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(Cecilie Arcurs/Getty Images) Pew Research Center conducted this study to better understand how adults in the United States think about diversity, equity and inclusion efforts in the workplace. This analysis is based on survey responses from 4,744 U.S. adults who are working part time or full time, are not self-employed, have only one job or have multiple jobs but consider one their primary job, and whose company or organization has 10 or more people. The data was collected as part of a larger survey of workers conducted Feb. 6-12, 2023. Everyone who took part is a member of Pew Research Centers American Trends Panel (ATP), an online survey panel that is recruited through national, random sampling of residential addresses. This way nearly all U.S. adults have a chance of selection. The survey is weighted to be representative of the U.S. adult population by gender, race, ethnicity, partisan affiliation, education and other categories. Read more about the ATPs methodology. Read more about the questions used for this report and the reports methodology. References to workers or employed adults include those who are employed part time or full time, are not self-employed, have only one job or have multiple jobs but consider one their primary job, and whose company or organization has 10 or more people. References to White, Black and Asian adults include those who are not Hispanic and identify as only one race. Hispanics are of any race. References to college graduates or people with a college degree comprise those with a bachelors degree or more. Some college includes those with an associate degree and those who attended college but did not obtain a degree. References to disabled workers include those who say a disability or handicap keeps them from fully participating in work, school, housework or other activities. All references to party affiliation include those who lean toward that party. Republicans include those who identify as Republicans and those who say they lean toward the Republican Party. Democrats include those who identify as Democrats and those who say they lean toward the Democratic Party. Workplace diversity, equity and inclusion efforts, or DEI, are increasingly becoming part of national political debates. For a majority of employed U.S. adults (56%), focusing on increasing DEI at work is a good thing, according to a new Pew Research Center survey. But opinions about DEI vary considerably along demographic and political lines. Most workers have some experience with DEI measures at their workplace. About six-in-ten (61%) say their company or organization has policies that ensure fairness in hiring, pay or promotions, and 52% say they have trainings or meetings on DEI at work. Smaller shares say their workplace has a staff member who promotes DEI (33%), that their workplace offers salary transparency (30%), and that it has affinity groups or employee resource groups based on a shared identity (26%). Majorities of those who have access to these measures say each has had a positive impact where they work. Related: How Americans View Their Jobs This nationally representative survey of 5,902 U.S. workers, including 4,744 who are not self-employed, was conducted Feb. 6-12, 2023, using the Centers American Trends Panel. The survey comes at a time when DEI efforts are facing some backlash and many major companies are laying off their DEI professionals. Some key findings from the survey: Relatively small shares of workers place a lot of importance on diversity at their workplace. About three-in-ten say it is extremely or very important to them to work somewhere with a mix of employees of different races and ethnicities (32%) or ages (28%). Roughly a quarter say the same about having a workplace with about an equal mix of men and women (26%) and 18% say this about a mix of employees of different sexual orientations. More than half of workers (54%) say their company or organization pays about the right amount of attention to increasing DEI. Smaller shares say their company or organization pays too much (14%) or too little attention (15%), and 17% say theyre not sure. Black workers are more likely than those in other racial and ethnic groups to say their employer pays too little attention to increasing DEI. Theyre also among the most likely to say focusing on DEI at work is a good thing (78% of Black workers say this), while White workers are the least likely to express this view (47%). Women are more likely than men to value DEI at work. About six-in-ten women (61%) say focusing on increasing DEI at work is a good thing, compared with half of men. And larger shares of women than men say its extremely or very important to them to work at a place that is diverse when it comes to gender, race and ethnicity, age, and sexual orientation. There are wide partisan differences in views of workplace DEI. Most Democratic and Democratic-leaning workers (78%) say focusing on DEI at work is a good thing, compared with 30% of Republicans and Republican leaners. Democrats are also far more likely than Republicans to value different aspects of diversity. And by wide margins, higher shares of Democrats than Republicans say the policies and resources related to DEI available at their workplace have had a positive impact. Half of workers say its extremely or very important to them to work somewhere that is accessible for people with physical disabilities. About three-in-ten workers (29%) say this is somewhat important to them, and 21% say its not too or not at all important. A majority of workers (76% among those who do not work fully remotely) say their workplace is at least somewhat accessible for people with physical disabilities. Many say being a man or being White is an advantage where they work. The survey asked respondents whether a persons gender, race or ethnicity makes it easier or harder to be successful where they work. Shares