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Survey Results

HARVARD
DIVERSITY
INCLUSION &
BELONGING

Final Report

Pilot Pulse Survey on Inclusion & Belonging

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INTRODUCTION

In the spring of 2019, for the first time in the history of Harvard University, we asked everyone in our community to share perceptions about the campus culture. We did this because our theory of institutional cultural change is rooted in the belief that to genuinely improve our living, learning, and working environments we must understand, value, and derive lessons from the experiences and perceptions of our community members.

The community responses to what we referred to as "the Pilot Pulse Survey on Inclusion and Belonging" will be essential as we develop the priorities, practices, and policies required for us to improve. The responses are also important in identifying the shared responsibility that we all have to enhance the culture for those who report the lowest levels of belonging. Our goal is to eventually realize sustainable, inclusive excellence, which we define as a campus culture wherein everyone, regardless of background or identity, can thrive.

We call it a "pulse" because it is designed to reveal a broad and general sense of how those who work and learn on campus feel about inclusion and belonging. Its purpose is neither to illuminate all there is to remedy, nor all that might be done. Instead, this pilot survey is meant to identify the general, University-wide bright spots and challenges, and to inspire specific and local investigations about the causal factors and solutions. As we continue to learn from this pilot, we have already committed to conducting the first official version of this survey, with additional and refined demographic questions, in 2021, and every two years after. On the road ahead, these surveys will help us to regularly assess our University-level progress and improve on areas where we have fallen short.

In reviewing the results of this survey, we were pleased to see that 77% of respondents report higher levels of belonging, but our focus is also on the 23% who report lower levels of belonging. It is not surprising that those within "groups previously excluded," the historically underrepresented and disadvantaged groups as described by the 2018 Task Force on Inclusion and Belonging, report the lowest levels of belonging, while those in historically advantaged groups report higher levels. That is why conducting surveys like this one is important, not only to celebrate the many who report high levels of belonging, but also to illuminate those in our community who do not feel the same way — and resolve to close the gap.

It is important to emphasize that our choice to clarify and pursue a broad, University-level change strategy is out of respect for Harvard University's decentralized campus culture. We recognize that most of the power to effect measurable and sustainable cultural change is distributed and most effective when undertaken within each of Harvard's communities, most of which have unique features. We believe a "one-size-fits-all" strategy would be ineffective.

Our challenge is to work on two levels. From the Office of the President, our priority is to fulfill the recommendations of the report from the Presidential Task Force on Inclusion and Belonging, which includes the development of meaningful and appropriate Harvard-wide responses to the survey results. In addition to that University-level work, we will communicate and coordinate diligently with the newly-formed network of diversity, inclusion, and belonging professionals based in the Schools and in the major units. They are the key leaders at Harvard who are in closest touch with their respective senior leaders, and therefore retain the autonomy to develop their own localized responses with informed care and appropriate action. We hope that the combination of Harvard-wide coordination and School/Unit-based implementation will eventually yield the kind of sustainable, inclusive excellence that we now envision.

John Silvanus Wilson
Senior Advisor and Strategist to the President

EXECUTIVE SUMMARY

In the spring of 2019, for the first time in its history, Harvard asked everyone in its community to share perceptions about inclusion and belonging at Harvard in order to count the individual experiences of every single Harvard community member. Responses to the survey are intended to help inform priorities, practices, and policies in the months and years to come. Although no survey can illuminate all there is to remedy, nor prescribe all that could be done, this 3-minute "pulse survey" is an important first step toward understanding more about inclusion and belonging. Overall, seven in ten people feel like they belong at Harvard, but three in ten do not. We must, as a University and a community, identify what actions we will take to help lift those three in ten that report the lowest levels of belonging. While there are some actions that the University can pursue in terms of policies and procedures to improve the culture for those that report the lowest levels of belonging, this survey highlights that we have a shared responsibility to celebrate the bright spots, confront the challenges, and inspire additional efforts to understand how and where we can all improve in order to achieve our goal of sustainable and inclusive excellence at Harvard.

KEY FINDINGS

1. With 20,595 respondents, the Pilot Pulse Survey on Inclusion and Belonging is the largest optional survey in Harvard's history. 44% of the Harvard community participated, including 9,405 students (39%), 9,106 staff (52%), and 2,084 (37%) academic personnel and faculty.

2. 77% of respondents agreed with the statement, "I feel like I belong at Harvard," including 15% who "strongly agree," 37% who "agree," and 25% who "somewhat agree." 15% of respondents disagreed, including 2% who "strongly disagree," 5% who "disagree," and 8% who "somewhat disagree." The remaining 8% selected "neither agree nor disagree."

3. Among self-reported demographic subgroups, respondent categories with less than 70% reported belonging include, Genderqueer and Nonbinary respondents (53%), Muslim respondents (66%), Middle Eastern respondents (68%), Black or African American respondents (69%), and Bisexual respondents (69%).[1]

4. Belonging at Harvard was similar across roles. Agreement with the statement, "I feel like I belong at Harvard," was highest among staff (80% strongly agree, agree, or somewhat agree), followed by academic personnel and faculty (78%), and students (74%).

