



Invisible Labor, Visible Struggles: The Intersections of Race, Gender, and Workplace Equity for Black Women in California

California Black Women's Workplace Experiences Survey

Conducted by:





Invisible Labor, Visible Struggles: The Intersections of Race, Gender, and Workplace Equity for Black Women in California

- For far too long, Black women have been caught in the crosshairs of race and gender-based discrimination—not just in society, but in the very institutions that shape our economic futures.
- The workforce has been a site of intersecting oppressions, where systemic barriers limit opportunities, stifle advancement, and undermine the dignity of Black women in California and beyond.
- To confront these challenges, the California Black Women’s Collective Empowerment Institute (CBWCEI) contracted EVITARUS, a leading public opinion research and strategic consulting firm, to document the lived realities of Black women in the workplace.



Overview

- The California Black Women's Workplace Experiences Survey collected insights from 452 employed Black women across California about their:
 - Levels of job satisfaction and perceptions of workplace climate;
 - Levels of access to opportunities for advancement and professional development, and growth;
 - Experiences with racism and discrimination; and
 - The aspects of a job or workplace that are most important to them.
- While many Black women in California derive a sense of satisfaction and fulfillment from their work, most face barriers to advancement and feel their contributions are underappreciated and undervalued.
- A full 57% of Black women in California have experienced racism and/or discrimination at work in the last year.



Survey Methodology

Survey Methodology

Sample

452 Employed Black/African American women in California*

Fielding Dates

December 6 – 16, 2024

Data Collection Mode

Online, including text-to-web

Rounding

All numbers are percentages, and some may not sum precisely or to 100% due to rounding.

** The sample was drawn at random from the list of registered voters in the state and supplemented with a non-probability sample drawn from EVITARUS' proprietary panel of Black Californians.*



Key Findings

RESILIENT

ELEVATE

ADVOCATE

COLLABORATE

HOPEFUL



Key Findings

1. California Black women identify **salary, benefits, work-life balance, and job security** as **highly important** features of quality job opportunities.
2. Most Black women in California's workforce **find at least some sense of satisfaction, personal fulfillment, and empowerment in their work**—however few would say they are “very satisfied.”
 - *59% of Black women report being at least “somewhat” satisfied in their current job—however a notable proportion (38%) say they are “unsatisfied.”*
3. California Black women identify **compensation/benefit levels, supervisors/company leadership, and the work environment/work culture** as key drivers of workplace dissatisfaction.



Key Findings

4. Nearly **3 in 5** Black women (57%) have **experienced racism and/or discrimination at work**. Most report that these experiences have been damaging to their physical or mental health.
 - *Experiences of racism/discrimination at work out pace experiences with racism and discrimination in other spaces, including during the hiring and job search process.*
5. **Nearly half** of Black women in California (49%) **feel marginalized, excluded from, or passed over for, opportunities** at work.

Few feel fully confident that leadership and opportunities for advancement are available to them.

 - *Only 16% strongly agree that opportunities for leadership and/or advancement in their workplace are available to them.*
6. **A solid majority of Black women (64% or more) are able to find at least some level of support in the workplace from their supervisor and/or colleagues.**

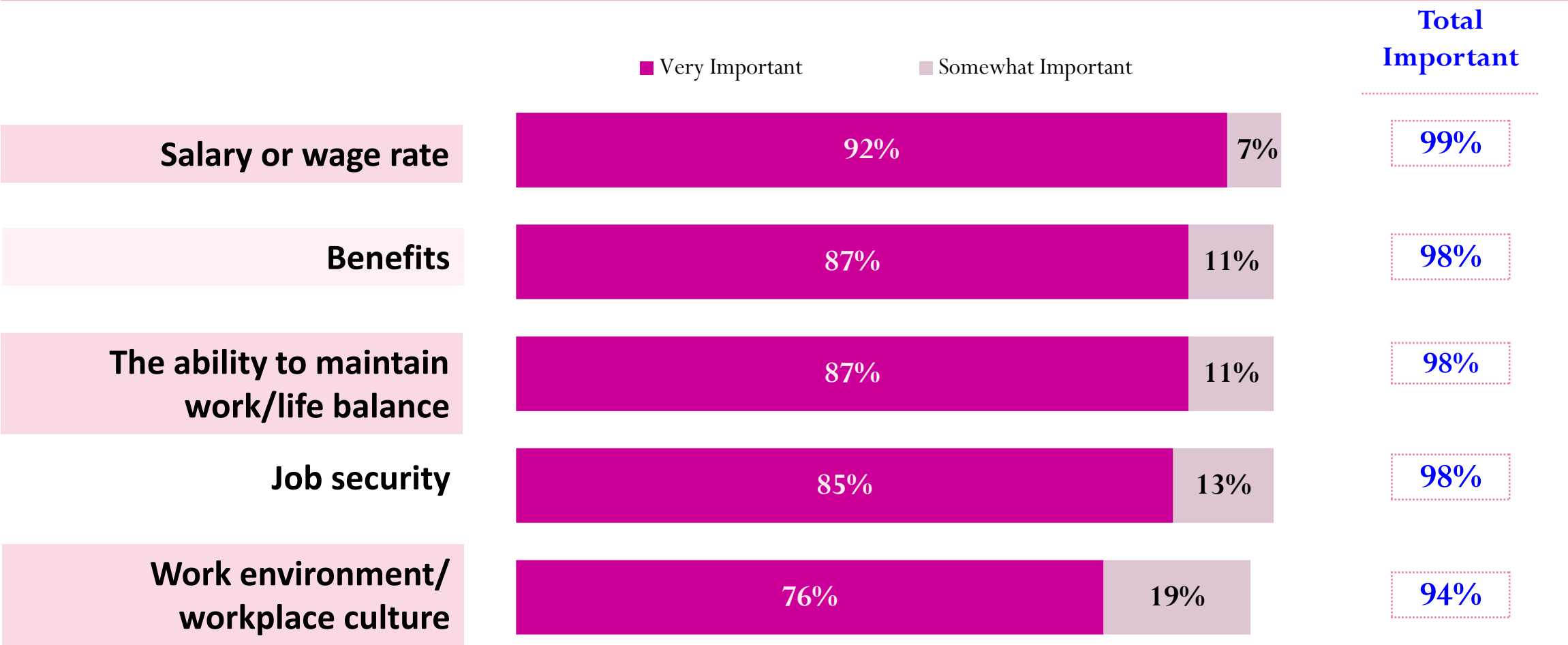


Detailed Key Findings

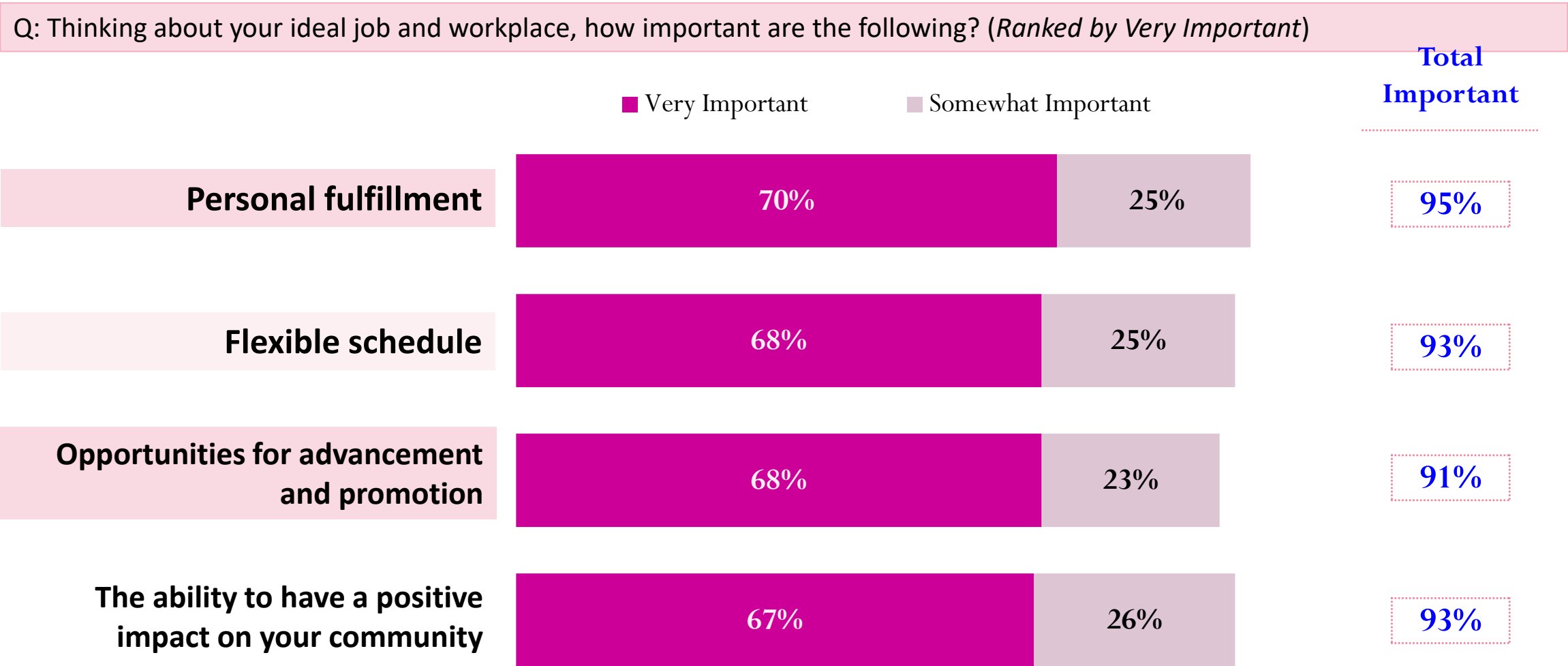
Workplace Priorities & Levels Of Job Satisfaction

Salary, Benefits, Balance and Job Security Rank as Highly Important Workplace Priorities for Black Women

Q: Thinking about your ideal job and workplace, how important are the following? *(Ranked by Very Important)*

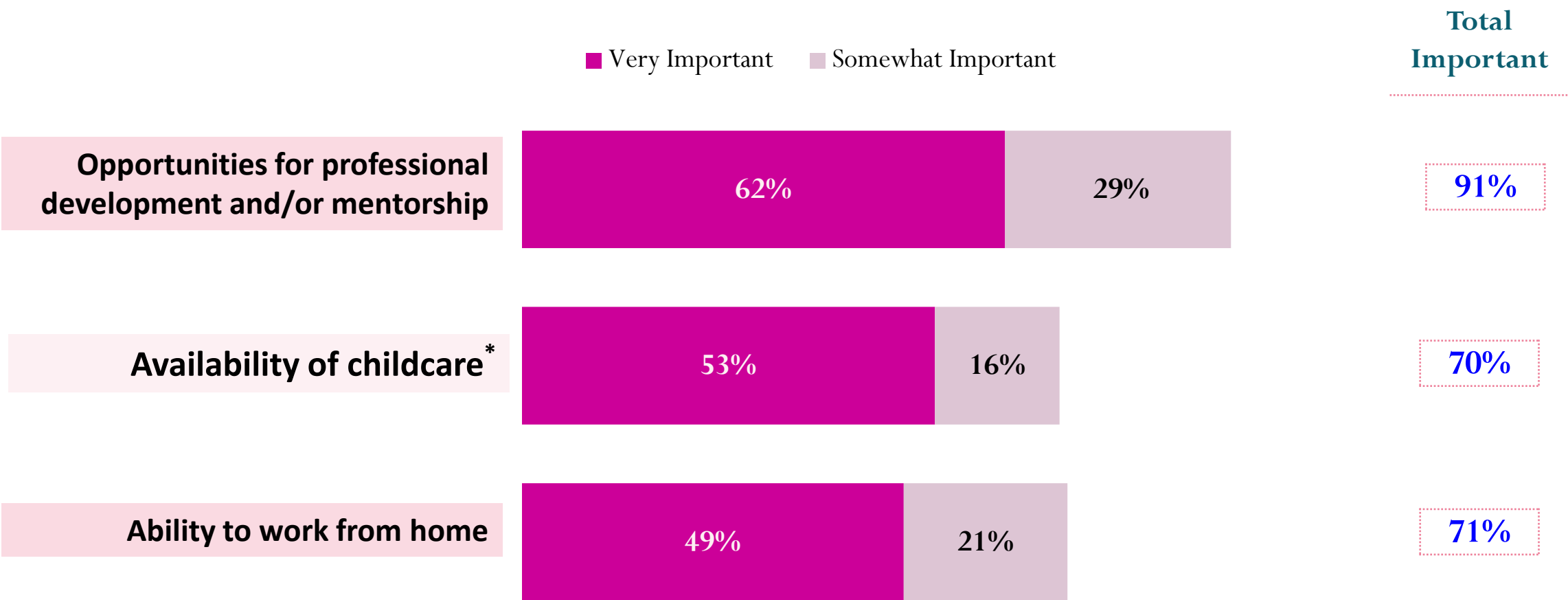


Personal Fulfillment, Scheduling Flexibility and the Ability to Make a Positive Impact are Also Important



Additional Priorities Include Professional Development & Mentorship, Childcare and the Ability to Work From Home

Q: Thinking about your ideal job and workplace, how important are the following? *(Ranked by Very Important)*



* Represents results for women with children under 18 in the household.

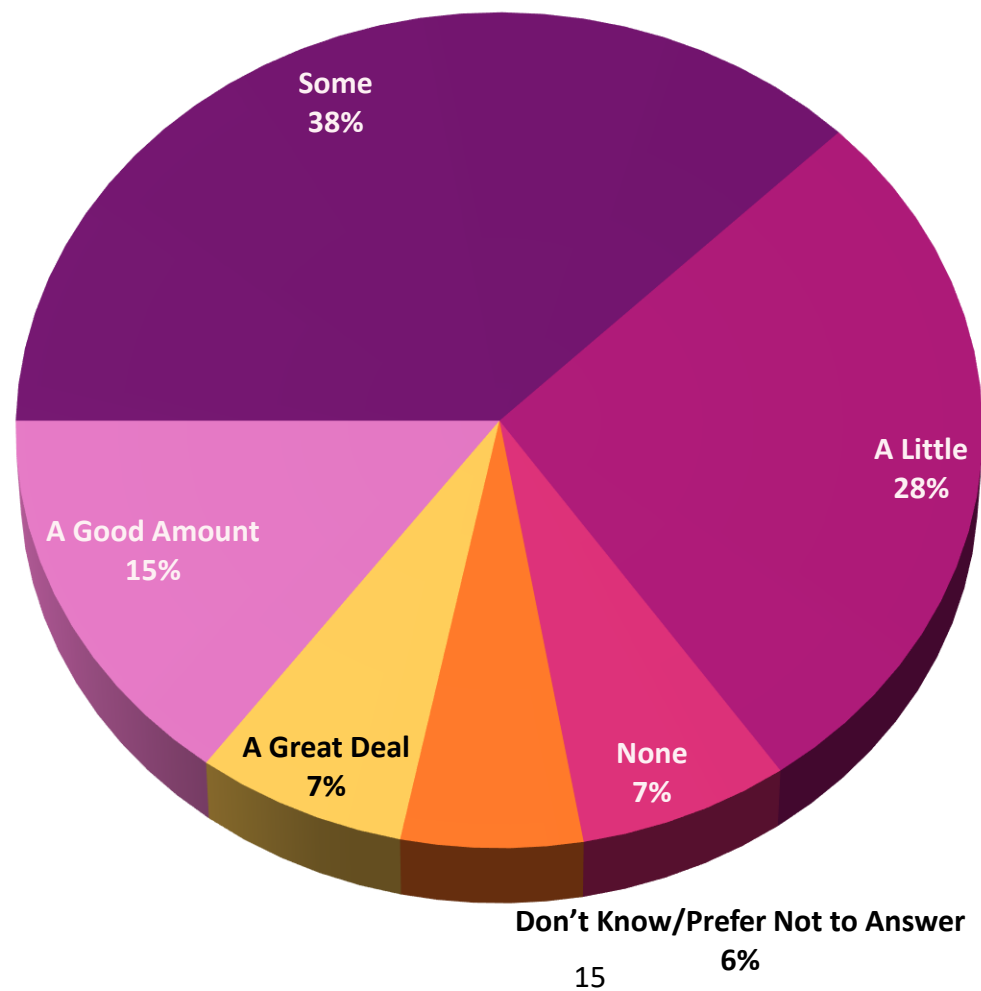
Providing For Their Families and Personal Fulfillment Motivate Many to Show Up Everyday for Work

Q: Thinking about your current job, what motivates you to show up for work every day?

- **My clients and the service I give to them.** I work with disabled adults in all aspects of there lives. When they accomplish one thing that needs to change in their lives, **I have done a good thing for people that are rejected**, lied on betrayed on, abandoned, throw out and left by everyone of there families that refuse to have anything to do with my clients. - ***Administrative Staff in the Non-profit/Philanthropic Sector, Age 62, Inland Empire***
- The necessity that I need money in order to provide for my family. - ***Undisclosed Role, Private Sector, Age 28, Bay Area***

Few Believe There is a Good Amount of Opportunity in California for Black Women

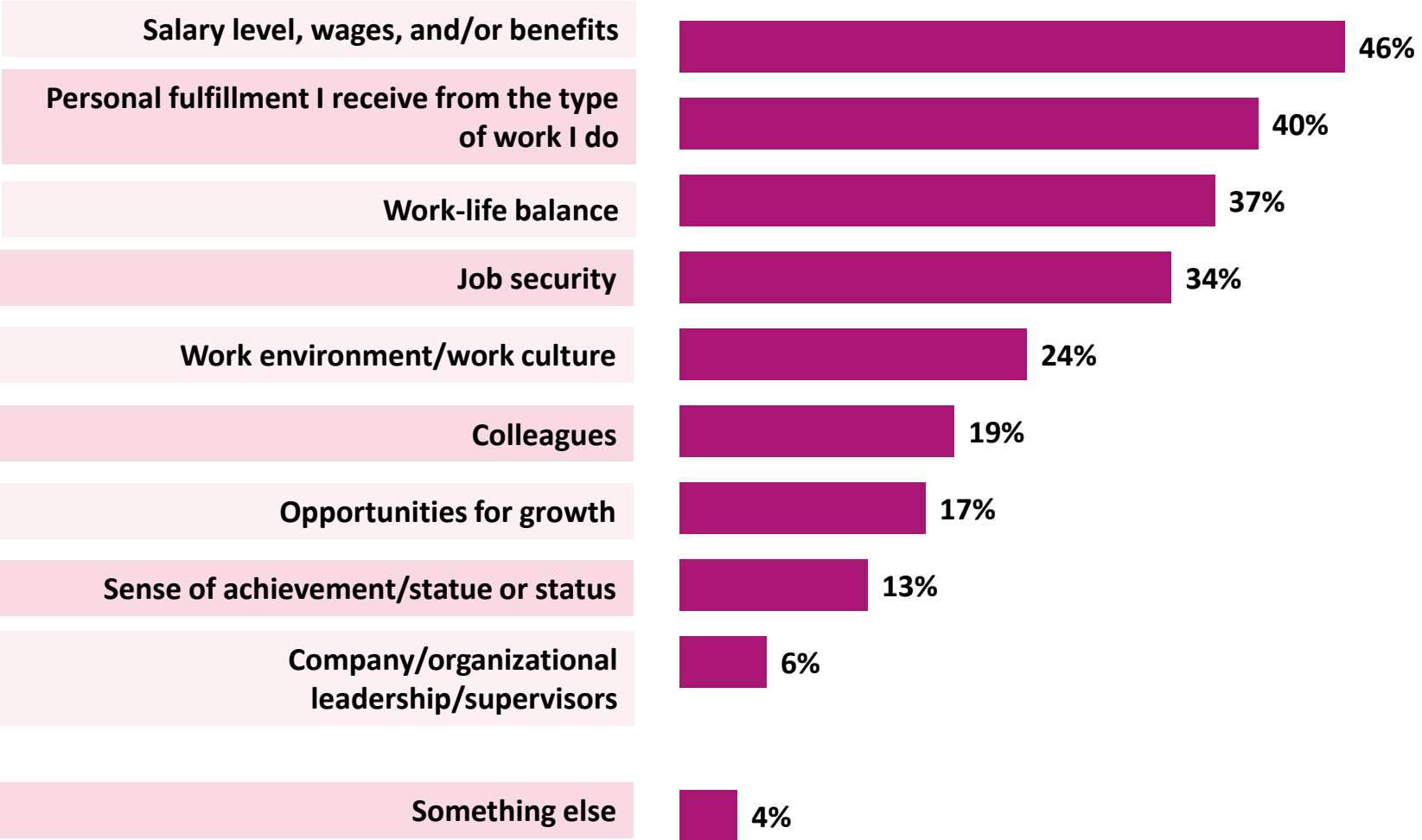
Q: In your opinion, how much opportunity is there in California today for Black women to get ahead?