ranging from 45% to 57% say these traits make it neither easier nor harder. But far more say being a man and being White makes it easier than say it makes it harder for someone to be successful. Conversely, by double-digit margins, more say being a woman, being Black or being Hispanic makes it harder than say it makes it easier to be successful where they work. A majority of workers (56%) say focusing on increasing diversity, equity and inclusion at work is mainly a good thing; 28% say it is neither good nor bad, and 16% say it is a bad thing. Views on this vary along key demographic and partisan lines. Half or more of both men and women say focusing on increasing DEI at work is a good thing, but women are more likely than men to offer this view (61% vs. 50%). In turn, men are more than twice as likely as women to say it is a bad thing (23% vs. 9%). About two-thirds or more of Black (78%), Asian (72%) and Hispanic (65%) workers say that focusing on DEI at work is a good thing. Among White workers, however, fewer than half (47%) say its a good thing; in fact, 21% say its a bad thing. But there are wide partisan, gender and age gaps among White workers, with majorities of White Democrats, women and those under age 30 saying focusing on DEI at work is a good thing. Workers under 30 are the most likely age group to say focusing on DEI at work is a good thing. About two-thirds (68%) of workers ages 18 to 29 say this, compared with 56% of workers 30 to 49, 46% of those 50 to 64, and 52% of those 65 and older. Views also differ by educational attainment, with 68% of workers with a postgraduate degree saying focusing on DEI at work is a good thing, compared with 59% of those with a bachelors degree only and 50% of those with some college or less education. Democratic and Democratic-leaning workers are much more likely to say focusing on DEI at work is a good thing (78%) than to say it is a bad thing (4%) or that it is neither good nor bad (18%). Views among Republican and Republican-leaning workers are more mixed: Some 30% say focusing on DEI at work is a good thing, while the same share (30%) say its a bad thing, and 39% say its neither good nor bad. When it comes to the focus of their own employer, 54% of workers say their company or organization pays about the right amount of attention to increasing diversity, equity and inclusion. The remainder are divided between saying their employer pays too much (14%) or too little attention (15%), or that theyre not sure (17%). Women are more likely than men to say their employer pays too little attention to increasing DEI (17% vs. 12%). In turn, men are more likely than women to say too much attention is paid to this where they work (18% vs. 10%). Black workers (28%) are the most likely to say their company or organization pays too little attention to increasing DEI, compared with smaller shares of White (11%), Hispanic (19%) and Asian (17%) workers who say the same. Views on this question also differ by party. While half or more of both Republican and Democratic workers say their company or organization pays the right amount of attention to DEI, Democrats are more likely than Republicans to say their employer pays too little attention to it (21% vs. 7%). In turn, Republicans are more likely than Democrats to say their employer pays too much attention to DEI (24% vs. 6%). While a majority of workers say focusing on increasing diversity, equity and inclusion at work is a good thing, relatively small shares place great importance on working at a place that is diverse when it comes to gender, race and ethnicity, age, and sexual orientation. About three-in-ten workers say its extremely or very important to them to work somewhere with a mix of employees of different races and ethnicities (32%) and ages (28%), while 26% say the same about having about an equal mix of men and women. And 18% say this about having a mix of employees of different sexual orientations at their workplace. Women are more likely than men to say its extremely or very important to them to work at a place that is diverse across all measures asked about in the survey. For example, there are 11 percentage point differences in the shares of women compared with men saying it is extremely or very important to them to work somewhere that has a mix of employees of different races and ethnicities (37% vs. 26%) and about an equal mix of men and women (31% vs. 20%). Black workers are among the most likely to value racial, ethnic and age diversity in the workplace. Some 53% of Black workers say it is extremely or very important to them to work somewhere with a mix of employees of different races and ethnicities, compared with 39% of Hispanic workers and 25% of White workers who say the same; 43% of Asian workers say this is important to them. (There is no statistically significant difference between the share of Asian workers and the shares of Black and Hispanic workers who hold this view.) And while 42% of Black workers highly value working somewhere with a mix of employees of different ages, smaller shares of Hispanic (33%), Asian (30%) and White (24%) workers say the same. When it comes to diversity of sexual orientation, 28% of Black workers and 22% of Hispanic workers say it is extremely or very important to them to work somewhere that is diverse in this way; 15% each among White and Asian workers say the same. Workers under age 50 are more likely than those 50 and older to say racial and ethnic diversity in their workplace is extremely or very important to them (35% vs. 26%). Workers younger than 50 are also more likely to say having about an equal mix of men and women is important to them, with workers ages 18 t0 29 the most likely to say this (34% vs. 26% of workers 30 to 49, and 20% each among those 50 to 64 and 65 and older). There are also differences by educational attainment, with larger shares of workers with a postgraduate degree than those with less education saying its