

# George Floyd: 2 years on

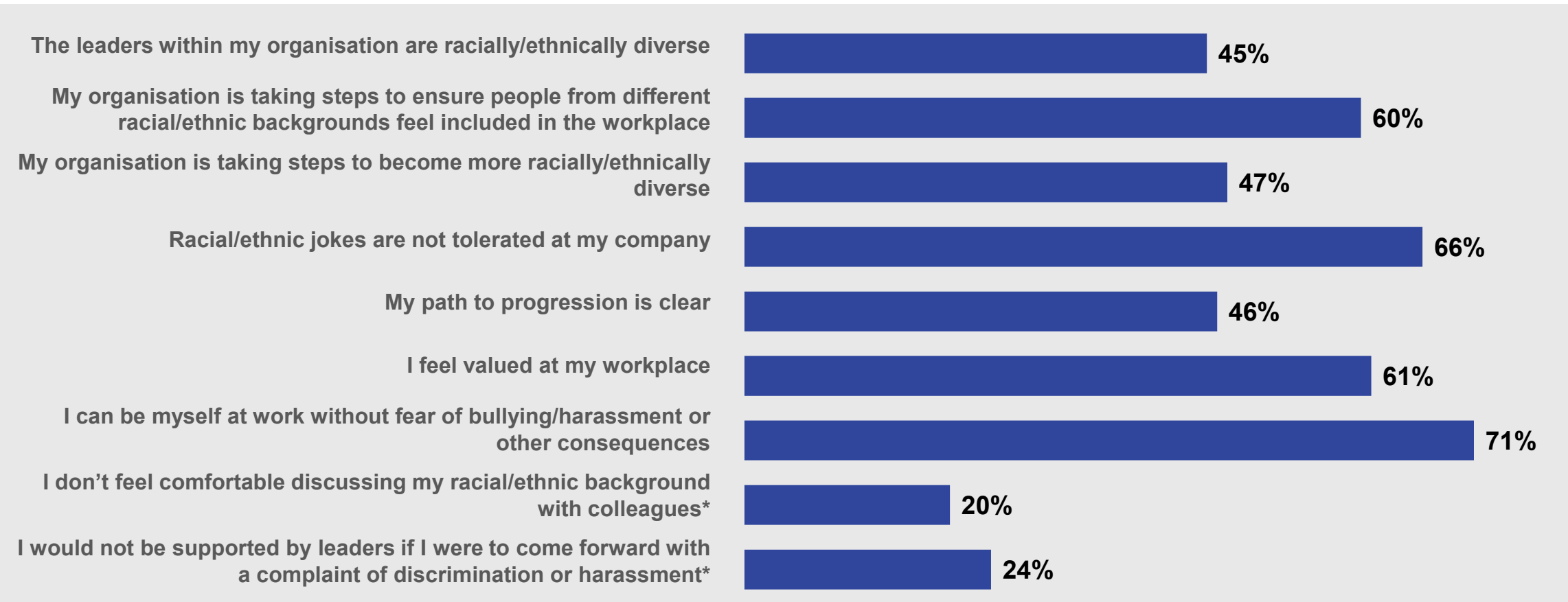
**Understanding the work  
experiences of UK employees  
since the murder of George Floyd**

**Ipsos & Financial Times**

May 2022

# Nearly half of respondents believe that their company is talking steps to become more racially/ethnically diverse

## Total (% Agree)

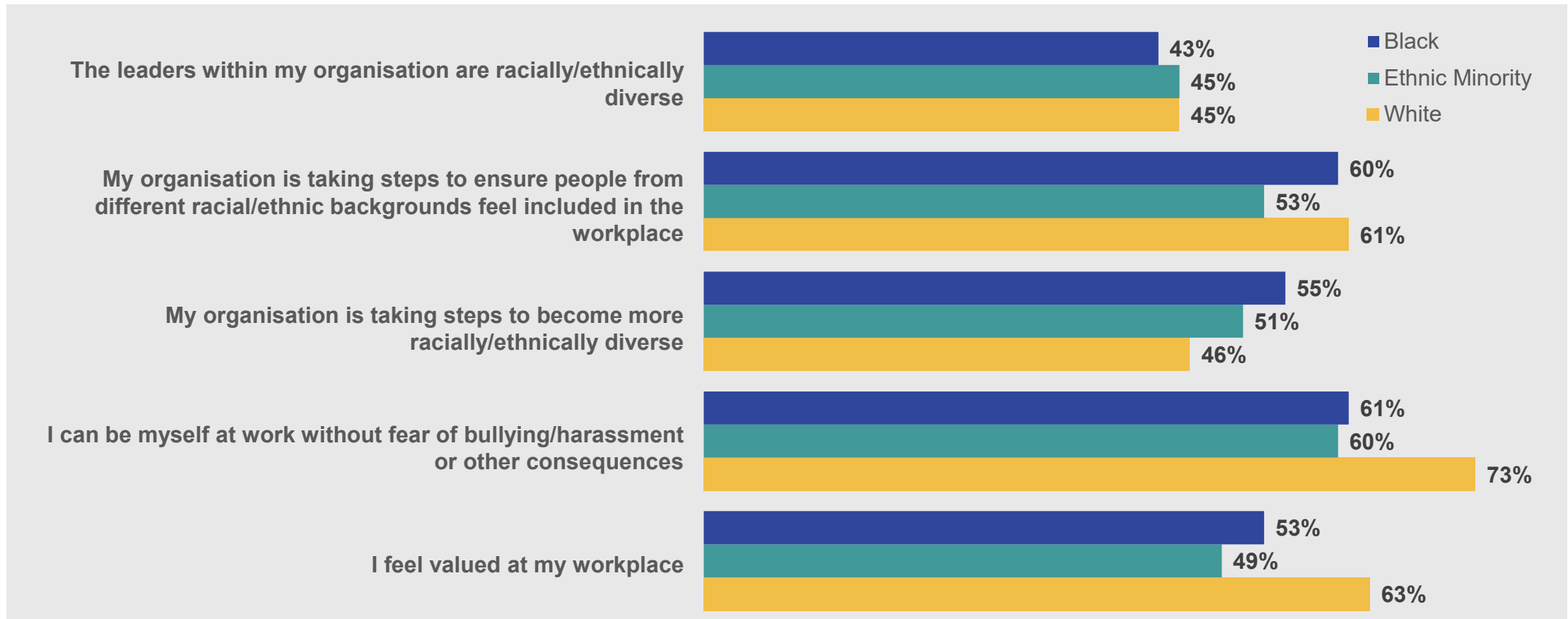


A1. To what extent do you agree or disagree with the following statements?

Source: Ipsos, 1,652 British workers 16-75, 29<sup>th</sup> April – 2<sup>nd</sup> May 2022