Salary, Personal Fulfillment and Work-Life Balance are the Top Factors for Job Satisfaction

Q: What aspects of your job contribute most to your satisfaction? Please select the top three factors.

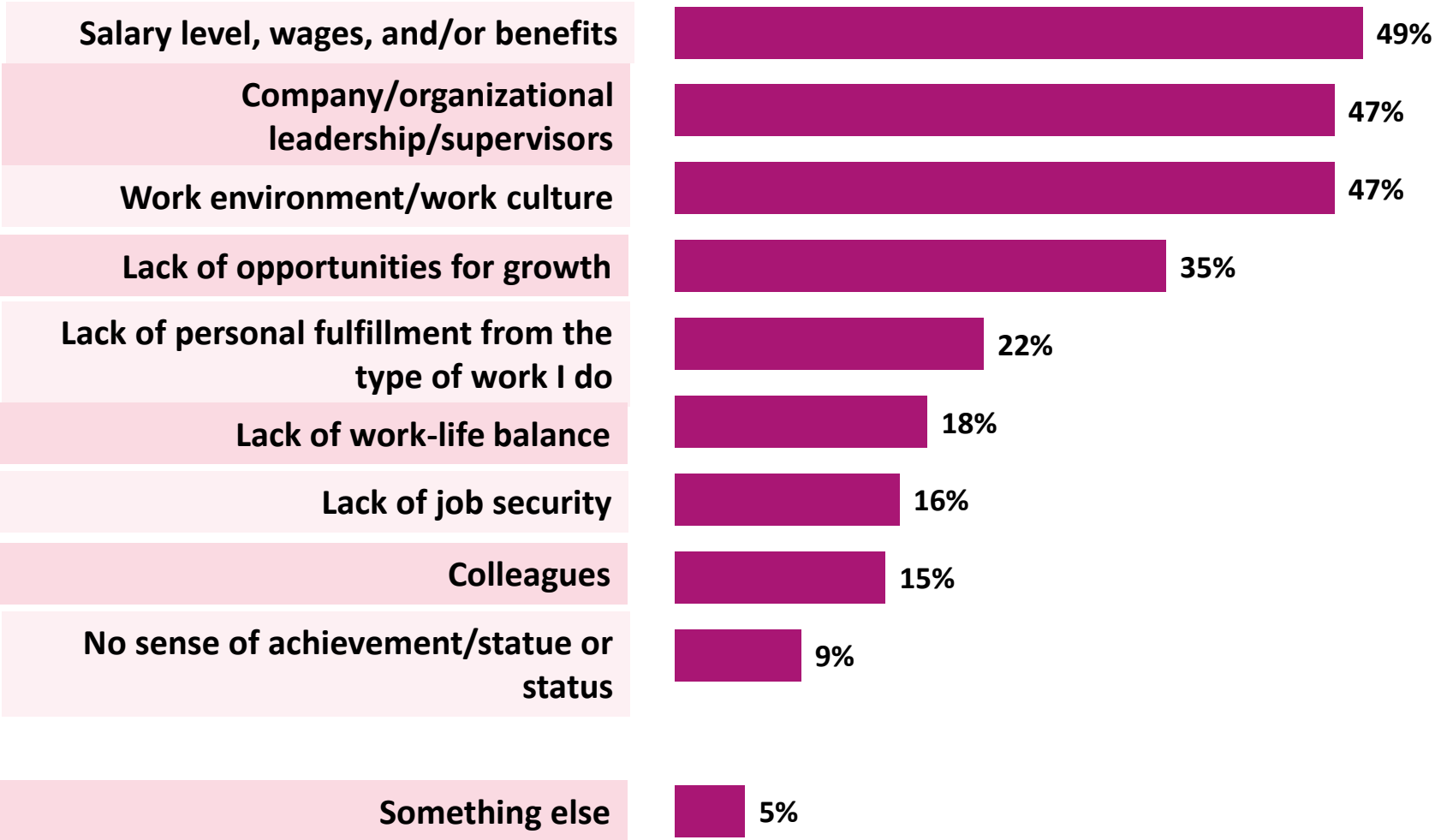
59%
Are at least
“somewhat”
satisfied in their
current job.



Salary, Supervisors and Work Environment Ranks as top Reasons for Dissatisfaction

Q: What aspects of your job contribute most to your dissatisfaction? Please select the top three factors.

38%
Are **dissatisfied** in
their current job.





Workplace Experiences

RESILIENT

ELEVATE

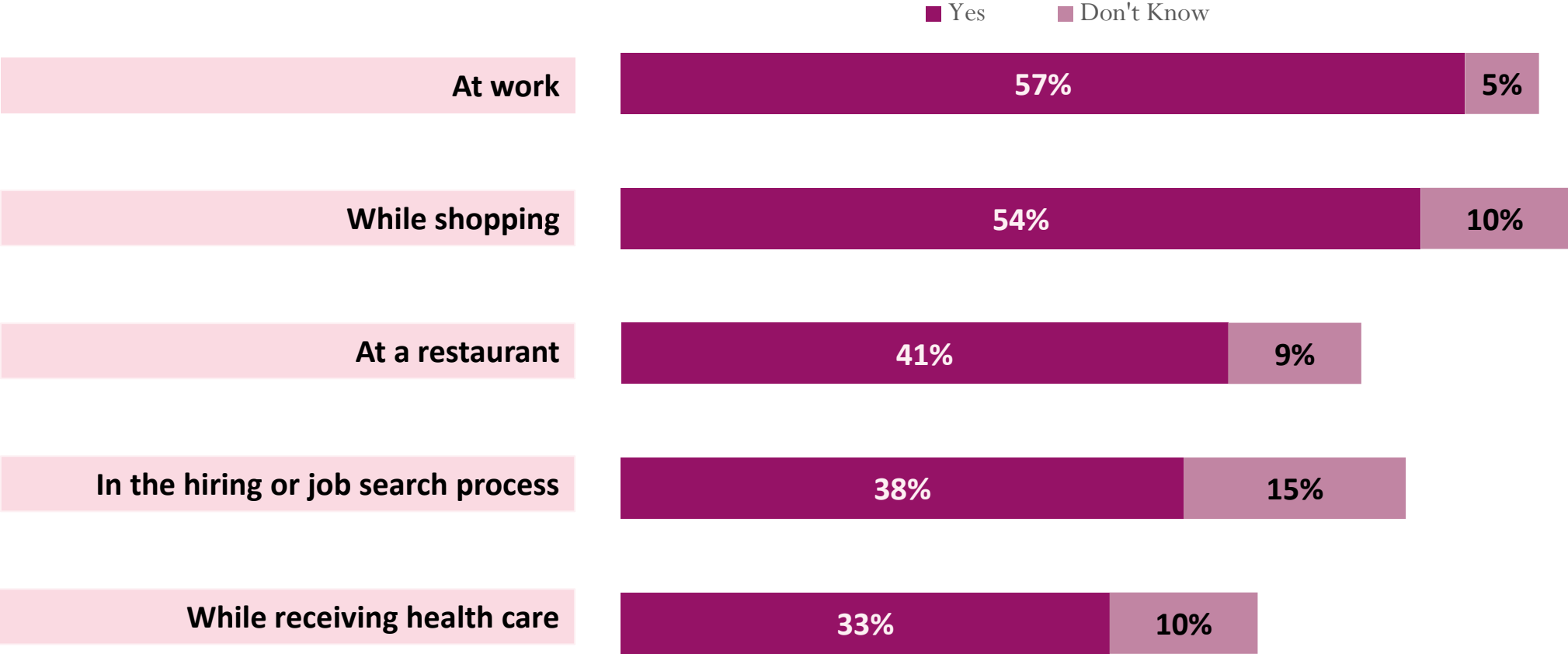
ADVOCATE

COLLABORATE

HOPEFUL

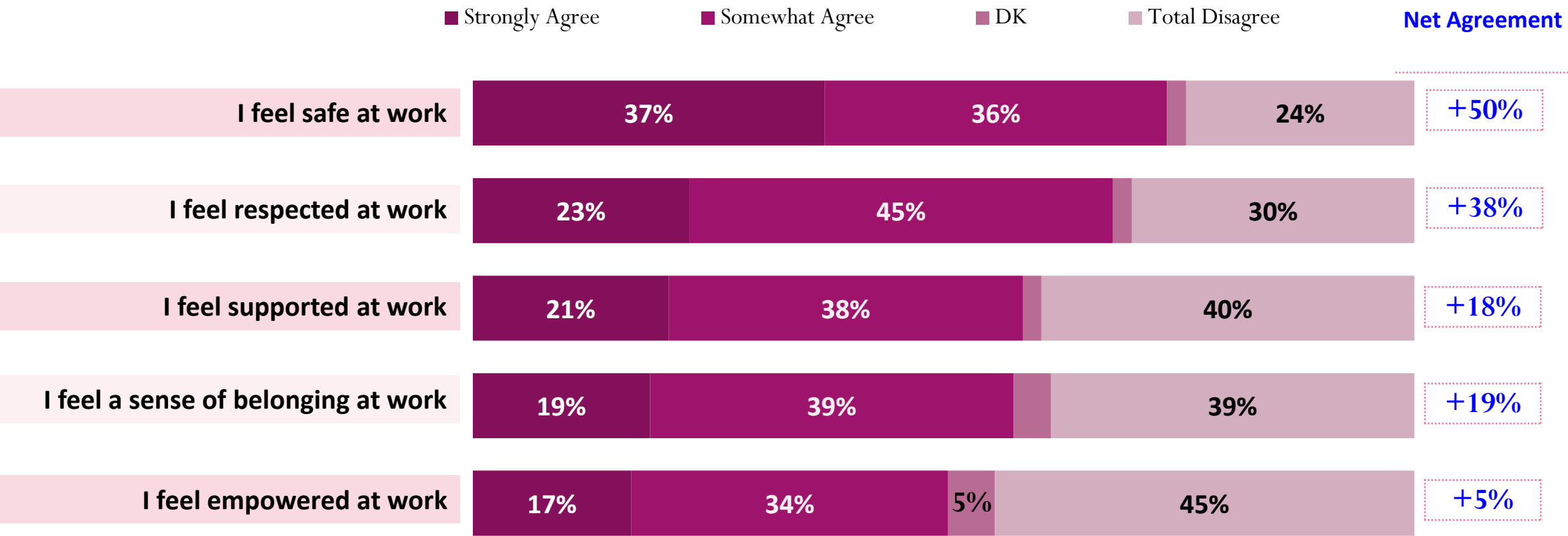
3 In 5 Black Women Have Experienced Racism and/or Discrimination in the Last Year

Q: Thinking about the last 12 months, have you experienced racism and/or discrimination in any of the following places: (*Ranked by Yes*)



A Majority Feel a Measure Of Safety, Respect, Support, Belonging, and Empowerment at Work

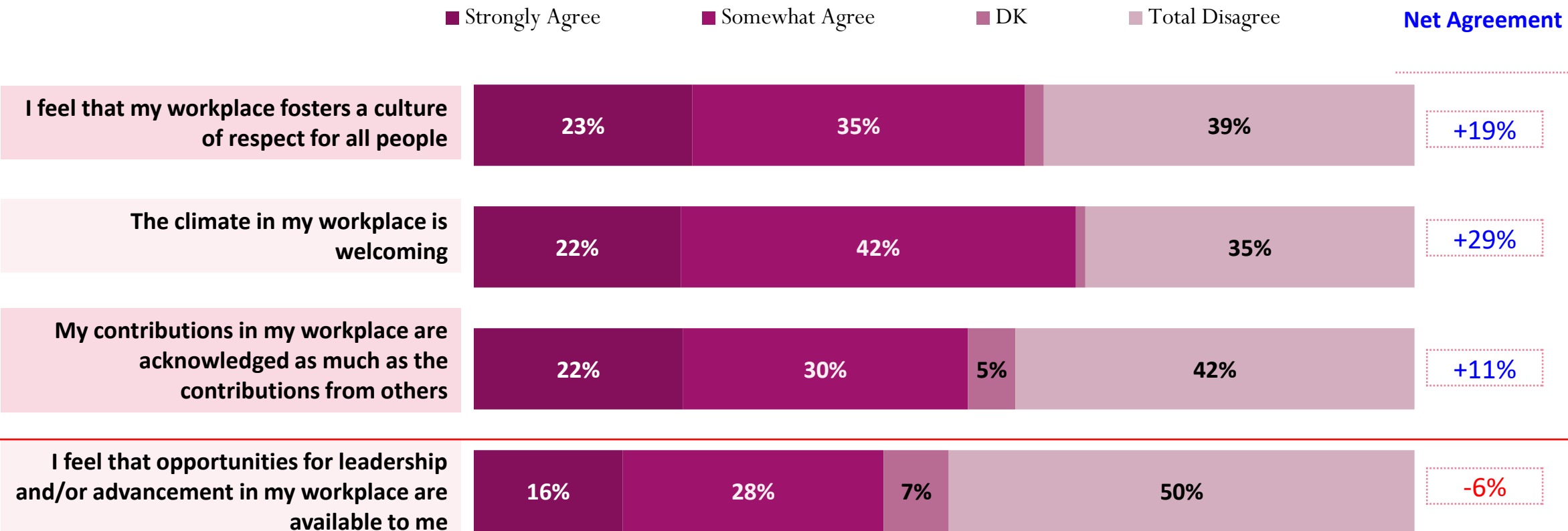
Q: How much do you agree or disagree with the following statements? *(Ranked by Strongly Agree)**



* Percentages below 5% not displayed.

Nearly Half Do Not Feel Opportunities for Leadership or Advancement are Available to Them

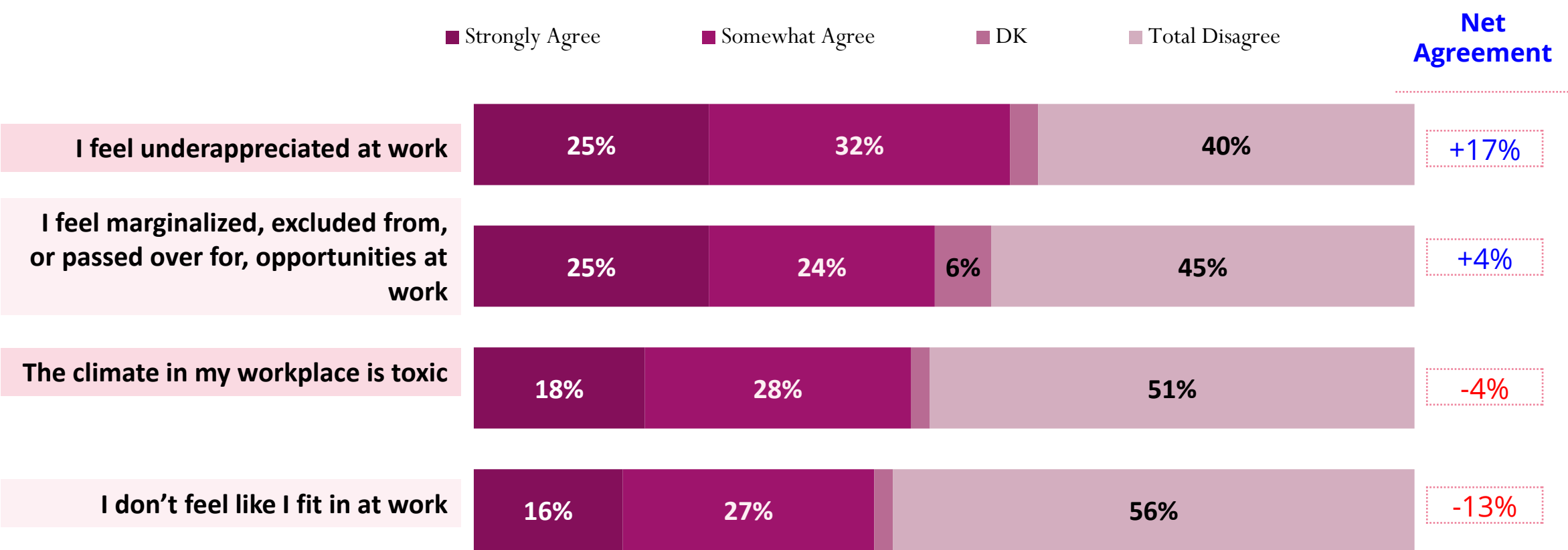
Q: How much do you agree or disagree with the following statements? *(Ranked by Strongly Agree)**



* Percentages below 5% not displayed.

A Majority Feel Underappreciated at Work And Many Feel Marginalized, Excluded From, or Passed Over for Opportunities

Q: How much do you agree or disagree with the following statements? *(Ranked by Strongly Agree)**

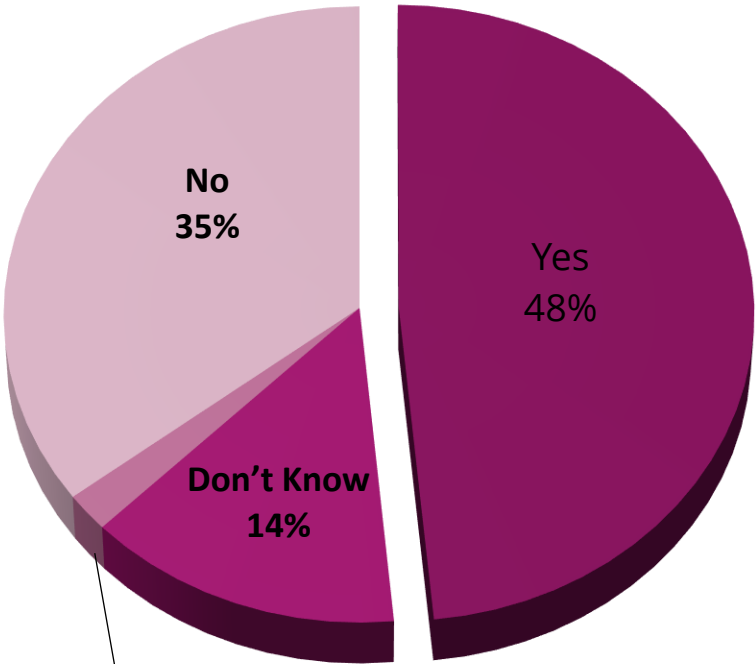


* Percentages below 5% not displayed.

