

FINAL REPORT
December 2023

Return to Office

Survey of 1,099 HR representatives from the Voice of Work Research Panel that NORC built for the Society for Human Resource Managers conducted November 21-December 13, 2022.

Survey of 2,242 adults nationwide from NORC's AmeriSpeak Omnibus panel conducted August 24-28, 2023 and September 7-11, 2023. All results show combined percentages among respondents from both waves.



Table of Contents

Questions Asked of the HR Representatives	1
Questions Asked of the Public Nationwide	18
Study Methodology	26
About NORC at the University of Chicago	27

Questions Asked of the HR Representatives

RTO1. To the best of your knowledge, what percentage of the employees in your company have job responsibilities that can be fulfilled:

a. Fully remotely

	Overall
90-100%	7
80-90%	8
70-80%	7
60-70%	6
50-60%	9
40-50%	5
30-40%	8
20-30%	13
10-20%	19
0-10%	14
Skipped on web	3
N=	1099

If RTO1_a is less than 10% or 98, terminate

b. Hybrid, that is working some days remotely and some days working in their pre-Covid office or work location

	Overall
90-100%	9
80-90%	9
70-80%	8
60-70%	8
50-60%	11
40-50%	8
30-40%	10
20-30%	13

	Overall
10-20%	16
0-10%	4
Skipped on web	3
N=	1099

If RTO1_b is less than 10% or 98, terminate

c. Fully in their pre-Covid office or work location

	Overall
90-100%	20
80-90%	9
70-80%	10
60-70%	6
50-60%	8
40-50%	6
30-40%	6
20-30%	8
10-20%	10
0-10%	10
Skipped on web	6
N=	1099

RTO2. Before the COVID-19 pandemic, what percentage of the employees in your company worked:

a. Fully remotely

	Overall
90-100%	3
80-90%	1
70-80%	2
60-70%	1

	Overall
50-60%	2
40-50%	2
30-40%	3
20-30%	6
10-20%	13
0-10%	65
Skipped on web	3
<i>N</i> =	1099

b. Hybrid, that is working some days remotely and some days working in their pre-Covid office or work location

	Overall
90-100%	3
80-90%	2
70-80%	1
60-70%	1
50-60%	3
40-50%	3
30-40%	6
20-30%	9
10-20%	19
0-10%	49
Skipped on web	3
<i>N</i> =	1099

RTO3. During the general time period of the COVID pandemic, what percentage of employees in your company that could work remotely, even if not all the time, DID work remotely at least 2 days per week?

	Overall
90-100%	30
80-90%	13
70-80%	11
60-70%	5
50-60%	6
40-50%	4
30-40%	7
20-30%	6
10-20%	7
0-10%	10
Skipped on web	-
N=	1099

If RTO3 is less than 10%

RTO4. These days, what percentage of employees in your company that can work remotely, even if not all the time, DO work remotely at least 2 days per week?

	Overall
90-100%	15
80-90%	13
70-80%	11
60-70%	9
50-60%	8
40-50%	5
30-40%	7
20-30%	8
10-20%	11

	Overall
0-10%	11
Skipped on web	2
N=	987

If RTO4 is less than 10%

RTO5. Which of the following best describes your Return to Office policy for those employees who became remote or hybrid because of the pandemic?

	Overall
All employees who can work remotely will stay converted to remote work	9
Employees who choose to be remote or hybrid, will now be allowed to stay remote or hybrid	41
Employees have or will return to their previous work status	19
No specific Return to Office policy	13
Other	17
Skipped on web	-
N=	860

If RTO5 is 1 or 2

RTO6. Which of the following best describes your company's hybrid policy?

	Overall
Hybrid at-will: employees can choose which day or days they come into the office	29
Hybrid split-week: the company assigns specific days of the week for on-site and remote work by team or function	12
Hybrid manager-scheduling: managers choose which day or days their team comes into the office	11
Hybrid mix: the company, the managers, and the employees have input in choosing which days people work on-site	47
Skipped on web	1
N=	433

If RTO3 is less than 10%

RTO7. Does your company have:

	Yes	No	Skipped
A plan for responding to employee requests to continue to work remotely, including long-term remote work arrangements	73	27	-
A remote work policy that includes who is eligible to work remotely- and when	65	34	1
N=	987		

If RTO3 is less than 10%

RTO8. How big of a problem is it for your company to lose employees who want to stay remote but whom the company is not willing to let work remotely?