extremely or very important to them that their workplace is diverse across all measures asked about in the survey. For example, 44% of workers with a postgraduate degree say having a mix of employees of different races and ethnicities is extremely or very important to them, compared with 34% of those with a bachelors degree only and 27% of those with some college or less. Democratic workers are much more likely than Republican workers to say working somewhere that is diverse when it comes to gender, race and ethnicity, age, and sexual orientation is extremely or very important to them. In fact, about half of Democrats (49%) place great importance on having a mix of employees of different races and ethnicities where they work, compared with 13% of Republicans. And there are differences of at least 20 points between the shares of Democrats and Republicans saying its extremely or very important to them to work somewhere that has about an equal mix of men and women (39% of Democrats say this vs. 12% of Republicans) and a mix of employees of different ages (39% vs. 17%) and sexual orientations (27% vs. 7%). Overall, a majority of workers say their workplace has a mix of employees of different ages (58% say this describes their current workplace extremely or very well). Smaller shares say their workplace has about an equal mix of men and women (38%) and a mix of employees of different races and ethnicities (46%) and sexual orientations (28%). These assessments do not vary much across demographic groups. Half of workers say it is extremely or very important to them to work somewhere that is accessible for people with physical disabilities; 29% say it is somewhat important and 21% say it is not too or not at all important to them. Highly valuing an accessible workplace varies by gender, race and ethnicity, and party, but there is no significant difference in responses between those who do and dont report having a disability. About six-in-ten women (58%) say it is extremely or very important to them that their workplace is accessible, compared with 41% of men. Black workers are more likely than workers of other racial and ethnic groups to place great importance on their workplace being accessible: 62% of Black workers say this is extremely or very important, compared with 51% of Hispanic, 48% of White and 43% of Asian workers. A majority of Democrats (59%) say it is extremely or very important to them to work somewhere that is accessible for people with physical disabilities; 40% of Republican say the same. Some 27% of Republicans say this is not too or not at all important to them, compared with 15% of Democrats. There is no statistically significant difference in the shares of workers who have a disability and those who do not saying it is extremely or very important to them to work somewhere that is accessible for people with physical disabilities. But workers who do not have a disability are more likely than those who do to say this is not too or not at all important to them (21% vs. 15%). Among those who dont work fully remotely, about three-quarters of workers (76%) say their workplace is at least somewhat accessible for people with physical disabilities, with 51% saying it is extremely or very accessible. Some 17% say their workplace is not too or not at all accessible, and 8% are not sure. When asked whether the company or organization they work for has a series of measures that are typically associated with diversity, equity and inclusion efforts, a majority of workers say their employer has policies that ensure everyone is treated fairly in hiring, pay or promotions (61%), and 52% say there are trainings or meetings on DEI where they work. Smaller shares say their workplace has a staff member whose main job is to promote DEI at work (33%), a way for employees to see the salary range for all positions (30%), and groups created by employees sometimes known as affinity groups or employee resource groups (ERGs) based on shared identities such as gender, race or being a parent (26%). Responses do not vary much by most demographic characteristics. However, workers with at least a bachelors degree are consistently more likely than those with less education to say each of these five measures is available where they work. Among those whose workplace offers each policy or resource, a majority of workers say each measure has had a somewhat or very positive impact where they work. About a third or fewer workers say each resource has had neither a positive nor negative impact, and about one-in-ten or fewer say each of these has had a somewhat or very negative impact. Democrats and Republicans are about equally likely to say their workplace has these measures in place, but Democrats are more likely than Republicans to say the impact of each has been positive by margins ranging from 10 to 32 points (among those who say their workplace has these measures). For example, 66% of Democrats who say their workplace has a way for employees to see the salary range for all positions say this has had a somewhat or very positive impact, compared with 56% of Republicans who say this. And while about three-quarters of Democrats (74%) say having a staff member whose main job is to promote DEI at work has had a positive impact, fewer than half of Republicans (42%) say the same. Women are more likely than men to say each of these policies and resources has had a very or somewhat positive impact where they work. This is mainly driven by gender differences among Republicans: There are double-digit differences in the shares of Republican women and Republican men who say many of these resources have had a positive impact. For example, 58% of Republican women say having a staff member whose main job is to promote DEI at work has had at least a somewhat positive impact where they work, compared with 31% of Republican men who hold this view. The same share of Republican women (58%) say having affinity groups