

"Not everything that is faced can be changed, but nothing can be changed until it is faced."— James Baldwin

We continue to face extraordinary uncertainty.

In this research we attempt to chart a path forward by asking difficult questions that show a new reality for companies, their narratives, their workspaces and how they are deeply interconnected with societal issues.

We must understand what we expect of institutions, each other and how this crisis is reshaping our perceptions, behaviors, values and societies before we can move forward.

- Natasha Kennedy TRUE Global Intelligence Global Managing Director

THE PURPOSE OF THIS REPORT IS TO PROVIDE INSIGHTS INTO THE COLLISION OF ISSUES FACING POPULATIONS, COUNTRIES AND COMPANIES. THE ENDURING PRESENCE OF COVID-19 AND DISCRIMINATION NEEDS TO BE UNWRAPPED SO THAT WE CAN UNDERSTAND WHAT IT WILL TAKE TO CREATE SAFETY FOR ALL.

Safe

adjective

secure from liability to harm, injury, danger, or risk:a safe place. free from hurt, injury, danger, or risk:to arrive safe and sound. involving little or no risk of mishap, error, etc.:a safe estimate.



IN THIS RESEARCH WE SOUGHT TO UNDERSTAND:

- What issues are most important to consumers and which do they expect companies to take a stand on
- How committed are institutions to doing the right thing
- Expectations for business and government
- How various organizations are responding to the pandemic and how important the response is
- Expectations and perceptions of safety in public and work places
- How people are evaluating the future and what behaviors can we expect in the next 6 to 12 months

METHODOLOGY

TRUE Global Intelligence,

the in-house research practice of FleishmanHillard, fielded an online survey of adults 18 and older in the following markets from June 8 – 19, 2020. Data have been weighted by gender and age in all markets as well as region in the United States, Canada and China.

In the US an oversample of n=200 African Americans, n=200 Hispanic and n=100 LGB was added.

	Gen Pop Sample Size	Margin of Error
Total	n=8,817	±1.2%
US	n = 1,276	±2.9%
UK	n = 1,277	±2.9%
China	n = 1,280	±3.0%
South Korea	n = 1,227	±3.0%
Italy	n = 1,275	±3.0%
Germany	n = 1,242	±2.9%
Canada	n = 1,240	±3.0%

INSIGHTS

The collision of global issues has elevated systemic racism, discrimination and violence against women. Companies have an obligation to demonstrate real action and advocacy because their employees and their customers have higher expectations than ever.

All aspects of the world have changed where public health and safety has become a priority over personal needs. This reality is now igniting future health and financial challenges and burdens for countries and consumers to face.

The pandemic has shifted consumers' outlook significantly, and many believe their lives might be even more challenging six months from now. Compared to April, consumers see the world as even riskier.

INSIGHTS

Consumers believe the path to recovery is a long one. Consumers are looking for acknowledgement of their challenges rather than overly optimistic promises of an undefined future.

The end of the pandemic is more complicated than a single solution. A vaccine may not necessarily be the singular solution so many expect it to be.

Safety is work in progress in the medical community- the one true north that we rely on for direction. This uncertainty makes "being safe" as a final destination both unattainable and unrealistic.

BY THE NUMBERS

An Overview

The enduring nature of the pandemic has become the new normal with no single solution-such as a vaccine-that will make all consumers feel that the threat to them personally is gone.

The pandemic has quickly uncovered health disparities, stigmas and discrimination where some lives are saved while others are ignored. This falls on the backdrop of global systemic racism, discrimination and violence against women.

The needs of the world populations are real- with consumers challenged financially.

Despite this aching of humanity, many believe governments and companies are opening too quickly, while, one out of five individuals still will not wear a mask to protect others unless it is either government mandated or not at all.