	Overall
A major problem	19
A minor problem	54
Not a problem at all	26
Skipped on web	-
N=	987

If RTO5 is 1,2,3

RTO9. Have your company's Return to Office plans been shared with employees?

	Overall
Yes, shared with employees	81
No, not shared	8
Nothing planned yet	10
Skipped on web	-
N=	593

RTO10. How have surges in local COVID-19 cases in the past year affected your company's Return to Office plans?

	Overall
Employees that were back in the workplace reverted to remote or hybrid work	8
Employees that were back in the workplace temporarily reverted to remote or hybrid work but are now back in the workplace	20
Plans to return to the workplace have been delayed	11
No change due to local COVID-19 cases	61
Skipped on web	-
N=	1099

RTO11. How did your company decide its:

Select all that apply.

a. If RTO5 is 1,2,3: Return to Office policy

	Overall
Surveyed the employees	24
Hired a consultant	2
HR created policy	44
Discussed it among senior management	79
No formal process	9
Other	3
Skipped on web	1
Refused	593

b. If RTO5 is 1,2: Hybrid policy

	Overall
Surveyed the employees	30
Hired a consultant	2
HR created policy	48
Discussed it among senior management	78
No formal process	8
Other	3
Skipped on web	1
N=	433

If RTO5 is 1,2,3

RTO12. Which of the following were considered when developing your company's Return to Office policy?

[GRID ITEMS RANDOMIZED]

	Yes	No	Skipped
Resistance of employees	74	24	2
Concern about losing employees	78	21	2
Employee productivity	89	10	1
Maintaining the company culture	89	10	1
Keeping employees engaged	85	14	2
The impact on the company's bottom line	77	21	2
The potential to increase the ability to recruit employees outside of specific geographies	70	28	2
The need for collaboration among employees	89	9	2
Difficulty supervising employees	70	28	2
Opinions of the employees	73	25	2
Employee morale	84	14	1
Employee quality of life	80	19	2
Safety standards for minimizing the spread of illness	86	12	2
Other	8	22	70
N=	593		

If RTO4 is less than 10%

RTO13. For those employees working remotely at least two days per week, do you think most of those employees:

	Overall
Want to return to the office full-time	-
Want to work remotely full-time	33
Want to work in a hybrid mode	60
Unsure / Don't know	7
Skipped on web	-
N=	860

If RTO4 is less than 10%

RTO14. Has your company introduced any NEW policies or incentives to encourage employees to return to the workplace?

	Overall
Yes	13
No	87
Skipped on web	-
N=	860

If RTO14 is yes

RTO15. Which of the following is your company doing to get employees back to the workplace?

[GRID ITEMS RANDOMIZED]

	Yes	No	Skipped
Providing snacks, lunches, beverages, and treats	72	26	3
Introducing social events like happy hours and movie nights	56	41	3
Providing office amenities like standing desks, quiet working pods, couches/soft chairs, etc.	53	45	2
Playing music, creating social spaces, or having games in the office	43	54	3
Increasing access to leadership	48	50	3

	Yes	No	Skipped
Providing on-site well-being benefits	50	49	2
Providing commuter benefits	33	61	6
Paying more for in-office work	4	94	3
Reducing salaries for remote workers	3	95	2
Offering childcare options at the office	5	92	4
Lifting COVID-19 protocols	60	39	1
Threats of firing	8	88	4
Moving workstations to decrease separation distance	31	66	3
Establishing guidance on the wearing of masks to increase the comfort of employees who feel mask wearing is appropriate	61	37	3
Establishing a protocol for possible COVID-19 exposure	81	17	2
Coordinating in-person visits so that employees can be in the office at the same time as other team members or peers.	83	14	3
Redesigning the workplace to make it a more interesting place to work	47	51	2
Redesigning the workplace to make it a more efficient place to work.	57	40	3
Other	4	39	57
N=	109		

If RTO4 is less than 10%

RTO16. Beyond the policies or incentives mentioned in the previous question, we are interested in knowing what other strategies have been and plan to be implemented to make return to work more attractive or effective. Please elaborate below, with as much detail and as many policies or incentives worth noting. *Open end*

	Overall
Occasions such as staff appreciation days	3
Hybrid with strict rules	2
No policy/incentives/plan	11
One set day where all must come in	1
Emphasis on collaboration	2

	Overall
On-site perks food, gym memberships, raffles, etc.	4
WFH ability varies by team/role/manager	5
Remote first with in-person option	1
Flexible WFH policy	4
Nature of work makes WFH prohibitive	3
WFH tied to seniority/performance	1
Increased pay for in-person work	*
Staff enjoy in-person work	*
WFH based on CDC advice	1
Focus on in-person events	3
Transition to fully remote	1
Management forces RTO	2
Varies by state/increased geographic scope of hiring during COVID	1
Hybrid trials in progress	1
Can pick RTO or WFH	*
Other	3
Skip on web	52
N=	862

RTO17. Has your company made any investments in the workplace because of the pandemic?

