

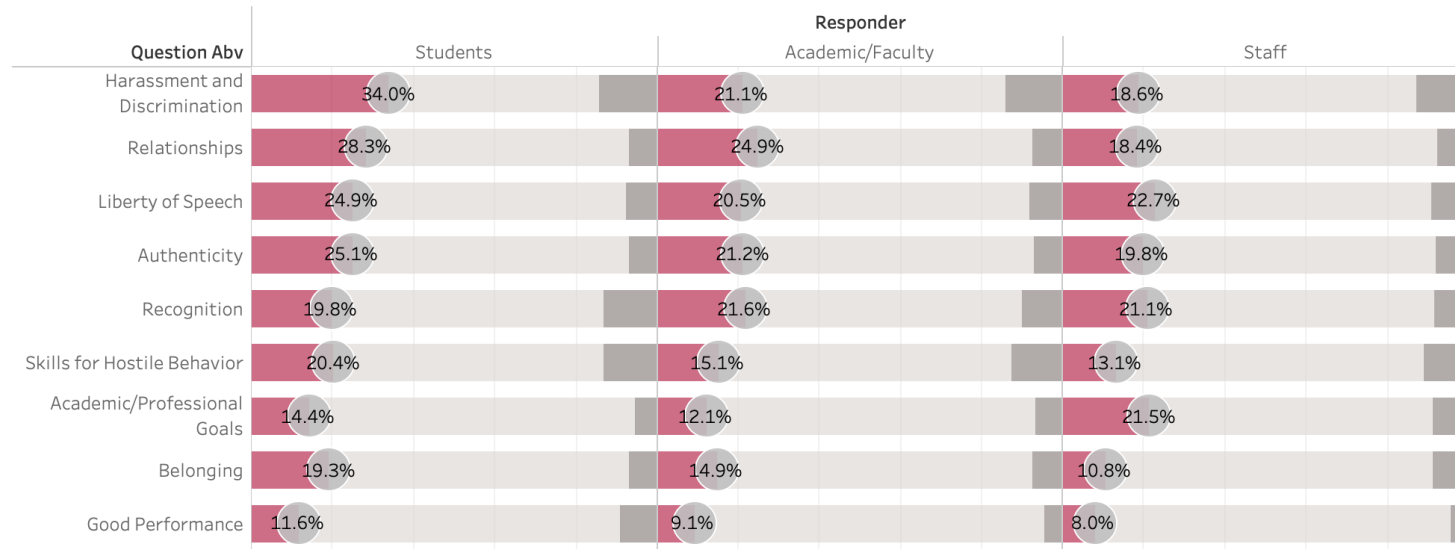


CREATING A MORE INCLUSIVE HARVARD

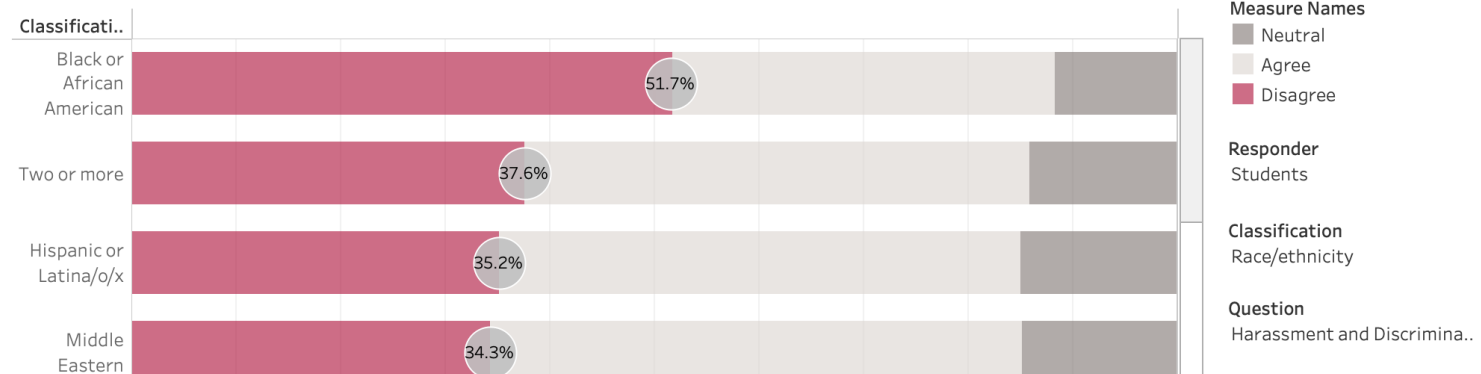




Overview



Harassment and Discrimination among Students

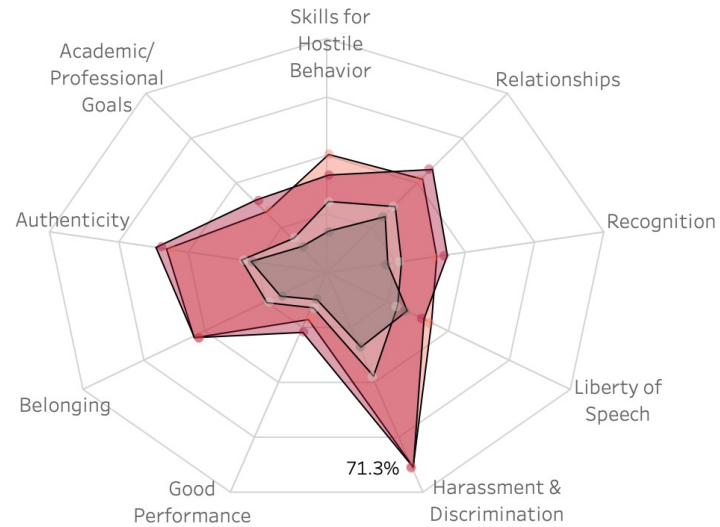




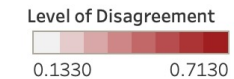
Gender Identity

Classification Detail

Male Female Genderqueer or n.. Aggregated



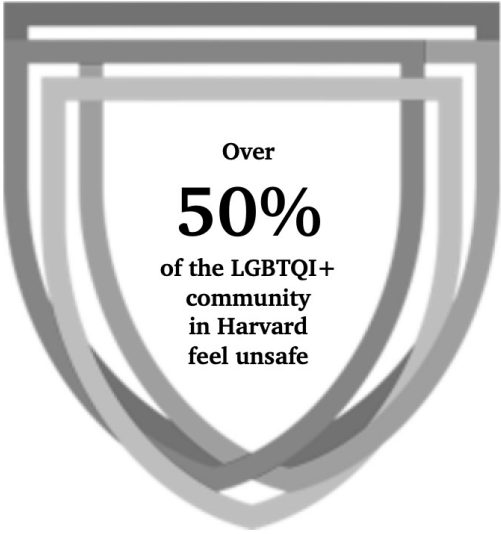
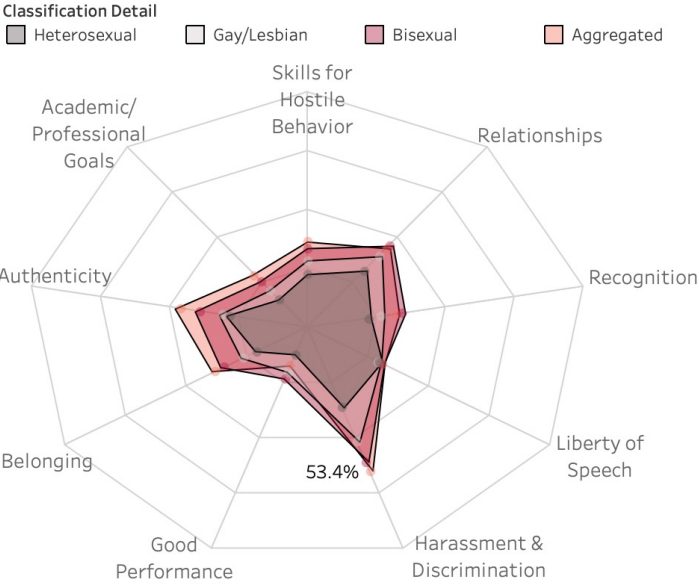
Disagreement by Gender Identity



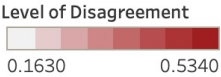
Question Abv	Responder	Classification Detail			
		Aggregated	Female	Genderqueer or nonbinary	Male
Harassment and Discrimination	Students	71.1%	37.8%	71.3%	27.2%
	Staff	30.2%	19.7%	40.3%	13.3%
	Academic/Faculty		25.8%		16.1%
Authenticity	Students	47.4%	25.5%	50.5%	22.7%
	Staff	31.7%	19.7%	43.3%	16.6%
	Academic/Faculty		25.8%		16.4%
Relationships	Students	42.1%	29.8%	46.5%	25.3%
	Staff	41.3%	18.8%	26.9%	14.9%
	Academic/Faculty		29.1%		20.5%