The collision of issues and societal disparities

BY THE NUMBERS

72%

Say discrimination, equality and racism is the most important issue and **59**% expect companies to take a stand on it

70%

Believe the pandemic has revealed significant healthcare inequities based on ethnicity, income and age

64%

Say that people with underlying health conditions are now more stigmatized due to the pandemic 71%

Fear that restrictions are being lifted too quickly and may cause an increase in the infection rate

43%

In this health crisis, I feel more discrimination than before when seeking medical treatment

62%

Believe that antibody testing will create a "two-tier" society- those that are protected and those that are vulnerable 30%

Expect their overall quality of life will worsen in the next six months

34%

Expect their financial situation will worsen in the next six months

70%

Do not have enough or have just enough money to pay monthly expenses 80% (+7% since April)

Say the pandemic has changed how they see the world

60%

Believe a vaccine will mark the end of COVID-19

19%

Will only wear a mask because it is legally required or will not wear a mask even if it is required



THE COLLISION OF GLOBAL ISSUES REQUIRES AUTHENTIC ACTION BY INSTITUTIONS

While COVID-19 will have a significant and lasting impact on almost every area of our lives, the world also is addressing the issues of systemic racism, discrimination and violence against women. Corporations have an obligation to demonstrate real action and advocacy because their employees and their customers have higher expectations than ever, recognizing that social justice work extends beyond the workplace.

Consumers and employees are going to demand of company leaders that they use the pandemic to re-think more than just financial expectations and immediate challenges like return to the workplace – there is going to need to be a new, values-led conversation between brands and consumers, as well as, employers and employees moving forward.

THE ISSUES MOST IMPORTANT TO CONSUMERS ARE INTERCONNECTED BY SYSTEMIC DISCRIMINATION AND INEQUITIES

BRANDS ARE EXPECTED TO TAKE A STAND

Public health has risen to the top 3 issues displacing protecting the environment/climate.

Q: How important are each of the following issues to you?

O. For which of the following issues, if any, do you expect companies that you use products and services from to take a stand on?

		Issues you expect companies to take a stand on
Issues rated as "Very important"	Global Total	Global Total
Discrimination and equality/racism	72%	59%
Access to affordable, quality healthcare	69%	29%
Public health risks (preventing/controlling new diseases)	65%	36%
Violence against women	63%	32%
Data privacy and security	62%	50%
[US ONLY] Gun control [UK ONLY] Knife Crime [Italy, Germany, China, South Korea & Canada ONLY] Crime	60%	23%
Protecting the environment/climate change	58%	48%
Access to affordable, quality education	57%	24%
Poverty	55%	28%
Unemployment	53%	33%

VIOLENCE AGAINST WOMEN IS CONSIDERED "THE COVID-19 SHADOW PANDEMIC". THE UNITED NATIONS BELIEVES THAT EMPLOYERS HAVE A "DUTY OF CARE" TO EMPLOYEES AFFECTED BY DOMESTIC VIOLENCE



63%

Say violence against women is very important to them today – Women globally (71%) and all consumers in Italy (81%) say that violence against women is their **most important** issue

32%

Expect companies to take a stand on violence against women

The COVID-19 shadow pandemic: Domestic violence in the world of work: A call to action for the private sector

The unprecedented increase in domestic violence since the onset of the COVID-19 pandemic marks an urgent call to action for the private sector to leverage their existing resources and influence to keep women safe at home and safe at work.

Employers have a "duty of care" to their employees working remotely from home and are in a good position to support those who may be affected by domestic violence. Many employers recognize their role and have been doing their part prior to and during COVID-19, and the importance of creating a safe and supportive working environment for survivors of domestic violence. An important element of this, reflected in the Women's Empowerment Principles (WEPs) framework, is



the broader promotion of gender equality and women's empowerment in the world of work.

HOW ARE INSTITUTIONS PERFORMING-COVID VS DOING RIGHT

Institutions are responding to the pandemic, but that's not enough on its own to be perceived as being committed to doing the right thing.

% rating institution's performance "excellent," "great" or "good"

Showing Global Totals for both waves of data

	Wave 2 (July)	Wave 1 (April)	Global Total
Local businesses	77%	74%	34%
Pharmaceutical companies	75%	72%	38%
Local schools	75%	75%	39%
Retailers	74%	75%	30%
Local/city government	74%	74%	36%
State/provincial government	72%	75%	36%
Individuals	71%	70%	27%
National government	69%	74%	40%
Employers	69%	66%	27%
Major corporations	67%	63%	26%
The Media	61%	65%	25%

91%

say it is important for companies to show that they are committed to doing the right thing

How committed is

Showing % ranking each

thing?