or ERGs has had a positive impact, compared with 38% of Republican men who say the same. Among Democrats, majorities of both men and women offer positive assessments of these resources in their workplace, but Democratic women are more likely than Democratic men to say having trainings or meetings on DEI at work have had a positive impact (72% vs. 65%). While there are differences by race, ethnicity and age on overall attitudes about DEI in the workplace, there are no consistent differences along these dimensions in how workers with access to these policies and resources at their workplace assess their impact. Out of all workers, about four-in-ten (38%) have participated in a DEI training in the last year. A similar share (40%) did not participate or say their workplace does not offer these trainings, and 21% are not sure if their employer offers these trainings. Looking only at those whose company or organization has trainings or meetings on DEI, about three-quarters (73%) say they have participated in such trainings in the past year. And assessments of these trainings tend to be positive, with 53% of workers whove participated saying they were very or somewhat helpful. About a third (34%) give a more neutral assessment, saying the trainings were neither helpful nor unhelpful, and 13% say they were very or somewhat unhelpful. While men and women are about equally likely to have participated in trainings on DEI in the past year, women are more likely than men to say the trainings have been at least somewhat helpful (60% vs. 46%). Republicans and Democrats are also equally likely to say theyve participated in these trainings in the past year, but Democrats are far more likely than Republicans to say the trainings have been helpful (66% vs. 36%). About one-in-five Republicans say theyve been unhelpful (19%), compared with 9% of Democrats. While both Democratic men and women offer similar assessments of the DEI trainings theyve participated in, there are gender differences among Republican workers. Republican women are more likely than Republican men to say the trainings theyve participated in have been helpful (47% vs. 28%). Conversely, 22% of Republican men, compared with 14% of Republican women, say the trainings have been unhelpful. While 26% of workers say there are affinity groups or employee resource groups (ERGs) where they work, members of these groups account for a very small share of workers overall. Just 6% of workers say they are members of an affinity group or ERG, with 58% of workers saying these groups are either not available at their workplace or that they arent a member. Another 37% say they are not sure if their workplace offers these groups. Among workers who say there are affinity groups or ERGs at their workplace, 22% say they are personally a member. Women are more likely than men to be members of these groups (28% vs. 16%). And 28% of non-White workers say they are a member of an affinity group or ERG, compared with 18% of White workers. When asked about the impact a persons gender, race or ethnicity has on their ability to succeed at work, workers tend to say these characteristics neither make it easier nor harder to be successful at their workplace. Still, when it comes to gender, workers are more likely to say being a man makes it easier to be successful where they work than to say it makes it harder (36% vs. 6%). In contrast, a larger share says being a woman makes it harder to be successful than say it makes it easier (28% vs. 11%). Men and women have different views on the impact gender has on a persons ability to succeed where they work. Some 44% of women say being a man makes it at least a little easier to be successful, including 24% who say it makes it a lot easier. This compares with 29% of men who say being a man makes it at least a little easier to be successful. Similarly, 34% of women say being a woman makes it harder to be successful where they work, compared with 21% of men. Women under age 50 are especially likely more so than women ages 50 and older or men in either age group to say being a man makes it easier to be successful where they work and that being a woman makes it harder. For example, 38% of women ages 18 to 49 say being a woman makes it harder to be successful where they work. This compares with 29% of women 50 and older, 25% of men younger than 50, and an even smaller share of men 50 and older (13%). When it comes to views about how race or ethnicity affects peoples ability to succeed at work, 51% of Black workers say being Black makes it harder to be successful where they work. This is significantly higher than the shares of Asian (41%), Hispanic (23%) and White (18%) workers who say the same about the impact of being Black. Similarly, about four-in-ten Asian workers (39%) say being Asian makes it harder to be successful in their workplace, a higher share than workers of other racial and ethnic groups who say the same about being Asian. Hispanic, Black and Asian workers are about equally likely to say being Hispanic makes it harder to be successful where they work. A smaller share of White workers say the same about being Hispanic. When asked about the impact of being White in their workplace, workers across racial and ethnic groups are more likely to say it makes it easier than to say it makes it harder to be successful. This is especially the case among Black and Asian workers. About half of Black (52%) and Asian (51%) workers say being White makes it easier to be successful where they work, compared with 37% of Hispanic and 24% of White workers who say the same about being White. Previously released findings from this survey found that Black workers are more likely than White, Hispanic and Asian workers to report that they have experienced discrimination or have been treated unfairly by an employer in hiring, pay or promotions because of their race or ethnicity at some point in their careers (though not necessarily where