	Overall
Yes	58
No	42
Skipped on web	1
N=	1099

If RTO17 is yes

RTO18. Which of the following investments has your company made in the workplace because of the pandemic?

[GRID ITEMS RANDOMIZED]

	Yes	No	Skipped
Added or updated conferencing technology	90	9	2
Added or updated remote collaboration tools	86	13	1
Set up a system to reserve desks for employees that work less than five days a week	37	60	3
Expanded or configured real estate footprint to allow space between desks	38	59	3
Added or enlarged meeting rooms	28	67	4
Reconfigured the workplace to encourage employee interaction and collaboration	50	47	3
Reconfigured the workplace to make it more attractive, comfortable, or rewarding place to work	49	48	3
Reconfigured the workplace to make it more fitting for a greater hybrid workforce	54	44	2
Other	8	47	46
N=	634		

RTO19 Has your company downsized office space because of the pandemic?

	Overall
Yes	27
No	72
Skipped on web	1
N=	1099

If RTO19 is yes

RTO20. How has your company downsized office space because of the pandemic?

Select all that apply.

[GRID ITEMS RANDOMIZED]

	Overall
Smaller overall square footage	71
Fewer desks	33
Fewer meeting rooms	14
Less social space	13
Other	21
Skipped on web	3
N=	295

RTO20A On a scale of 1 to 5 where 1 is a very bad job and 5 is a very good job, how would you rate your company for each of the following in response to the pandemic:

[GRID ITEMS RANDOMIZED]

	1-Very bad job	2-Bad job	3-Fair job	4-Good job	5-Very good job	Skipped
Developing an infectious disease preparedness plan	3	8	22	30	37	1
Communicating updates on company practices during the pandemic	2	3	17	31	46	1
Ensuring the work environment meets public health guidelines	1	2	11	29	56	1
Providing protective equipment for employees to reduce the risk of infection	1	3	16	28	50	2
Expanding or providing health care benefits	5	9	29	32	24	1
Expanding paid sick leave	10	10	29	24	26	1
Offering flexibility for parents and other caregivers	4	8	25	32	30	1

	1-Very bad job	2-Bad job	3-Fair job	4-Good job	5-Very good job	Skipped
Offering counseling or other mental health resources	4	6	27	29	32	1
Communicating to employees if they have come in contact with a confirmed virus case	2	4	17	32	44	1
Providing hazard pay for at-risk workers during the pandemic	16	16	31	17	17	3
N=	1099					

If RTO4 is less than 10%

RTO21. Overall, what would you say is the best new change in corporate culture or practices that has improved the value employees see in returning to the office? *Open end*

	Overall
Respect for individuals/choice	2
Increased collaboration/listening to employee feedback	3
Hybrid work environment	12
Increased leniency for sick days	2
Sense of community/ability to remain connected	1
Return to normal	*
Improved hygiene/office cleaning	2
New technology	1
Flexibility in recruitment	1
Flexibility	7
No change	8
None - employer disregard for remote work	1
Change in benefits	1
Casual dress/food	*
Access to upper management	1
Pivot to fully remote	1

	Overall
Focus on culture/social activities	2
Inviting workspace/physical changes to office	1
In-person meetings/collaboration	5
Other	2
Skipped on web	47
N=	860

If RTO4 is less than 10%

RTO22. Overall, what would you say has been the biggest challenge to planning for or implementing your company's return to office strategies? *Open end*

	Overall
People want to keep working from home / employee pushback/buy-in	14
Accountability of those working from home	1
COVID / safety / related anxiety	5
Balancing expectations with job needs	1
Hesitancy by management / disagreement between management & staff / lack of effective leadership	5
Differences between team/branch/role preventing one-size strategy	3
Job prevents remote work by nature (ex: health care, government)	2
Diverging opinions on remote work / lack of consensus / 'making everyone happy'	1
Difficult to justify RTO since people perform fine while WFH	3
Changing federal & state government guidelines	2
Technology issues	1
Communication / lack of clear expectations	3
Coordination	1
Scheduling	1
Vaccine mandates / politics	1
Ensuring fairness / equity	1
Employment retention / attracting new employees	2

	Overall
Union relations	1
Childcare issues / family concerns	1
Space / no longer have physical room for all employees	2
Displeasure with forced return to office	1
Morale	1
People don't like commuting/gas costs	1
We are not planning on returning	1
None	4
Unknown	1
Other	3
Staff moved away during covid / remote staff was hired during peak COVID	1
Skipped on web	40
N=	860

If RTO4 is less than 10%

RTO23. In general, how comfortable do you think employees are with returning to the workplace?