# Fewer workers from ethnic minority backgrounds report improvements by their employer in a number of areas

% Agree

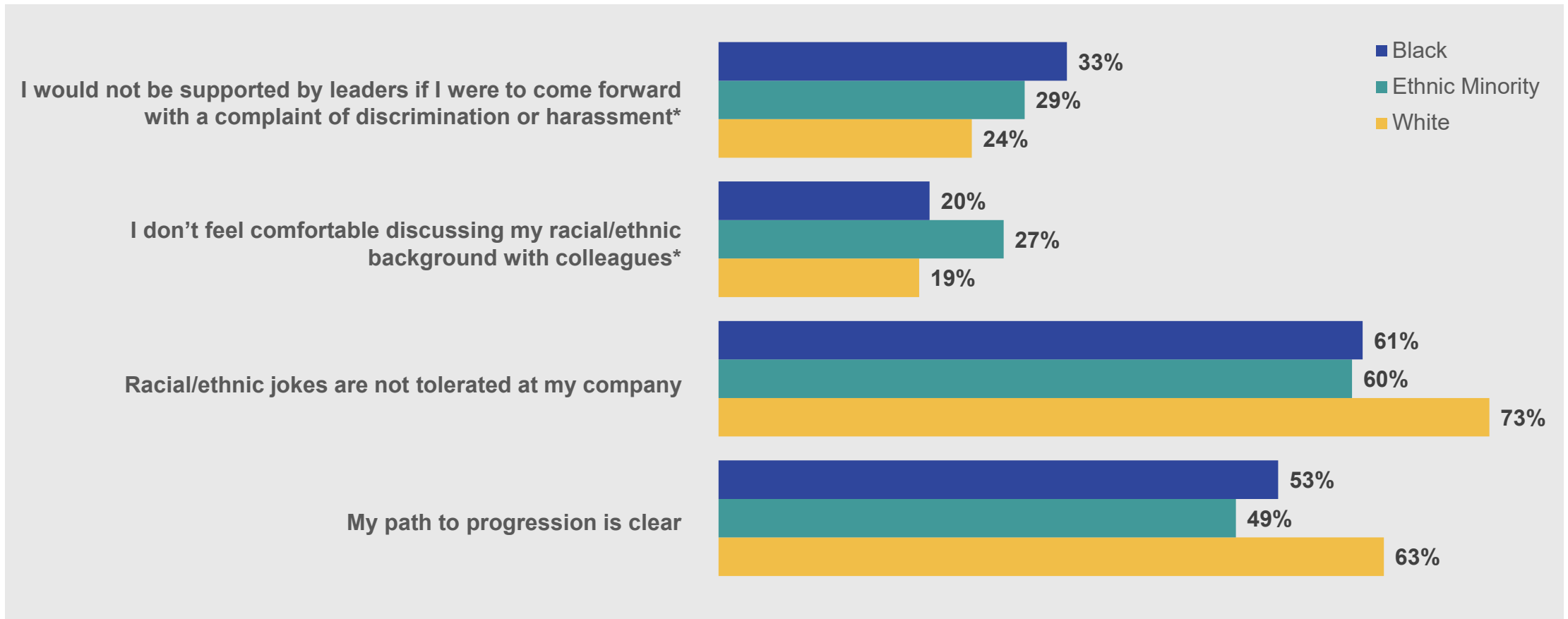


A1. To what extent do you agree or disagree with the following statements?

Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
29<sup>th</sup> April – 2<sup>nd</sup> May 2022

# Workers from a Black or Ethnic Minority background are less likely to feel valued or that they can be themselves without fear of bullying/harassment at work

% Agree

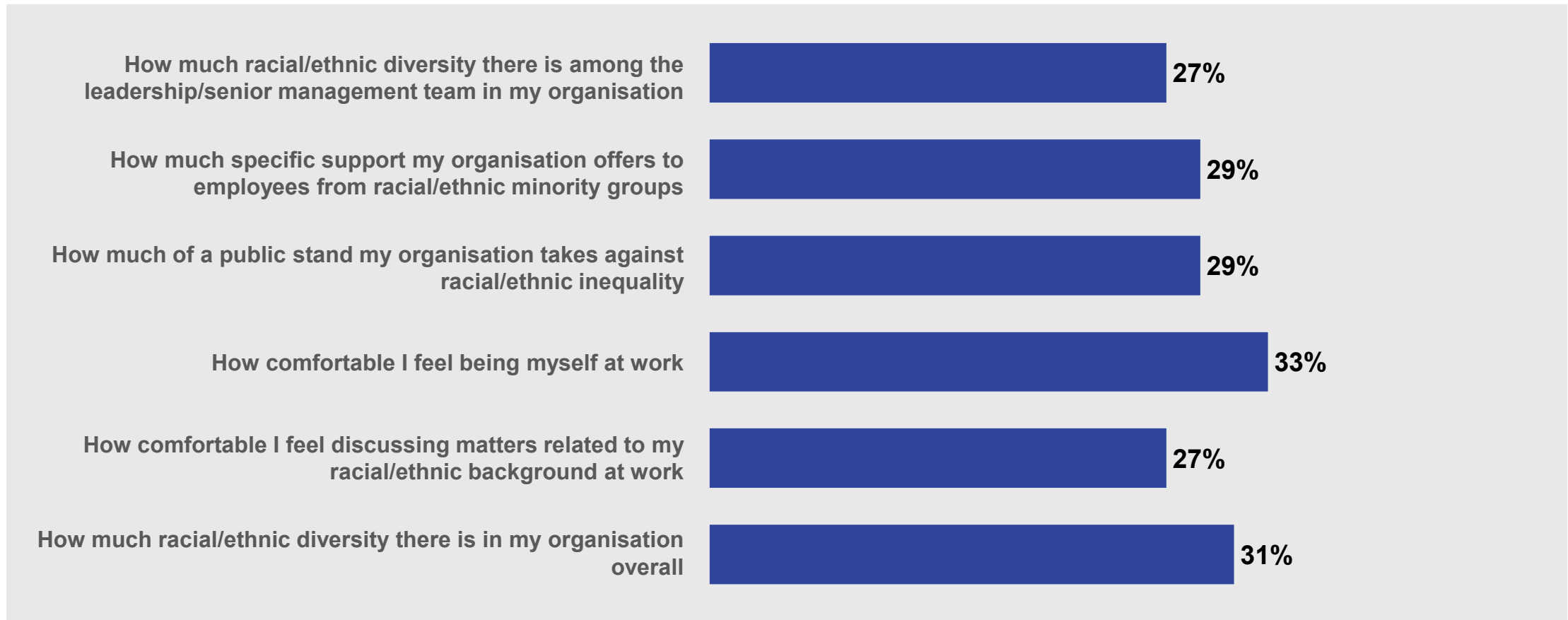


A1. To what extent do you agree or disagree with the following statements?

Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
29<sup>th</sup> April – 2<sup>nd</sup> May 2022

# Over a quarter of workers believe there has been an increase in racial/ethnic diversity in senior management since April 2020

## Total (% Increased)



A2. Thinking about the present compared to April 2020 (that is, two years ago), have each of the following increased, decreased, or stayed about the same?

Source: Ipsos, 1,652 British workers 16-75.

29<sup>th</sup> April – 2<sup>nd</sup> May 2022

# Black workers are most likely to have noticed an increase in how much of a public stand their organisation takes against racial/ethnic inequality

## % Increased



A2. Thinking about the present compared to April 2020 (that is, two years ago), have each of the following increased, decreased, or stayed about the same?  
Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
29<sup>th</sup> April – 2<sup>nd</sup> May 2022