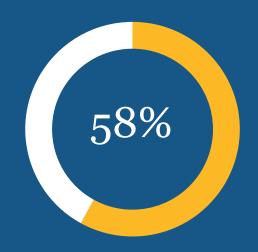
each to doing the right

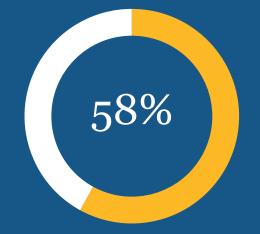
institution 8-10 on a 10-pt scale

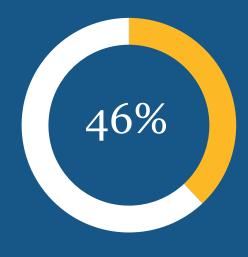
Q: Please rate how well are each of the following institutions are doing in their role in responding to the Coronavirus/COVID-19.

Q: How committed do you believe each of the following institutions are to doing the right thing?

SHARED RESPONSIBILITY, SACRIFICE, INNOVATION AND VALUES IS THE EXPECTED PATH FOR COMPANIES TO TAKE TO SOLVE FOR SOCIETAL ISSUES







Shared responsibility and sacrifice

Where companies share the burden of an issue with employees and customers so that no one group suffers more than the other

Shared innovation and collaboration

Where companies work with each other and governments to keep people safe and help all people prosper

Shared values

Where companies restate their missions to align with the collective good of the communities and customers that they serve NOW MORE THAN EVER, CEOS MUST SPEAK OUT AND ACT ON ISSUES AFFECTING THEIR CUSTOMERS, EMPLOYEES AND THE COMMUNITIES WHERE THEY DO BUSINESS

AND IT SHOULD BE DONE WITH COMPASSION AND EMPATHY

51%

Take a stand on health and safety measures that the company is taking for their employees and customers

42%

Show how the company's values support the values of their communities, customers and employees.

36%

Show how their company is partnering with other organizations to find solutions to solve for societal issues

44%

Take a stand on issues related to data privacy and security

41%

Show empathy and compassion for their communities, customers and employees in their words and actions.

36%

Take a stand on issues related to climate change



THE PANDEMIC'S REACH HAS BEEN PERVASIVE, AND MANY EXPECT IT WILL EXTEND FOR MONTHS

The pandemic has shifted consumers' outlook significantly, and many believe their lives might be even more challenging six months from now than they already are.

Re-entering the world is a priority, but the ways that people will interact with the world around them is likely to change and priorities will continue to evolve.

GLOBALLY, CONSUMERS HAVE NEARLY DOUBLED THEIR EXPECTATION FOR WHEN LIFE WILL GET BACK TO NORMAL

The outlook has only gotten more grim as consumers better understand the road to recovery will not be linear

29 weeks

Until a widespread return to "normal" - nearly twice the expectation from our first study in April (17 weeks)