5. Disagreement with questions on the survey differed by role. Among students, the question with the most disagreement was: "I believe Harvard leadership will take appropriate action in response to incidents of harassment and discrimination." 34% of students disagreed, more than any other question for students. Among staff, the question with the most disagreement was: "I feel comfortable expressing my opinions to others at Harvard." 23% of staff disagreed, more than any other question for staff. Among academic personnel and faculty, the question with the most

[1] To ensure confidential and precise results, some demographic categories with small sample sizes were aggregated. Aggregated categories with agreement below 70% on Question 1 include gender: "transgender," "unsure," or "another gender identity" (57%); sexual orientation: "another sexual orientation," or "unsure" (63%); political ideology: "another political ideology," or "I prefer not to say" (63%); and race/ethnicity: "American Indian or Alaska Native," "Native Hawaiian or other Pacific Islander," or "another race/ethnicity" (68%).

disagreement was: “My relationships at Harvard are as satisfying as I would want them to be.” 25% of academic personnel and faculty disagreed with this statement, more than any other question for academic personnel and faculty.

6. Across all roles, items, and subgroups, the lowest agreement was for the statement: I believe Harvard leadership will take appropriate action in response to incidents of harassment and discrimination. The lowest agreement was among Genderqueer and Nonbinary students (19% agreed), Genderqueer and Nonbinary staff (34%), Black or African American students (37%), and Bisexual students (26%).

7. The last prompt on the survey solicited specific suggestions for improving the climate for all members of the Harvard community. Over 1/3 of respondents provided a total of 7,273 open-ended comments and specific suggestions.

RESPONSE

The results show that respondents, across all three roles, report rates of inclusion and belonging in the positive range across most categories. However, that picture changes markedly when one looks more closely at specific demographic groups within the Harvard community. While most responded positively across all items, those from historically underrepresented and disadvantaged groups reported less positive views and higher levels of disagreement with the prompts.

The Office for Diversity, Inclusion, and Belonging (ODIB) has identified a series of immediate next steps/actions; with some already underway. ODIB believes that it will be important to take the necessary time and care to formulate a detailed action plan in response to these survey results. For many of the problems that surfaced in the survey, the solutions will be complex, multilayered, and interdependent. However, the University community is committed to action, and given some of the results documented in this report, we all should have an urgency to act. We must also recognize the shared responsibility of this work. ODIB believes that this survey should serve as a call to action so we can each identify ways to create a fully inclusive community culture.

The meaningful data presented here will be vital in developing and implementing concrete steps and actions in order to ensure that we bring all those that reported a lower sense of belonging up to the level of the majority. Specifically:

- The robust University-wide response suggests “pulse” strategies can be an effective method to understand high-level feelings of inclusion and belonging at Harvard. An important next step will be the administration of the first official I&B Pulse survey in 2021, with surveys to follow every two years. Consistent with this pilot, the surveys will report results at the University-level.
- The formation of the Diversity, Inclusion & Belonging (DIB) Leadership Council made up of School DIB leads and those in central administration working to advance DIB across the University. The goal of this monthly convening will be to generate actions in response to the survey, better coordinate efforts, and share promising practices for local implementation.
- The hiring of a University Chief Diversity and Inclusion Officer. ODIB has engaged an executive search firm to identify a candidate for this position that will:
    - Provide direction on a broad range of services, programs, policies, and procedures for staff, students, administrators, and faculty.
    - Identify and implement evidence-based strategies in response to the survey findings.
    - Serve as a central resource to matrix staff, organizational leaders, and stakeholders to identify and help develop constituency-specific responses.

- Regular meetings of DIB practitioners across the University to share best practices and surface challenges.
- The creation of a new University-wide website (dib.harvard.edu) to serve as a central resource and learning hub for diversity, inclusion, and belonging related programs and initiatives across the University.
- Utilize I&B Pulse survey findings to inform development of University-wide strategic planning for diversity, inclusion, and belonging.
- Continued School/Unit strategic planning in diversity, inclusion, and belonging, grounded in and incorporating the results of this survey. Future plans will identify the specific efforts implemented to address the concerns of the groups that reported a lesser sense of inclusion and belonging through this survey.
- The 7,273 open text comments included important views and suggestions on how to advance inclusion and belonging at Harvard. These comments will be shared with senior leadership and factored into University and School/Unit strategic planning in diversity, inclusion, and belonging. Some high-level trends and consistent themes across the comments included:
    - Differing viewpoints: Specifically, the need for receptiveness of non-majority or traditionally non-accepted views, and additional efforts to address the lack of empathy around differing viewpoints.
    - Career: The need for clarity around career paths/professional development and additional/more consistent training for managers.
    - Harvard experience: Submitted comments reflected that individual experiences at Harvard are often siloed. They noted that it is difficult to understand and learn how to navigate the University outside of one's immediate surroundings at Harvard. Comments highlighted an opportunity to establish One-Harvard programs, tools, resources, spaces, and integration.
    - Submitted comments included references to some high-profile matters being discussed on campus during the administration of the survey in the spring of 2019, including:
        - Divestment
        - Need for student-controlled space, multicultural center
        - Student unionization
- This pilot yielded some significant learnings as we prepare for the administration of the next survey, specifically on the demographic questionnaire: adding a question on disability status, refining parents' education question, as well as better describing the range of gender identities and sexual orientation. We will further refine this demographic questionnaire and encourage its use as a diversity, inclusion, and belonging best practice and model for collecting demographic data on surveys across campus.