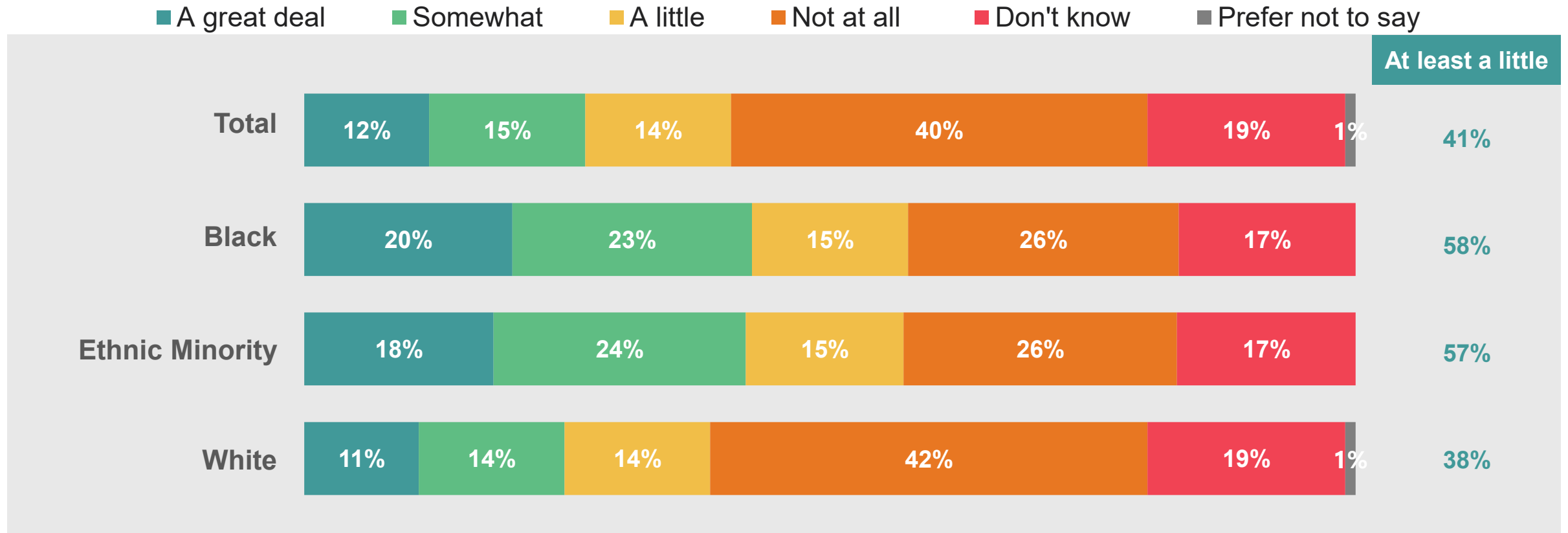
# Black workers are most likely to have noticed an increase in ethnic diversity in their company overall

## % Increased



A2. Thinking about the present compared to April 2020 (that is, two years ago), have each of the following increased, decreased, or stayed about the same?  
Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
29<sup>th</sup> April – 2<sup>nd</sup> May 2022

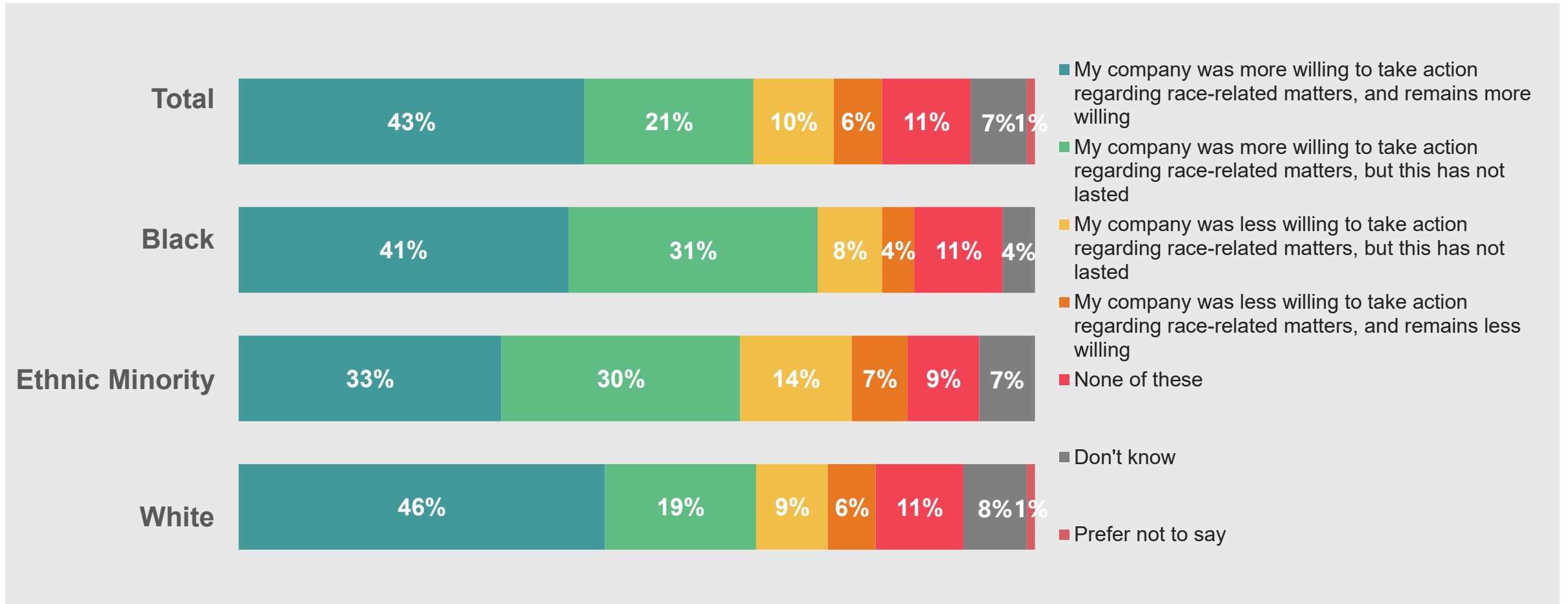
# Workers from an Ethnic Minority background are more likely than white workers to feel that the murder of George Floyd impacted their company's actions



B1. To what extent, if at all, do you think the George Floyd murder did or did not impact your company's actions regarding race-related matters?  
 Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
 29<sup>th</sup> April – 2<sup>nd</sup> May 2022



# However, workers from an Ethnic Minority background are more likely to feel that the race-related actions their company was willing to make were temporary

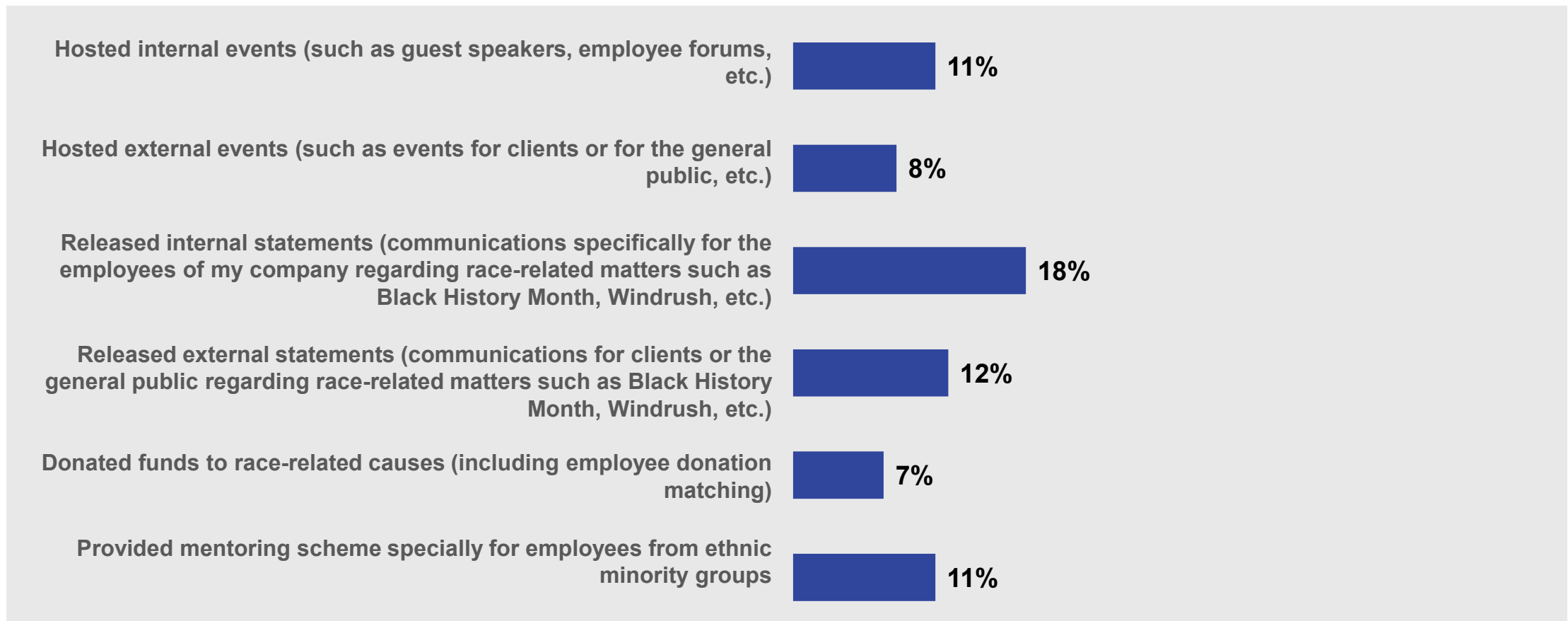


B2. You mentioned that the murder of George Floyd impacted your company's actions regarding race-related matters. In what way(s) was your company's interest impacted?  
 Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
 29th April – 2nd May 2022



