

# Inclusion & Belonging Pilot Pulse Survey Results

Harvard Office for Diversity, Inclusion, and Belonging

October 29, 2019

## List of Tables

1.1	Overall agreement per question . . . . .	1
2.1	I feel like I belong at Harvard. . . . .	2
2.2	My relationships at Harvard are as satisfying as I would want them to be. . . . .	3
2.3	I feel like I can be my authentic self at Harvard. . . . .	4
2.4	The academic/professional goals I have for myself are being met at Harvard. . . . .	5
2.5	I know what constitutes good performance in my role. . . . .	6
2.6	I receive meaningful recognition for doing good work. . . . .	7
2.7	I feel comfortable expressing my opinions to others at Harvard. . . . .	8
2.8	I believe Harvard leadership will take appropriate action in response to incidents of harassment and discrimination. . . . .	9
2.9	I have the skills to address hostile behavior that I witness. . . . .	10

## 1 Overall results by question

Table 1.1: Overall agreement per question

	N	% Agr			% Dis	
1. I feel like I belong at Harvard.	20,583	77.0%	(0.3)	15.1%	(0.2)	
2. My relationships at Harvard are as satisfying as I would want them to be.	20,577	69.1%	(0.3)	23.6%	(0.3)	
3. I feel like I can be my authentic self at Harvard.	20,566	70.2%	(0.3)	22.4%	(0.3)	
4. The academic/professional goals I have for myself are being met at Harvard.	20,570	75.6%	(0.3)	17.3%	(0.3)	
5. I know what constitutes good performance in my role.	20,555	83.6%	(0.3)	9.8%	(0.2)	
6. I receive meaningful recognition for doing good work.	20,559	68.8%	(0.3)	20.6%	(0.3)	
7. I feel comfortable expressing my opinions to others at Harvard.	20,566	68.1%	(0.3)	23.5%	(0.3)	
8. I believe Harvard leadership will take appropriate action in response to incidents of harassment and discrimination.	20,557	60.3%	(0.3)	25.9%	(0.3)	
9. I have the skills to address hostile behavior that I witness.	20,537	71.1%	(0.3)	16.6%	(0.3)	

### Note:

Standard errors shown in parentheses. % Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'. % Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree.'

## 2 Detailed results by question

Table 2.1: I feel like I belong at Harvard.

	Academic/Faculty		Staff		Students	
	% Agr	% Dis	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	77.7%	14.9%	80.3%	10.8%	73.7%	19.3%
<b>Gender identity</b>						
Female	73.2%	18.1%	80.8%	10.5%	72.1%	20.5%
Male	82.4%	11.7%	83.3%	9.0%	77.7%	16.0%
Genderqueer or nonbinary	(c)	(c)	61.2%	29.9%	47.5%	44.6%
Aggregated <sup>†</sup>	(c)	(c)	66.7%	19.0%	46.1%	44.7%
<b>Race/ethnicity</b>						
Asian or Asian American	77.9%	13.5%	81.3%	9.2%	74.8%	16.6%
Black or African American	76.7%	12.3%	73.3%	16.5%	64.5%	27.5%
Hispanic or Latina/o/x	72.0%	18.7%	78.7%	13.0%	71.0%	22.3%
Middle Eastern	67.4%	20.9%	84.4%	9.4%	62.4%	28.2%
White	79.8%	14.3%	83.4%	8.8%	76.9%	16.7%
Aggregated <sup>†</sup>	74.4%	10.3%	73.0%	18.2%	62.4%	32.0%
Two or more	77.7%	13.6%	75.2%	15.8%	74.1%	21.1%
<b>Sexual orientation</b>						
Bisexual	63.1%	31.0%	77.5%	14.4%	65.0%	28.0%
Gay/Lesbian	74.6%	15.8%	82.1%	11.0%	71.8%	21.4%
Heterosexual	79.6%	13.7%	82.9%	9.2%	76.5%	16.8%
Aggregated <sup>‡</sup>	(c)	(c)	65.7%	20.9%	60.2%	30.8%
<b>Parent education level</b>						
Middle school or less	73.4%	20.3%	82.8%	12.6%	59.1%	33.8%
High school	75.9%	16.1%	80.8%	11.8%	67.7%	25.2%
Bachelor's degree	78.0%	13.9%	81.2%	10.2%	71.2%	21.4%
Post-bac degree	78.8%	14.3%	82.0%	9.5%	77.0%	16.3%
<b>US citizen</b>						
Yes	80.0%	13.6%	81.2%	10.4%	74.0%	19.3%
No	70.4%	19.2%	70.3%	13.3%	75.0%	17.7%
<b>Political ideology</b>						
Conservative <sup>§</sup>	82.2%	13.3%	80.4%	10.7%	76.8%	18.2%
Moderate	73.8%	16.4%	81.4%	9.0%	76.5%	15.6%
Liberal <sup>¶</sup>	79.3%	14.1%	82.4%	10.0%	74.5%	18.7%
Other	64.8%	23.9%	69.2%	18.5%	56.8%	32.7%
<b>Religious preference</b>						
Buddhist	(c)	(c)	83.7%	10.2%	71.7%	22.3%
Hindu	80.9%	10.6%	79.7%	7.6%	73.7%	18.0%
Jewish	86.9%	8.6%	85.9%	6.7%	79.4%	14.0%
Muslim	73.3%	13.3%	79.7%	11.4%	61.2%	28.1%
Protestant	79.7%	13.4%	86.1%	8.1%	75.9%	18.6%
Roman Catholic	80.8%	14.4%	84.0%	9.0%	77.1%	16.3%
No religion	75.3%	17.4%	78.4%	11.7%	74.2%	19.0%
Aggregated <sup>**</sup>	79.1%	10.0%	81.8%	10.9%	70.0%	22.3%
Two or more	78.5%	14.0%	83.0%	8.6%	74.3%	18.6%
<b>Frequency of attendance at religious services</b>						
Never	75.8%	16.1%	79.5%	11.3%	74.1%	18.8%
At least once/year	81.8%	12.7%	84.6%	8.8%	74.7%	18.2%
At least once/month	79.2%	10.8%	82.5%	10.4%	73.4%	21.2%
At least once/week	80.9%	14.5%	83.5%	8.6%	75.2%	19.0%