ODIB will continue to welcome feedback on the survey instrument, the demographic questionnaire, and the proposed adjustments for future I&B Pulse surveys that are described in the following full report.

FINAL REPORT

BACKGROUND

Charge from the Presidential Task Force on Inclusion and Belonging

In response to the 2018 report of Presidential Task Force on Inclusion and Belonging's report, Harvard University deployed a pilot "Pulse" Inclusion and Belonging survey in the spring of 2019. This survey was Harvard's first-ever, campus-wide optional survey, open to over 50,000 members of the Harvard community – students, staff, faculty, and academic personnel – to measure and understand inclusion and belonging.

The pilot Pulse Survey on Inclusion and Belonging was based on a recommendation from the Presidential Task Force for Inclusion and Belonging, intended support the use of data for the pursuit of inclusive excellence. The Task Force recommended that Harvard ask these questions as a direct result of what they heard from a year and a half of conversations with groups and individuals throughout the Harvard community. The data will inform priorities, practices, and policies, as well as measure progress on goals and aspirations for enhancing University culture and experiences of inclusion and belonging. As noted in the report,

> "Some of these data are available only at the School level, some are gathered unevenly or with divergent definitions, and some are not collected at all. Climate surveys, particularly for students, tend not to be aligned across units. Thus, although the Task Force spent months gathering data from the many offices around campus, we can only offer a partial picture of the state of affairs on campus. *A key institutional need is a more comprehensive and intentional institutional research infrastructure to support strategic action on behalf of inclusive excellence.* We suggest this will benefit not only strategic action on behalf of inclusive excellence, but also many other strategic initiatives of importance" (p. 16, emphasis in original).

Purpose

The results of this survey are intended to help the University realize a culture of sustainable inclusive excellence by providing those working on inclusion and belonging with the data to supplement and further refine inclusion and belonging strategic planning efforts. The data provides an opportunity to add texture to the recommendations included in the Task Force's report and enables the development of metrics to measure the University progress over time.

This University-wide survey checks a high-level "pulse." To follow the medical metaphor, it is not intended to be a high-resolution "MRI." Nor does it provide as detailed and comprehensive an assessment as many other surveys conducted more locally on campus. Rather, it is intended to take the Harvard Community's 'pulse' to complement and help catalyze more specific/localized inclusion and belonging efforts at Schools and Units across campus.

As documented in the Task Force report, there are many positive examples of policies, programs, and people who are strengthening the culture and sense of inclusion and belonging of our community members. At the same time, members of our community have highlighted that there are gaps to close and blind spots to address.

What percent of Harvard community members feel like they belong at Harvard? How does belonging differ among students, staff, faculty, and academic personnel? How do different groups and roles differ in their levels of belonging across different dimensions, including social integration,

expectations, and skills? These are some of the high-level questions that the survey seeks to shed light upon.

Many of the actions required to enhance the campus culture will be informed by the levels of inclusion and belonging reported by staff, students, faculty, and academic personnel and the strategic actions needed in support of those groups (e.g., gender, race, sexual orientation, and other variables from a demographic questionnaire) that report a lower sense of belonging on this survey. Future administrations of the survey will provide an opportunity to assess this progress over time and further inform strategic planning.

Pilot administration

Given the scope of the survey – reaching the entire University community of students, staff, faculty, and academic personnel – it was important to pilot the survey instrument and the channels through which a University-wide survey would be administered. This administration of the survey afforded an opportunity to evaluate both the survey and deployment strategies, in order to inform future Inclusion & Belonging survey efforts.

METHODOLOGY

Survey Instrument

The Task Force convened a survey study group that included key faculty, staff, and graduate students, to research the measurement of inclusion and belonging. This work of the survey study group helped the Task Force to reach the following recommendation on page 34 of that report:

> "The Task Force recommends that, as a part of its effort at reorganization, the Office of the President and Provost enhance the University's institutional research capacities, so as to support the use of data for the pursuit of inclusive excellence. In particular, every three years, beginning in 2020, the University should report on key demographic features of students, staff, and faculty and academic personnel in all academic units, using common definitions, and indicating trends over time."

A large set of survey items were originally reviewed and discussed by members of the Presidential Task Force on Inclusion and Belonging. These items were drawn from existing surveys and motivated by current research on inclusion and belonging.[2] Adjustments to the instrument were made to account for the fact that it would be a stand-alone survey. These included eliminating redundant items about flourishing and belonging, adding items about perceptions of Harvard that would ordinarily be part of broader surveys, and adding an open-ended item to solicit constructive suggestions.

The final survey instrument included nine items, each with a seven-point response scale from "strongly disagree" to "strongly agree." An additional open-ended item solicits ideas and recommendations for improvement in the area of inclusion and belonging. The demographic questionnaire included seven items. The survey items are associated with factors related to belonging, inclusion social integration and acceptance, meeting expectations and goals, respect and trust, and knowledge and skills.

The first overall item (Q1) is an overall measure: I feel like I belong at Harvard. The remaining eight scaled items can be divided roughly into dimensions as follows:

[2] The University of Leicester provides a practical review of the literature on belonging here.