50%

Predict it will take anywhere from five months to more than a year

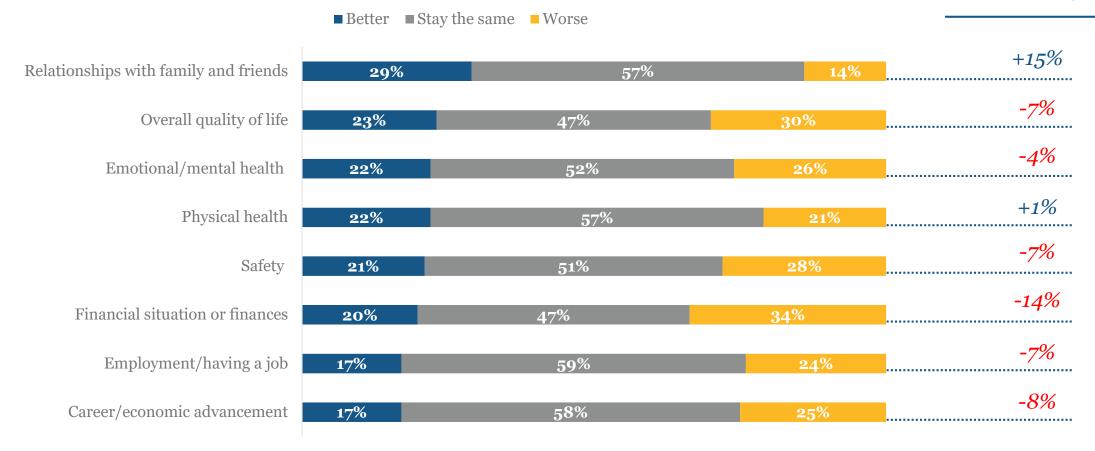
HOW LONG, IN WEEKS, DO YOU THINK IT WILL BE BEFORE LIFE GETS BACK TO "NORMAL"?

	Global Total	U.S.	UK	China	S. Korea	Italy	Germany	Canada
Average (weeks)	29	29	34	13	32	28	33	35
Between five months & more than one year	50%	48%	58%	18%	59%	49%	57%	61%

THE PANDEMIC WILL CONTINUE TO TOUCH ALL ASPECTS OF CONSUMERS' LIVES

Will each of the following get better, worse or stay the same over the next six months?

Net Positive Outlook (Positive – Negative)



CONSUMERS ARE BRACING FOR LASTING IMPACT, AND DON'T EXPECT TO FORGET THE COVID-19 PANDEMIC

46%

Will postpone routine doctor's visits or elective procedures

70%

Do not have enough or have just enough money to pay monthly expenses

54% say they've stopped or cut back on expenses

64%

Stopped purchasing nonessential items and will continue to do so postpandemic.

CONSUMERS BELIEVE THE PATH TO RECOVERY IS A LONG ONE

The pandemic has continued much longer than many anticipated, and consumers are increasingly aware that the road to recovery will be challenging.

Along the way, consumers are looking for acknowledgement of their challenges rather than overly optimistic promises of an undefined future.

The COVID-19 pandemic has altered our perceptions of what's safe and what's not and will significantly impact how and if we live in public over the next 6 to 12 months.

PEOPLE ARE SEARCHING FOR HOPE, AND ARE UNCERTAIN ABOUT THE IMMEDIATE FUTURE

MANY FEEL THAT THEY DO NOT HAVE CONTROL OVER GOVERNMENT ACTIONS

71%

are afraid that restrictions in my community are being lifted too quickly for economic reasons and there will be an increase in the infection rate The Coronavirus/COVID-19 pandemic has changed our view of the world...



Say the pandemic has changed their view of the world



There is too much uncertainty about when it will be safe to be in public spaces



The world now seems like a riskier place

...and changed our outlook about our own lives



Say their overall quality of life will be better in 6 months than today



See the people around them as more dangerous than before

PRIORITIES ARE SHIFTING AS CONSUMERS ADAPT FOR WHAT'S TO COME

Consumers are facing the pandemic's challenges by adapting their priorities to focus on essential purchases and actions with the knowledge that the "new normal" may follow a profound transitional period.

FINANCIAL IMPACT

54%

Will stop or cut back on spending/expenses over the next 6-12 months

52%

Will be more committed to financial planning over the next 6-12 months in case of another crisis

HEALTHCARE BELIEFS

67%

Would share personal data with companies to help control the outbreak

70%

Would support people being tested for antibodies and having a digital immunity passport to show my "immunity" status

PURCHASE PRIORITIES

63%

Will look into a company's behavior during COVID-19 before purchasing their product

62%

Say the products and services they once thought were important have changed

SOCIAL ACTIVITIES

81%

Plan to attend a gathering with friends/family in the next 6-12 months

55%

Expect to go to the office in the next 6-12 months

ALL ASPECTS OF THE WORLD HAVE CHANGED WHERE PUBLIC HEALTH HAS BECOME A PRIORITY OVER PERSONAL HEALTH AND NEEDS

A question most frequently on the minds of our clients is will behavior change be permanent? Some behavior changes if made permanent may create new public health challenges and some may be opportunities.