# Prior to the murder of George Floyd, workers noted minimal race-related communications and events from their companies

## Total (%)



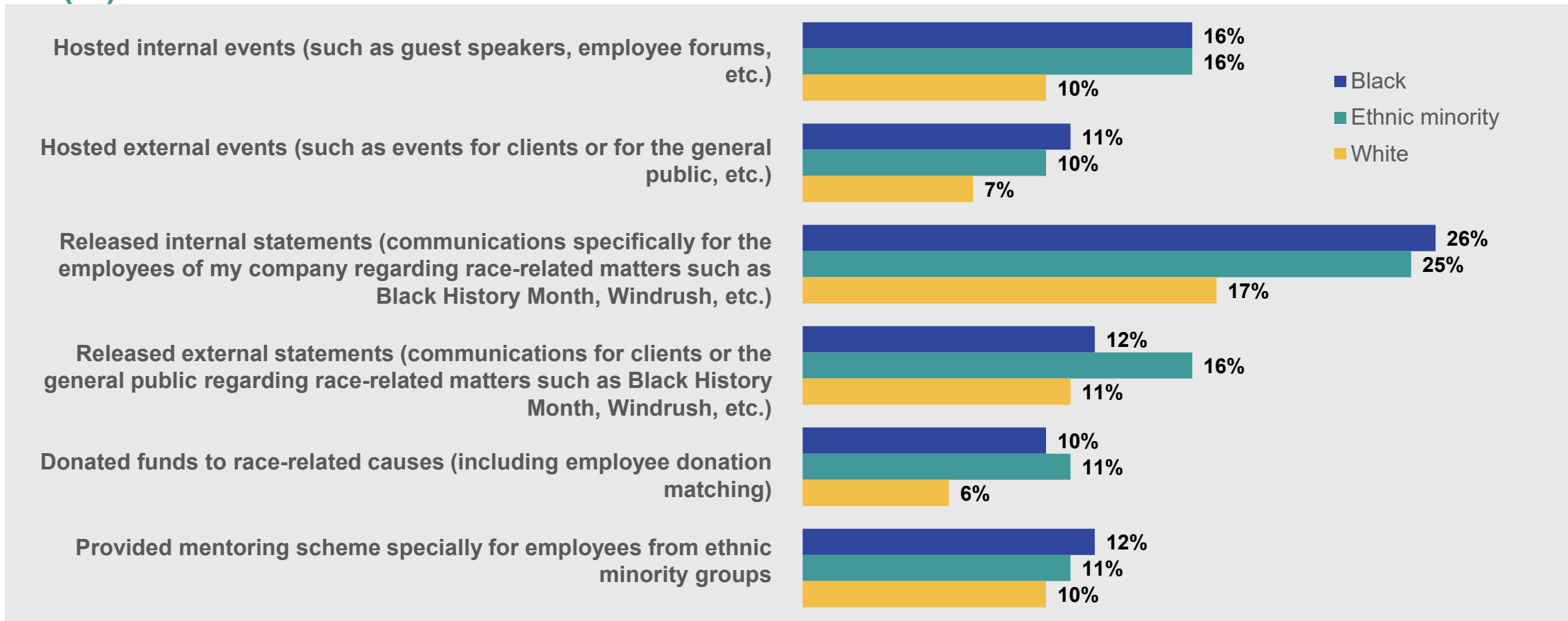
B3. To your knowledge, prior to the murder of George Floyd in May 2020, which of the following actions, if any, did your organisation take regarding race/ethnicity?

Source: Ipsos, 1,652 British workers 16-75.

29<sup>th</sup> April – 2<sup>nd</sup> May 2022

# Ethnic Minority workers are more likely than White workers to recall their companies undertaking race/ethnicity-focused actions before May 2020

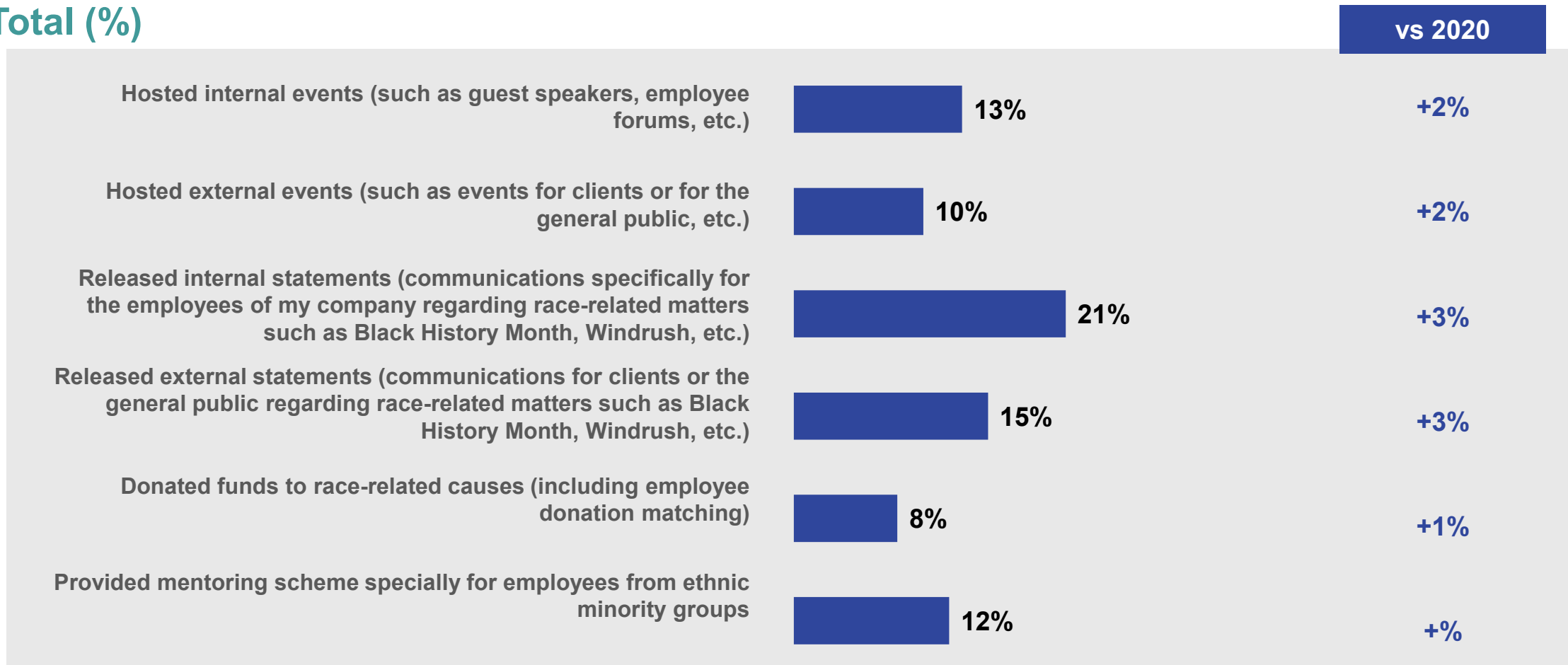
## Total (%)