	Overall
Extremely/very NET	39
Extremely	6
Very	33
Somewhat	49
Not very/not at all NET	12
Not very	9
Not at all	3
Skipped on web	-

If RTO4 is less than 10%

RTO24. Overall, how happy are your employees about returning to the workplace?

	Overall
Very/somewhat happy NET	32
Very happy	5
Somewhat happy	27
Neutral	36
Very/somewhat unhappy NET	31
Somewhat unhappy	24
Very unhappy	7
Skipped on web	1

If RTO23 is 3,4,5 or RTO24 is 4,5

RTO24A. Overall, what would you say is the number one reason your employees resist returning to the office? *Open end*

	Overall
Flexibility/work-life balance	24
The commute – length, cost	16
More comfortable/convenient	12
Now known it can be done from home	6
More productive/easier to get things done	5
Fear of COVID	5
Disruptive to go to office/used to working from home	4
Not required to be in office	1
Childcare	1
Safety	1
Won't return/all remote	1
Less stress	*
Other	3
Skipped on web	19
No answer	2
N=	544

Questions Asked of the Public Nationwide

EMPLOY1. Which of the following describes your current employment status?

	Overall
Working <u>remotely</u> – as a paid employee	10
Working <u>in-person</u> – as a paid employee	35
Working both <u>remotely</u> and <u>in-person</u> (a hybrid approach) – as a paid employee	7
Working – self-employed	7
Not working – retired	22
Not working – disabled	7
Not working – currently looking for work	6
Not working – not looking for work/other	6
DON'T KNOW	*
SKIPPED ON WEB/REFUSED	*
N=	2,242

S2. If working in-person:

You indicated that you work in-person as a paid employee. Which of the following best describes your employment situation?

	In-person
My employer requires all employees to work in-person.	75
My employer allows some employees to work remotely all or part of the time, but I am not eligible to work remotely.	17
My employer allows some employees to work remotely all or part of the time, but I choose to work in-person.	8
DON'T KNOW	-
SKIPPED ON WEB/REFUSED	*
N=	787

RTONEW1. *If working remotely or hybrid*
What are the main reasons why you work remotely all or part of the time?

	Hybrid	Remote
Mandated by employer	2	9
No choice	2	*
Type of job	2	2
More productive/efficient	2	1
Bonding/collaboration	1	*
Preference	8	4
Financial reasons	1	4
Not required to be in office	18	14
Convenient /life balance	24	10
Cost/length of commute	9	11
Health issues/disabled	1	4
Family obligations / childcare	7	6
Fear of COVID/mentions pandemic	4	4
No office/not enough office space	4	19
Able to travel	1	2
Other	5	4
No answer	10	7
N=	172	200

RTONEW2. *If working in-person or hybrid*
What are the main reasons why you work in-person all or part of the time?

	In-Person	Hybrid
Mandated by employer	3	29
No choice, unspecified	9	12
Type of job	64	18
More productive/efficient	3	*
Bonding/collaboration	3	22

	In-Person	Hybrid
Prefer working in-person	5	3
Lack of remote resources	1	*
Better for mental health	1	*
Financial reasons	6	1
Allowed by employer	*	2
Convenience	1	4
Health issues/disability	*	*
Fear of COVID /mentions pandemic	*	1
Other	2	1
No answer	2	6
N=	787	172

RTO15.

If working remotely or hybrid: How much would each of the following policies or incentives encourage you to work in-person more often?

If working in-person: How much would each of the following policies or incentives increase your satisfaction working in-person?