Note:

Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel.

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'. % Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed (c). In addition, response categories with fewer than 30 observations within any role were aggregated as described below.

\* 'Transgender', 'Unsure' or 'Another gender identity'

† 'American Indian or Alaska Native', 'Native Hawaiian or other Pacific Islander', or 'Another race/ethnicity'

‡ 'Unsure' or 'Another orientation'

§ 'Very conservative', 'Conservative', or 'Slightly conservative'

¶ 'Very liberal', 'Liberal', or 'Slightly liberal'

\*\* 'Mormon' or 'Another preference'

Table 2.2: My relationships at Harvard are as satisfying as I would want them to be.

	Academic/Faculty		Staff		Students	
	% Agr	% Dis	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	67.6%	24.9%	73.8%	18.4%	64.8%	28.3%
<b>Gender identity</b>						
Female	63.1%	29.1%	74.1%	18.8%	63.4%	29.8%
Male	72.7%	20.5%	77.1%	14.9%	67.8%	25.3%
Genderqueer or nonbinary	(c)	(c)	52.2%	26.9%	48.5%	46.5%
Aggregated*	(c)	(c)	52.4%	41.3%	51.3%	42.1%
<b>Race/ethnicity</b>						
Asian or Asian American	73.1%	17.3%	75.0%	17.3%	65.9%	25.8%
Black or African American	68.5%	27.4%	69.1%	22.3%	58.6%	35.4%
Hispanic or Latina/o/x	68.0%	24.0%	75.2%	17.4%	62.0%	31.9%
Middle Eastern	60.5%	27.9%	78.1%	14.1%	53.6%	36.5%
White	68.8%	25.0%	76.3%	16.6%	67.2%	26.4%
Aggregated†	64.1%	23.1%	69.8%	20.1%	52.6%	39.2%
Two or more	63.1%	32.0%	66.7%	24.6%	65.8%	29.0%
<b>Sexual orientation</b>						
Bisexual	53.6%	39.3%	67.5%	24.4%	57.2%	37.3%
Gay/Lesbian	63.2%	32.5%	71.7%	20.7%	60.6%	32.5%
Heterosexual	70.3%	22.5%	76.6%	16.3%	67.3%	25.9%
Aggregated‡	(c)	(c)	63.4%	27.7%	55.2%	36.0%
<b>Parent education level</b>						
Middle school or less	68.4%	24.1%	81.1%	11.8%	56.6%	36.4%
High school	64.0%	29.5%	75.5%	17.5%	58.8%	31.7%
Bachelor's degree	68.5%	21.5%	75.8%	17.1%	63.4%	29.1%
Post-bac degree	68.8%	24.6%	73.6%	18.8%	67.4%	26.7%
<b>US citizen</b>						
Yes	69.1%	24.5%	74.6%	18.0%	65.2%	28.6%
No	65.5%	23.6%	69.5%	19.5%	64.5%	26.2%
<b>Political ideology</b>						
Conservative§	76.7%	15.6%	79.8%	13.8%	69.6%	23.3%
Moderate	70.3%	20.5%	75.4%	16.3%	66.6%	23.8%
Liberal¶	68.4%	25.1%	74.5%	18.3%	65.3%	28.4%
Other	63.4%	22.5%	67.7%	24.0%	51.4%	41.6%
<b>Religious preference</b>						
Buddhist	(c)	(c)	72.3%	22.3%	62.0%	28.9%
Hindu	70.2%	19.1%	79.7%	15.2%	70.6%	24.2%
Jewish	80.5%	15.4%	74.7%	18.4%	70.4%	24.0%
Muslim	63.3%	23.3%	79.7%	10.1%	53.1%	37.3%
Protestant	74.9%	20.3%	79.0%	15.0%	68.4%	25.5%
Roman Catholic	70.1%	22.2%	79.5%	13.9%	70.5%	23.7%
No religion	65.1%	28.2%	71.7%	19.9%	63.9%	28.8%
Aggregated**	67.3%	21.8%	75.2%	18.3%	63.0%	30.2%
Two or more	61.3%	26.9%	73.4%	18.7%	62.9%	30.5%
<b>Frequency of attendance at religious services</b>						
Never	64.6%	28.2%	72.8%	18.9%	64.0%	28.4%
At least once/year	72.3%	21.5%	76.8%	16.6%	66.6%	26.9%
At least once/month	75.0%	20.8%	77.1%	16.4%	66.1%	29.6%
At least once/week	72.3%	17.9%	78.5%	15.3%	67.0%	27.1%

Note:

Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel.