B3. To your knowledge, prior to the murder of George Floyd in May 2020, which of the following actions, if any, did your organisation take regarding race/ethnicity?  
 Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
 29<sup>th</sup> April – 2<sup>nd</sup> May 2022

# There has been very limited change in race/ethnicity-focused actions from companies in the past 2 years

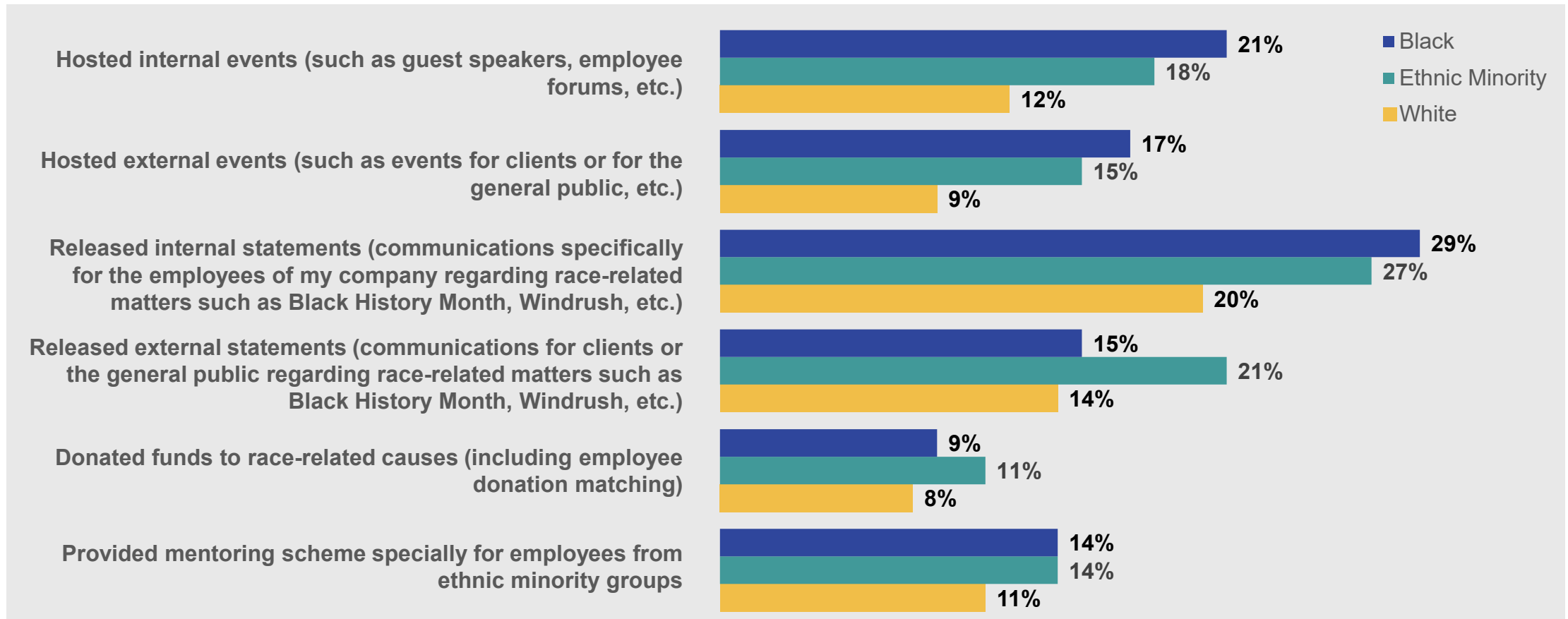
## Total (%)



B4. And thinking about now, which of the following actions, if any, does your company take regarding race/ethnicity?  
 Source: Ipsos, 1,652 British workers 16-75.  
 29<sup>th</sup> April – 2<sup>nd</sup> May 2022

# More Ethnic Minority than White workers state that their company currently hosts internal events and releases internal statements related to race/ethnicity

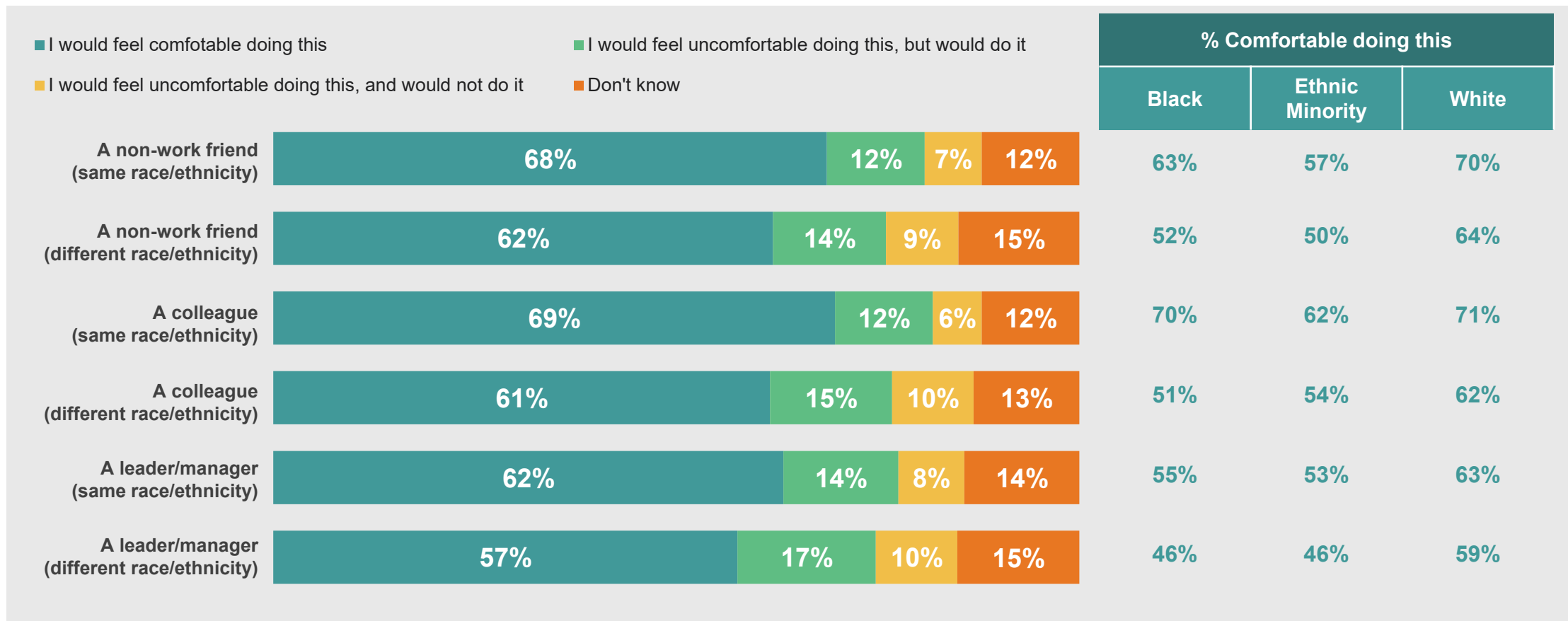
## % Agree



B4. And thinking about now, which of the following actions, if any, does your company take regarding race/ethnicity?