[GRID ITEMS, RANDOMIZED]

		A lot	Some	Not at all	DK	SKP/REF
Providing snacks, lunches, beverages, and treats	In-person <i>N=787</i>	40	33	26	-	1
	Hybrid <i>N=172</i>	22	48	31	-	-
	Remote <i>N=201</i>	15	41	41	-	2
Holding social events like happy hours and movie nights	In-person <i>N=787</i>	18	34	48	-	1
	Hybrid <i>N=172</i>	9	37	54	-	*
	Remote <i>N=201</i>	8	22	68	-	2
Providing office amenities like standing desks, quiet working pods, couches/soft chairs, etc.	In-person <i>N=787</i>	29	35	35	-	1
	Hybrid <i>N=172</i>	23	45	32	-	-
	Remote <i>N=201</i>	20	28	50	-	2
Playing music, creating social spaces, or having games in the office	In-person <i>N=787</i>	24	34	42	-	*
	Hybrid <i>N=172</i>	11	26	64	-	-
	Remote <i>N=201</i>	11	22	65	-	1
Increasing employees' access to leadership	In-person <i>N=787</i>	30	37	31	-	2
	Hybrid <i>N=172</i>	18	36	46	-	1
	Remote <i>N=201</i>	10	30	57	-	2

		A lot	Some	Not at all	DK	SKP/REF
Providing commuter benefits	In-person <i>N=787</i>	35	31	33	-	1
	Hybrid <i>N=172</i>	37	35	28	-	-
	Remote <i>N=201</i>	25	36	37	-	2
Paying more for in-office work	In-person <i>N=787</i>	50	24	25	*	1
	Hybrid <i>N=172</i>	55	24	21	-	-
	Remote <i>N=201</i>	44	33	21	-	2
Offering childcare options at the office	In-person <i>N=787</i>	23	21	55	*	1
	Hybrid <i>N=172</i>	23	14	62	-	1
	Remote <i>N=201</i>	19	23	57	-	1
Reducing opportunities for advancement or promotion for people who work remotely	In-person <i>N=787</i>	13	23	63	-	1
	Hybrid <i>N=172</i>	17	26	57	-	-
	Remote <i>N=201</i>	17	30	51	-	2
Establishing guidance on the wearing of masks to increase the comfort of employees who feel mask wearing is appropriate	In-person <i>N=787</i>	14	31	54	*	1
	Hybrid <i>N=172</i>	5	26	69	-	-
	Remote <i>N=201</i>	12	28	58	-	2
Establishing a protocol for possible COVID-19 exposure	In-person <i>N=787</i>	23	33	42	-	1
	Hybrid <i>N=172</i>	13	36	51	-	-
	Remote <i>N=201</i>	19	28	51	-	2
Coordinating in-person work so that employees can be in the office at the same time as other team members or peers.	In-person <i>N=787</i>	22	38	39	*	1
	Hybrid <i>N=172</i>	30	37	33	-	-
	Remote <i>N=201</i>	16	35	47	-	2

AGE

	Overall	In-person	Hybrid	Remote
18-29	20	28	20	18
30-44	26	31	41	43
45-59	23	27	32	29
60+	31	14	6	9
N=	2,242	787	172	201

GENDER

	Overall	In-person	Hybrid	Remote
Male	49	54	52	49
Female	51	46	48	51
N=	2,242	787	172	201

RACE/ETHNICITY

	Overall	In-person	Hybrid	Remote
White, non-Hispanic	61	63	57	50
Black or African American	12	11	9	19
Hispanic	17	19	18	14
Other	9	7	16	17
N=	2,242	787	172	201

MARITAL STATUS

	Overall	In-person	Hybrid	Remote
Married	50	49	48	58
Not married	50	51	52	42
N=	2,242	787	172	201

EDUCATION

	Overall	In-person	Hybrid	Remote
Less than a high school diploma	9	9	1	2
High school graduate or equivalent	29	29	15	15
Some college	26	31	15	20
College graduate or above	36	31	70	63
<i>N</i> =	2,242	787	172	201

CENSUS REGION

	Overall	In-person	Hybrid	Remote
Northeast NET	17	16	23	21
New England	5	6	8	4
Mid-Atlantic	13	10	15	17
Midwest NET	21	25	20	11
East North Central	14	18	11	7
West North Central	6	7	9	4
South NET	38	36	35	39
South Atlantic	20	19	22	25
East South Central	6	6	5	6
West South Central	12	11	8	8
West NET	24	23	22	28
Mountain	8	7	5	8
Pacific	16	16	17	20
<i>N</i> =	2,242	787	172	201

HOME OWNERSHIP

	Overall	In-person	Hybrid	Remote
Owned or being bought by you or someone in your household	71	70	75	66
Rented for cash	27	29	23	34
Occupied without payment of cash rent	2	1	2	1
<i>N</i> =	2,242	787	172	201