Social integration and acceptance

- Q2: My relationships at Harvard are as satisfying as I would want them to be.
- Q7: I feel comfortable expressing my opinion to others at Harvard.

Growth and recognition

- Q4: The goals I have for myself are being met at Harvard.
- Q6: I receive meaningful recognition for doing good work.

Respect and trust

- Q3: I feel like I can be my authentic self at Harvard.
- Q8: I believe Harvard leadership will take appropriate action in response to incidents of harassment and discrimination.

Knowledge and Skills

- Q5: I know what constitutes good performance in my role.
- Q9: I have the skills to address hostile behavior that I witness.

Survey working group

The module was evaluated using focus groups and survey experiments in two different survey design courses at Harvard, Joseph McIntyre's *Designing Surveys and Questionnaires: Principles and Methods* and Andrew Ho's *Statistical and Psychometric Methods for Educational Measurement*. It was also reviewed by the "Reporting, Analysis, and Deployment" subgroup comprised of survey experts and institutional research representatives across the University who convened to advance of the implementation of the survey. This work resulted in minor wording changes for clarity and precision.

The survey working group addressed many initial concerns about the usefulness of these items included in the instrument. The first concern was that "Harvard" was too vague and that a specific school and context would be more helpful and actionable. However, providing different prompts by affiliation would risk the comparability of results and confuse people who had multiple affiliations. To assess these tradeoffs, the working group ran a survey experiment for students in Joseph McIntyre's survey design course, randomly assigning students to respond to "HGSE" vs. "Harvard"-based prompts. They found no significant differences in average item responses. In focus groups, students who responded to the "Harvard" prompt reported that they kept their relevant local context in mind as they responded to items.

A second concern was that these items were too vague to be able to target resources for improvement. If community members do not feel like they belong at Harvard, how might one know which elements of daily life to improve? The working group observed that surveys around climate, engagement, and belonging tend to have high reliability coefficients deriving from strong correlations between item responses. In other words, if respondents report perceptions of belonging in one context or situation at an organization, they are highly likely to report similar perceptions in other contexts and situations. The working group decided that there is no need to ask similar questions repeatedly and risk low response rates.

Theory of Action

These examinations also helped the survey working group clarify the "theory of action" for the pulse survey as a high-level measurement tool: "a pulse, not an MRI." The results are intended to complement

and coordinate, but not supplant, deeper survey and research efforts that are ongoing at the Schools and business Units.

Survey Implementation Groups

In addition to the survey working group established under the Task Force, three implementation working groups were established to provide input on the administration and dissemination of the survey.[3]

The Reporting, Analysis, and Deployment working group informed technical aspects of the survey, that included the integrity of the instrument, ensuring the links and launch of the survey were smooth and accessible, and overseeing that analysis and reporting were confidential, accurate, and useful.

The Marketing, Outreach, and Dissemination working group collaborated with the graphic design firm Design & Co. Together, they focused on developing the print and digital collateral distributed across the University to raise awareness about the survey and encourage participation.

The Promotions working group was comprised of executive deans (or appointees) from each of the Schools and VPs from business Units, collaborating with the Pulse Survey Leadership team to develop and execute the strategy for deployment of the promotion materials and messaging.

Population and Administration

The survey was made available to the entire Harvard community of over 50,000 people including all faculty and academic personnel, staff, contractors, affiliates, and degree seeking students.

The survey was distributed by email, promoted through posters, signage, and digital ads on internal Harvard websites, including PeopleSoft and Canvas.

While the survey was open to every individual within the Harvard community, findings included in this report are limited to those within Harvard who claim a “primary affiliation” as an employer or an educational institution, e.g., all paid Harvard employees and degree-seeking students. There are approximately 47,500 individuals on campus with a primary Harvard affiliation. This list includes full-time ladder faculty, non-ladder faculty, postdoctoral fellows, degree-seeking students, and staff.

The pilot Pulse Survey was administered by the Office of Institutional Research (OIR) on behalf of the University using the Qualtrics platform. Harvard affiliation was determined through HarvardKey authentication.

While anyone was welcome to take and submit survey responses, those outside the reporting scope of the survey included some on campus who may have a Harvard key but not a primary Harvard affiliation. This population includes visiting scholars, faculty affiliates at the medical school, staff hired by contractors, non-degree seeking students, and students studying here from abroad who will receive a degree from another institution. Approximately 3,134 responses were submitted from outside the reporting scope of the survey. A table displaying the population and response rate is included in the appendix.

The survey was primarily offered in English, but a translated version of the survey was made available in Latin American Spanish, French, and Brazilian Portuguese.

[3] Full list of membership for all groups located in the appendix

Confidentiality

To ensure confidentiality, opaque identifiers were generated for each respondent solely for the scope of this survey — these identifiers were used to provide functionality (e.g., authentication, display logic, session restoration) and to enable certain analyses. No other identifiers were stored with survey responses. Only OIR has access to the survey responses and ID mappings, and the ID mappings are stored separately from the response data. The ID mappings are used solely for joining *non-identifying* administrative data (e.g., whether a respondent is student, academic, or staff) to responses for analysis.