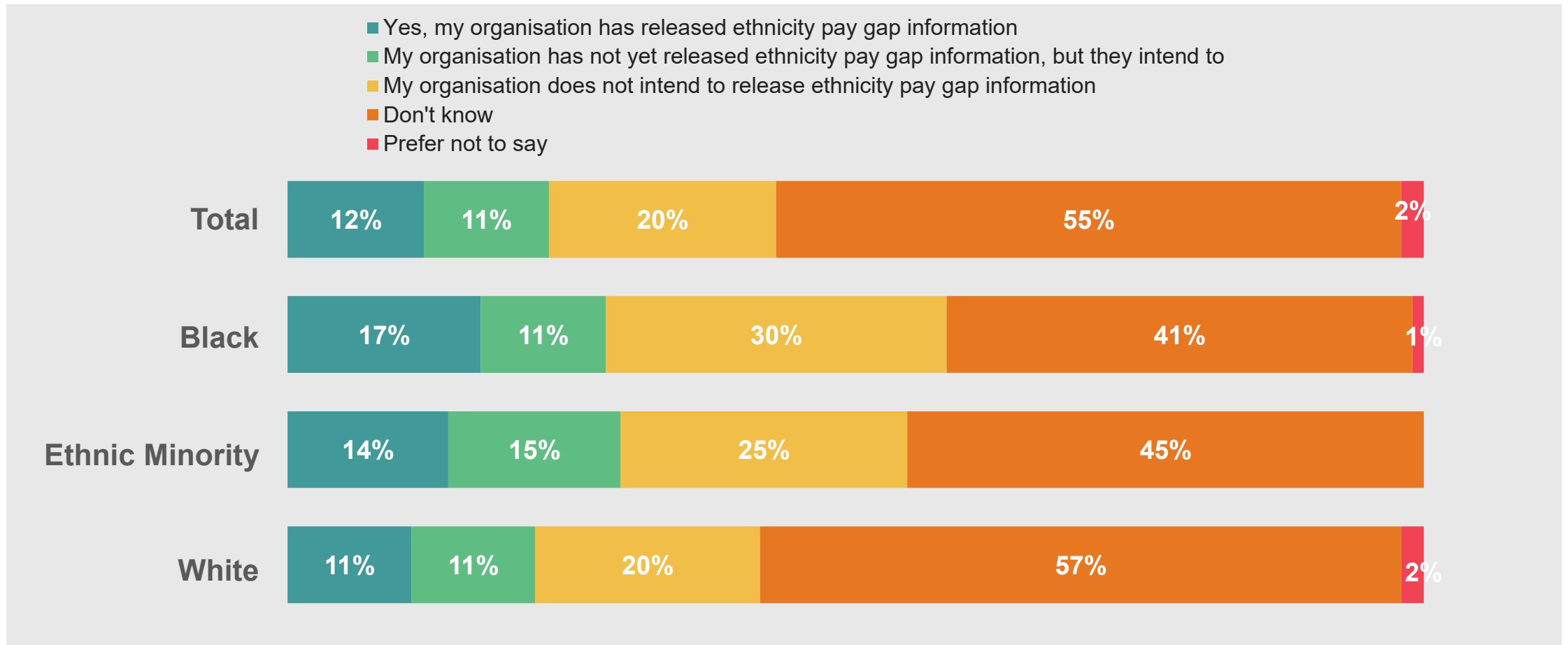
Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
29<sup>th</sup> April – 2<sup>nd</sup> May 2022

# White workers feel more comfortable than Ethnic Minorities with discussing race/ethnicity related matters with people from various backgrounds



B5. How would you rate your comfort or discomfort with discussing matters related to race/ethnicity with each of the following?  
 Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
 29<sup>th</sup> April – 2<sup>nd</sup> May 2022

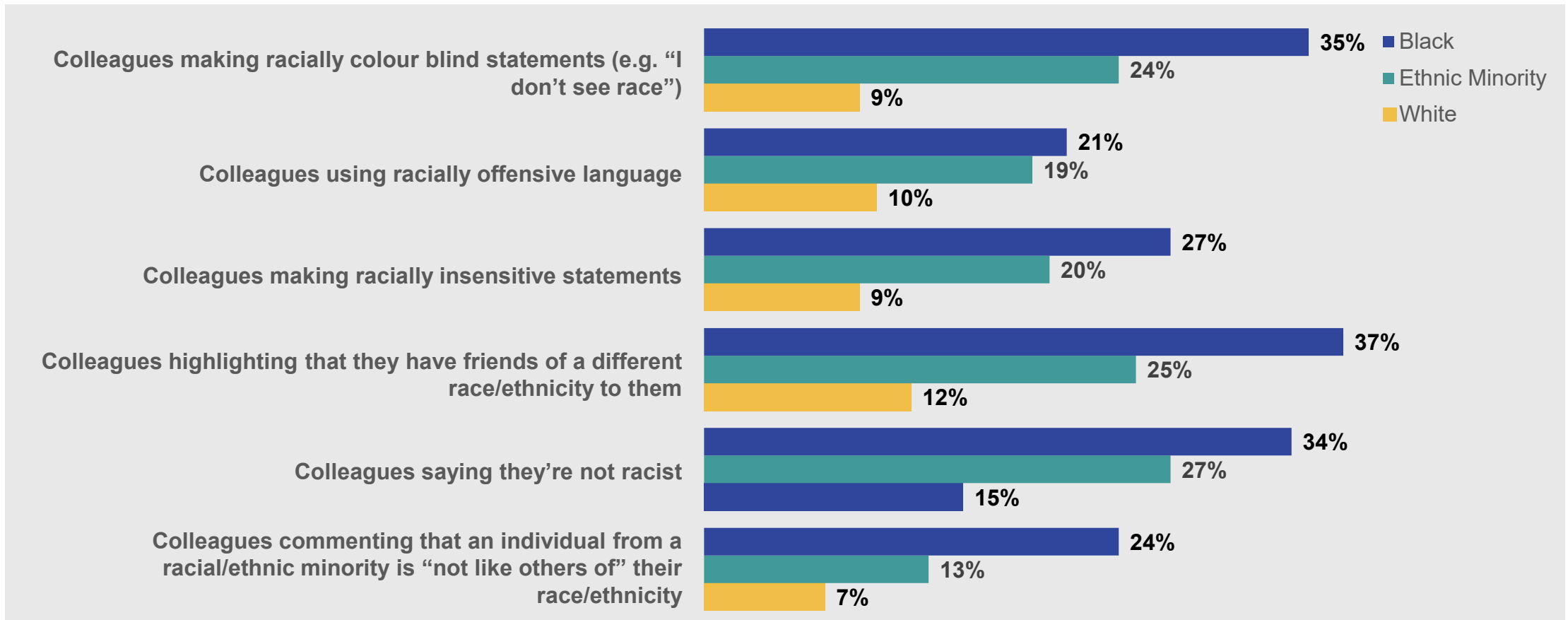
# Approximately 1 in 10 workers state that their company has released ethnicity pay gap information; White workers are more likely to not know



B6. To your knowledge, has your organisation ever publicly released or do they intend to release any information regarding their ethnicity pay gap, or not?  
 Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
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# More workers from Ethnic Minority backgrounds report experiencing microaggressions at work