Sexual Orientation




Disagreement by Sexual Orientation



Question Abv	Responder	Classification Detail			
		Aggregated	Bisexual	Gay/Lesbian	Heterosexual
Harassment and Discrimination	Students	53.4%	50.1%	42.7%	29.9%
	Academic/Faculty		32.1%	30.7%	19.0%
	Staff	31.0%	27.9%	20.8%	16.4%
Relationships	Students	36.0%	37.3%	32.5%	25.9%
	Academic/Faculty		39.3%	32.5%	22.5%
	Staff	27.7%	24.4%	20.7%	16.3%
Authenticity	Students	37.5%	31.8%	25.0%	23.0%
	Academic/Faculty		40.5%	24.6%	18.9%
	Staff	33.5%	25.5%	18.2%	17.6%



Level of Disagreement



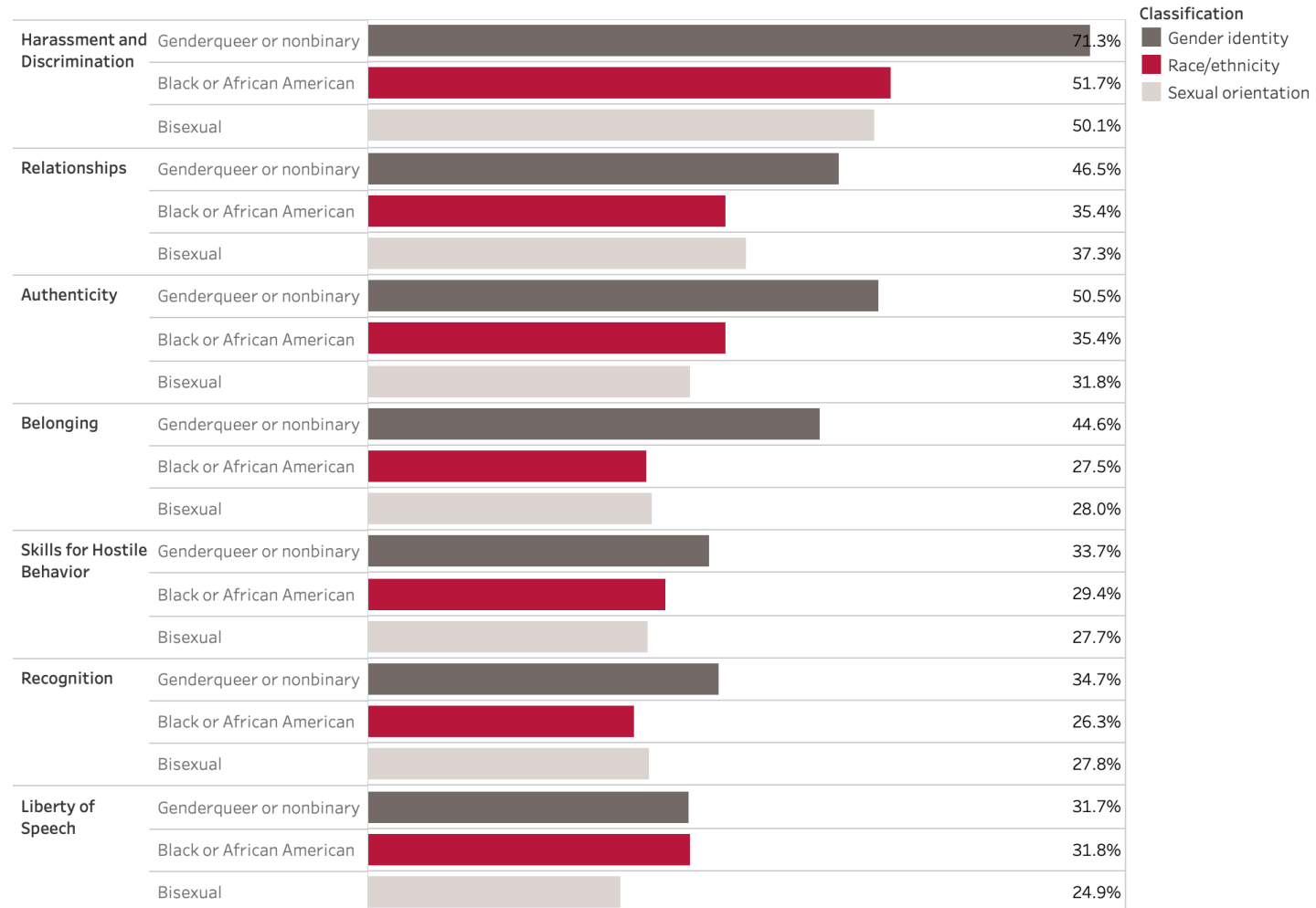
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Disagreement by Political Ideology