The most concerning behavioral change is the canceling or postponing of health appointments or procedures that can lead to missed early diagnosis and treatments. In addition, consumers are now living their lives in financial uncertainty and insecurity.

16%

54%

31%

I do not have enough money to pay for all of my monthly expenses. I have just enough money to pay for all of my monthly expenses I have more than enough money to pay for all of my monthly expenses

CONSUMERS MAY NEED TO RECALIBRATE WHAT FINANCIAL HEALTH MEANS

Most consumers are financially insecure and many anticipate a decrease in their income.

Expected behaviors over the next 12 months	Global Total
Stop or cut back on spending/expenses	54%
Save more money than I normally do	54%
More seriously plan for and make major life decisions	52%
Be more committed to planning financially in case there is another crisis such as a pandemic	52%
Delay big purchases (e.g. car, home, vacations, etc.)	44%
Use my credits cards less	44%
Spend my money on experiences rather than products	40%
Use savings to pay for monthly expenses	40%
Have a significant decrease in income	40%
Provide financial support for a family member	38%
Stop or contribute less to my savings	37%
Donate more money to causes that are important to me	37%

POSTPONING HEALTHCARE MAY RESULT IN INCREASES IN UNDIAGNOSED ILLNESSES THAT WILL HAVE PROGRESSED

Nearly half of consumers will postpone routine doctor's visits or elective procedures.
Telehealth is quickly gaining adoption.

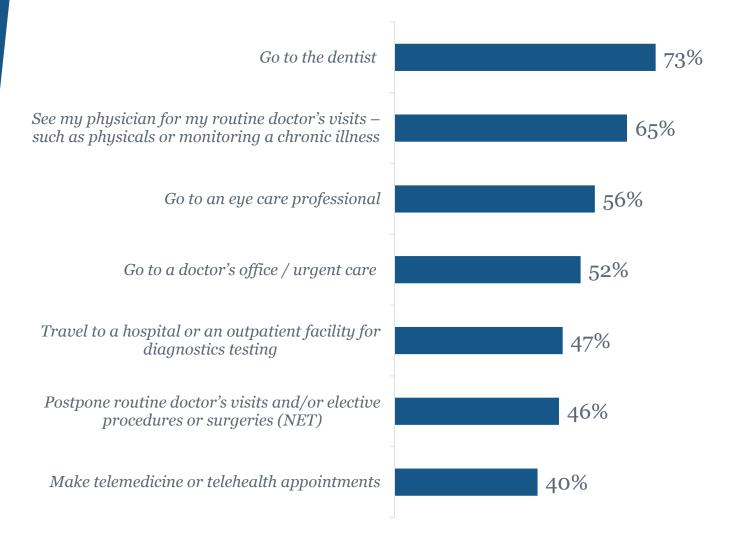
61%

Say it can wait until the pandemic is over

38%

Do not feel it would be safe

Expected actions over the next 12 months



IN THE NEXT 12 MONTHS CONSUMERS WILL CONTINUE TO SEEK THE COMFORT AND SUPPORT OF FAMILY AND FRIENDS

Consumers will seek the outdoors locally but are split in terms of who will be venturing into indoor public places and what those venues are.

Expected behaviors over the next 12 months	Global Total
Go to gatherings with friends and family	81%
Going to public outdoor spaces like parks, playgrounds, pools, etc.	75%
Go on a domestic vacation	69%
Take public transportation (e.g., subway, buses, trains)	63%
Go to the movies	61%
Stay in a hotel	61%
Go to the office	55%
Travel on an airplane	50%
Travel on a train	49%
Attend the theatre	48%
Go on an international vacation	45%
Go to a gym/workout class	45%
Attend concerts	44%
Attend sporting events	42%
Go to church	40%
Go to school	33%
Take a car sharing service (Uber, Lyft, Via)	33%
Place my child/children in daycare	28%
Go on a cruise	25%

WHILE CONSUMERS ANTICIPATE EXTENDING THEIR SHOPPING ACTIVITIES, THERE IS AN EMERGING DESIRE FOR PRODUCTS MADE LOCALLY

Brands relationships and purchases will be driven by how these brands respond to societal issues.