INCOME

	Overall	In-person	Hybrid	Remote
Under \$10,000	6	5	2	8
\$10,000 to under \$20,000	8	6	1	2
\$20,000 to under \$30,000	11	10	2	6
\$30,000 to under \$40,000	7	7	3	6
\$40,000 to under \$50,000	6	6	3	5
\$50,000 to under \$75,000	19	20	23	12
\$75,000 to under \$100,000	13	14	17	10
\$100,000 to under \$150,000	16	20	25	22
\$150,000 or more	13	12	24	27
<i>N</i> =	2,242	787	172	201

Study Methodology

The survey of human resource (HR) representatives was conducted by NORC at the University of Chicago. NORC interviewed HR representatives using the SHRM Voice of Work Research Panel, a unique survey panel that NORC built for the Society of Human Resource Management (SHRM) that is designed to be representative of U.S. companies.

Interviews for this survey were conducted online between November 21 and December 13, 2022 with 1,099 HR representatives of companies from a broad mix of industries where at least 10 percent of employees were either fully remote or on a hybrid schedule.

Panel members were invited by email. Interviews were conducted in English. Respondents were offered a \$2 incentive for completing the survey.

The survey of employees was conducted by NORC at the University of Chicago and with funding from NORC.

Data were collected using the AmeriSpeak Omnibus®, a bi-monthly multi-client survey using NORC's probability-based panel designed to be representative of the U.S. household population. The survey was part of a larger study that included questions about other topics not included in this report. During the initial recruitment phase of the panel, randomly selected U.S. households were sampled with a known, non-zero probability of selection from the NORC National Sample Frame and then contacted by U.S. mail, email, telephone, and field interviewers (face-to-face). The panel provides sample coverage of approximately 97 percent of the U.S. household population. Those excluded from the sample include people with P.O. Box only addresses, some addresses not listed in the USPS Delivery Sequence File, and some newly constructed dwellings.

In order to get enough employed respondents in the three categories, the questions were included on two waves of the omnibus. On the first wave, interviews were conducted between August 24-28, 2023 with 1,147 adults aged 18 and over —1,087 via the web and 60 by telephone. The final stage completion rate is 17.2 percent, the weighted household panel response rate is 21.1 percent, and the weighted household panel retention rate is 78.7 percent, for a cumulative response rate of 2.9 percent.

In the second wave, interviews were conducted between September 7-11, 2023 with 1,095 adults aged 18 and over —1,060 via the web and 35 by telephone. The final stage completion rate is 16.4 percent, the weighted household panel response rate is 21.1 percent, and the weighted household panel retention rate is 78.7 percent, for a cumulative response rate of 2.7 percent.

The data from the two waves were combined for analysis. The overall margin of sampling error for the combined sample of 2,242 adults nationwide is +/- 2.8 percentage points at the 95 percent confidence level, including the design effect. The margin of sampling error may be higher for subgroups. Sampling error is only one of many potential sources of error and there may be other unmeasured error in this or any other survey.

Panel members were invited by email or by phone from an NORC telephone interviewer. Interviews were conducted in English. Respondents were offered a small monetary incentive for completing the survey.

Quality assurance checks were conducted to ensure data quality. In total, 110 interviews were removed for nonresponse to at least 50% of the questions asked of them, for completing the survey in less than one-third the median interview time for the full sample, or for straight-lining all grid questions asked of them. These interviews were excluded from the data file prior to weighting.

For the open-ended questions, responses were classified using Canvs AI, an online platform that codes open-ended data. These codes were validated by a human coder and were then collapsed into more general categories.

Once the sample has been selected and fielded, and all the study data have been collected and made final, a poststratification process is used to adjust for any survey nonresponse as well as any noncoverage or under and oversampling resulting from the study specific sample design. Poststratification variables included age, gender, census division, race/ethnicity, and education. Weighting variables were obtained from the 2023 Current Population Survey. The weighted data reflect the U.S. population of adults age 18 and over.

Complete questions and results for both surveys are available at: info@norc.org.

Additional information on the AmeriSpeak Panel methodology is available at: <https://amerispeak.norc.org/about-amerispeak/Pages/Panel-Design.aspx>.

For more information, please contact Eric Young at NORC at young-eric@norc.org or (703) 217-6814 (cell).

About NORC at the University of Chicago

NORC at the University of Chicago conducts research and analysis that decision-makers trust. As a nonpartisan research organization and a pioneer in measuring and understanding the world, we have studied almost every aspect of the human experience and every major news event for more than eight decades. Today, we partner with government, corporate, and nonprofit clients around the world to provide the objectivity and expertise necessary to inform the critical decisions facing society.