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'. % Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed (c). In addition, response categories with fewer than 30 observations within any role were aggregated as described below.

\* 'Transgender', 'Unsure' or 'Another gender identity'

† 'American Indian or Alaska Native', 'Native Hawaiian or other Pacific Islander', or 'Another race/ethnicity'

‡ 'Unsure' or 'Another orientation'

§ 'Very conservative', 'Conservative', or 'Slightly conservative'

¶ 'Very liberal', 'Liberal', or 'Slightly liberal'

\*\* 'Mormon' or 'Another preference'

Table 2.3: I feel like I can be my authentic self at Harvard.

	Academic/Faculty		Staff		Students	
	% Agr	% Dis	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	71.9%	21.2%	72.2%	19.8%	67.8%	25.1%
<b>Gender identity</b>						
Female	67.7%	25.8%	72.9%	19.7%	67.1%	25.5%
Male	77.1%	16.4%	75.5%	16.6%	70.8%	22.7%
Genderqueer or nonbinary	(c)	(c)	52.2%	43.3%	40.6%	50.5%
Aggregated*	(c)	(c)	61.9%	31.7%	39.5%	47.4%
<b>Race/ethnicity</b>						
Asian or Asian American	75.6%	16.7%	71.6%	18.9%	70.7%	21.7%
Black or African American	68.5%	30.1%	61.3%	31.5%	57.6%	35.4%
Hispanic or Latina/o/x	69.3%	24.0%	71.3%	18.6%	62.1%	31.1%
Middle Eastern	55.8%	32.6%	71.9%	15.6%	55.2%	35.4%
White	74.3%	19.3%	76.2%	17.1%	71.3%	22.2%
Aggregated†	64.1%	28.2%	62.3%	29.6%	58.8%	34.5%
Two or more	68.9%	25.2%	66.1%	22.7%	66.2%	26.4%
<b>Sexual orientation</b>						
Bisexual	56.0%	40.5%	66.4%	25.5%	61.1%	31.8%
Gay/Lesbian	64.9%	24.6%	76.8%	18.2%	68.8%	25.0%
Heterosexual	74.8%	18.9%	75.2%	17.6%	70.1%	23.0%
Aggregated‡	(c)	(c)	57.5%	33.5%	54.3%	37.5%
<b>Parent education level</b>						
Middle school or less	74.7%	19.0%	77.0%	16.3%	57.6%	37.4%
High school	71.3%	23.8%	72.5%	20.6%	63.3%	29.3%
Bachelor's degree	73.2%	19.8%	73.8%	18.8%	66.2%	26.7%
Post-bac degree	72.3%	20.8%	73.7%	18.6%	70.3%	22.7%
<b>US citizen</b>						
Yes	72.8%	20.9%	73.1%	19.3%	68.1%	25.1%
No	71.7%	20.9%	68.0%	22.7%	68.6%	23.2%
<b>Political ideology</b>						
Conservative§	68.5%	23.6%	65.6%	25.8%	62.0%	31.6%
Moderate	72.3%	21.5%	71.3%	19.8%	69.7%	21.1%
Liberal¶	74.1%	19.9%	75.4%	17.7%	69.8%	23.5%
Other	50.7%	35.2%	56.8%	37.1%	50.4%	41.1%
<b>Religious preference</b>						
Buddhist	(c)	(c)	75.0%	18.2%	63.9%	25.9%
Hindu	80.9%	14.9%	72.2%	19.0%	70.6%	22.2%
Jewish	83.7%	12.7%	77.0%	17.1%	72.1%	22.0%
Muslim	66.7%	23.3%	75.9%	13.9%	54.4%	37.8%
Protestant	75.2%	20.9%	77.2%	16.4%	66.5%	26.6%
Roman Catholic	71.3%	18.6%	75.7%	17.1%	71.1%	23.0%
No religion	70.6%	22.2%	72.2%	20.5%	69.3%	23.6%
Aggregated**	71.8%	23.6%	73.1%	20.0%	67.0%	25.4%
Two or more	68.8%	25.8%	70.3%	19.5%	70.2%	23.4%
<b>Frequency of attendance at religious services</b>						
Never	69.8%	22.1%	72.8%	19.7%	68.8%	23.8%
At least once/year	77.5%	18.2%	76.4%	16.8%	70.5%	22.9%
At least once/month	70.8%	20.8%	73.2%	19.0%	65.5%	26.6%
At least once/week	71.1%	23.1%	72.9%	19.8%	64.4%	29.2%

*Note:*

Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel.

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'. % Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed (c). In addition, response categories with fewer than 30 observations within any role were aggregated as described below.

\* 'Transgender', 'Unsure' or 'Another gender identity'

† 'American Indian or Alaska Native', 'Native Hawaiian or other Pacific Islander', or 'Another race/ethnicity'

‡ 'Unsure' or 'Another orientation'

§ 'Very conservative', 'Conservative', or 'Slightly conservative'

¶ 'Very liberal', 'Liberal', or 'Slightly liberal'

\*\* 'Mormon' or 'Another preference'

Table 2.4: The academic/professional goals I have for myself are being met at Harvard.