Nearly Half Have Been Judged Unfairly by Their Supervisor or Boss

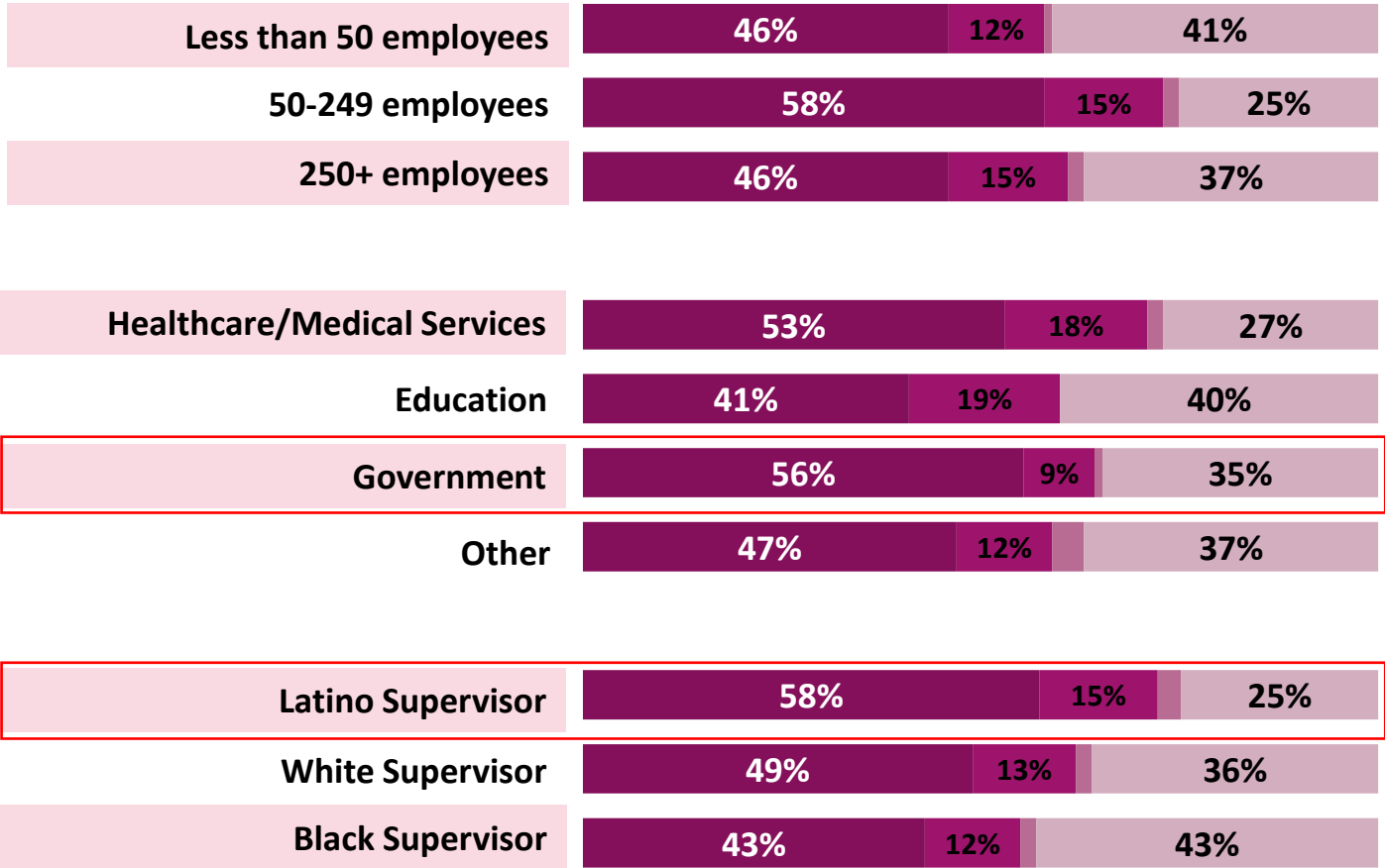
Q: Thinking about your current workplace, have you ever been judged unfairly by your supervisor or boss?*

■ Yes ■ DK ■ PNTA ■ No



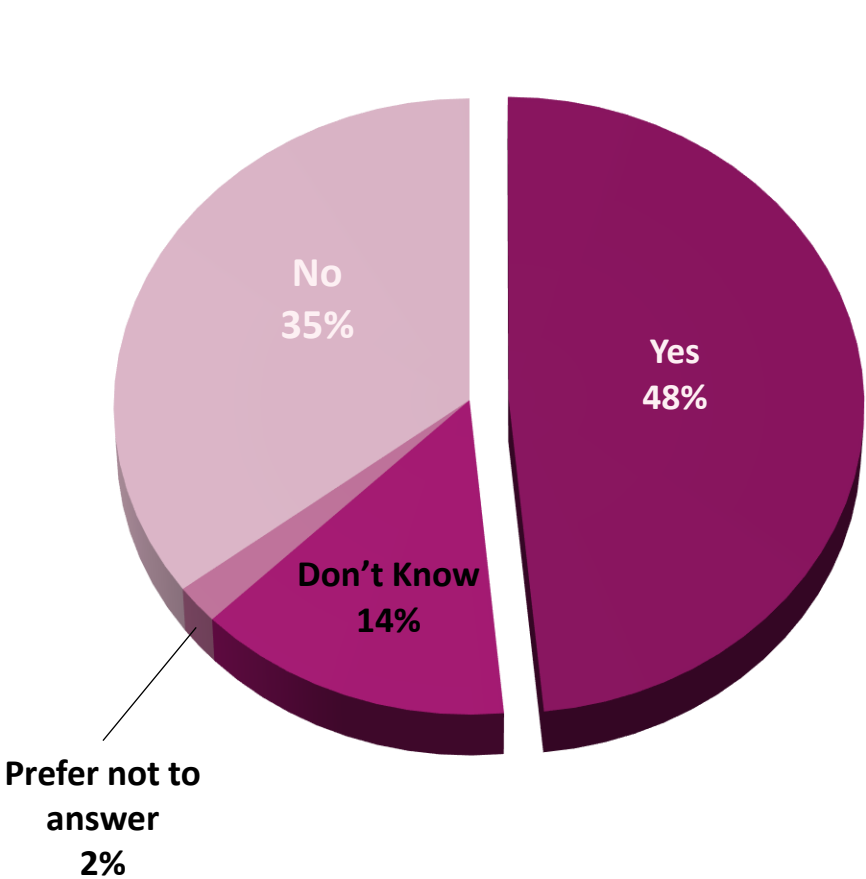
Prefer not to answer
2%

* Percentages below 5% not displayed.

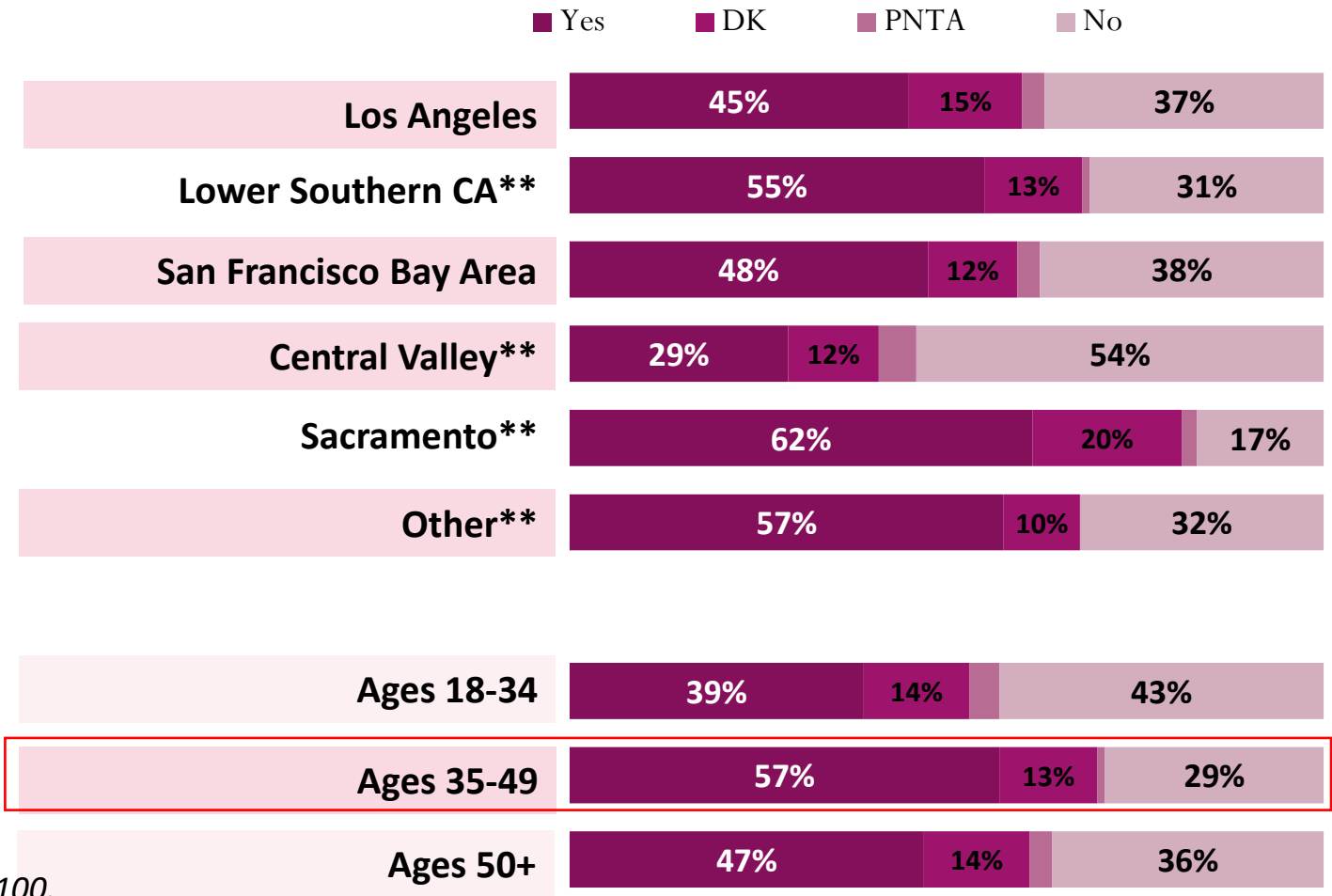


Those From Sacramento and Lower Southern California Report the Highest Rates of Unfair Judgement

Q: Thinking about your current workplace, have you ever been judged unfairly by your supervisor or boss?*



* Percentages below 5% not displayed; **N is less than 100.

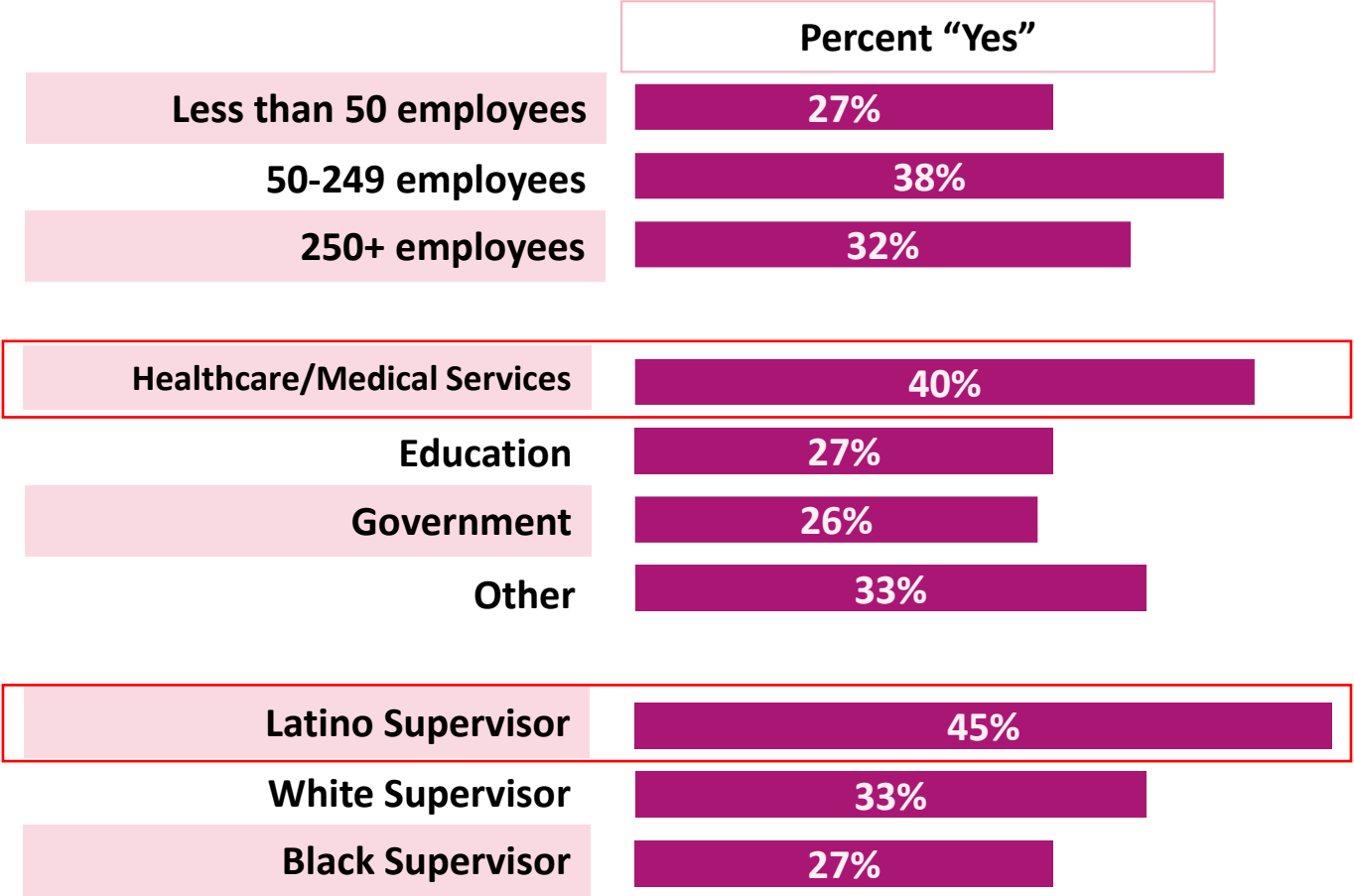


Nearly 1/3 Have Had a Member Of Management Make a Negative Comment about Them

32%
have had a **supervisor**
make a negative comment
about them.

81%
say the comments were
unjustified.

Q: ...has your supervisor or other members of the management or leadership team made a negative comment about you?

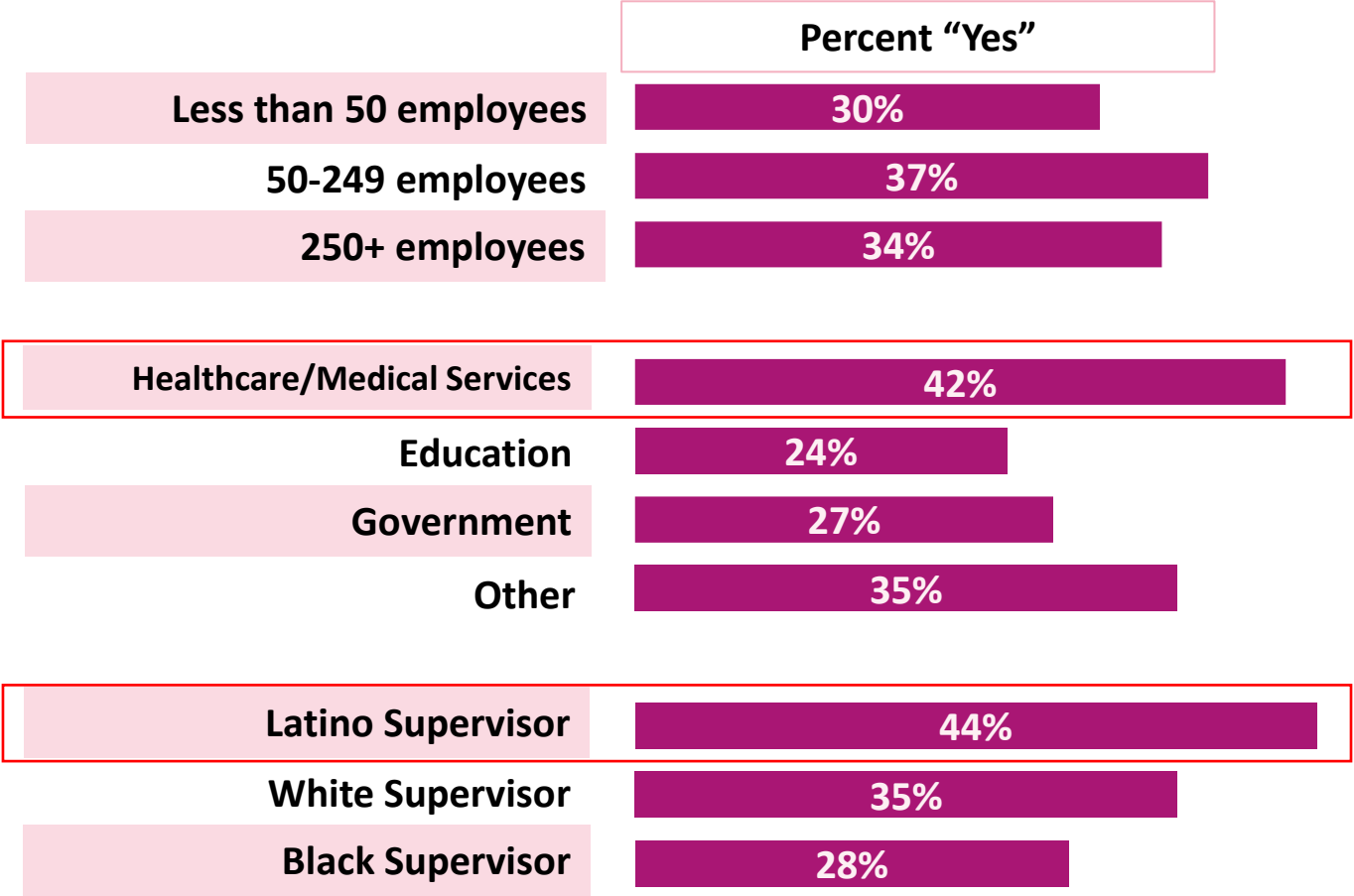


1/3 Have Been Asked to Meet With Management Due to Negative Comments Made About Them by a Co-Worker

33%
have been asked to meet with their supervisor because of negative comments from a colleague.