Limitations

Participation in this survey was voluntary. This survey was not conducted as an academic research study, rather the purpose of the survey is for institutional research. 44% percent of the Harvard community completed the survey and 56% did not complete the survey. Therefore, the results only generalize to survey respondents and reflect the sentiment of those who completed the survey. Reported numbers are unweighted and do not attempt to account for differential response rates or response bias.

REPORTING DETAIL

In this pilot administration of the survey, reporting is limited to aggregate response rate and question level data at the University-level by role (faculty/academic personnel, staff, and degree-seeking students). The University will not be publicly reporting School/Unit-level data, nor will the Schools/Units.

Certain results are concealed to ensure confidentiality when item response counts are less than 30. Categories with item response count less than 30 were aggregated for reporting as follows:

- Aggregated Gender Identity: ‘Transgender’, ‘Unsure’, or ‘Another gender identity’
- Aggregated Race Ethnicity: ‘American Indian or Alaska Native’, ‘Native Hawaiian or other Pacific Islander’, or ‘another race/ethnicity’
- Aggregated Orientation: ‘Another orientation’ or ‘Unsure’
- Aggregated Religious Preference: ‘Mormon’ or ‘Another preference’

Political ideology and parental education categories were aggregated as noted in the tables for parsimony.

Data Policies

Prior to the launch of the survey and before any data was collected, it was determined that a survey of this scale and scope needed to be evaluated in order to determine the effectiveness of measuring inclusion and belonging across a dispersed and decentralized campus.

As a result, this first administration of the survey was deemed to be a pilot. It was decided that reporting would be limited to aggregate responses for each question at the University-level, by role (academic personnel/faculty, staff, and degree-seeking students), and broken down by self-reported demographic group.

The University-level data tables detail percentages by item for each of the self-reported demographic groups. These will be posted to the pulse survey website and have been included in this report. As indicated on the survey instrument, open text responses will be shared with senior leadership but not shared publicly.

Raw datasets will not be available and neither the University nor the Schools/Units will report School/Unit-level data. This pilot was intended to evaluate the effectiveness of a University-wide standalone pulse inclusion and belonging survey, survey items, the demographic questionnaire, and deployment strategies.

Plans for future surveys

This pilot yielded some significant plans for improvement for the administration of the next survey, specifically on the demographic questionnaire, including: adding a question on disability status, refining the question on parental education, and improving the measurement of gender identities and sexual orientation.

We welcome continued feedback on the survey instrument and the demographic questionnaire. Proposed adjustments for future surveys are listed below (additions and edits are noted in italics):

Do you identify with any of the following? (Mark all that apply)

- *Learning disability*
- *Attention Deficit/Hyperactivity Disorder*
- *Autism Spectrum Disorder*
- *Mobility-related disability (e.g., spinal cord injury, muscular dystrophy, etc.)*
- *Sensory disability (e.g., hard of hearing, low vision, etc.)*
- *Chronic mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)*
- *Chronic medical condition (e.g., cystic fibrosis, diabetes, chronic pain, etc.)*
- *Other disability, functional impairment, or chronic condition*
- *None of the above*

Which best describes your gender identity? (*Select all that apply*)

- Female
- Male
- Transgender
- Genderqueer, non-binary, *non-conforming or gender fluid*
- Another identity: [open-ended]
- I prefer not to say
- Unsure

Which best describes your sexual orientation?

- Bisexual
- Gay/Lesbian
- Heterosexual
- *Queer*
- *Pansexual*
- Another orientation: [open-ended]
- I prefer not to say
- Unsure

What is the highest level of education completed by any of your parents or guardians?

- Elementary school
- Middle school
- High school / Equivalency or GED
- *Technical or Trade School Certificate*
- *Associates Degree / Some college*
- Bachelor's degree
- Master's degree
- Professional degree (e.g., medical or legal degree)

KEY FINDINGS

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        - Divestment
        - Need for student-controlled space, multicultural center
        - Student unionization
- This pilot yielded some significant learnings as we prepare for the administration of the next survey, specifically on the demographic questionnaire: adding a question on disability status, refining parents' education question, as well as better describing the range of gender identities and sexual orientation. We will further refine this demographic questionnaire and encourage its use as a diversity, inclusion, and belonging best practice and model for collecting demographic data on surveys across campus.

ODIB will continue to welcome feedback on the survey instrument, the demographic questionnaire, and the proposed adjustments for future I&B Pulse surveys that are described in the following full report.

APPENDIX

Survey Instrument

Demographic Questions

Panel Population

Acknowledgements

Data Charts

Data Tables

Harvard University Pulse Survey on Inclusion and Belonging (March, 2019)

For the following statements, please rate how strongly you agree or disagree.

1. I feel like I belong at Harvard.

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

2. My relationships at Harvard are as satisfying as I would want them to be.

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

3. I feel like I can be my authentic self at Harvard.

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

4. [Faculty, Academic Personnel, and Students see:] The academic goals I have for myself are being met at Harvard. [Staff see:] The professional goals I have for myself are being met at Harvard.

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

5. I know what constitutes good performance in my role.

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

6. I receive meaningful recognition for doing good work.

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

7. I feel comfortable expressing my opinions to others at Harvard.

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

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

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

9. I have the skills to address hostile behavior that I witness.

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

10. [Optional:] Please suggest one or two concrete actions that you believe would improve the climate for all members of the Harvard community.