they currently work). Women are also more likely than men to say theyve experienced such discrimination because of their gender. There are large partisan gaps in views of whether gender, race or ethnicity make it easier or harder to be successful at work. Some 47% of Democratic workers say being a man makes it at least somewhat easier to be successful at their workplace, compared with 25% of Republican workers. Democrats are also more likely than Republicans to say being a woman makes it harder to succeed (37% vs. 17%). Democratic and Republican women are more likely than their male counterparts to say being a woman makes it harder and being a man makes it easier to be successful where they work. The differences between Republican women and Republican men are particularly striking. About a quarter of Republican women (26%) say being a woman makes it harder to be successful, compared with 10% of Republican men. And while 36% of Republican women say being a man makes it easier to be successful where they work, just 16% of Republican men say the same. Democratic workers are more than three times as likely as Republican workers to say being White makes it easier to succeed where they work (48% vs. 13%), and they are also more likely than Republicans to say being Black, Hispanic or Asian makes it harder. About four-in-ten Democrats (39%) say being Black makes it harder for someone to succeed at their workplace, compared with just 9% of Republicans. Similarly, 30% of Democrats say being Hispanic makes it harder to succeed, compared with 8% of Republicans. And while smaller shares in both parties say being Asian makes it harder to succeed, Democrats are more likely than Republicans to say this (16% vs. 6%). These partisan differences remain when looking only at Democrats and Republicans who are White. Main ListA-Z ListCondensed View ABCDEFGHIJKLMNOPQRSTUVWXYZAs concerns around the state of the economy and inflation continue, about eight-in-ten registered voters (81%) say the economy will be very important to their vote in the 2024 presidential election. While the economy is the top issue among voters, a large majority (69%) cite at least five of the 10 issues asked about in the survey as very important to their vote. There are wide differences between voters who support Harris and Trump when it comes to the issues. Among Trump supporters, the economy (93%), immigration (82%) and violent crime (76%) are the leading issues. Just 18% of Trump supporters say racial and ethnic inequality is very important. And even fewer say climate change is very important (11%). For Harris supporters, issues such as health care (76%) and Supreme Court appointments (73%) are of top importance. Large majorities also cite the economy (68%) and abortion (67%) as very important to their vote in the election. Most voters cite several issues as very important to their vote this November. Very few just 5% say only one issue or no issues are highly important. Majorities of both Harris supporters (71%) and Trump supporters (69%) say at least five of 10 issues included in the survey are very important to their vote. Harris supporters are more likely than Trump supporters to say most of the issues included are very important. About a third of Harris supporters (32%) say at least eight of 10 issues are very important, compared with 17% of Trump supporters. While the economy has long been a top issue for voters and continues to be one today other issues have become increasingly important for voters over the past four years. About six-in-ten voters (61%) today say immigration is very important to their vote a 9 percentage point increase from the 2020 presidential election and 13 points higher than during the 2022 congressional elections. Immigration is now a much more important issue for Republican voters in particular: 82% of Trump supporters say it is very important to their vote in the 2024 election, up 21 points from 2020. About four-in-ten Harris supporters (39%) say immigration is very important to their vote. This is 8 points higher than the share of Democratic congressional supporters who said this in 2022, but lower than the 46% of Biden supporters who cited immigration as very important four years ago. In August 2020, fewer than half of voters (40%) said abortion was a very important issue to their vote. At the time, Trump voters (46%) were more likely than Biden voters (35%) to say it mattered a great deal. Following the Supreme Courts decision to overturn Roe v. Wade, opinions about abortions importance as a voting issue shifted. Today, 67% of Harris supporters call the issue very important nearly double the share of Biden voters who said this four years ago, though somewhat lower than the share of midterm Democratic voters who said this in 2022 (74%). And about a third of Trump supporters (35%) now say abortion is very important to their vote 11 points lower than in 2020. Voters have more confidence in Trump than Harris on economic, immigration and foreign policies. Half or more voters say they are at least somewhat confident in Trump to make good decisions in these areas, while smaller shares (45% each) say this about Harris. In contrast, voters have more confidence in Harris than Trump to make good decisions about abortion policy and to effectively address issues around race. Just over half of voters have confidence in Harris on these issues, while 44% have confidence in Trump on these issues. Trump holds a slight edge over Harris for handling law enforcement and criminal justice issues (51% Trump, 47% Harris). Voters are equally confident in Harris and Trump to select good nominees for the Supreme Court (50% each). Fewer than half of voters say they are very or somewhat confident in either candidate to bring the country closer together (41% are confident in Harris, 36% in Trump). And voters express relatively little confidence in Trump (37%) or Harris (32%) to reduce the influence of money in