Expected behaviors over the next 12 months Global Total Go food/grocery shopping 90% *Visit large retail stores* 78% Eat at a sit-down restaurant 78% Go shopping at indoor malls 76% Go into a store to try on clothing/shoes 72% Buy more things online for home delivery 70% Eat at fast-food/quick service outlets 66% *Spend more time browsing / researching online before visiting stores or restaurants* 66% *Visit bars / pubs* 59%



believe having the capability to manufacture products in my own country will make my country stronger and more resilient in the next global crisis

Make more use of self-service check-outs or curbside pickup



have a deeper relationship with brands based on how they behaved during the Coronavirus/COVID-19



have ceased purchasing nonessential items and will continue to do so post the Coronavirus/COVID-19

58%



will look into how a company behaves when responding to issues of racial or gender inequality when considering whether to buy their product

Q. Which of the following do you anticipate doing in the next 12 months?

Q. Please rate your agreement with the following statements

THE END OF THE PANDEMIC IS MORE COMPLICATED THAN A SINGLE SOLUTION

A vaccine may not necessarily be the singular solution so many expect it to be, having its own challenges prior to the pandemic.

The world has changed and it's going to take a great deal of reassurance to convince us that the very places we used to view as places to get well and be happy are safe enough to set foot in again.

How will we know when it is safe? Who will we trust to tell us? What signs and signals will we be looking for to reassure us that necessary precautions for our safety have been put in place?

WHAT DO CONSUMERS WANT FOR TODAY AND HOW WILL THIS END TOMORROW

There is no absolute fix or solution to feeling safe. Even vaccines are not a panacea having their own controversies pre-COVID.

ACTIONS
PEOPLE ARE
EXPECTING
TODAY?

90%

Say it is important for countries to develop their own capacity to manufacture products **89**%

Believe that essential workers must be compensated in a way that reflects their value to society **78**%

Believe that working from home creates opportunities to hire more diverse populations where travel to work has been a barrier

WHAT WILL END THE THREAT?

60%

A vaccine against the virus

42%

Zero infections in your community

38%

Medications that can significantly lessen symptoms

60%

say a vaccine against the virus will mark the end of the COVID-19 threat, only a slim majority.

The end of the pandemic is not as clear-cut in consumers' minds as one might think. A vaccine may quell the threat for many, but our results suggest that there may not be a universal solution for every consumer.

ASIDE FROM A CLEAR SIGNAL THAT ENDS THE COVID-19 THREAT, THERE IS NO CONSENSUS FOR WHO SHOULD DELIVER THAT MESSAGE

Trust has been challenged and eroded over the course of the pandemic. Delivering decisive and trustworthy information to the public is just as much a public health challenge as developing a solution.

	Global Total	U.S.	UK	China	S. Korea	Italy	Germany	Canada
"Who do you want to hear from regarding new testing and safety measures for COVID-19?"								
Public health officials and scientists	51%	50%	58%	53%	46%	45%	35%	66%
Leading infectious disease experts	46%	45%	44%	57%	32%	44%	47%	54%
Your doctors	42%	46%	45%	25%	18%	53%	56%	48%
The World Health Organization (WHO)	41%	36%	47%	49%	26%	43%	38%	48%
Government officials	39%	31%	52%	39%	48%	27%	19%	54%
Hospitals	38%	37%	47%	34%	25%	49%	30%	42%
Pharmaceutical/healthcare companies	24%	22%	30%	29%	18%	22%	18%	27%
The media	24%	17%	16%	13%	40%	17%	38%	24%
Employers/Companies	15%	16%	19%	14%	5%	15%	17%	20%
Social media	14%	13%	9%	25%	17%	11%	15%	12%

Q: Who do you want to hear from regarding new testing and safety/preventative measures for COVID-19?