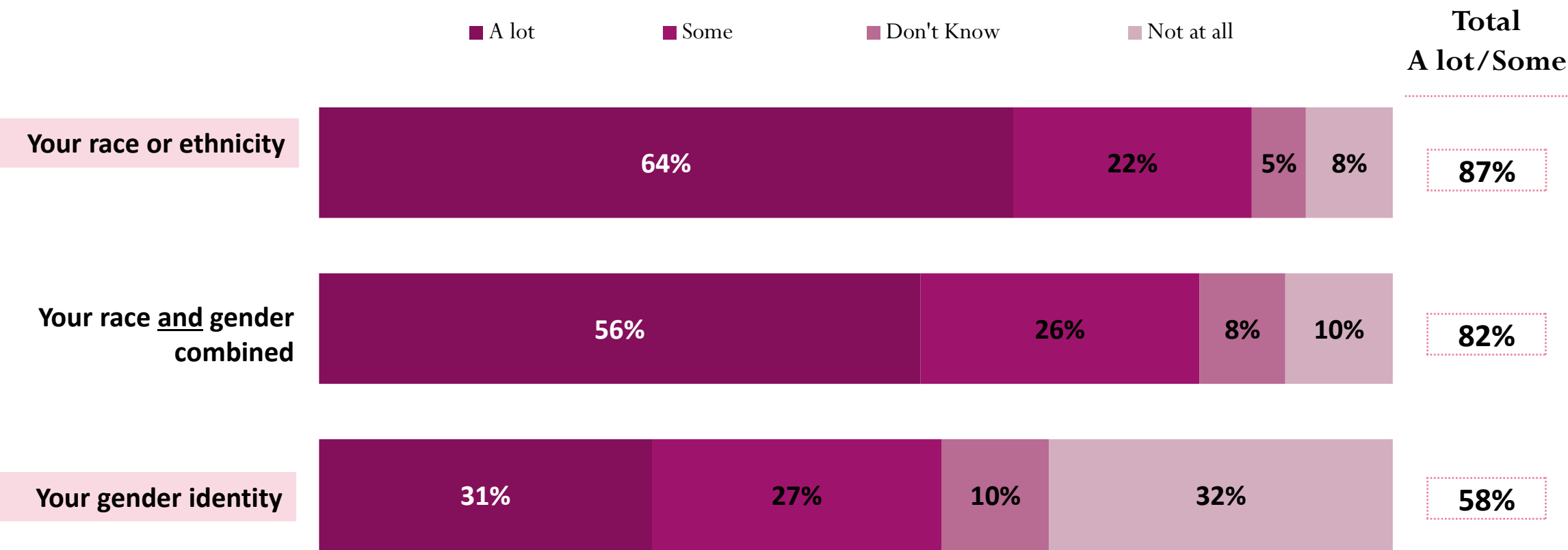
78%
say the comments were **unjustified.**

Q: ... have you ever been asked to meet with your supervisor or other members of the management or leadership team at your job because of negative comments made about you from a co-worker or colleague?



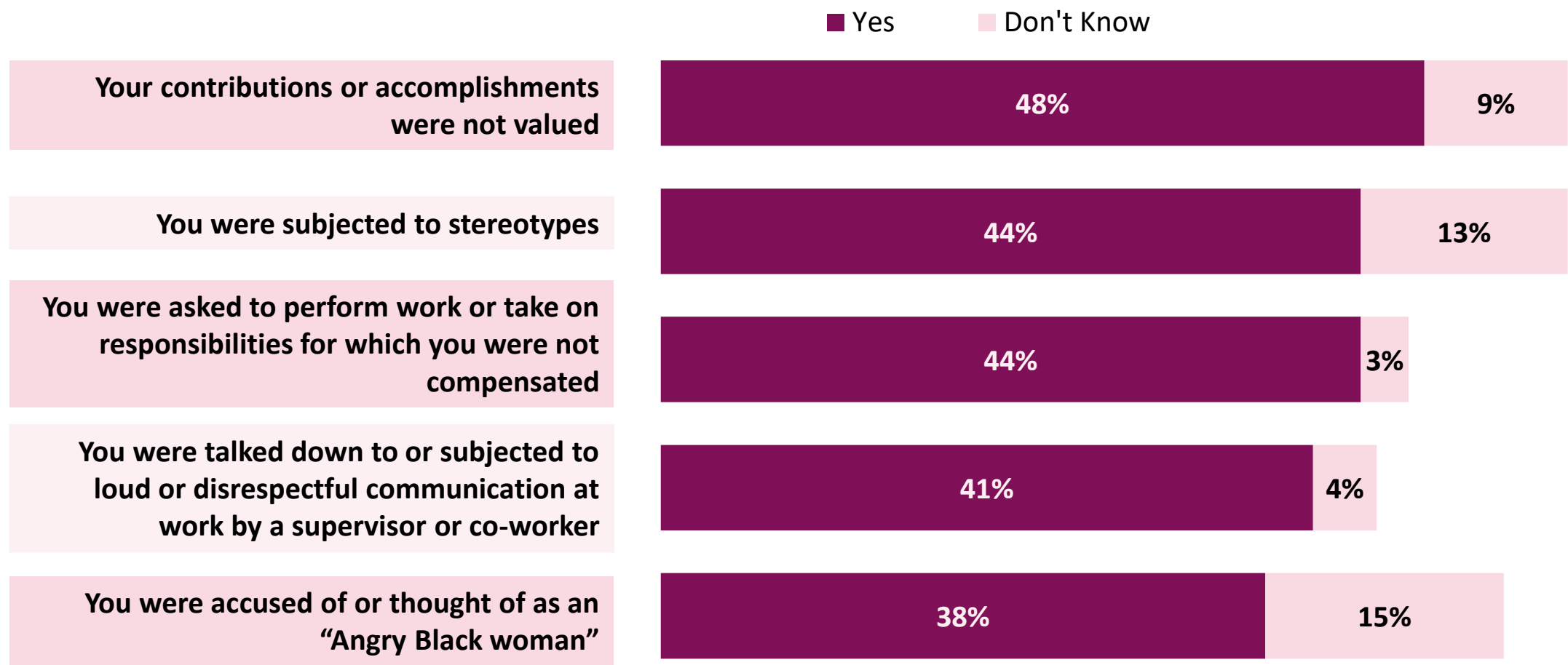
Race Plays a Key Factor In Negative Comments

Q: How much do you think your each of the following factored into the(se) matter(s)? *(Ranked by a lot)*



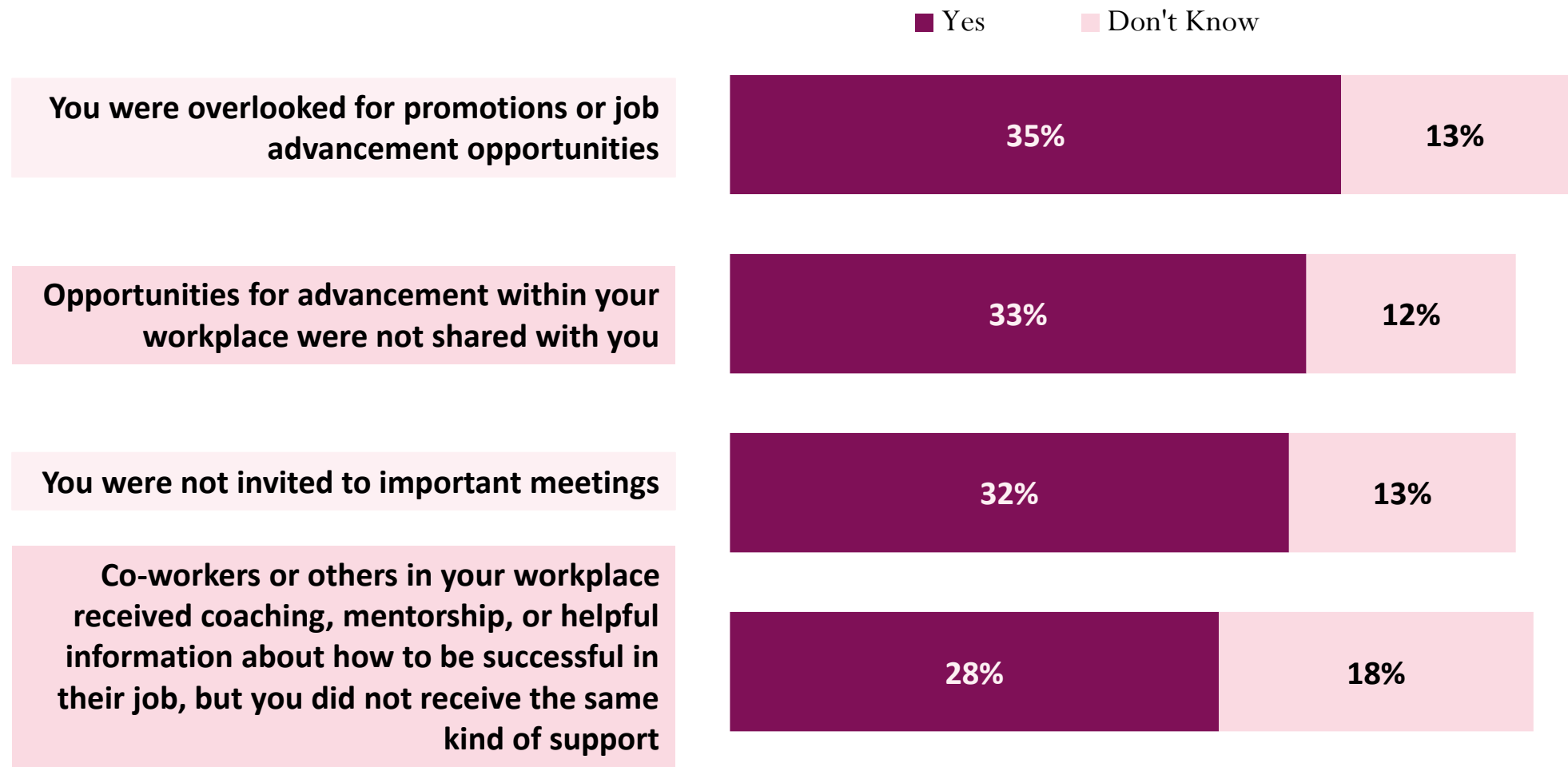
Nearly Half Feel Their Accomplishments are Undervalued

Q: Thinking about your current workplace, have any of the following ever happened to you in the past 12 months? *(Ranked by yes)*



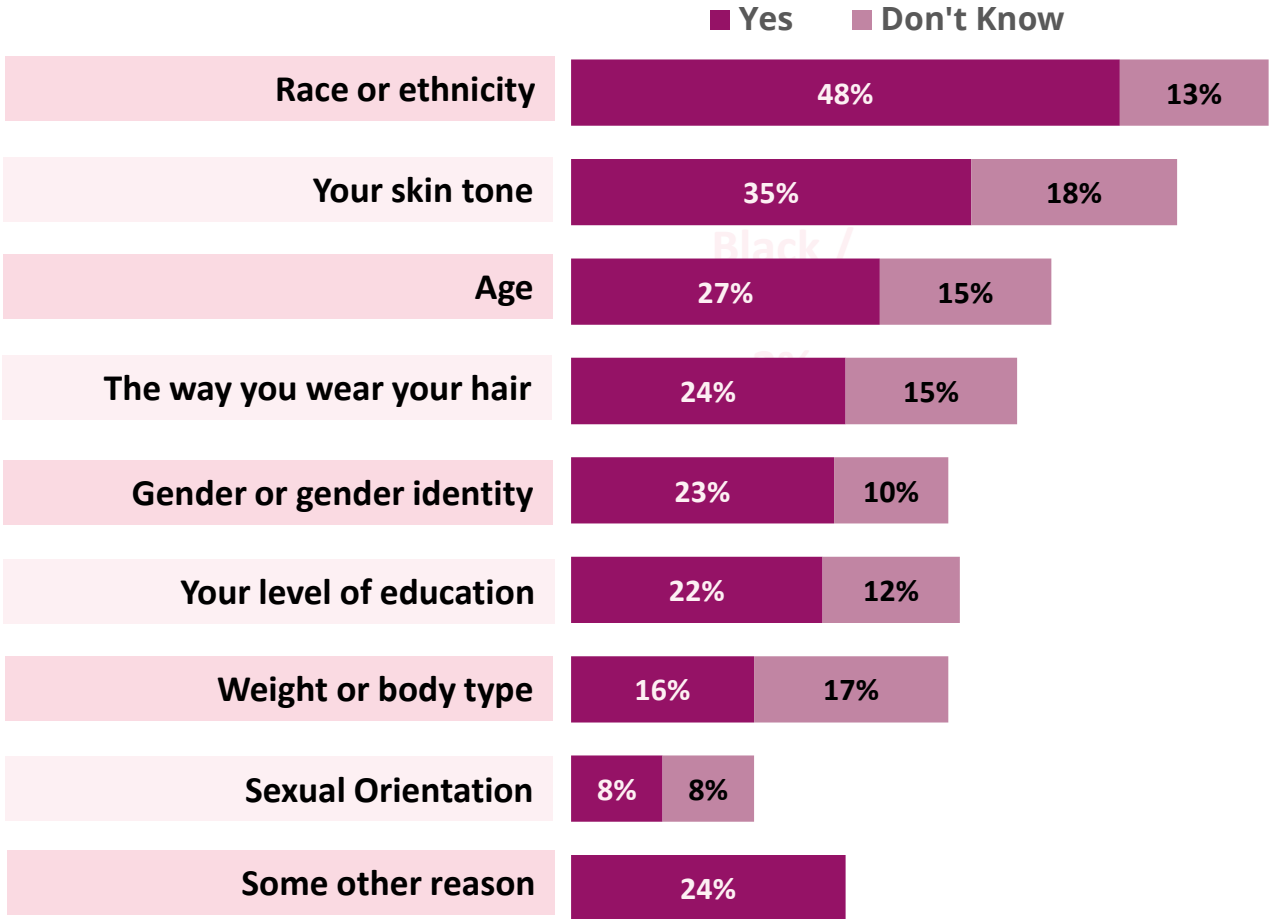
Racial Stereotyping and Lack Of Career Advancement are Widely Reported in the Workplace

Q: Thinking about your current workplace, have any of the following ever happened to you in the past 12 months? *(Ranked by yes)*



Nearly Half Cite Race or Ethnicity as Contributing to Discrimination and Unfair Treatment

Q: Thinking about your current workplace, have you ever experienced discrimination or been treated unfairly based on the following characteristics?



“As a dark-skinned woman, I noticed women that are lighter are given passes and **darker women are treated harsher** in similar situations.”

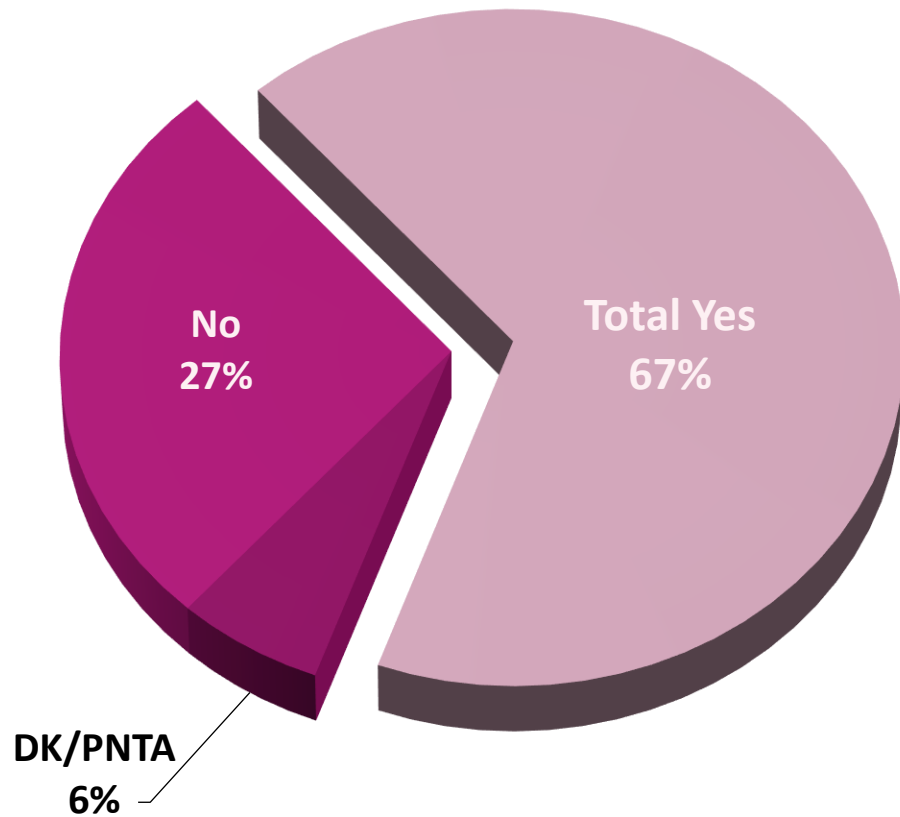
–Frontline staff in the Public Sector, Age 60, San Francisco Bay Area

I’m the only African American in my department. I’m held to a different standard than may coworkers who share the same ethnicity as my supervisor.

–Frontline staff in the Non-profit/Philanthropic Sector, Age 38, Los Angeles

More Than 2-In-3 Have Experienced or Witnessed Microaggressions in The Workplace

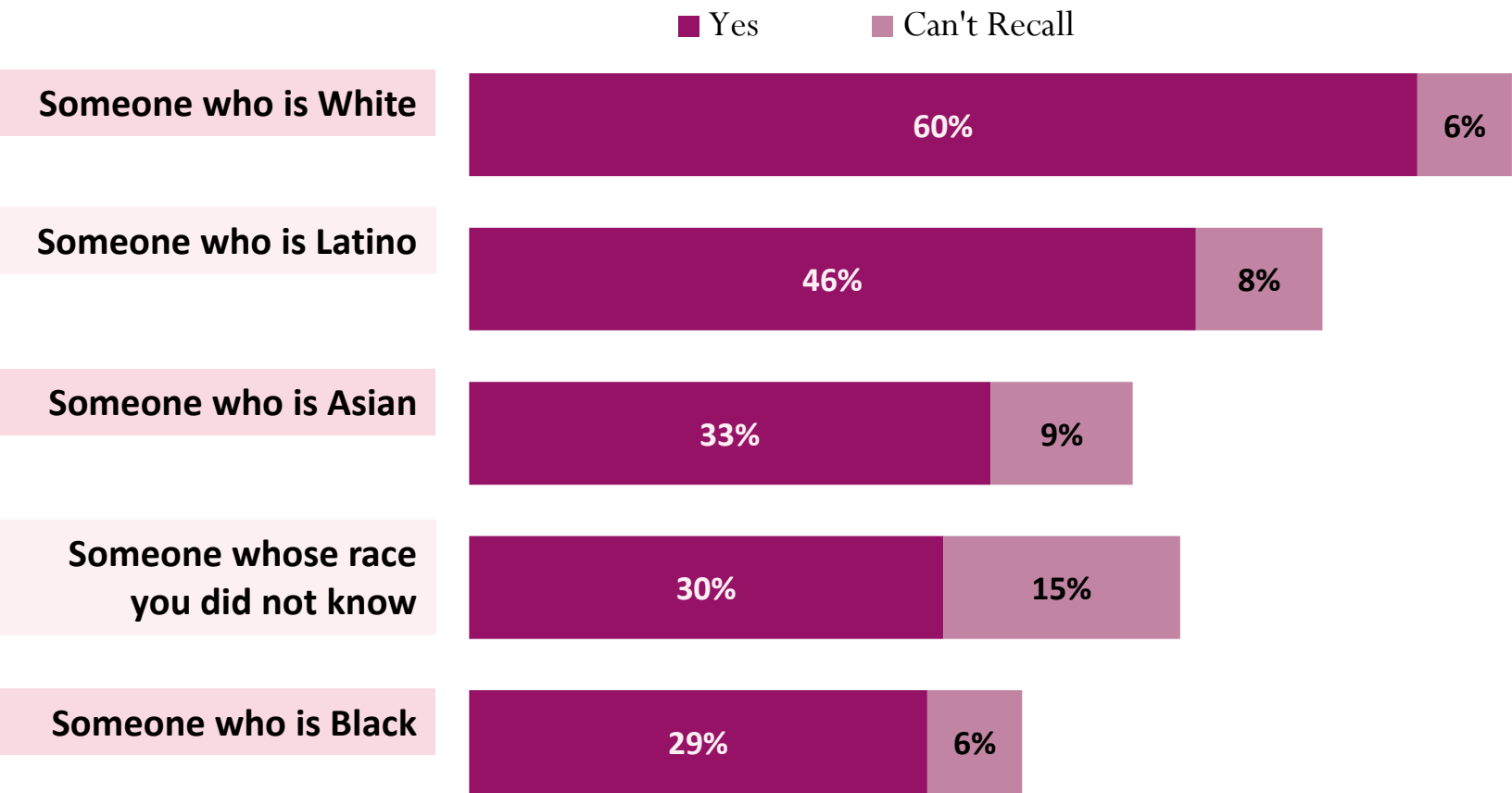
Q: Have you ever personally experienced or witnessed microaggressions within your workplace? Microaggressions are defined as indirect, subtle, or thinly veiled, everyday instances of racism or marginalization that may or may not be intentional on the surface.