politics. Since Biden dropped out of the presidential race in July, there has been movement on how confident voters are in the candidates to address issues facing the country. In July, 48% of voters were confident in Biden to make good decisions about abortion policy. Today, 55% of voters are confident in Harris to do the same. Harris currently has an 11-point advantage over Trump on voters confidence to handle abortion policy decisions. Voters also express more confidence in Harris to make wise decisions about immigration policy than they did for Biden before he withdrew from the race. Today, 45% are confident in Harris on this issue; in July, 35% said this about Biden. While Trumps advantage over Harris on immigration policy is less pronounced than it was over Biden, he continues to hold a 7-point edge. Voters are as confident in his ability to make wise decisions about immigration policy as they were in July (52%). Harris has also improved over Biden in voters confidence to make good decisions about foreign and economic policies. Currently, 45% of voters are confident in Harris on each of these issues. In July, 39% had confidence in Biden to make good foreign policy decisions, while a similar share (40%) had confidence in him on economic policy. Trump holds an edge over Harris on both of these issues, though both are somewhat narrower than the advantage he had over Biden on these issues in July. How we did thisPew Research Center conducted this study to understand how Americans views of artificial intelligence compare with the views of those who have expertise in the field. This report includes findings from a survey of U.S. adults, a survey of AI experts and a series of in-depth interviews with experts. To understand the views of the American public, we surveyed 5,410 adults from Aug. 12 to Aug. 18, 2024. Everyone who took part in this survey is a member of the Centers American Trends Panel (ATP), a group of people recruited through national, random sampling of residential addresses who have agreed to take surveys regularly. This kind of recruitment gives nearly all U.S. adults a chance of selection. Interviews were conducted either online or by telephone with a live interviewer. The survey is weighted to be representative of the U.S. adult population by gender, race, ethnicity, partisan affiliation, education and other factors. Read more about the ATPs methodology. To understand the views of AI experts, we surveyed 1,013 AI experts living in the United States from Aug. 14 to Oct. 31, 2024. To create the sample, Center researchers compiled a list of authors and presenters at 21 AI-related conferences held in 2023 or 2024. Surveys were conducted online, and experts were asked to confirm that they live in the U.S. and that their work or research relates to AI before proceeding. Because there is no definitive source of population benchmarks for this group, responses from the expert survey are unweighted. They are only representative of the views of experts who responded to the survey. To further explore expert views, we conducted 30 in-depth interviews with AI experts from Oct. 18 to Nov. 26, 2024. The interviews were designed to give AI experts across a range of different demographic dimensions, including race, ethnicity and gender, a chance to elaborate on their views. However, the in-depth interviews are not representative of any demographic group or AI experts as a whole. Quotes have been lightly edited for grammar and clarity. Here are the questions used for this report, the toplines and the methodology. With artificial intelligence no longer the stuff of science fiction, its benefits and risks are being debated by everyone from casual observers to scholars. A new Pew Research Center report examines the views of two key groups: the American public and experts in the field of AI. These surveys reveal both deep divides and common ground on AI. AI experts are far more positive than the public about AIs potential, including on jobs. Yet both groups want more personal control of AI and worry about lax government oversight. Still, opinions among experts vary, with men more optimistic about AI than women. Here are the key findings from surveys of U.S. adults and AI experts conducted in 2024, and in-depth interviews with experts. Experts are far more positive and enthusiastic about AI than the public. For example, the AI experts we surveyed are far more likely than Americans overall to believe AI will have a very or somewhat positive impact on the United States over the next 20 years (56% vs. 17%). And while 47% of experts surveyed say they are more excited than concerned about the increased use of AI in daily life, that share drops to 11% among the public. By contrast, U.S. adults as a whole whose concerns over AI have grown since 2021 are more inclined than experts to say theyre more concerned than excited (51% vs. 15% among experts). Jump to: Who did we define as AI experts and how did we identify them? Larger shares of experts than of U.S. adults see AI as personally beneficial. Far more of the experts we surveyed believe these technologies will benefit (76%) rather than harm (15%) them personally. The public is far more likely to think AI will harm them (43%) than benefit them (24%). Still, one-third say theyre unsure. Public optimism is low regarding AIs impact on work. While 73% of AI experts surveyed say AI will have a very or somewhat positive impact on how people do their jobs over the next 20 years, that share drops to 23% among U.S. adults. Large gaps are also present in views about AIs effect on the economy, medical care, education and art. Both groups are skeptical of AIs role in news and elections. Only about one-in-ten U.S. adults and experts think AI will have a positive impact on elections. Small shares in each group say the same for news. Similar shares of the public and experts want more control and regulation of AI. More than half of U.S. adults (55%) and a