Harvard University Pulse Survey on Inclusion and Belonging
Demographic Questionnaire (As administered March, 2019)[5]

Please answer these additional questions about yourself.
Please remember that this survey is **confidential**.

1) Which best describes your gender identity?

- Female
- Male
- Transgender
- Genderqueer or nonbinary
- Another identity: [open-ended]
- I prefer not to say
- Unsure

2) Which of the following best describes you? (check all that apply)

- American Indian or Alaskan Native
- Asian or Asian American
- Black or African American
- Hispanic or Latina/o/x
- Middle Eastern
- Native Hawaiian or other Pacific Islander
- White
- Other: [open-ended]
- I prefer not to say

3) Which best describes your sexual orientation?

- Bisexual
- Gay/Lesbian
- Heterosexual
- Another orientation: [open-ended]
- I prefer not to say
- Unsure

4) What is the highest level of education completed by any of your parents or guardians?

- Elementary school
- Middle school
- High school
- Bachelor's degree
- Master's degree
- Professional degree (e.g., medical or legal degree)
- Doctoral degree
- I prefer not to say

5) Are you a U.S. Citizen or permanent resident?

- Yes
- No
- I prefer not to say

6) When it comes to politics, where would you place yourself on this scale?

- 1 - Very conservative
- 2 - Conservative
- 3 - Slightly conservative
- 4 - Moderate, middle of the road
- 5 - Slightly liberal
- 6 - Liberal
- 7 - Very liberal
- Other: [open-ended]
- I prefer not to say

7) Which best describes your religious preference? (check all that apply)

- Buddhist
- Hindu
- Jewish
- Mormon
- Muslim
- Protestant
- Roman Catholic
- Another preference: [open-ended]
- No religion
- I prefer not to say

8) How often do you attend religious services?

- Never
- Once or twice a year
- Several times a year
- 1-3 times a month
- Once a week
- Several times a week
- I prefer not to say

[5] See full report for proposed changes for future administrations of survey

SURVEY PANEL POPULATION

CATEGORY	N	SURVEYS COMPLETED	RESPONSE RATE
Faculty	2,498	1,226	49.1%
Other research/academic	1,422	465	32.7%
Postdoc	1,668	393	23.6%
Staff	17,433	9,106	52.1%
Student	24,232	9,405	38.8%
Total	**47,253**	**20,595**	**43.6%**
Out of Panel Responses (e.g., contractors/affiliates)	-	3,134	-

ACKNOWLEDGEMENTS

The Pilot I&B Pulse survey would not have been possible without the work and guidance of many individuals from across the Harvard community. We'd like to thank each of them for their input, guidance, and commitment to inclusive excellence at Harvard.

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Julie	Huesa	A.B. '21, Harvard College
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Melcolm	Ruffin	M.B.A. '20, Harvard Business School
Tyler	Simpson	M.B.A. '20, Harvard Business School
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Tom	Price	Director of Financial Planning and Analysis, SEAS
Carrie	Rosenblum	Briefing and Administrative Coordinator, OPR
Chirajeet	Sen	Sr. Consultant for Human Resources, HBS
Jennifer	Vasquez	Area Coordinator, SEAS
Scott	Wicks	Head of Information and Technical Services, HL