WHAT DOES SAFETY LOOK LIKE

Safety is work in progress in the medical community- the one true north that we rely on for direction. As a result, there is uncertainty and a lack of consensus as to what safety looks and feels like.

This clarity into uncertainty makes "being safe" as a final destination both unattainable and unrealistic.

We cannot be completely safe but we can do things that make us safer.

BEING SAFER CONSISTS OF CLEAR SIGNALS AND SYSTEMS-RANGING FROM HIGH TECH TO NO TECH

People will adapt if it is easy and free

44%

Automated deep cleaning of indoor public spaces

35%

Working from home as the new normal with office buildings that are used only as needed for meeting spaces

28%

Public information rating a company's approach to providing employees and customers with safe working

42%

Touchless payment methods

34%

At-home and in-office test kits for viral and bacterial infections

21%

Monitor a customer or employee's health on an international health passport card 38%

Communal spaces conference/common rooms created with anti-viral and anti-bacterial materials

31%

Robotic sensors that do temperature checks of all consumers and employees entering public spaces

14%

Use microchips in humans to monitor and access their health and location information

49%

say dispensers of free face masks and hand sanitizers in public spaces and high traffic locations should be developed to safeguard public health in the future Some tried and true solutions are low tech such as merely making PPE and hand sanitizers available to all for free and accessible

THE MASK DEBATE

The best approach to mask wearing compliance is to make it a government regulation.

	Global Total	U.S.	UK	China	South Korea	Italy	Germany	Canada
Will wear a mask to protect myself AND others (NET)	41%	39%	34%	39%	58%	43%	34%	41%
Will only wear a mask because it is legally required (NET)	16%	14%	26%	7%	5%	17%	26%	17%
I will not wear a protective mask in public areas even if it is required	3%	6%	5%	0%	1%	2%	3%	6%

COMPANIES CREATE SAFETY FOR CUSTOMERS AND EMPLOYEES WITH TRANSPARENCY, INNOVATION AND TECHNOLOGY

	Global Total	U.S.	UK	China	S. Korea	Italy	Germany	Canada
Honest, simple information about the company's plan to provide customers with safe conditions in their public spaces (such as stores, restaurants, etc.)	49%	49%	57%	41%	49%	43%	47%	58%
Re-design and reconfigure workspaces and public spaces with physical barriers for social distancing	47%	44%	57%	39%	51%	42%	42%	54%
Use touchless payment methods	47%	44%	62%	36%	54%	31%	40%	60%
Having innovative new ways to deliver products and services that increases convenience while still maintaining health and safety measures	43%	40%	47%	39%	50%	42%	35%	49%
Take temperature check of all entering public spaces (such as stores, restaurants, etc.)	41%	42%	44%	42%	57%	45%	18%	38%
Use apps that trace where someone has been or has been identified as being exposed before allowing the person to enter the public space	32%	24%	35%	39%	45%	30%	27%	26%

Q: Thinking about the Coronavirus/COVID-19 and there being no vaccine at this time, which of the following should companies be doing, to support their customers and employees with businesses re-opened?

WHAT CAN WE DO TODAY

SHOW YOUR COMMITMENT TO DOING THE RIGHT THING WITH COMPASSION, EMPATHY, AND SHARED VALUES

BE AUTHENTIC. LIVE YOUR VALUES.

Issues and consumer and employee expectations are reshaping their definition of what it means to being committed to doing the right thing.

Your values are on display. Consumers are evaluating your actions.

Acknowledge that the fear is real – and it's been a key driver in keeping people safe

Put people first through behaviors of shared responsibility, sacrifice and values

Let science and trusted experts lead the conversation about "return"

Demonstrate patience and empathy as consumers seek to regain their own sense of control

BE CARING

Be ready to show how far your organization has gone to retain its workforce, and to provide those who lose their jobs with benefit payments or rehire programs.

Consumers expect brands and employers to do everything possible to support them and society. Use science, even if it is not perfect, to guide safety decisions rather than economic pressure. Consumers want to hear directly from medical professionals and trusted public health officials that their world is getting safer.