Question Abv	Responder	Classification Detail			
		Conservative	Liberal	Moderate	Other
Liberty of Speech	Students	49.6%	19.4%	28.7%	37.6%
	Academic/Faculty	37.8%	18.0%	24.2%	33.8%
	Staff	31.9%	19.7%	25.1%	33.2%
Authenticity	Students	31.6%	23.5%	21.1%	41.1%
	Academic/Faculty	23.6%	19.9%	21.5%	35.2%
	Staff	25.8%	17.7%	19.8%	37.1%
Harassment and Discrimination	Students	20.0%	37.7%	18.1%	48.8%
	Academic/Faculty	12.2%	20.5%	16.0%	35.2%
	Staff	10.8%	19.0%	14.6%	30.7%

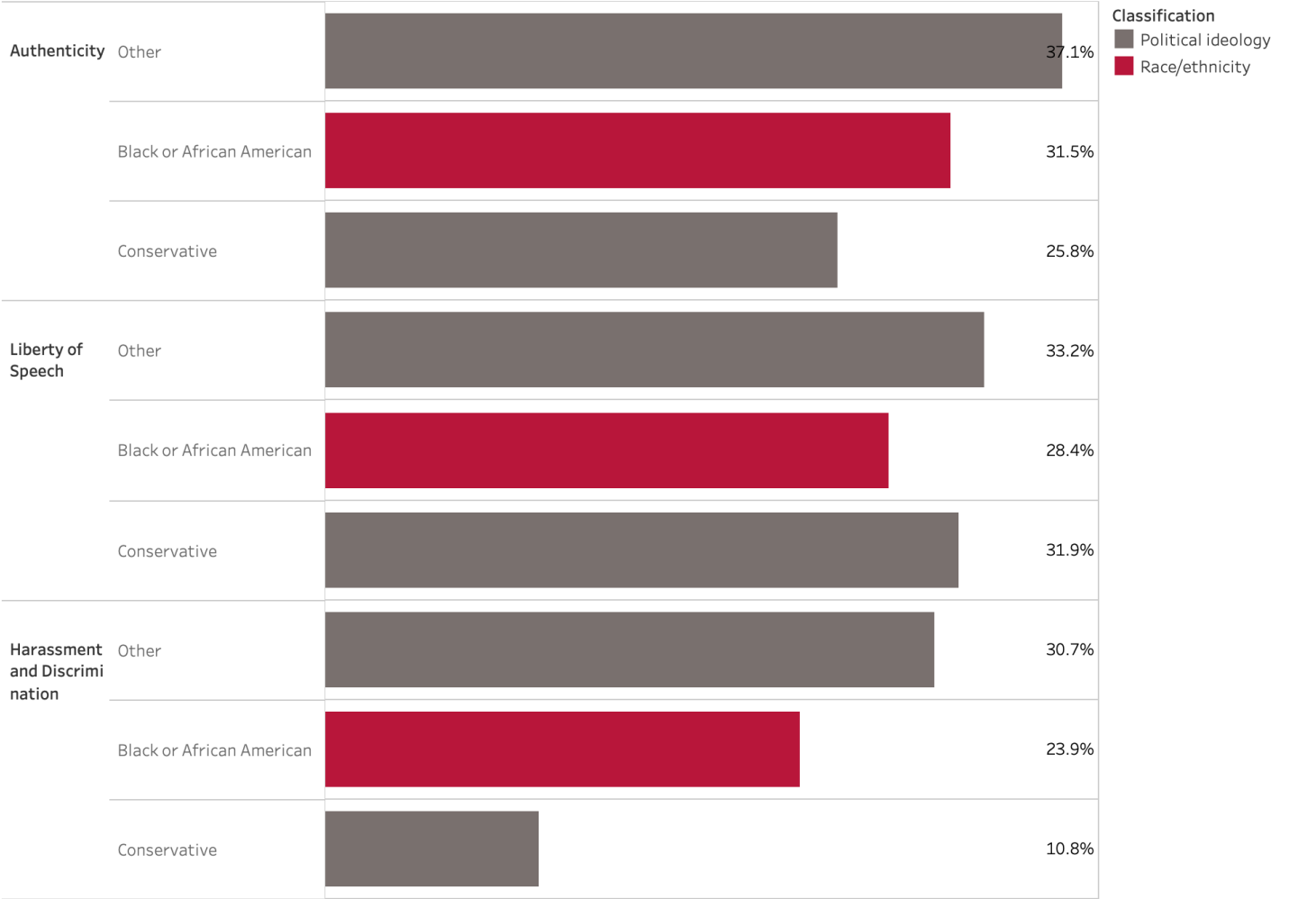


