.03	44.74

Overall Mean Summary of Openness (Range = 0 to 160)

	Total	Black	Latino	Asian	White
Mean	86.53	93.18	90.11	96.92	83.76

Summary of Opportunity Index

	Total	Black	Latino	Asian	White
Score 0 to 9	1.30%	0.40%	-	0.50%	1.70%
Score 1 to 19	2.10%	0.40%	0.60%	1.10%	2.70%
Score 20 to 29	5.70%	3.80%	3.00%	3.00%	6.80%
Score 30 to 39	12.20%	5.80%	8.20%	3.70%	14.60%
Score 40 to 49	23.30%	17.70%	21.10%	21.40%	24.80%
Score 50 to 59	24.60%	30.60%	25.00%	28.60%	23.40%
Score 60 to 69	18.60%	20.80%	24.10%	24.90%	16.70%
Score 70 to 80	12.20%	20.40%	18.00%	16.80%	9.20%
Total Low Opportunity	9.10%	4.60%	3.60%	4.70%	11.20%
Total Medium Opportunity	35.50%	23.50%	29.30%	25.10%	39.50%
Total High Opportunity	55.40%	71.90%	67.10%	70.20%	49.30%

Summary of Concerns Index

	Total	Black	Latino	Asian	White
Score 0 to 9	2.40%	1.80%	1.20%	2.80%	2.40%
Score 1 to 19	5.70%	5.90%	5.30%	7.90%	5.60%
Score 20 to 29	12.20%	12.20%	8.20%	18.80%	12.70%
Score 30 to 39	16.80%	14.90%	17.80%	20.50%	16.40%
Score 40 to 49	23.40%	33.40%	25.50%	24.50%	21.30%
Score 50 to 59	19.80%	18.60%	23.10%	15.20%	19.70%
Score 60 to 69	12.60%	7.00%	13.20%	6.60%	14.00%
Score 70 to 80	7.10%	6.20%	5.60%	3.70%	7.80%
Total Low Concerns	20.30%	19.90%	14.70%	29.60%	20.70%
Total Medium Concerns	40.20%	48.30%	43.30%	45.00%	37.70%
Total High Concerns	39.50%	31.80%	41.90%	25.50%	41.60%

Summary of Overall Openness Index

	Total	Black	Latino	Asian	White
Score 20 to 39	1.00%	-	0.20%	0.10%	1.40%
Score 40 to 59	3.60%	0.10%	0.40%	1.60%	4.90%
Score 60 to 79	10.00%	4.20%	5.60%	3.60%	12.30%
Score 80 to 99	23.90%	19.20%	24.30%	15.90%	25.40%
Score 100 to 119	31.60%	42.10%	40.00%	35.20%	27.70%
Score 120 to 139	18.60%	24.00%	20.70%	26.60%	16.90%
Score 140 to 159	8.20%	6.20%	6.70%	13.00%	8.50%
Score 160 to 180	3.20%	4.40%	2.00%	3.90%	2.90%
Total Low Openness	4.60%	0.10%	0.60%	1.70%	6.30%
Total Medium Openness	33.80%	23.30%	29.90%	19.50%	37.70%
Total High Openness	61.60%	76.60%	69.40%	78.80%	56.00%

The Center for American Progress is a nonpartisan research and educational institute dedicated to promoting a strong, just, and free America that ensures opportunity for all. We believe that Americans are bound together by a common commitment to these values and we aspire to ensure that our national policies reflect these values. We work to find progressive and pragmatic solutions to significant domestic and international problems and develop policy proposals that foster a government that is “of the people, by the people, and for the people.”