## % saying this has happened to them

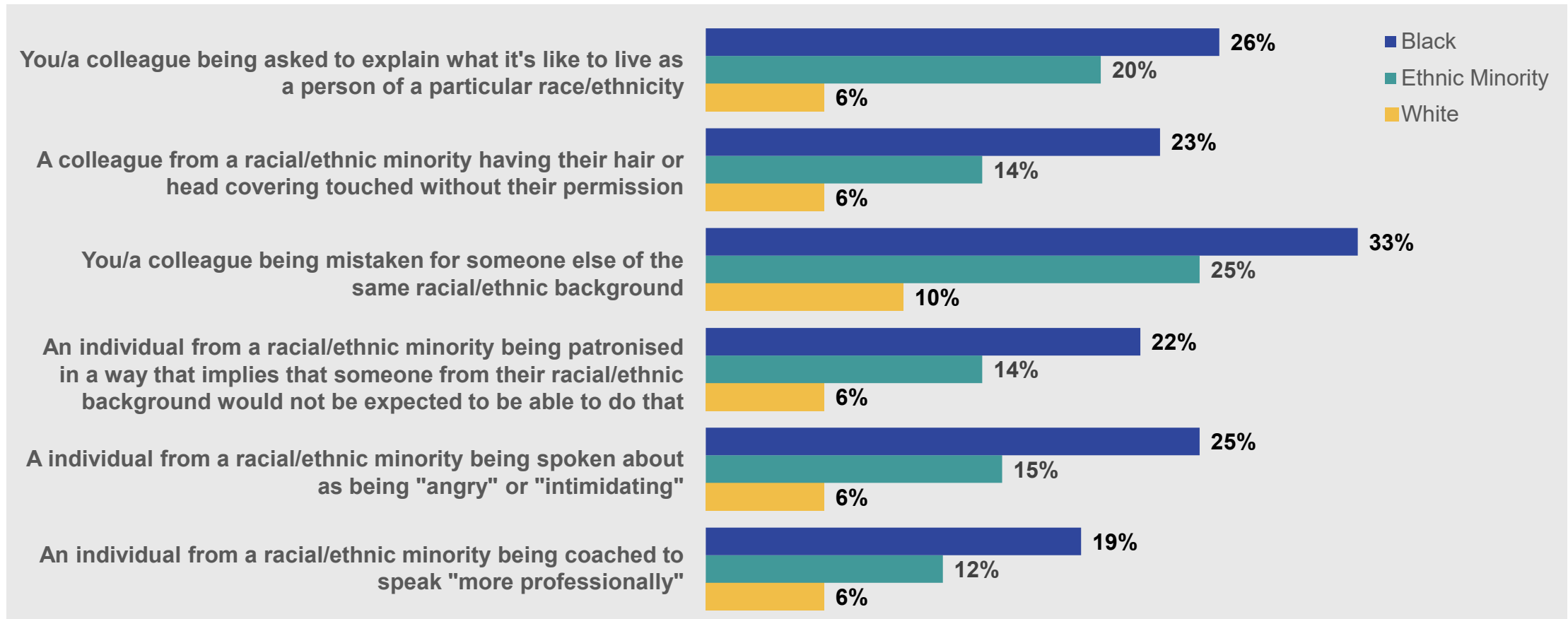


C1. Thinking of all the experiences you’ve ever had at work, have you experienced or witnessed any of the following?  
 Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
 29<sup>th</sup> April – 2<sup>nd</sup> May 2022



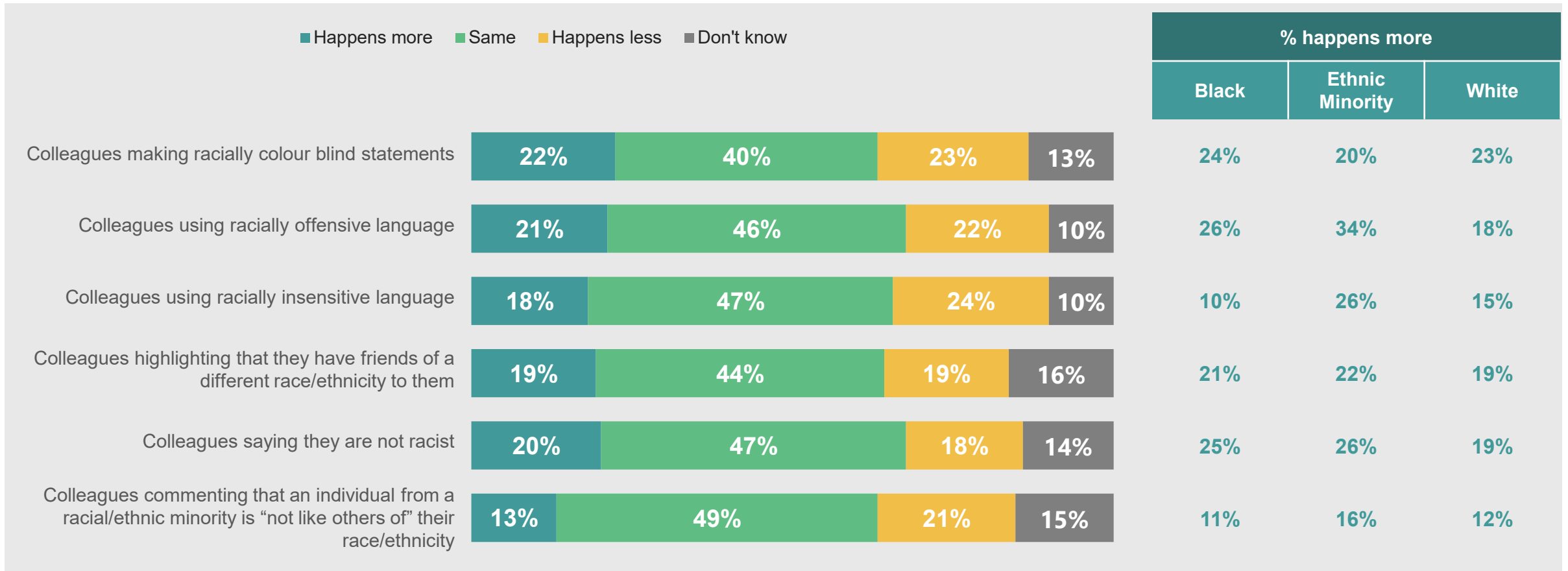
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## % saying this has happened to them



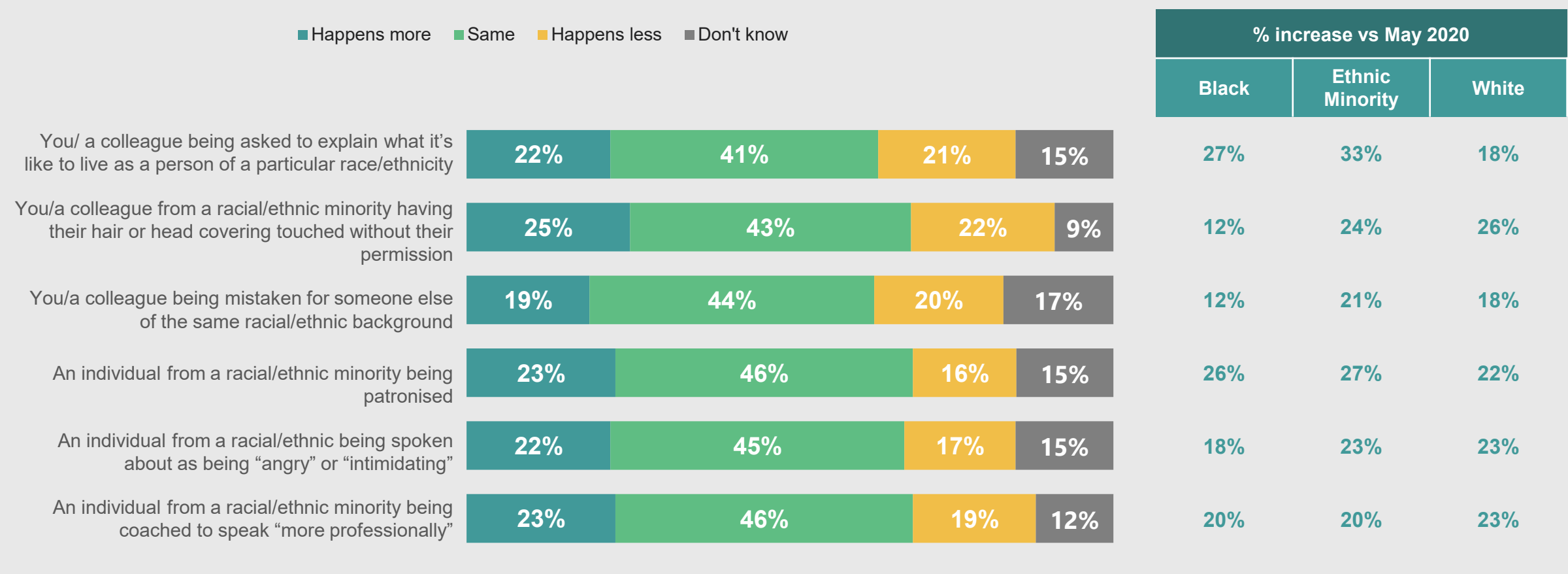
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# More than 1 in 3 Ethnic Minority workers have seen an increase in colleagues using racially offensive language at work since May 2020