Additional survey input and feedback

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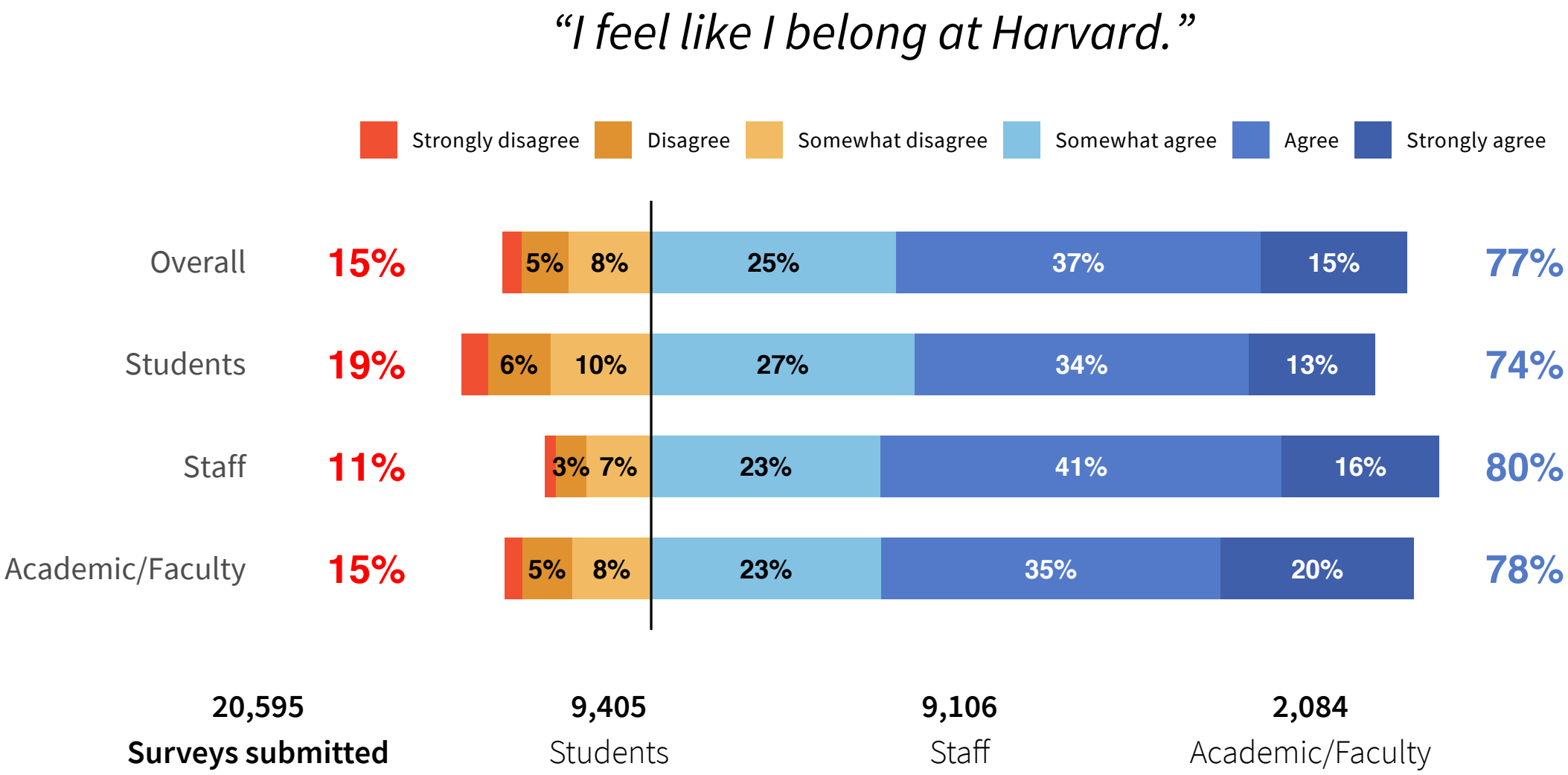
Andrew	Westover	Ph.D., Graduate School of Arts and Sciences
Jane	Hill	Director, Identity and Access Management Product Management, HUIT