- 42% have **personally experienced** a **microaggression** within their workplace.
- 10% have **witnessed** **microaggressions** aimed at others within their workplace.
- 15% have **both personally experienced** and **witnessed** **microaggressions** aimed at others within their workplace.

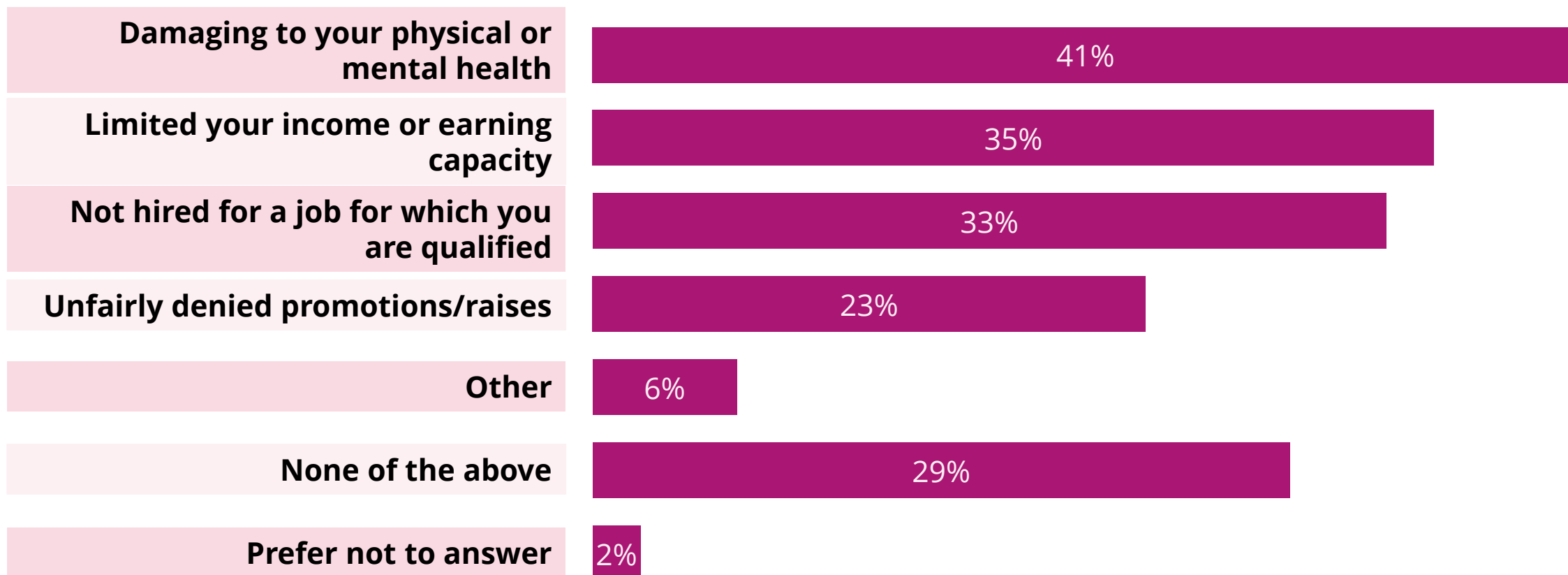
Black Women Report The Highest Instances of Discrimination From Someone Who is White

Q: Thinking again about your current workplace, have you ever experienced racism, discrimination or feel that you were treated unfairly because you are a Black woman by any of the following?



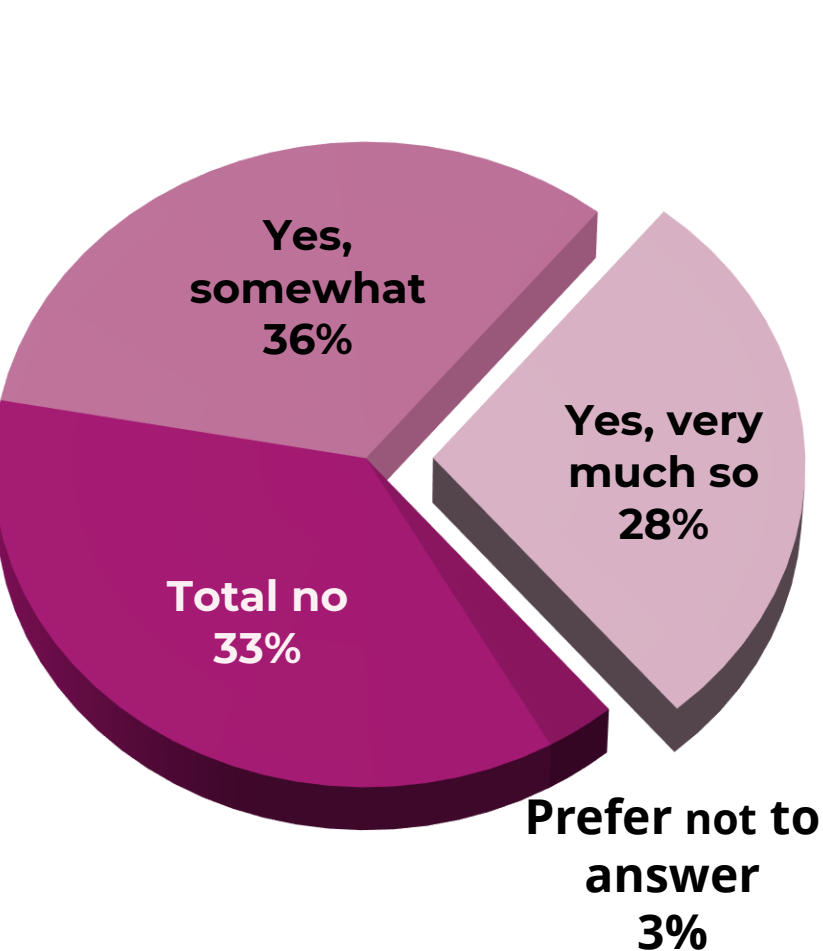
Black Women Face a Variety Of Challenges to Get Ahead Due to Racism/Discrimination

Q: In what ways, if any, has racism and/or discrimination in the workplace hindered your ability to get ahead?
Please select all that apply.

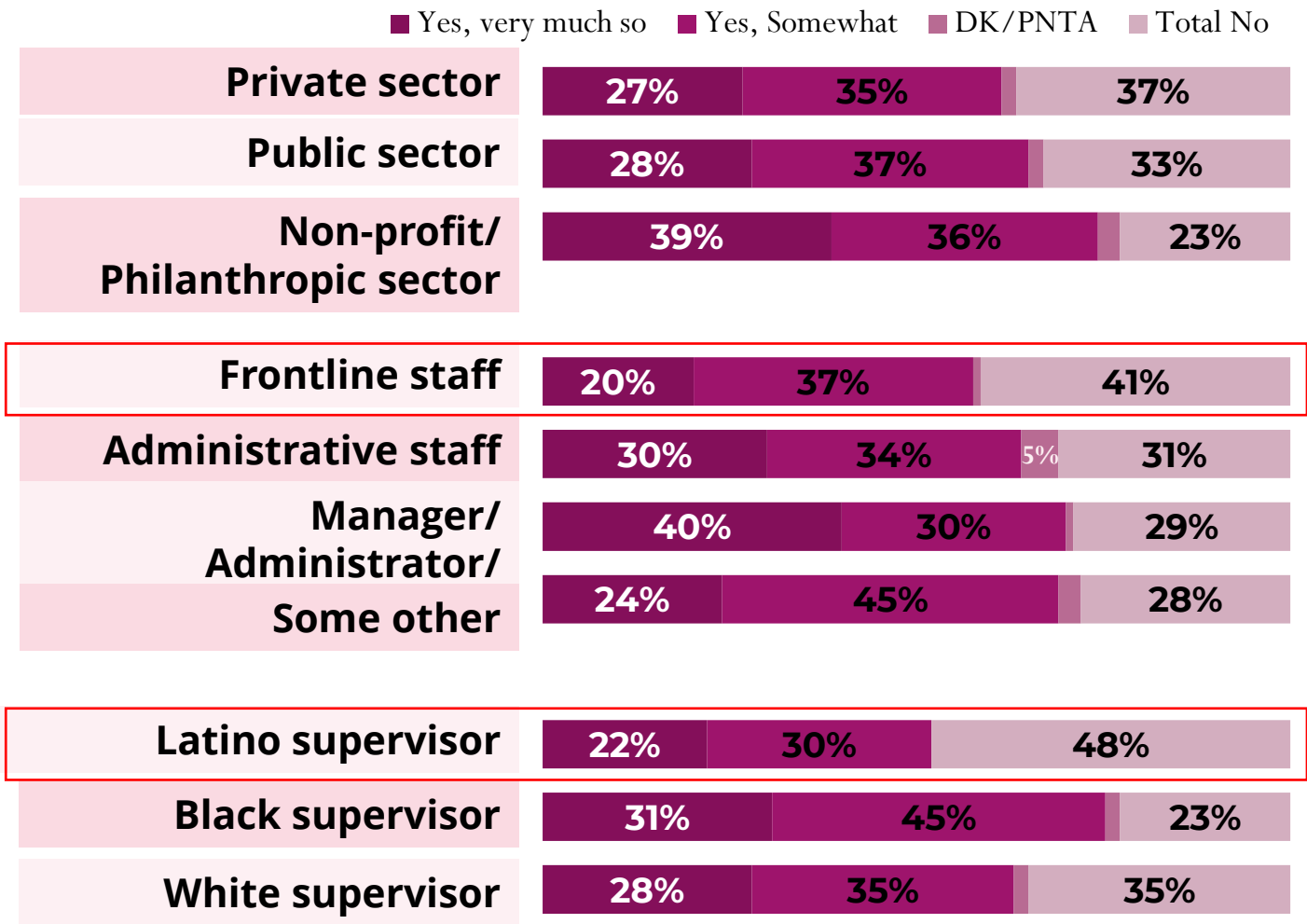


A Solid Majority Feel at Least Somewhat Supported by Their Supervisor

Q: At work, do you feel supported by your supervisor(s)?*

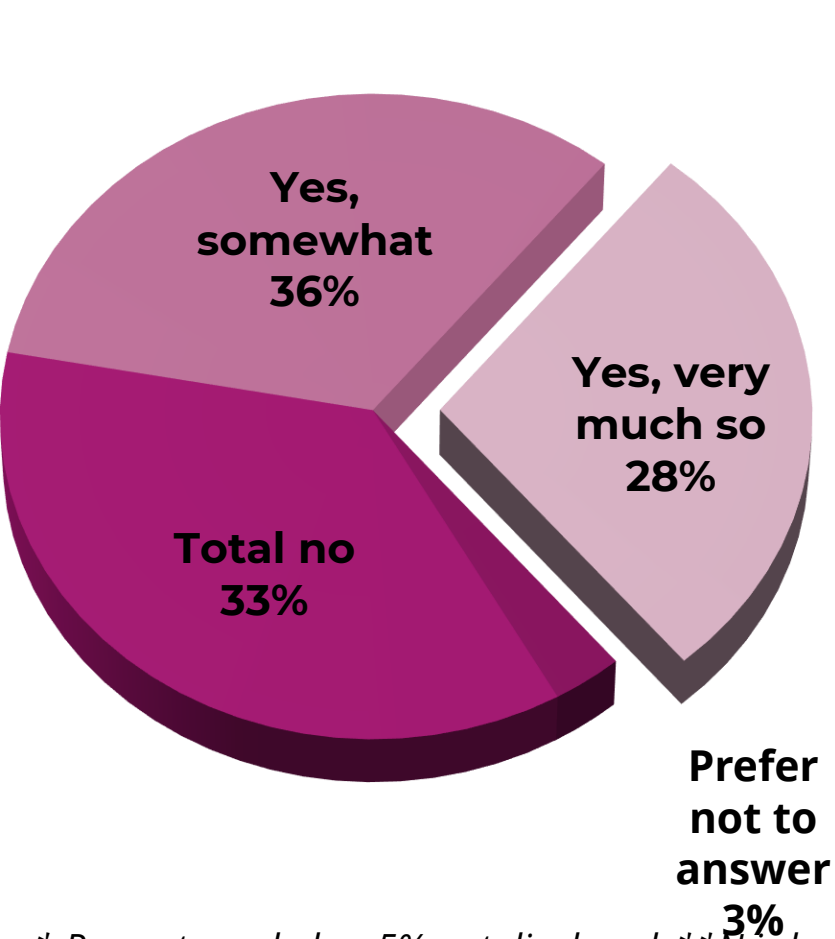


* Percentages below 5% not displayed.

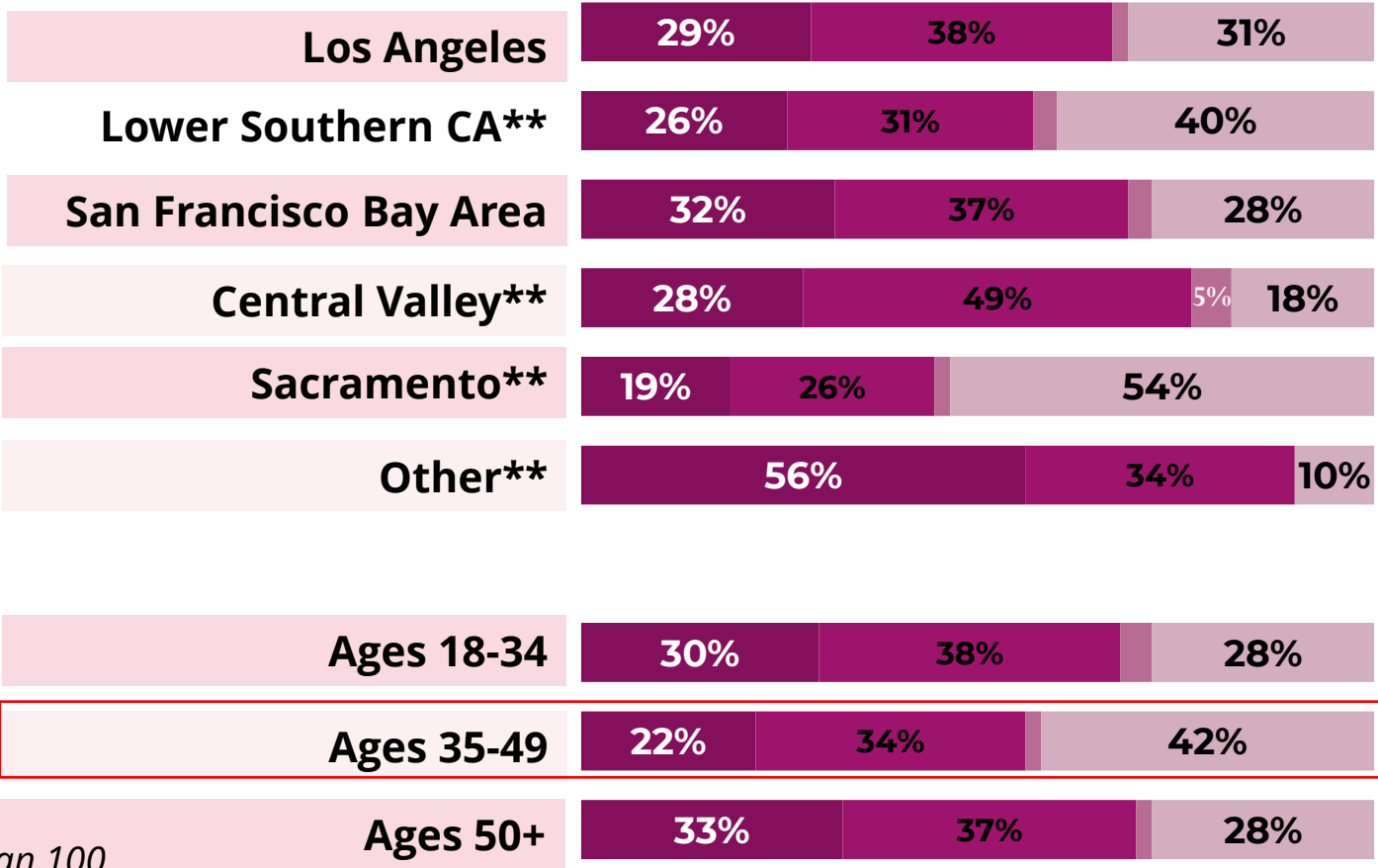


Women Ages 35-49 Feel the Least Supported by Their Supervisor

Q: At work, do you feel supported by your supervisor(s)?*



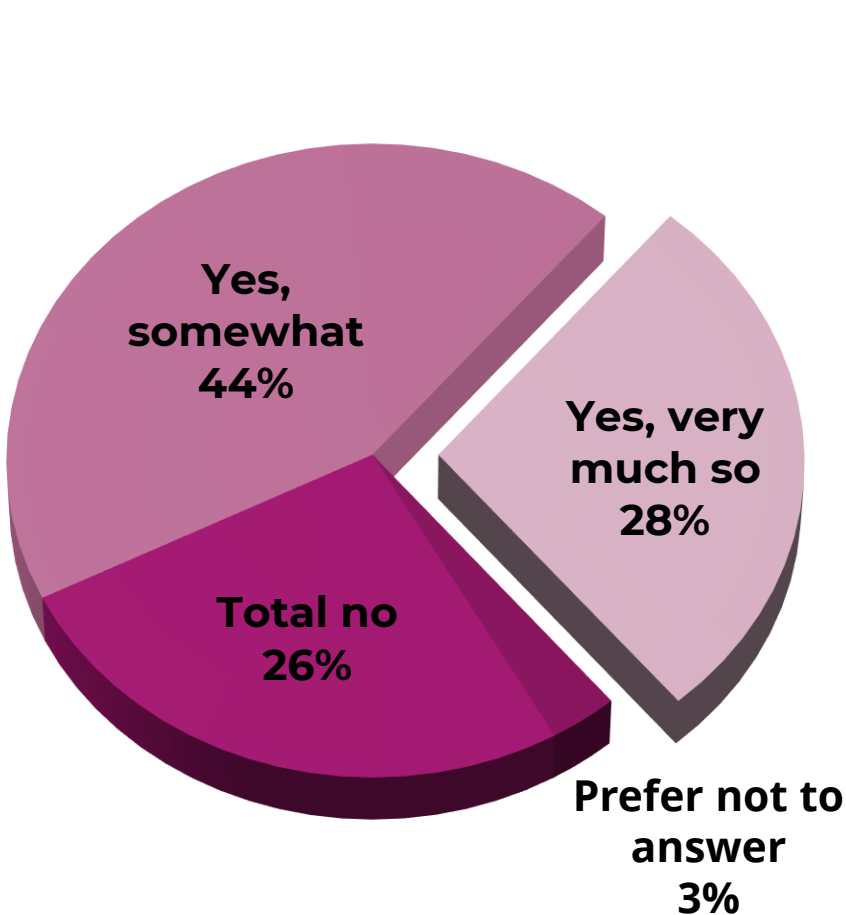
■ Yes, very much so ■ Yes, somewhat ■ DK/PNTA ■ Total no