	Academic/Faculty		Staff		Students	
	% Agr	% Dis	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	81.3%	12.1%	69.7%	21.5%	80.1%	14.4%
<b>Gender identity</b>						
Female	76.2%	15.0%	69.2%	22.3%	79.0%	15.6%
Male	86.0%	9.5%	74.3%	17.3%	83.0%	11.9%
Genderqueer or nonbinary	(c)	(c)	59.1%	28.8%	54.5%	32.7%
Aggregated*	(c)	(c)	60.3%	30.2%	60.5%	27.6%
<b>Race/ethnicity</b>						
Asian or Asian American	77.9%	12.8%	72.0%	20.6%	78.2%	15.3%
Black or African American	86.1%	6.9%	66.5%	24.7%	69.0%	23.2%
Hispanic or Latina/o/x	76.0%	17.3%	73.2%	17.9%	78.4%	15.0%
Middle Eastern	79.1%	14.0%	66.7%	25.4%	74.0%	21.0%
White	83.0%	11.2%	71.7%	20.1%	83.6%	11.8%
Aggregated†	82.1%	5.1%	67.7%	23.4%	78.9%	14.9%
Two or more	85.4%	11.7%	67.7%	23.9%	80.7%	15.0%
<b>Sexual orientation</b>						
Bisexual	69.0%	21.4%	69.6%	23.3%	73.9%	20.8%
Gay/Lesbian	74.6%	15.8%	68.3%	22.6%	77.4%	16.7%
Heterosexual	83.1%	10.9%	72.0%	19.8%	82.3%	12.6%
Aggregated‡	(c)	(c)	63.8%	27.1%	66.2%	23.9%
<b>Parent education level</b>						
Middle school or less	71.8%	14.1%	78.6%	13.4%	75.3%	19.2%
High school	82.7%	12.7%	71.4%	19.4%	79.1%	16.2%
Bachelor's degree	81.7%	12.5%	72.0%	20.4%	80.3%	14.2%
Post-bac degree	82.1%	11.3%	69.2%	22.4%	80.9%	13.7%
<b>US citizen</b>						
Yes	82.4%	11.4%	70.2%	21.1%	80.3%	14.6%
No	79.5%	12.8%	79.7%	14.8%	81.3%	12.6%
<b>Political ideology</b>						
Conservative§	86.5%	9.0%	77.0%	15.4%	85.3%	9.8%
Moderate	81.5%	12.8%	70.9%	19.7%	82.4%	12.1%
Liberal¶	82.3%	11.3%	70.5%	21.3%	80.2%	14.7%
Other	76.1%	14.1%	63.0%	28.6%	70.5%	20.9%
<b>Religious preference</b>						
Buddhist	(c)	(c)	72.1%	21.1%	75.9%	17.5%
Hindu	80.9%	8.5%	68.4%	25.3%	80.4%	13.9%
Jewish	91.0%	4.5%	71.4%	21.0%	81.1%	14.7%
Muslim	76.7%	20.0%	72.2%	22.8%	71.2%	20.4%
Protestant	83.0%	11.3%	75.0%	17.3%	82.8%	12.3%
Roman Catholic	79.6%	11.4%	74.6%	17.5%	83.0%	12.8%
No religion	80.5%	13.6%	68.8%	22.4%	80.2%	14.0%
Aggregated**	84.5%	8.2%	69.5%	21.6%	81.4%	14.7%
Two or more	84.9%	7.5%	69.6%	20.9%	83.8%	11.5%
<b>Frequency of attendance at religious services</b>						
Never	81.0%	13.2%	69.7%	21.7%	79.8%	14.0%
At least once/year	83.3%	9.4%	72.8%	19.6%	81.3%	13.8%
At least once/month	83.2%	13.4%	71.6%	20.0%	79.7%	15.7%
At least once/week	83.2%	9.2%	73.0%	17.9%	82.6%	13.3%

Note:

Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel.

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'. % Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed (c). In addition, response categories with fewer than 30 observations within any role were aggregated as described below.

\* 'Transgender', 'Unsure' or 'Another gender identity'

† 'American Indian or Alaska Native', 'Native Hawaiian or other Pacific Islander', or 'Another race/ethnicity'

‡ 'Unsure' or 'Another orientation'

§ 'Very conservative', 'Conservative', or 'Slightly conservative'

¶ 'Very liberal', 'Liberal', or 'Slightly liberal'

\*\* 'Mormon' or 'Another preference'

Table 2.5: I know what constitutes good performance in my role.