similar share of AI experts (57%) say they want more control over how it is used in their lives. And those in both groups worry more that government regulation of AI will be too lax than overly excessive. There are notable gender differences in the way people view AI, but these gaps are more pronounced among experts we surveyed. Our previous surveys of U.S. adults have shown that women are often more wary than men about AI. This is true in the current survey. For example, 22% of men think AI will positively impact the U.S., compared with 12% of women. These differences are even wider among the experts surveyed: 63% of men say AIs impact on the U.S. over the next two decades will be very or somewhat positive, compared with 36% of women. Among experts, men are also more likely than women to say theyre more excited than concerned about AI (53% vs. 30%) or think AI will personally benefit them (81% vs. 64%). Views also vary based on the type of sector experts work in, particularly on AI and corporate responsibility. Six-in-ten experts at colleges or universities have little to no confidence in U.S. companies to responsibly develop and use AI, versus 39% of those at private companies or businesses who say this. These are the key findings from a survey of 5,410 U.S. adults, conducted Aug. 12-18, 2024; and a separate survey of 1,013 AI experts conducted Aug. 14-Oct. 31, 2024. Below, we dive deeper into a few key areas from our findings: AI and jobs; concerns, bias and representation; and regulation and responsible AI. For this project, we defined AI experts as individuals who demonstrate expertise via their work or research in artificial intelligence or related fields. We focused only on those who live in the United States. Expert responses are unweighted and only representative of the views of those who responded. To identify these individuals, we created a list of authors and presenters at 21 AI-focused conferences from 2023 and 2024. This list was developed in consultation with project advisers. We aimed to capture a broad range of perspectives and expertise related to AI. The conferences covered topics including research and development, application, business, policy, social science, identity and ethics. Center researchers used public information and an email finder service to identify authors and presenters who lived in the U.S. and collect email addresses. To be eligible for the survey, experts had to confirm 1) their work or research relates to AI, machine learning or related topics and 2) that they live in the U.S. The study was not designed to estimate the demographics of the AI workforce, and responses received may reflect choices in sample design as well as nonresponse. Refer to Appendix A for the demographic breakdown of responses received. We did not receive enough responses from Hispanic or Black experts to be able to report expert views by race and ethnicity; this reflects the racial and ethnic makeup of the field. These groups responses are incorporated into the general figures throughout. We also did not receive enough responses from experts working at nonprofits, in government or self-employed to break out these groups separately. Their responses, too, are included in general figures. To help make sure we heard from a range of voices, we also conducted 30 in-depth interviews with experts who responded to the survey. Please refer to the methodology for more information, including a list of which conferences were included and detail on the steps taken to select and survey these experts. How AI will impact jobs has sparked debate and disagreement as well as worry among workers. AI is already automating many jobs and threatening others. Others see it as creating new opportunities. Throughout our prior work, the public has been wary about AIs role in job loss. In our current survey, 64% of the public thinks AI will lead to fewer jobs over the next 20 years. Far fewer experts surveyed say the same (39%). When we ask about specific jobs, though, we find some common ground. Some jobs like cashiers are widely viewed as at risk. About three-quarters of U.S. adults and AI experts alike say that over the next 20 years, AI will lead to fewer jobs of this kind in the U.S. About half or more also say this for journalists, software engineers and factory workers. On the other hand, while 62% of experts expect fewer jobs for truck drivers, this drops to 33% among the public. And the public is more likely than the experts we surveyed to expect AI-related job loss for occupations like musicians, teachers and medical doctors. Fewer than half of U.S. adults and experts alike say there will be job loss in each of these areas, though. Public uncertainty is a factor. The shares of U.S. adults who say theyre unsure range from 13% to 26%, depending on the job. We also asked about some specific concerns people might have about AI. Continuing the theme on jobs, we find the public more anxious than experts about job loss (56% vs. 25% are extremely or very concerned). We also find: Inaccurate information, impersonation and data misuse are common worries for both experts and the public. For example, 66% of adults overall and 70% of experts are highly concerned about people getting inaccurate information from AI. The public is more worried about loss of human connection. While 57% of the public is highly concerned about AI leading to less connection between people, this drops to 37% among the experts we surveyed. Bias in decisions made by AI is also a concern for experts and the public (55% each say theyre highly concerned). Race, ethnicity and gender often dominate discussions on AI, bias and discrimination from hiring algorithms to medical decision-making. One way AI companies are dealing with potential racial and gender biases in their models is by improving how models are trained. There are also growing calls for more diverse workforces to counteract bias. These efforts, though, have been met