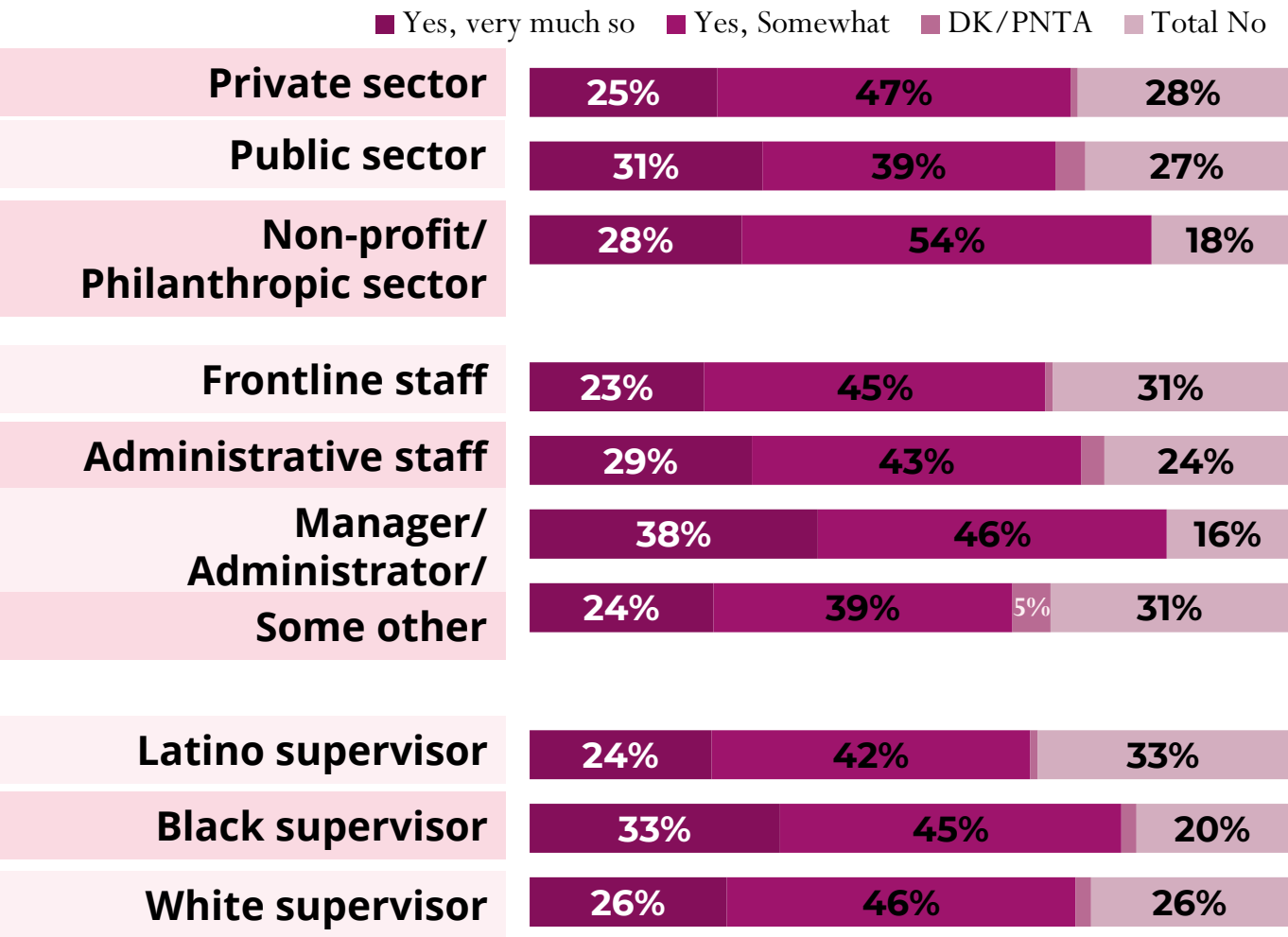
* Percentages below 5% not displayed; **N is less than 100.

More Than 7 in 10 Feel at Least Somewhat Supported by Their Colleagues

Q: At work, do you feel supported by your colleagues? *

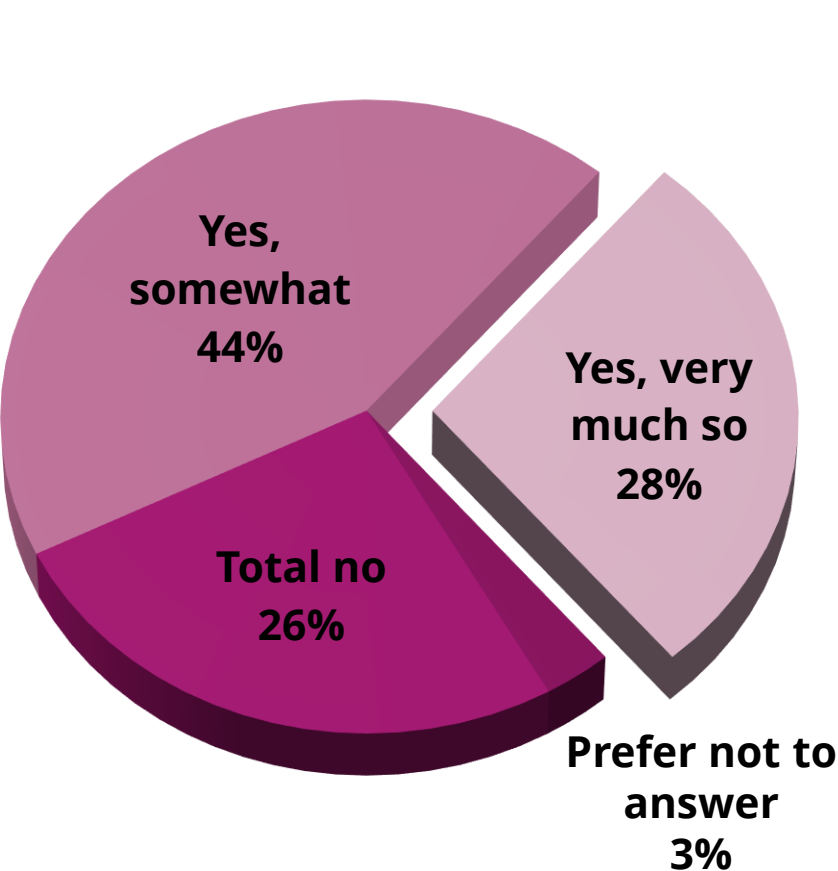


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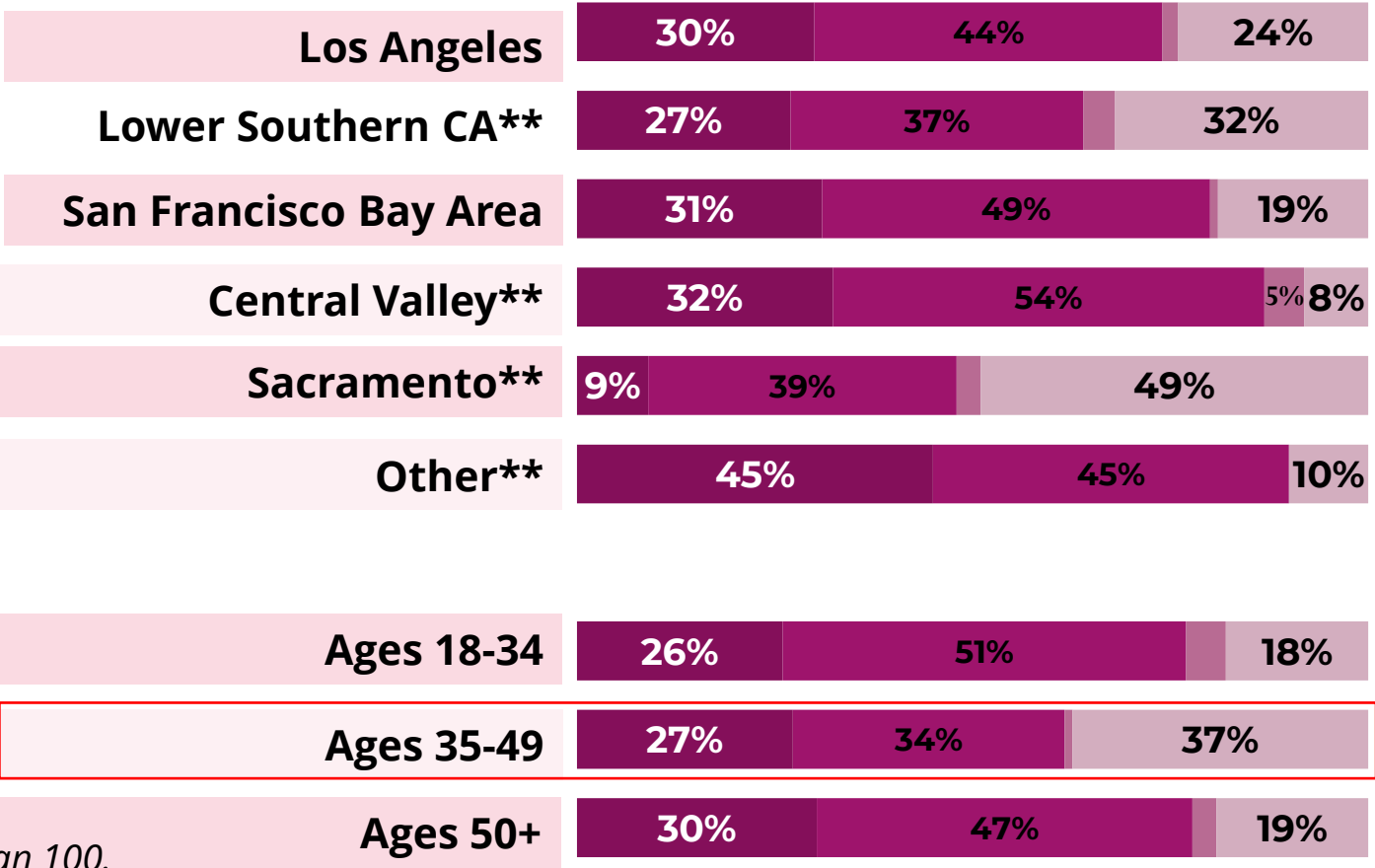


Respondents Do Not Feel Supported by Their Colleagues

Q: At work, do you feel supported by your colleagues? *



■ Yes, very much so ■ Yes, somewhat ■ DK/PNTA ■ Total no

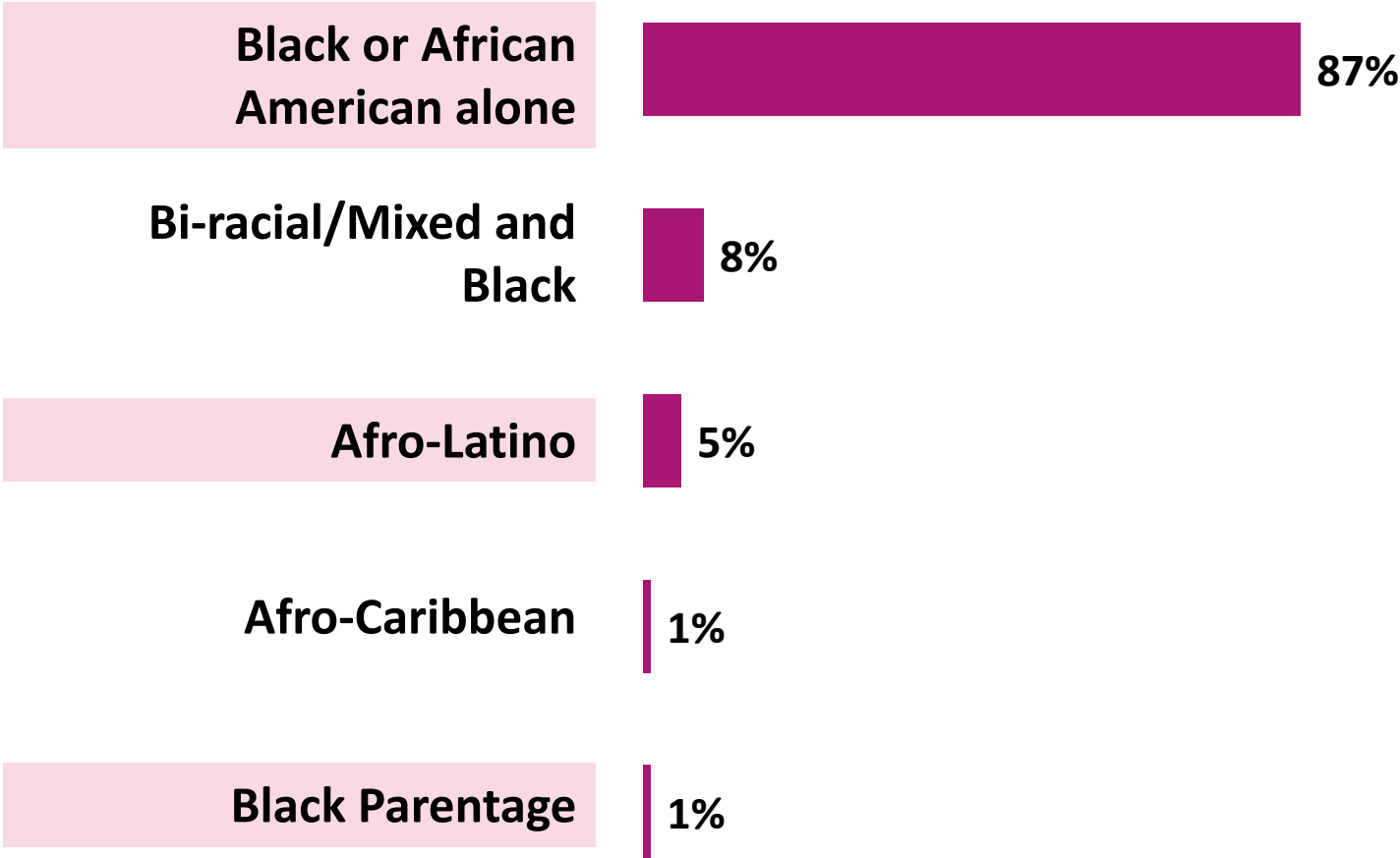


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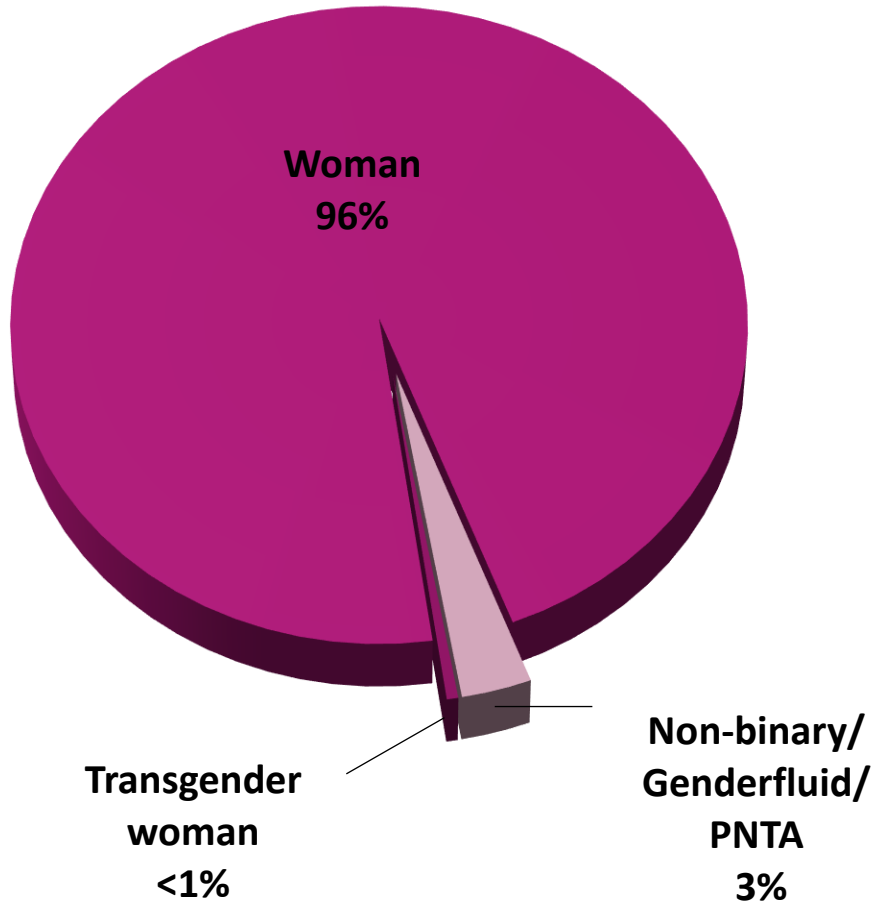
Survey Sample Characteristics

The Survey Sample Reflects the Ethno-Racial Diversity of Black Women in California