	Academic/Faculty		Staff		Students	
	% Agr	% Dis	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	86.5%	9.1%	87.5%	8.0%	79.1%	11.6%
<b>Gender identity</b>						
Female	83.0%	11.8%	88.4%	7.8%	78.0%	12.8%
Male	89.6%	6.9%	87.7%	7.4%	81.4%	9.8%
Genderqueer or nonbinary	(c)	(c)	82.1%	10.4%	66.3%	21.8%
Aggregated*	(c)	(c)	81.0%	9.5%	64.5%	17.1%
<b>Race/ethnicity</b>						
Asian or Asian American	88.5%	5.4%	91.3%	6.1%	80.6%	9.7%
Black or African American	84.9%	12.3%	87.7%	8.8%	73.4%	14.6%
Hispanic or Latina/o/x	89.3%	6.7%	89.5%	4.7%	78.8%	10.2%
Middle Eastern	83.7%	7.0%	85.9%	7.8%	76.7%	14.4%
White	86.8%	9.5%	88.1%	7.8%	79.6%	11.8%
Aggregated†	94.9%	5.1%	88.6%	7.6%	81.4%	10.8%
Two or more	85.4%	10.7%	86.6%	9.9%	80.1%	12.2%
<b>Sexual orientation</b>						
Bisexual	72.6%	21.4%	88.3%	7.1%	70.8%	19.1%
Gay/Lesbian	85.1%	11.4%	85.9%	9.2%	75.0%	16.6%
Heterosexual	87.6%	8.2%	88.8%	7.4%	81.3%	10.1%
Aggregated‡	(c)	(c)	83.6%	10.0%	71.3%	14.3%
<b>Parent education level</b>						
Middle school or less	86.1%	10.1%	92.5%	4.2%	74.7%	15.7%
High school	87.0%	11.9%	88.8%	6.6%	79.5%	10.7%
Bachelor's degree	88.8%	7.1%	88.8%	7.6%	80.0%	11.0%
Post-bac degree	86.2%	8.9%	86.7%	9.0%	79.1%	11.7%
<b>US citizen</b>						
Yes	86.8%	9.3%	88.1%	7.8%	78.3%	12.4%
No	87.4%	7.1%	84.4%	8.6%	83.4%	8.3%
<b>Political ideology</b>						
Conservative§	92.2%	6.7%	90.1%	6.8%	85.7%	6.6%
Moderate	89.2%	7.2%	88.7%	6.9%	84.4%	7.5%
Liberal¶	86.0%	9.6%	88.1%	8.0%	78.0%	12.4%
Other	90.1%	8.5%	82.5%	11.4%	73.6%	19.4%
<b>Religious preference</b>						
Buddhist	(c)	(c)	89.2%	8.1%	83.7%	9.6%
Hindu	87.2%	6.4%	86.1%	7.6%	78.4%	13.4%
Jewish	94.5%	2.7%	85.3%	10.6%	77.0%	14.4%
Muslim	83.3%	16.7%	86.1%	8.9%	80.4%	11.2%
Protestant	87.4%	8.2%	90.8%	6.2%	81.4%	9.6%
Roman Catholic	90.4%	5.4%	90.0%	7.0%	82.1%	9.2%
No religion	85.5%	10.5%	86.6%	8.5%	79.1%	11.2%
Aggregated**	88.2%	7.3%	88.9%	7.4%	81.2%	11.8%
Two or more	74.2%	18.3%	89.2%	8.1%	75.4%	13.6%
<b>Frequency of attendance at religious services</b>						
Never	86.0%	9.6%	87.4%	8.4%	78.4%	11.9%
At least once/year	87.8%	8.5%	88.7%	7.6%	80.1%	11.6%
At least once/month	85.7%	10.1%	89.0%	7.1%	80.2%	12.0%
At least once/week	90.8%	5.2%	89.7%	6.6%	81.7%	9.3%

Note:

Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel.

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'. % Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed (c). In addition, response categories with fewer than 30 observations within any role were aggregated as described below.

\* 'Transgender', 'Unsure' or 'Another gender identity'

† 'American Indian or Alaska Native', 'Native Hawaiian or other Pacific Islander', or 'Another race/ethnicity'

‡ 'Unsure' or 'Another orientation'

§ 'Very conservative', 'Conservative', or 'Slightly conservative'

¶ 'Very liberal', 'Liberal', or 'Slightly liberal'

\*\* 'Mormon' or 'Another preference'

Table 2.6: I receive meaningful recognition for doing good work.