with pushback as companies scale back these initiatives. We first asked the public how they view the representation of various groups in AI design in 2021. In this survey, we explored how public and expert views compare on these same questions. Both experts and the public see mens views as better represented in AI design than the views of women. For example, 75% of experts say the people who design AI take mens perspectives into account at least somewhat well but 44% say this about womens views. The public also sees mens views as better represented than womens, even as about four-in-ten are unsure. White adults views are seen as well-represented in AI design relative to other racial and ethnic groups. About three-quarters of experts say the perspectives of White adults are well-accounted for. Half say this about Asian adults perspectives, and even smaller shares say this about views of Black or Hispanic adults. Among the public, four-in-ten say the perspectives of White adults are well-represented. A quarter or fewer think this about the perspectives of Asian, Black or Hispanic adults. The public is far more unsure than the experts we surveyed on this topic, with about four-in-ten or more U.S. adults expressing uncertainty. Still, some experts surveyed are also unsure. I think women, Black women, women of color [are] definitely very underrepresented. People with disabilities are underrepresented its mainly straight White men or men of color who are really investing and excited about these technologies, but [when] people start to get replaced by technology, its always going to affect those underrepresented groups first. Black expert We do not have any African Americans in the department at all we need to bring these people in so they have a seat at the table. If its the same person over and over again that is very narrow-minded I wish that there were more representation, and they would put more focus on that. But I do see basically the same kind of people over and over again. Hispanic expert Questions of who should regulate AI and how much are on the minds of lawmakers amid an evolving political climate. When we asked experts and the public about this topic, we found common ground in their views. Both the public and experts largely worry the U.S. government will not go far enough in regulating AI. About six-in-ten U.S. adults and 56% of experts surveyed say theyre more concerned about this than about the government going too far. Majorities in both parties are more concerned about insufficient regulation, though Democrats are more likely than Republicans to say so (64% vs. 55%). (Both groups include those who lean toward the respective party.) Experts and the public arent confident that the government will regulate AI effectively: 62% of U.S. adults and 53% of the experts we surveyed say they have not too much or no confidence. They are also largely skeptical of industry efforts around responsible AI: 59% of the public and 55% of surveyed experts have not too much or no confidence in U.S. companies to develop and use AI responsibly. And experts at colleges and universities are far less confident in companies efforts than their industry peers: 60% of experts at colleges or universities have little to no confidence that companies will develop and use AI responsibly. 39% of those at private companies or businesses say the same. Expert confidence in government is similar across these two groups. It seems like when you look at these congressional hearings, they dont understand it at all. I dont know that I have faith that they would be able to bring on enough experts to understand it enough to regulate it, but I think its very important. Expert working at a college or university I think [companies] have a ton of responsibility. Unfortunately, I dont think necessarily that responsibility plays as high of a role in their decision-making of what theyre going to pursue and how quickly theyre going to release something. Expert working at a private company or business The chapters of this report go into more detail on public and expert views. Jump to each to learn more about: Get in-depth stats on who's been reading your work and keep track of your citations. About six-in-ten U.S. adults say food costs are extremely or very important to them when deciding what to buy. About half of Americans (48%) say they have emergency or rainy day funds that would cover their expenses for three months. Americans are most skeptical about U.S. trade with China: 10% say it benefits the U.S. more than China, while 46% take the opposite view. Among blue-collar workers, 43% say they feel extremely or very satisfied with their jobs; by comparison, 53% of other workers express this level of satisfaction. All Economy & Work RESEARCH > Christians remain the largest religious group, and Muslims grew the fastest from 2010 to 2020. Read how the global share of Buddhists, Hindus, Jews and the religiously unaffiliated changed. Most who use astrology (or a horoscope), tarot cards or a fortune teller say they do so just for fun rather than for insights about life. From 2010 to 2020, the number of Muslims increased by 347 million people to 2.0 billion people. Majorities want the church to allow use of birth control and IVF, and to permit priests to bless same-sex couples. But views differ by Mass attendance. Most X users say their recent experiences using the platform have been mostly positive or neutral. The share of news influencers in our sample with a Bluesky account roughly doubled in the four months after Election Day 2024, from 21% beforehand to 43% by March. One month of web browsing data shows most respondents visited a search page with an AI-generated summary, but visits to in-depth content about AI were much rarer. As people are exposed to more information from more sources than ever before, how they define and feel about news has become less clear-cut. 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