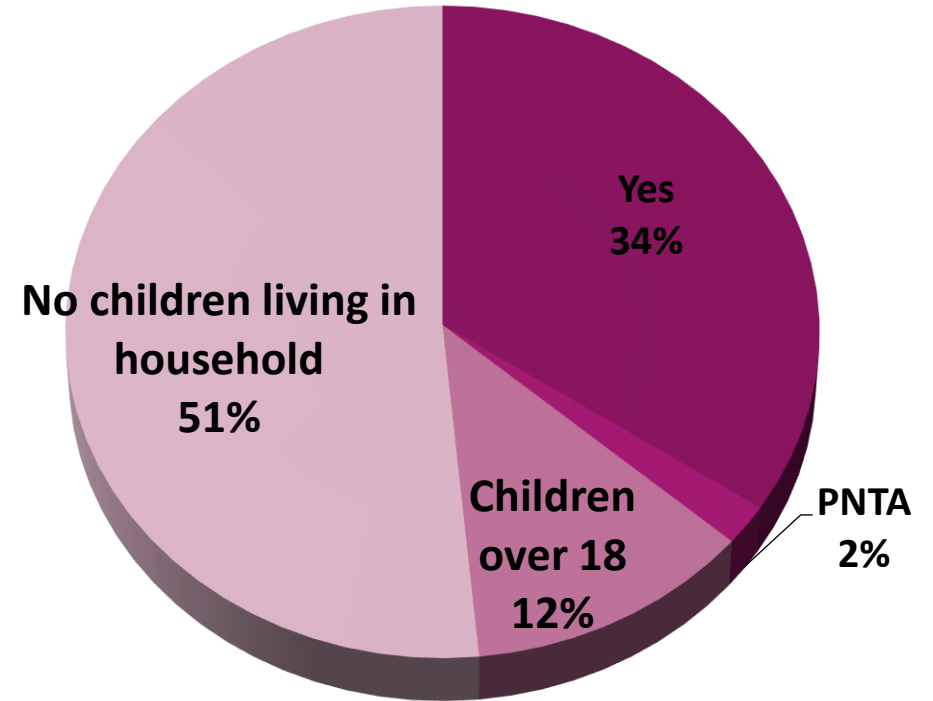


Survey Respondents *By* Gender & Children In Household

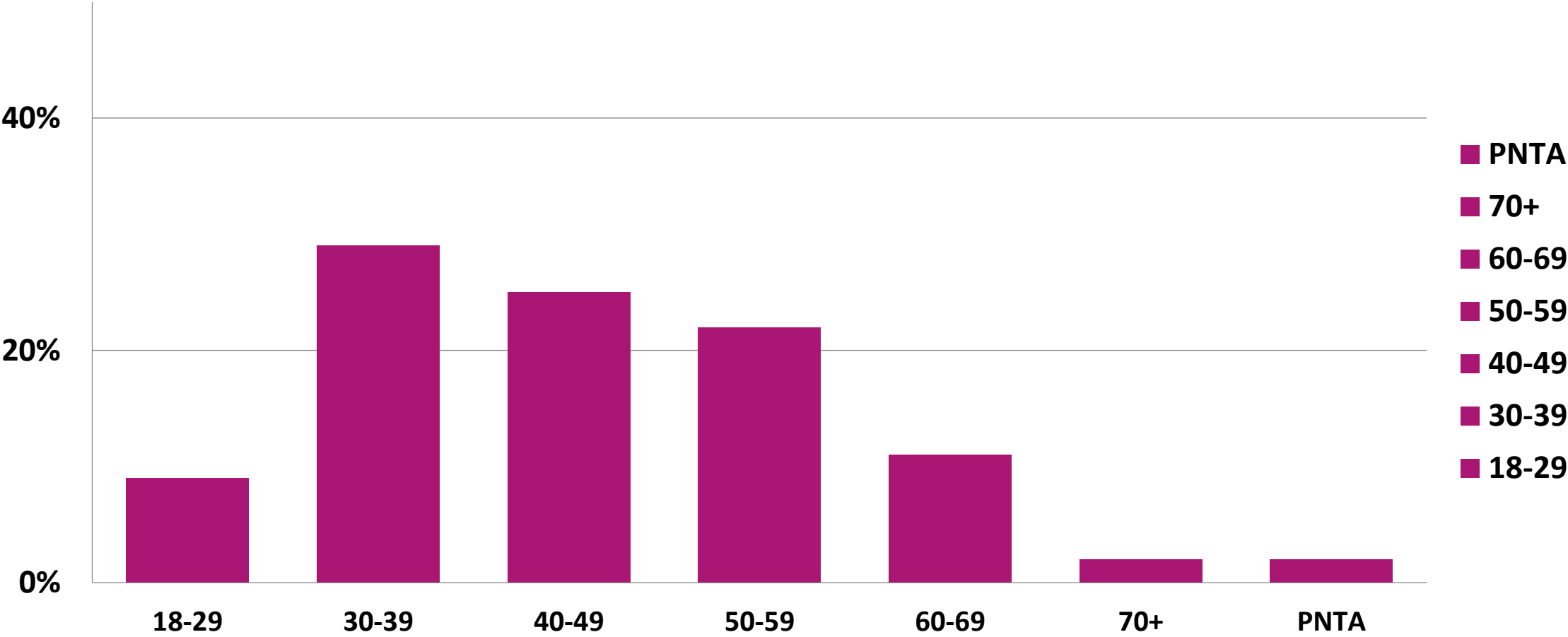
Gender



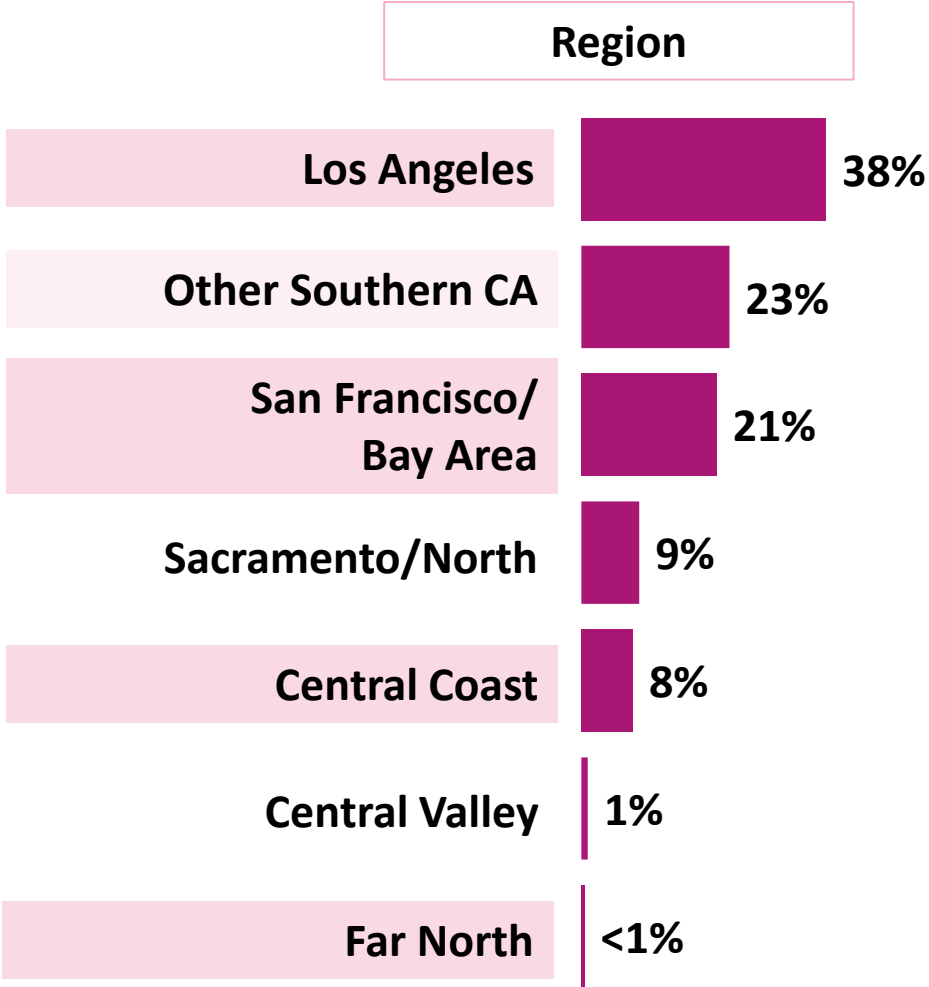
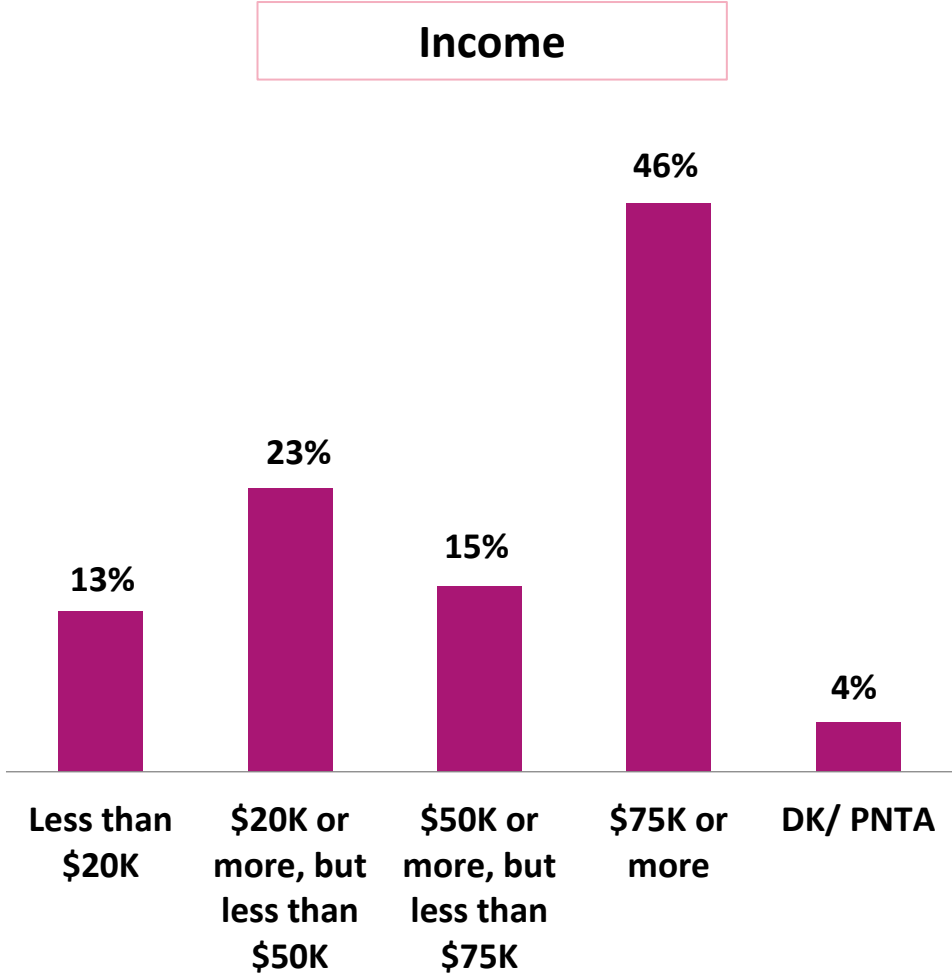
Children in Household