	Academic/Faculty		Staff		Students	
	% Agr	% Dis	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	68.5%	21.6%	70.6%	21.1%	67.1%	19.8%
<b>Gender identity</b>						
Female	63.2%	25.5%	70.7%	21.1%	65.6%	21.3%
Male	73.3%	18.3%	73.2%	18.8%	69.8%	17.3%
Genderqueer or nonbinary	(c)	(c)	69.7%	21.2%	56.4%	34.7%
Aggregated <sup>†</sup>	(c)	(c)	68.3%	19.0%	50.0%	31.6%
<b>Race/ethnicity</b>						
Asian or Asian American	74.4%	16.7%	71.4%	19.1%	69.4%	16.4%
Black or African American	69.4%	15.3%	68.1%	22.8%	57.7%	26.3%
Hispanic or Latina/o/x	69.3%	24.0%	72.0%	15.7%	61.8%	23.2%
Middle Eastern	60.5%	23.3%	68.3%	27.0%	68.9%	23.3%
White	69.1%	21.8%	72.7%	19.9%	68.8%	19.5%
Aggregated <sup>†</sup>	61.5%	20.5%	69.8%	20.8%	65.5%	18.0%
Two or more	70.9%	18.4%	69.9%	23.0%	67.3%	19.5%
<b>Sexual orientation</b>						
Bisexual	54.8%	36.9%	72.3%	19.8%	61.3%	27.8%
Gay/Lesbian	60.5%	26.3%	70.2%	21.2%	63.6%	21.9%
Heterosexual	71.4%	19.4%	72.7%	19.6%	68.8%	18.1%
Aggregated <sup>‡</sup>	(c)	(c)	65.7%	22.9%	60.2%	26.1%
<b>Parent education level</b>						
Middle school or less	69.2%	21.8%	77.3%	15.1%	64.5%	22.8%
High school	70.4%	23.1%	72.7%	18.9%	66.1%	20.8%
Bachelor's degree	73.3%	19.1%	73.2%	19.8%	67.5%	19.6%
Post-bac degree	67.3%	21.8%	70.3%	21.6%	67.6%	19.3%
<b>US citizen</b>						
Yes	68.4%	21.6%	71.3%	20.7%	65.5%	21.2%
No	72.7%	19.5%	74.2%	13.3%	74.6%	13.6%
<b>Political ideology</b>						
Conservative <sup>§</sup>	76.7%	16.7%	71.7%	20.3%	71.2%	15.2%
Moderate	73.1%	20.2%	69.8%	20.8%	71.1%	15.2%
Liberal <sup>¶</sup>	68.8%	21.6%	72.6%	20.0%	66.6%	20.7%
Other	64.8%	21.1%	66.1%	26.4%	58.5%	25.6%
<b>Religious preference</b>						
Buddhist	(c)	(c)	69.4%	21.1%	66.3%	20.5%
Hindu	70.2%	10.6%	70.9%	24.1%	65.5%	19.6%
Jewish	77.2%	14.6%	72.7%	20.1%	68.1%	21.3%
Muslim	73.3%	13.3%	83.5%	13.9%	62.2%	25.9%
Protestant	73.4%	17.0%	73.9%	17.8%	67.3%	18.1%
Roman Catholic	73.1%	21.6%	73.9%	18.8%	68.1%	19.7%
No religion	68.3%	22.5%	71.3%	20.6%	68.0%	18.6%
Aggregated <sup>**</sup>	63.6%	24.5%	71.0%	21.0%	69.7%	20.2%
Two or more	66.7%	23.7%	71.4%	22.6%	66.3%	20.8%
<b>Frequency of attendance at religious services</b>						
Never	67.7%	22.4%	71.5%	20.9%	66.8%	19.4%
At least once/year	73.2%	17.8%	73.8%	18.7%	67.8%	19.2%
At least once/month	68.3%	19.2%	70.7%	21.3%	66.9%	22.2%
At least once/week	71.5%	22.1%	72.5%	19.5%	70.5%	18.5%

Note:

Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel.

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'. % Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed (c). In addition, response categories with fewer than 30 observations within any role were aggregated as described below.

\* 'Transgender', 'Unsure' or 'Another gender identity'

† 'American Indian or Alaska Native', 'Native Hawaiian or other Pacific Islander', or 'Another race/ethnicity'

‡ 'Unsure' or 'Another orientation'

§ 'Very conservative', 'Conservative', or 'Slightly conservative'

¶ 'Very liberal', 'Liberal', or 'Slightly liberal'

\*\* 'Mormon' or 'Another preference'

Table 2.7: I feel comfortable expressing my opinions to others at Harvard.

	Academic/Faculty		Staff		Students	
	% Agr	% Dis	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	71.5%	20.5%	68.2%	22.7%	67.2%	24.9%
<b>Gender identity</b>						
Female	68.0%	24.1%	68.4%	22.8%	69.2%	22.9%
Male	75.9%	16.8%	71.6%	19.6%	66.3%	26.1%
Genderqueer or nonbinary	(c)	(c)	62.7%	23.9%	55.4%	31.7%
Aggregated*	(c)	(c)	68.3%	25.4%	59.2%	34.2%
<b>Race/ethnicity</b>						
Asian or Asian American	73.5%	17.4%	67.8%	22.1%	68.6%	21.9%
Black or African American	67.1%	23.3%	62.2%	28.4%	60.8%	31.8%
Hispanic or Latina/o/x	68.0%	25.3%	66.4%	21.5%	62.6%	28.0%
Middle Eastern	53.5%	27.9%	61.9%	27.0%	55.8%	31.5%
White	75.1%	17.8%	72.0%	19.9%	70.0%	22.9%
Aggregated†	59.0%	33.3%	59.7%	29.6%	58.2%	35.1%
Two or more	64.1%	26.2%	63.6%	27.4%	69.3%	24.6%
<b>Sexual orientation</b>						
Bisexual	50.0%	38.1%	70.5%	20.3%	68.2%	24.9%
Gay/Lesbian	71.1%	17.5%	72.7%	20.9%	68.1%	23.9%
Heterosexual	74.4%	18.7%	70.5%	20.9%	67.9%	24.2%
Aggregated‡	(c)	(c)	61.2%	27.9%	65.1%	25.0%
<b>Parent education level</b>						
Middle school or less	68.4%	21.5%	74.9%	17.2%	55.1%	33.3%
High school	73.9%	21.1%	68.3%	21.9%	64.7%	27.4%
Bachelor's degree	70.7%	22.2%	69.2%	22.0%	64.8%	26.7%
Post-bac degree	72.0%	19.2%	70.2%	21.9%	69.9%	22.7%
<b>US citizen</b>						
Yes	71.5%	20.6%	69.0%	22.0%	67.5%	24.8%
No	75.5%	17.6%	67.2%	27.3%	68.3%	23.2%
<b>Political ideology</b>						
Conservative§	54.4%	37.8%	59.1%	31.9%	43.9%	49.6%
Moderate	65.5%	24.2%	64.3%	25.1%	60.6%	28.7%
Liberal¶	75.4%	18.0%	72.4%	19.7%	73.2%	19.4%
Other	56.3%	33.8%	56.8%	33.2%	55.8%	37.6%
<b>Religious preference</b>						
Buddhist	(c)	(c)	71.6%	18.9%	63.9%	25.3%
Hindu	85.1%	10.6%	68.4%	24.1%	72.7%	20.1%
Jewish	82.8%	13.1%	76.0%	15.6%	71.9%	21.5%
Muslim	66.7%	16.7%	72.2%	20.3%	56.9%	33.1%
Protestant	71.0%	19.9%	70.3%	22.1%	65.3%	27.3%
Roman Catholic	71.9%	18.6%	69.9%	22.2%	63.2%	30.1%
No religion	72.1%	20.6%	69.7%	20.8%	70.6%	21.3%
Aggregated**	70.9%	22.7%	68.6%	23.1%	67.0%	26.4%
Two or more	68.8%	23.7%	66.8%	22.6%	68.9%	22.0%
<b>Frequency of attendance at religious services</b>						
Never	71.6%	20.8%	70.0%	20.9%	69.9%	22.3%
At least once/year	76.2%	17.4%	72.2%	20.0%	70.6%	21.8%
At least once/month	74.2%	19.2%	67.4%	24.0%	63.0%	28.6%
At least once/week	64.7%	23.7%	67.1%	24.2%	57.5%	34.5%