Top Disagreeing groups among Students



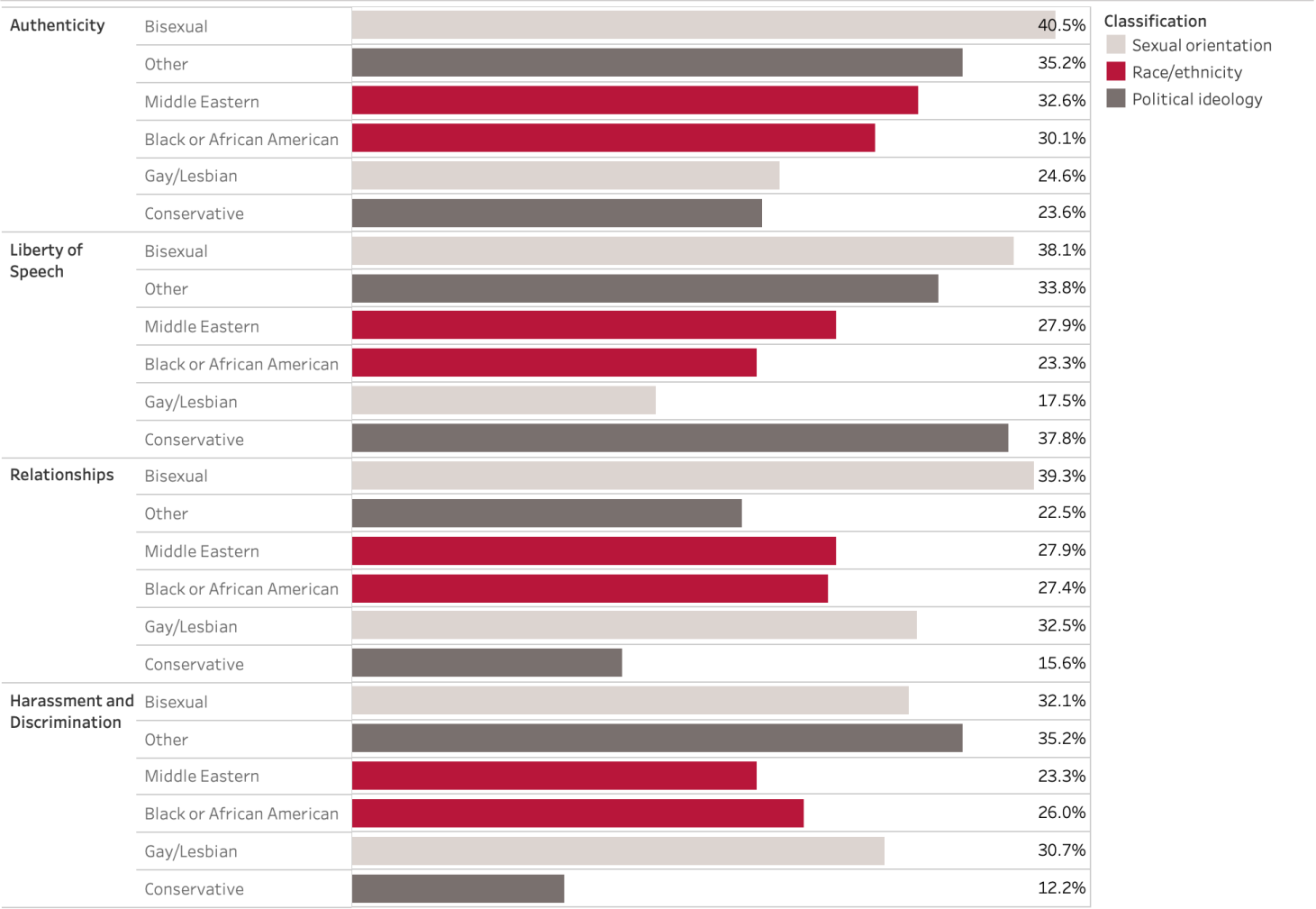


Top Disagreeing groups among Staff





Top Disagreeing groups among Faculty





HARVARD

Office for Equity, Diversity, Inclusion & Belonging

**Create an anonymous
reporting channel and
Streamline Reporting
Process for
Harassment and
Discrimination**

**Promote LGBTQI+
events on campus to
encourage inclusion**

**Enable the creation of
support networks on
campus for minorities**

**Audit complaint past
resolution processes
and disciplinary measures**