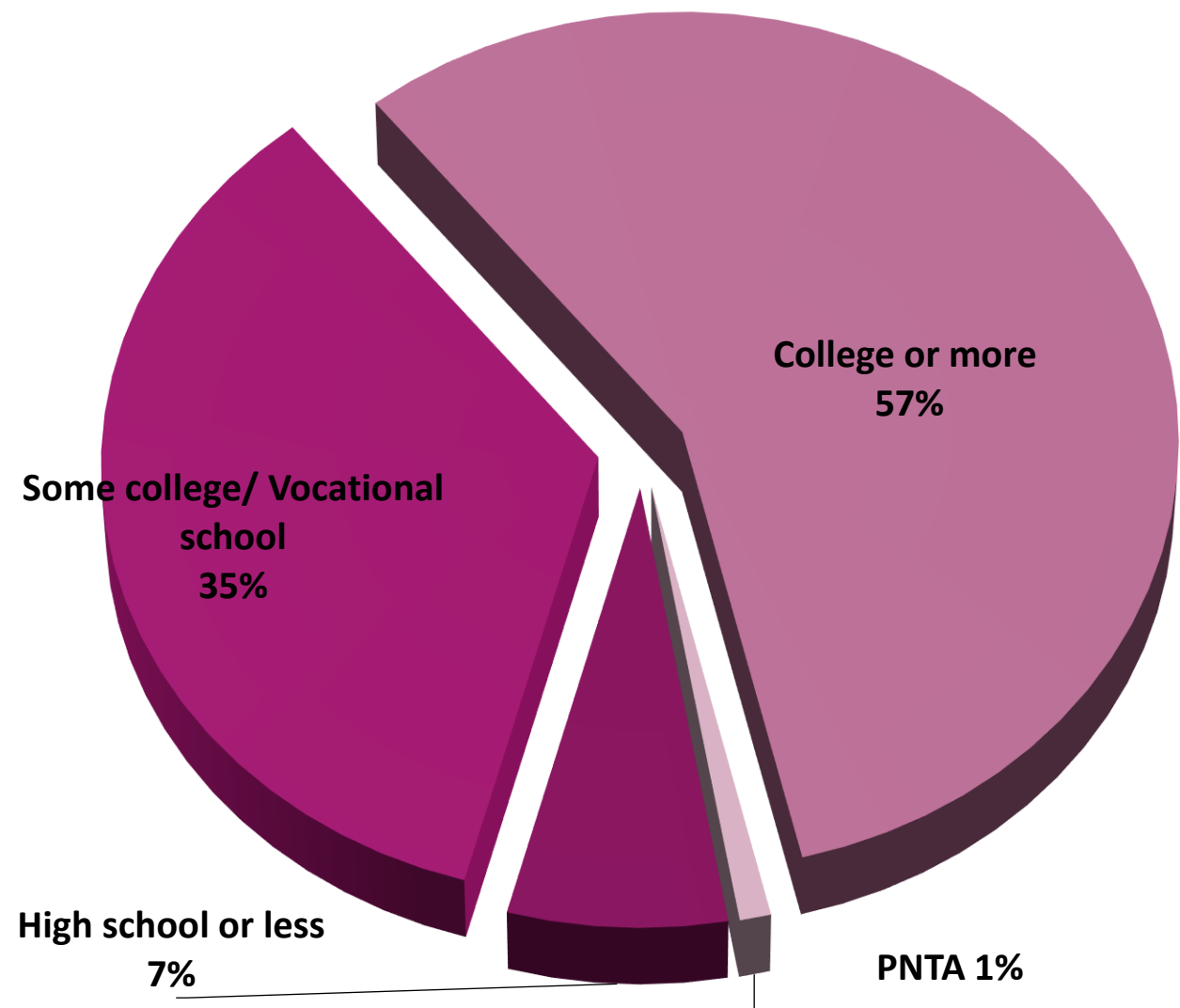
Survey Respondents *By Age*



Survey Respondents *By* Income & Region

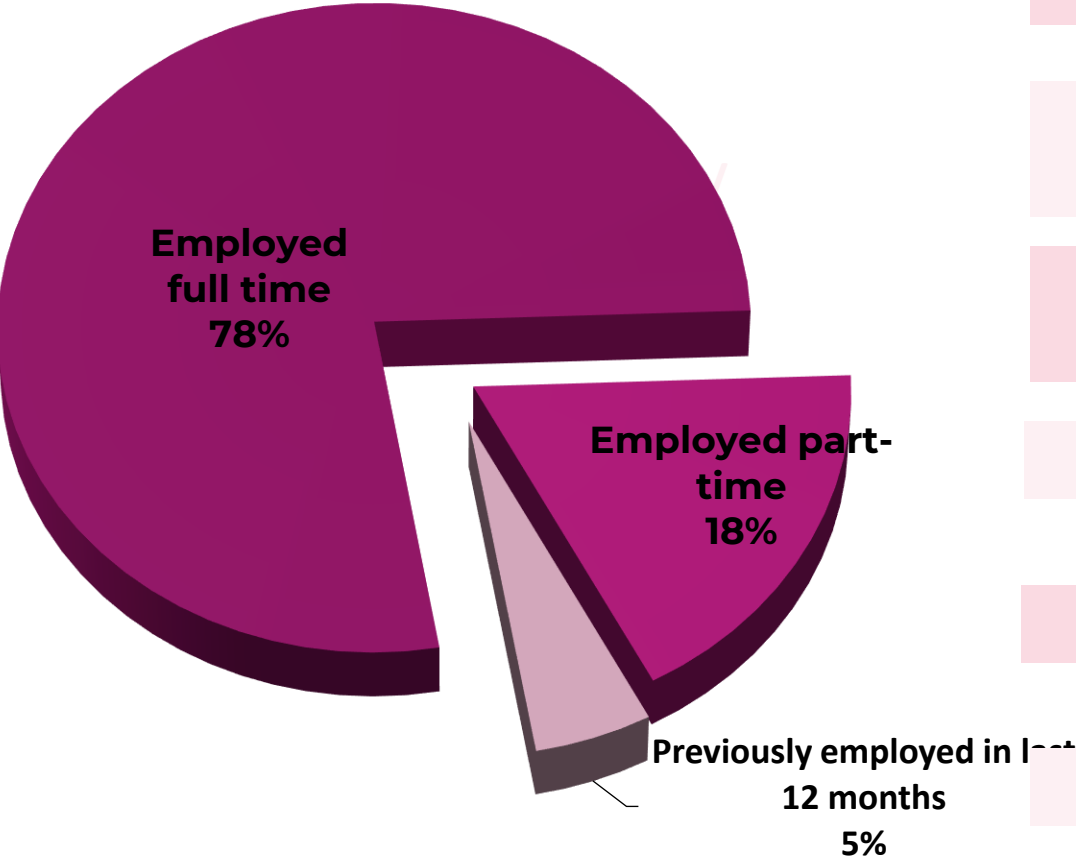


Survey Respondents *By* Education

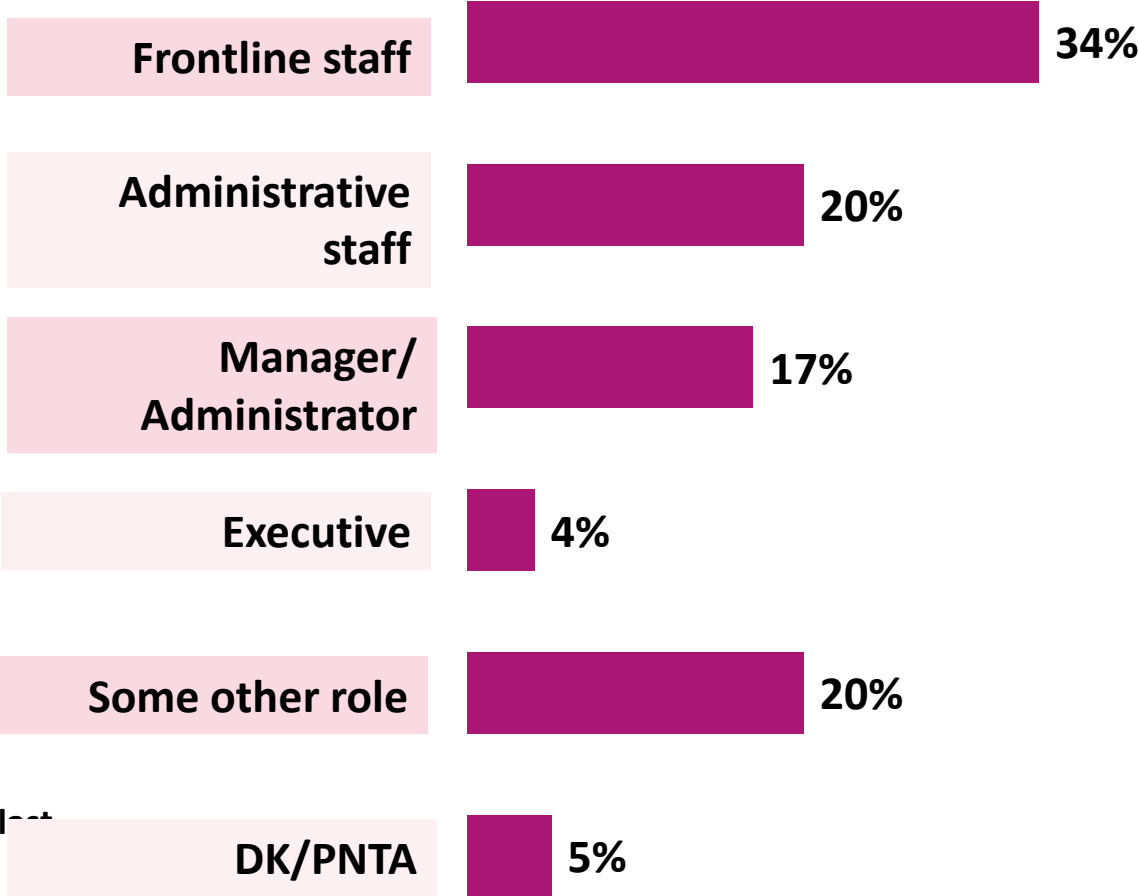


Survey Respondents *By* Employment Status & Role

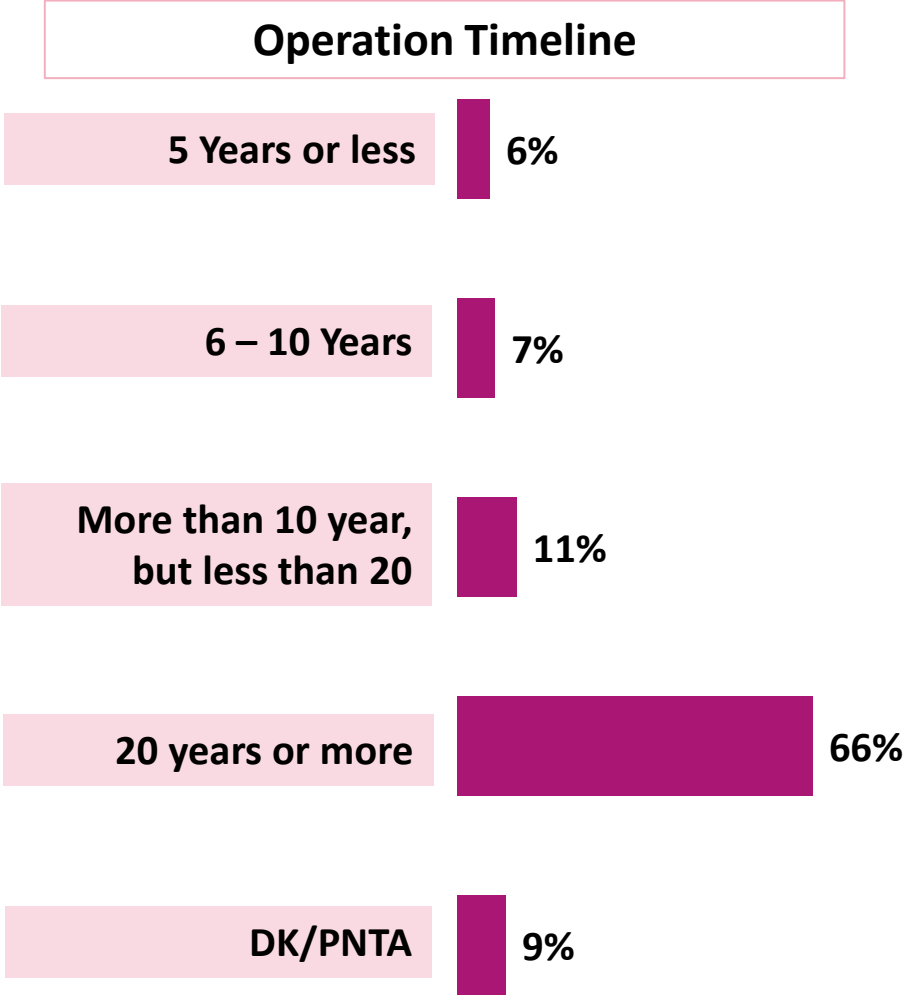
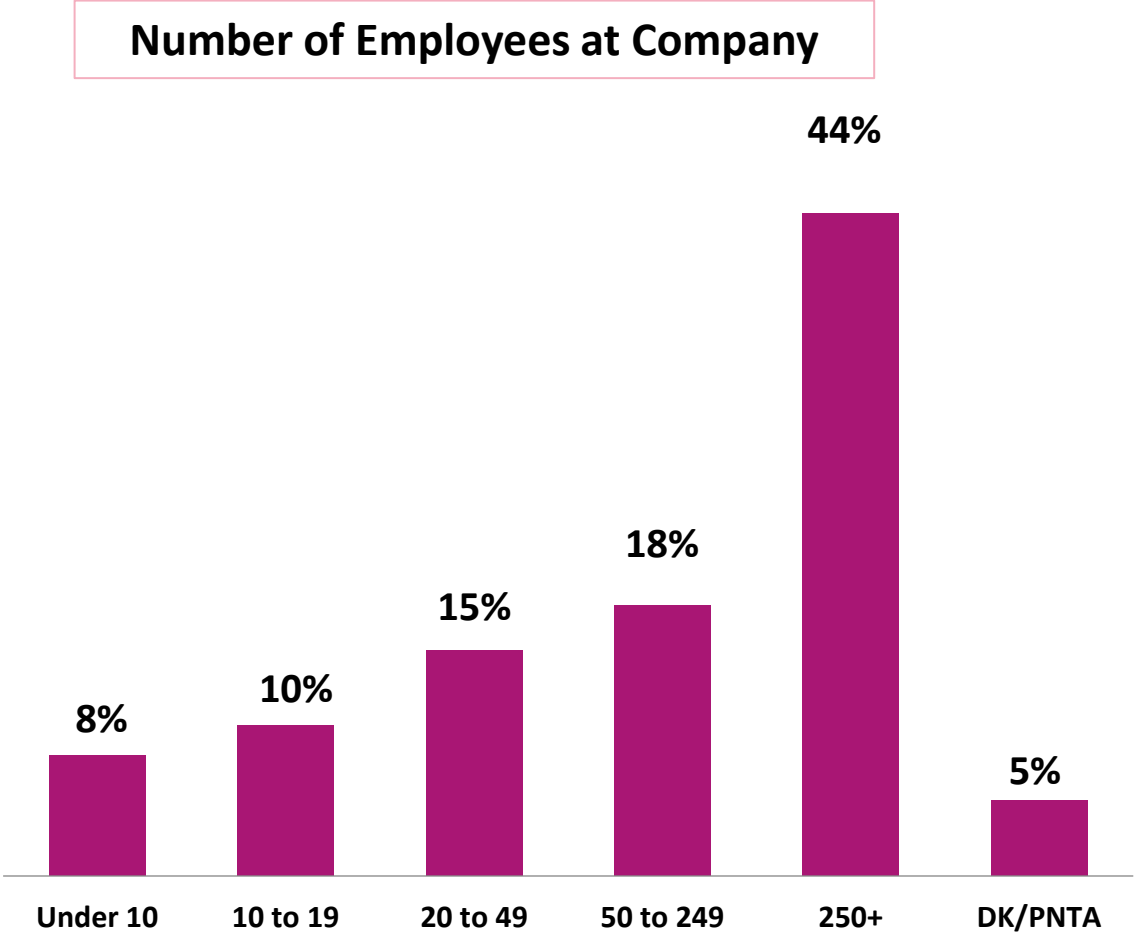
Employment Status



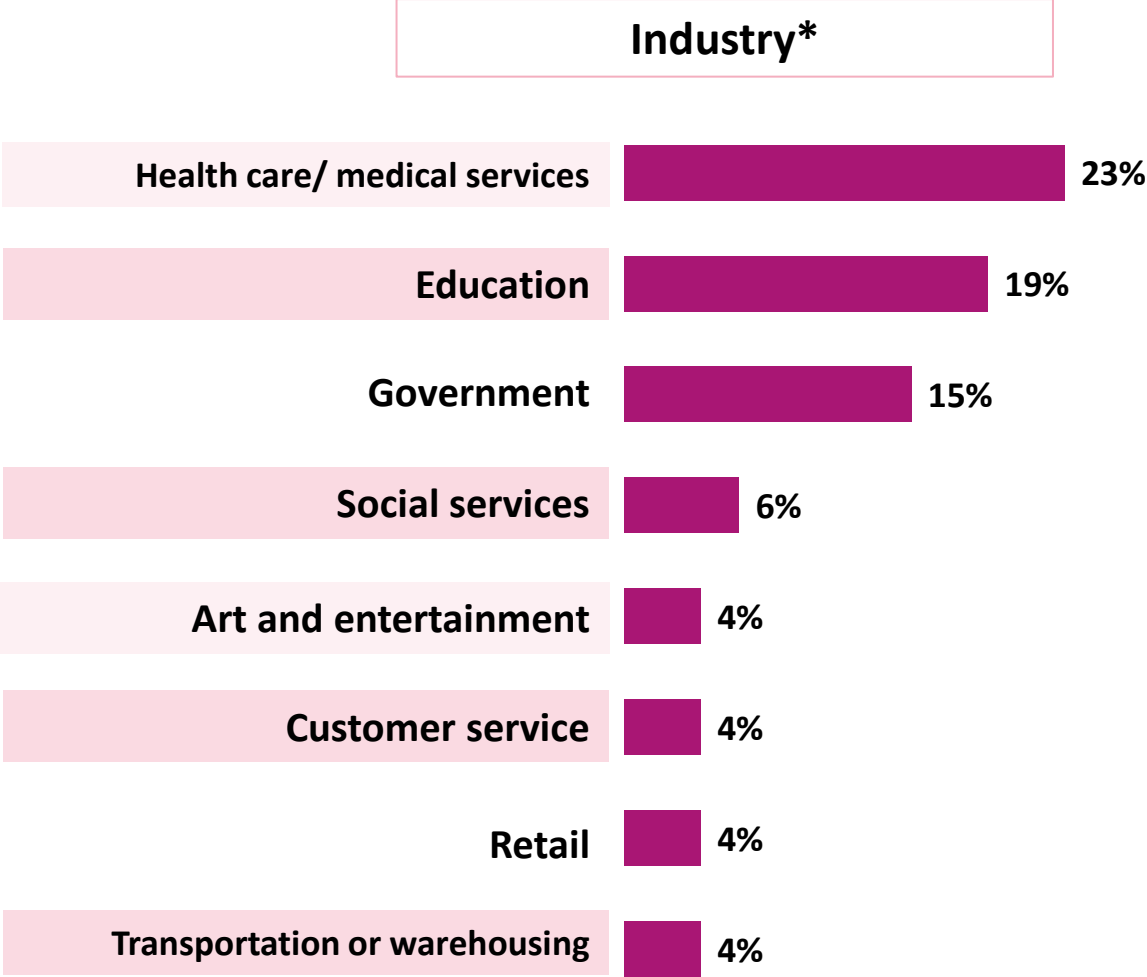
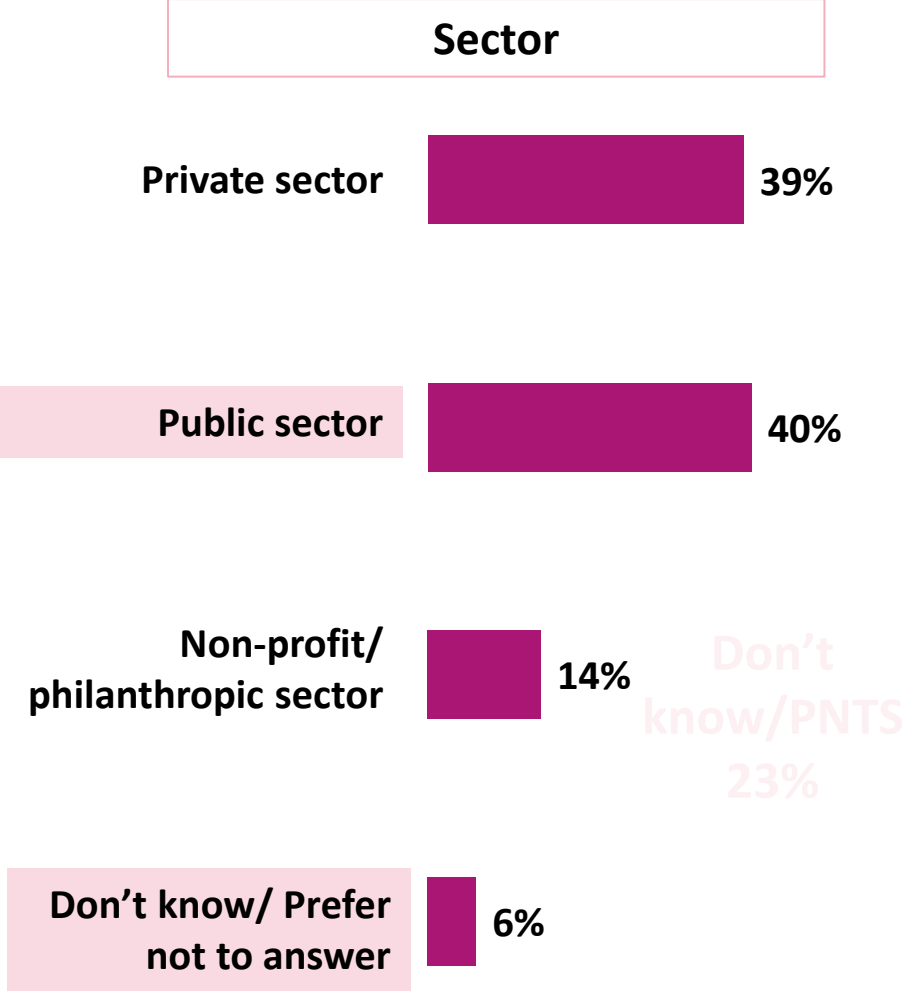
Role



Survey Respondents *By* Company Size & Operation Timeline

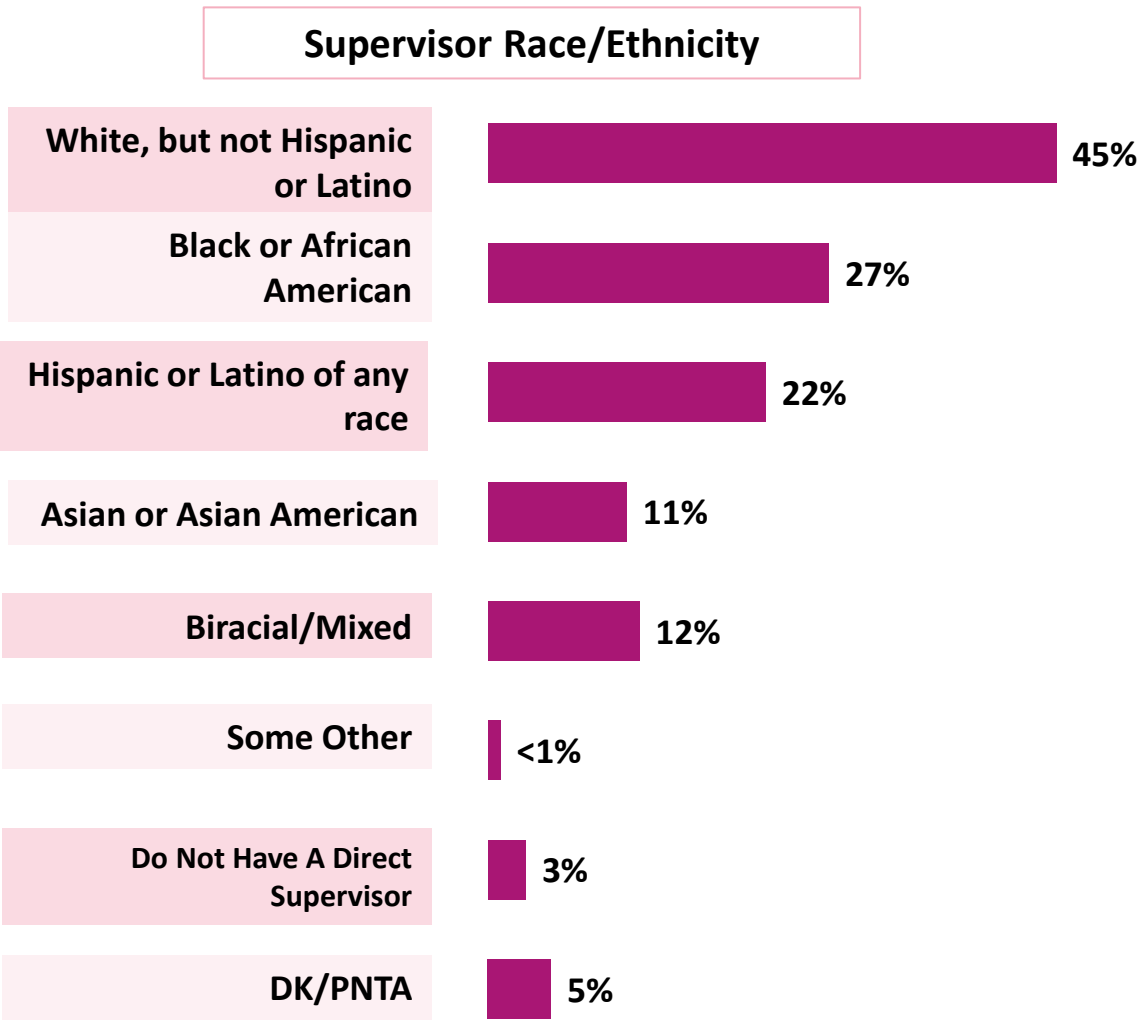
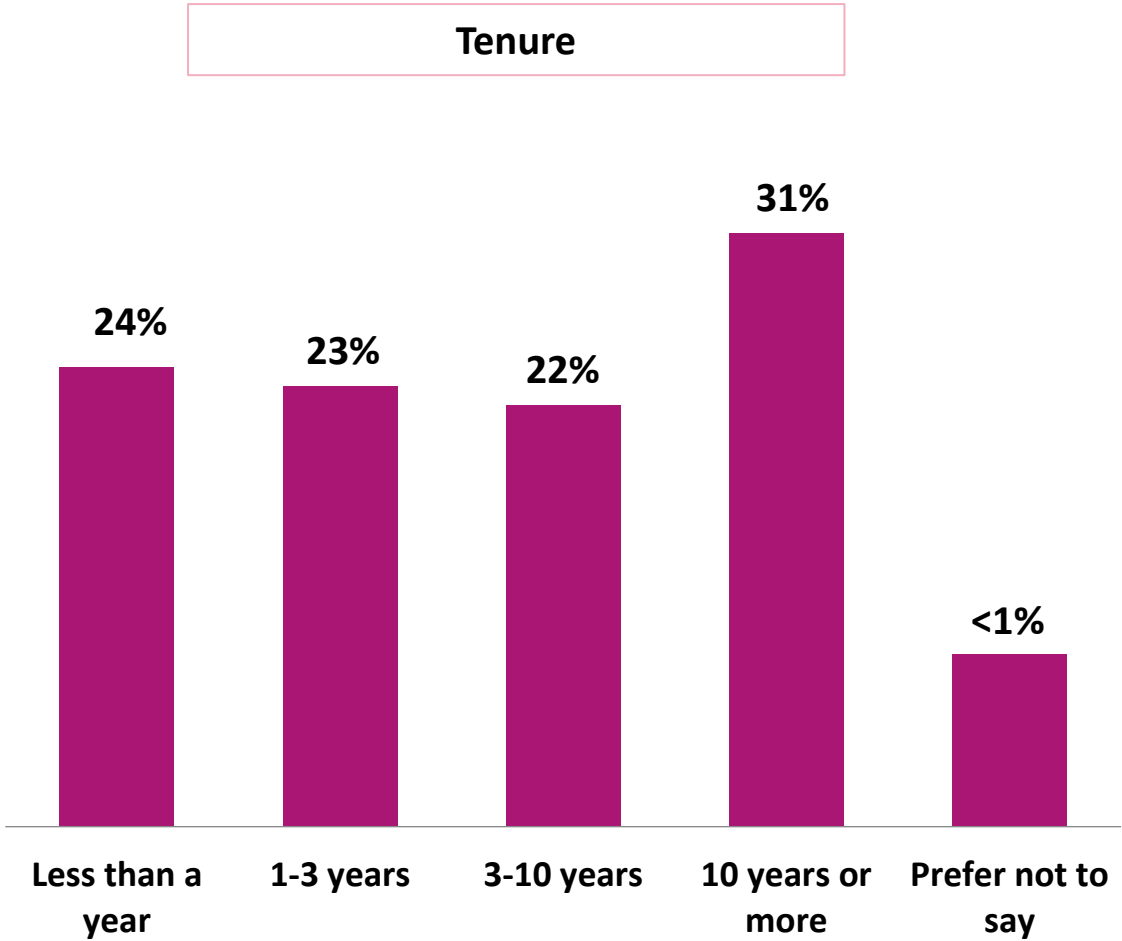


Survey Respondents *By* Sector & Industry



* Industries 2% or less not displayed.

Survey Respondents *By* Tenure & Supervisor Race/Ethnicity





California Black Women's Collective Empowerment Institute

The California Black Women's Collective Empowerment Institute (CABWCEI) is dedicated to improving the lives of Black women and girls across California. Through strategic partnerships with corporate, social, nonprofit, and advocacy organizations, **CABWCEI** develops programs and initiatives that drive meaningful change by dismantling systemic social, economic, and physical barriers.

CABWCEI is the anchor organization for the California Black Women's Think Tank in partnership with California State University, Dominguez Hills. The Institute's work is focused on elevating the voice, power, and participation of Black women to ensure adequate representation, amplify critical issues, and organize the collective talent, influence, and networks of Black women across the state.



Evitarus, a public opinion research firm

EVITARUS is a public opinion research and strategic consulting firm that delivers actionable data and strategic insights to public policy, political, and corporate decision makers. **EVITARUS** excels in conducting thorough and impactful research, consistently demonstrating a high level of expertise and dedication.

Our commitment to staying at the forefront of their respective fields is evident in the depth and breadth of their investigations. The team's ability to synthesize complex information, think critically, and apply innovative methodologies sets them apart, ensuring that their research outcomes are not only insightful but also influential.

At **EVITARUS**, our collaborative approach fosters a dynamic environment where ideas flourish, leading to the generation of novel insights. We take advantage of our exemplary research capabilities to contribute significantly to the advancement of knowledge in our domain.