Note:

Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel.

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'. % Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed (c). In addition, response categories with fewer than 30 observations within any role were aggregated as described below.

\* 'Transgender', 'Unsure' or 'Another gender identity'

† 'American Indian or Alaska Native', 'Native Hawaiian or other Pacific Islander', or 'Another race/ethnicity'

‡ 'Unsure' or 'Another orientation'

§ 'Very conservative', 'Conservative', or 'Slightly conservative'

¶ 'Very liberal', 'Liberal', or 'Slightly liberal'

\*\* 'Mormon' or 'Another preference'



Table 2.8: I believe Harvard leadership will take appropriate action in response to incidents of harassment and discrimination.

	Academic/Faculty		Staff		Students	
	% Agr	% Dis	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	64.9%	21.1%	68.5%	18.6%	51.5%	34.0%
<b>Gender identity</b>						
Female	58.3%	25.8%	67.1%	19.7%	47.8%	37.8%
Male	72.1%	16.1%	75.1%	13.3%	58.1%	27.2%
Genderqueer or nonbinary	(c)	(c)	34.3%	40.3%	18.8%	71.3%
Aggregated*	(c)	(c)	55.6%	30.2%	17.1%	71.1%
<b>Race/ethnicity</b>						
Asian or Asian American	70.5%	18.9%	67.9%	17.7%	54.7%	29.7%
Black or African American	63.0%	26.0%	59.7%	23.9%	36.6%	51.7%
Hispanic or Latina/o/x	72.0%	18.7%	70.5%	17.9%	49.8%	35.2%
Middle Eastern	65.1%	23.3%	69.8%	20.6%	50.8%	34.3%
White	66.0%	19.0%	71.1%	16.6%	53.4%	32.2%
Aggregated†	59.0%	23.1%	65.4%	22.0%	57.0%	30.6%
Two or more	58.3%	31.1%	61.1%	24.0%	48.2%	37.6%
<b>Sexual orientation</b>						
Bisexual	47.6%	32.1%	58.8%	27.9%	35.5%	50.1%
Gay/Lesbian	56.1%	30.7%	65.8%	20.8%	42.5%	42.7%
Heterosexual	67.9%	19.0%	71.4%	16.4%	55.5%	29.9%
Aggregated‡	(c)	(c)	52.5%	31.0%	33.3%	53.4%
<b>Parent education level</b>						
Middle school or less	75.9%	13.9%	78.7%	15.1%	53.5%	35.4%
High school	72.7%	15.8%	72.7%	16.4%	55.1%	32.4%
Bachelor's degree	67.6%	17.9%	70.5%	16.9%	53.5%	31.6%
Post-bac degree	62.6%	22.9%	66.6%	19.4%	50.4%	34.7%
<b>US citizen</b>						
Yes	63.2%	22.2%	69.2%	18.0%	49.4%	36.0%
No	74.6%	14.8%	64.1%	18.0%	61.2%	24.5%
<b>Political ideology</b>						
Conservative§	75.6%	12.2%	78.2%	10.8%	65.5%	20.0%
Moderate	74.7%	16.0%	75.1%	14.6%	69.1%	18.1%
Liberal¶	65.3%	20.5%	67.4%	19.0%	47.4%	37.7%
Other	46.5%	35.2%	58.8%	30.7%	38.4%	48.8%
<b>Religious preference</b>						
Buddhist	(c)	(c)	70.3%	18.9%	56.6%	28.9%
Hindu	80.9%	10.6%	63.3%	21.5%	60.6%	26.9%
Jewish	74.2%	15.8%	66.4%	17.8%	49.4%	37.1%
Muslim	63.3%	20.0%	67.1%	21.5%	51.7%	37.8%
Protestant	67.5%	22.9%	72.6%	15.8%	54.2%	32.5%
Roman Catholic	74.7%	13.9%	78.6%	12.5%	59.8%	27.6%
No religion	64.7%	20.5%	66.4%	20.0%	48.8%	35.5%
Aggregated**	57.8%	24.8%	67.7%	19.6%	54.7%	30.8%
Two or more	55.9%	26.9%	64.2%	21.1%	50.6%	32.7%
<b>Frequency of attendance at religious services</b>						
Never	63.0%	21.2%	66.7%	19.2%	50.2%	34.4%
At least once/year	69.8%	20.2%	71.8%	16.7%	51.7%	34.1%
At least once/month	65.8%	20.0%	71.4%	17.3%	55.1%	33.5%
At least once/week	69.4%	16.2%	74.6%	14.5%	57.9%	28.6%

Note:

Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel.