C2. Thinking of your experiences at work since the murder of George Floyd in May 2020, to what extent do you feel there has or hasn't been a change in the incidence of each item below? (asked to all who experienced/witnessed at C1)  
 Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
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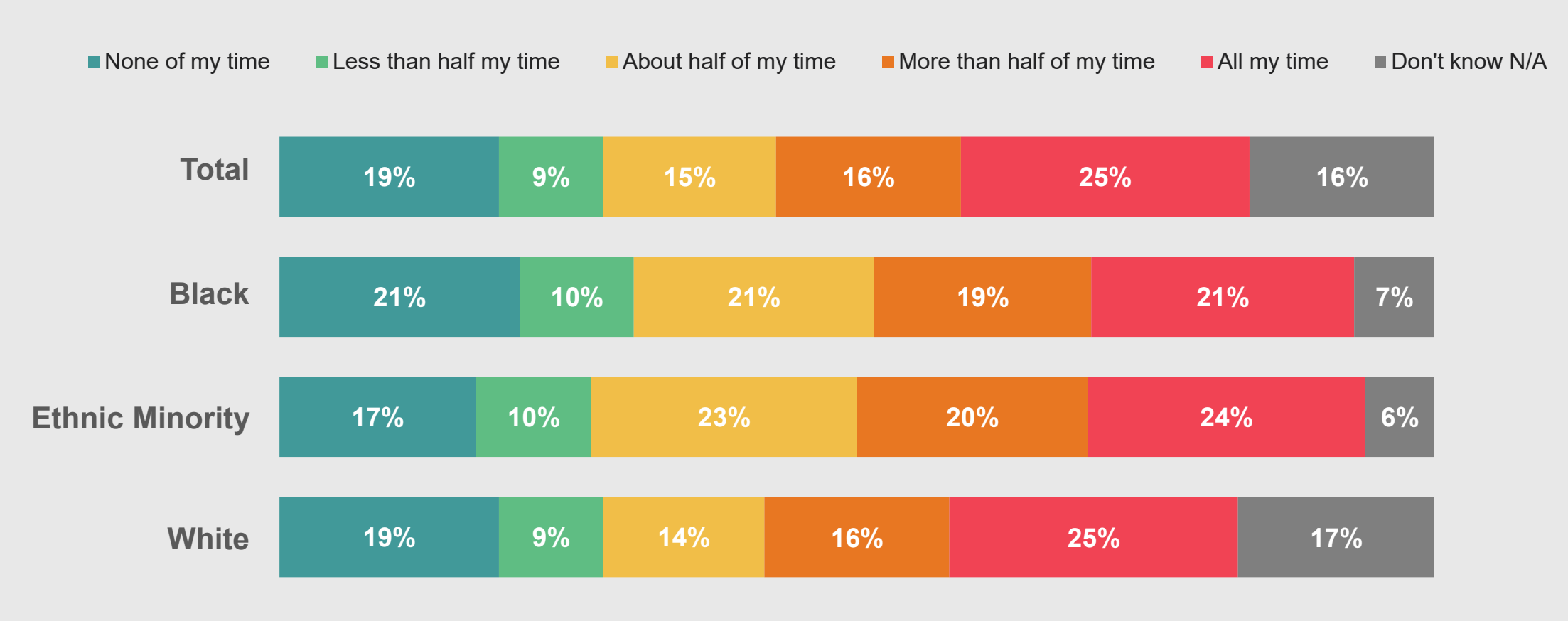
# 1 in 3 workers from an Ethnic Minority background have seen an increase in people being asked to explain their race/ethnicity-related experiences at work



C2. Thinking of your experiences at work since the murder of George Floyd in May 2020, to what extent do you feel there has or hasn't been a change in the incidence of each item below? (asked to all who experienced/witnessed at C1)  
 Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
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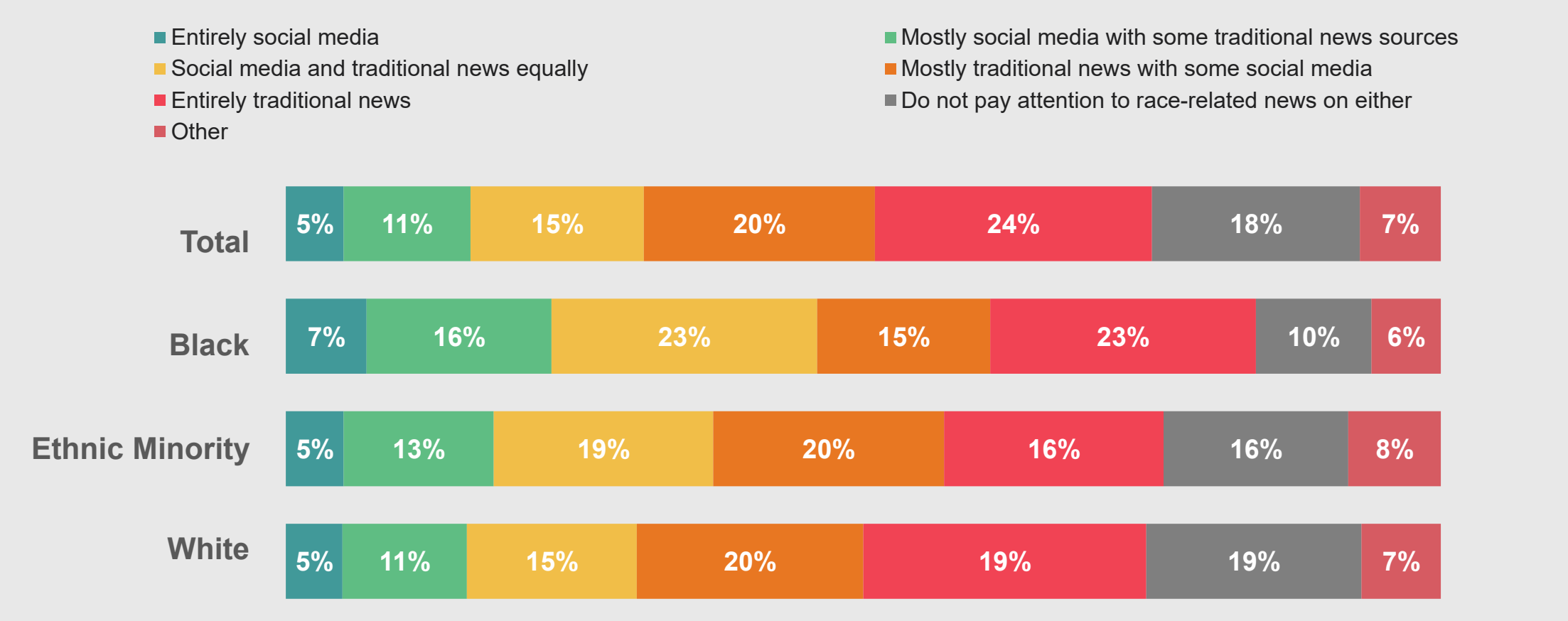
# Black workers are more likely than other Ethnic Minorities to want to spend none of their time working remotely



C3. If it were up to you, how much of your working time would you ideally want to work remotely (i.e., working from somewhere other than your main office/work site)?  
 Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
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# Black workers are most likely to rely on traditional and social media sources equally for race-related news



D1. If To what extent do you rely on social media accounts as compared to formal journalism/news sources for race-related news?  
 Source: Ipsos, 1,652 British workers 16-75. White (n=1,220), Ethnic Minority (incl. Black) (n=405), Black (any, incl. mixed race) (n=219)  
 29<sup>th</sup> April – 2<sup>nd</sup> May 2022



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