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'. % Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed (c). In addition, response categories with fewer than 30 observations within any role were aggregated as described below.

\* 'Transgender', 'Unsure' or 'Another gender identity'

† 'American Indian or Alaska Native', 'Native Hawaiian or other Pacific Islander', or 'Another race/ethnicity'

‡ 'Unsure' or 'Another orientation'

§ 'Very conservative', 'Conservative', or 'Slightly conservative'

¶ 'Very liberal', 'Liberal', or 'Slightly liberal'

\*\* 'Mormon' or 'Another preference'

Table 2.9: I have the skills to address hostile behavior that I witness.

	Academic/Faculty		Staff		Students	
	% Agr	% Dis	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	72.5%	15.1%	75.7%	13.1%	66.3%	20.4%
<b>Gender identity</b>						
Female	67.6%	18.5%	73.1%	15.7%	61.1%	24.6%
Male	76.6%	12.2%	82.5%	7.7%	73.3%	14.4%
Genderqueer or nonbinary	(c)	(c)	57.6%	24.2%	56.4%	33.7%
Aggregated*	(c)	(c)	65.1%	19.0%	48.7%	40.8%
<b>Race/ethnicity</b>						
Asian or Asian American	64.7%	20.5%	71.4%	15.9%	61.0%	24.7%
Black or African American	78.1%	8.2%	76.8%	11.3%	58.5%	29.4%
Hispanic or Latina/o/x	81.3%	10.7%	77.2%	9.8%	65.1%	17.9%
Middle Eastern	65.1%	16.3%	73.0%	12.7%	66.1%	20.6%
White	75.2%	14.1%	77.0%	13.0%	69.8%	17.5%
Aggregated†	74.4%	15.4%	76.6%	12.7%	64.2%	23.8%
Two or more	67.0%	17.5%	71.3%	15.0%	67.2%	20.5%
<b>Sexual orientation</b>						
Bisexual	61.9%	23.8%	70.1%	17.1%	60.8%	27.7%
Gay/Lesbian	69.3%	14.0%	73.0%	15.4%	62.8%	23.4%
Heterosexual	73.9%	14.5%	77.4%	12.5%	68.1%	18.6%
Aggregated‡	(c)	(c)	69.3%	16.6%	55.6%	30.0%
<b>Parent education level</b>						
Middle school or less	73.4%	15.2%	82.8%	7.9%	67.5%	24.4%
High school	79.9%	12.0%	78.2%	12.1%	69.6%	19.0%
Bachelor's degree	72.2%	15.6%	75.2%	13.2%	67.2%	19.9%
Post-bac degree	71.6%	15.4%	75.3%	14.1%	65.5%	20.6%
<b>US citizen</b>						
Yes	73.8%	14.8%	76.1%	13.0%	67.0%	20.3%
No	68.7%	15.8%	73.4%	13.3%	64.4%	20.3%
<b>Political ideology</b>						
Conservative§	76.7%	12.2%	82.2%	8.8%	79.7%	10.1%
Moderate	74.9%	10.3%	79.6%	9.1%	74.0%	13.2%
Liberal¶	73.0%	15.4%	74.8%	14.5%	63.7%	22.5%
Other	71.8%	18.3%	72.2%	16.3%	59.4%	28.1%
<b>Religious preference</b>						
Buddhist	(c)	(c)	75.3%	9.6%	65.1%	19.3%
Hindu	74.5%	19.1%	73.4%	12.7%	63.2%	26.9%
Jewish	81.9%	8.6%	78.1%	11.5%	65.8%	21.0%
Muslim	70.0%	10.0%	78.5%	11.4%	60.2%	25.9%
Protestant	78.4%	11.7%	77.9%	12.1%	66.7%	20.4%
Roman Catholic	84.9%	9.0%	81.2%	10.4%	72.3%	16.1%
No religion	68.8%	17.4%	72.5%	15.5%	65.0%	21.1%
Aggregated**	73.6%	13.6%	77.5%	12.7%	72.3%	16.9%
Two or more	61.3%	25.8%	71.9%	14.6%	64.1%	20.8%
<b>Frequency of attendance at religious services</b>						
Never	69.2%	17.8%	73.4%	14.3%	64.9%	20.8%
At least once/year	77.0%	11.9%	77.6%	12.9%	67.6%	20.1%
At least once/month	75.8%	13.3%	79.7%	12.1%	69.5%	18.8%
At least once/week	76.9%	13.3%	78.6%	11.4%	68.8%	19.6%

*Note:*

Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel.

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'. % Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed (c). In addition, response categories with fewer than 30 observations within any role were aggregated as described below.

\* 'Transgender', 'Unsure' or 'Another gender identity'

† 'American Indian or Alaska Native', 'Native Hawaiian or other Pacific Islander', or 'Another race/ethnicity'

‡ 'Unsure' or 'Another orientation'

§ 'Very conservative', 'Conservative', or 'Slightly conservative'

¶ 'Very liberal', 'Liberal', or 'Slightly liberal'

\*\* 'Mormon' or 'Another preference'