Inclusion & Belonging Pilot Pulse Survey Results



20,595
Surveys submitted

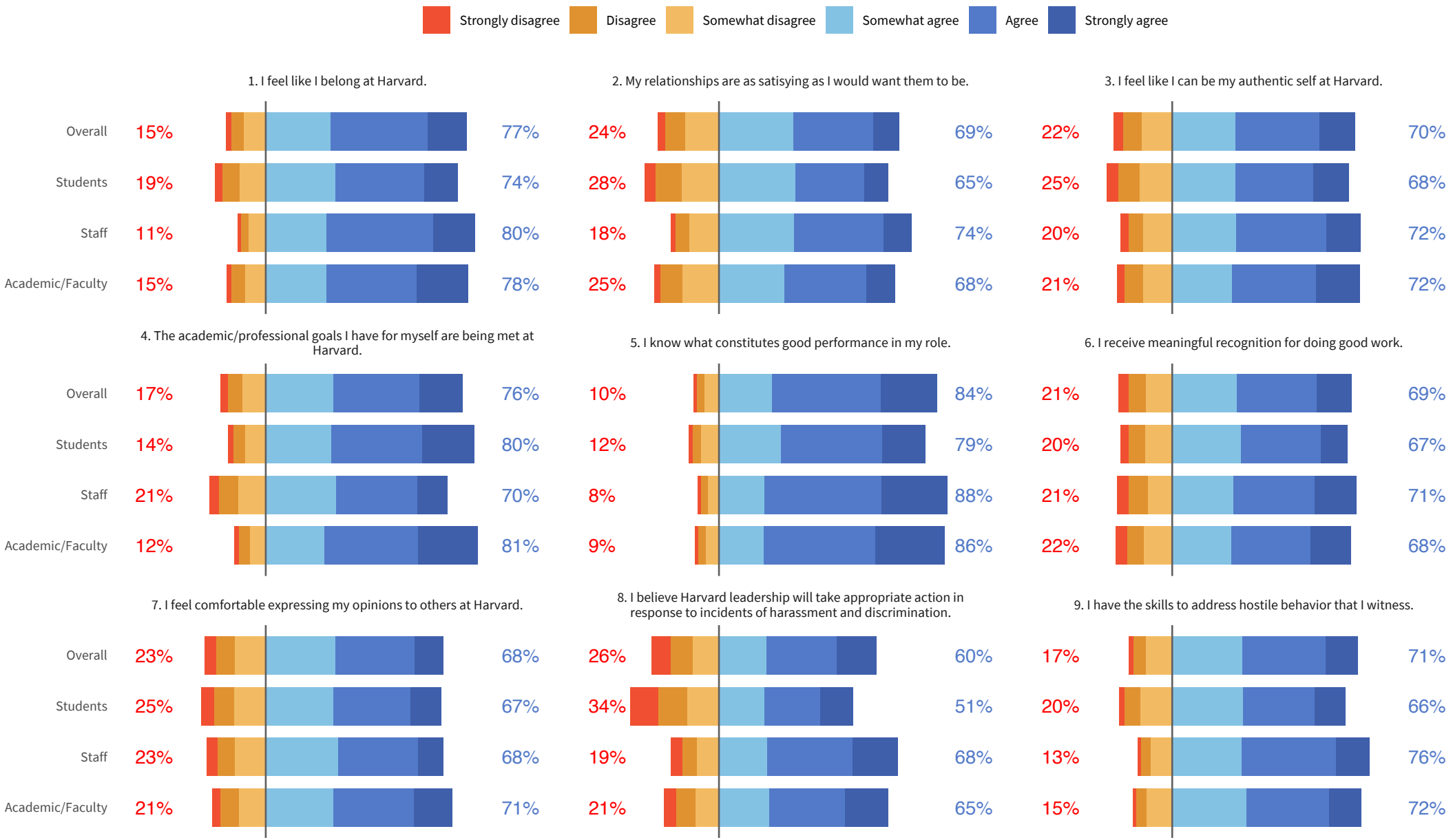
9,405
Students

9,106
Staff

2,084
Academic/Faculty

Percentage labels omitted when less than 2 percent.
% Agree = Percent 'Somewhat agree,' 'Agree,' or 'Strongly agree'
% Disagree = Percent 'Somewhat disagree,' 'Disagree,' or 'Strongly disagree'
% Agree and % Disagree do not sum to 100%. The remainder is % 'Neither agree nor disagree'
Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel

Inclusion & Belonging Pilot Pulse Survey Results



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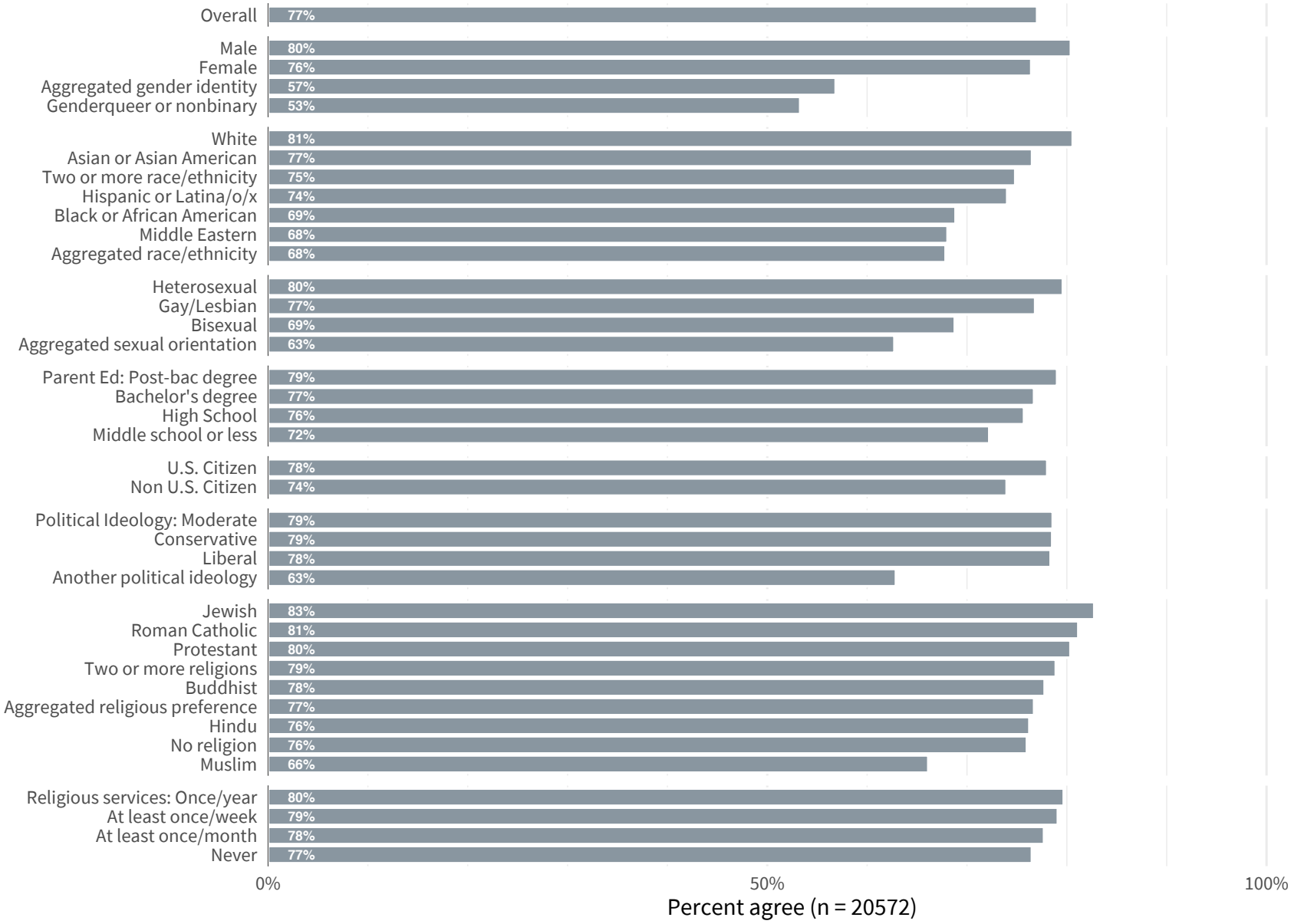
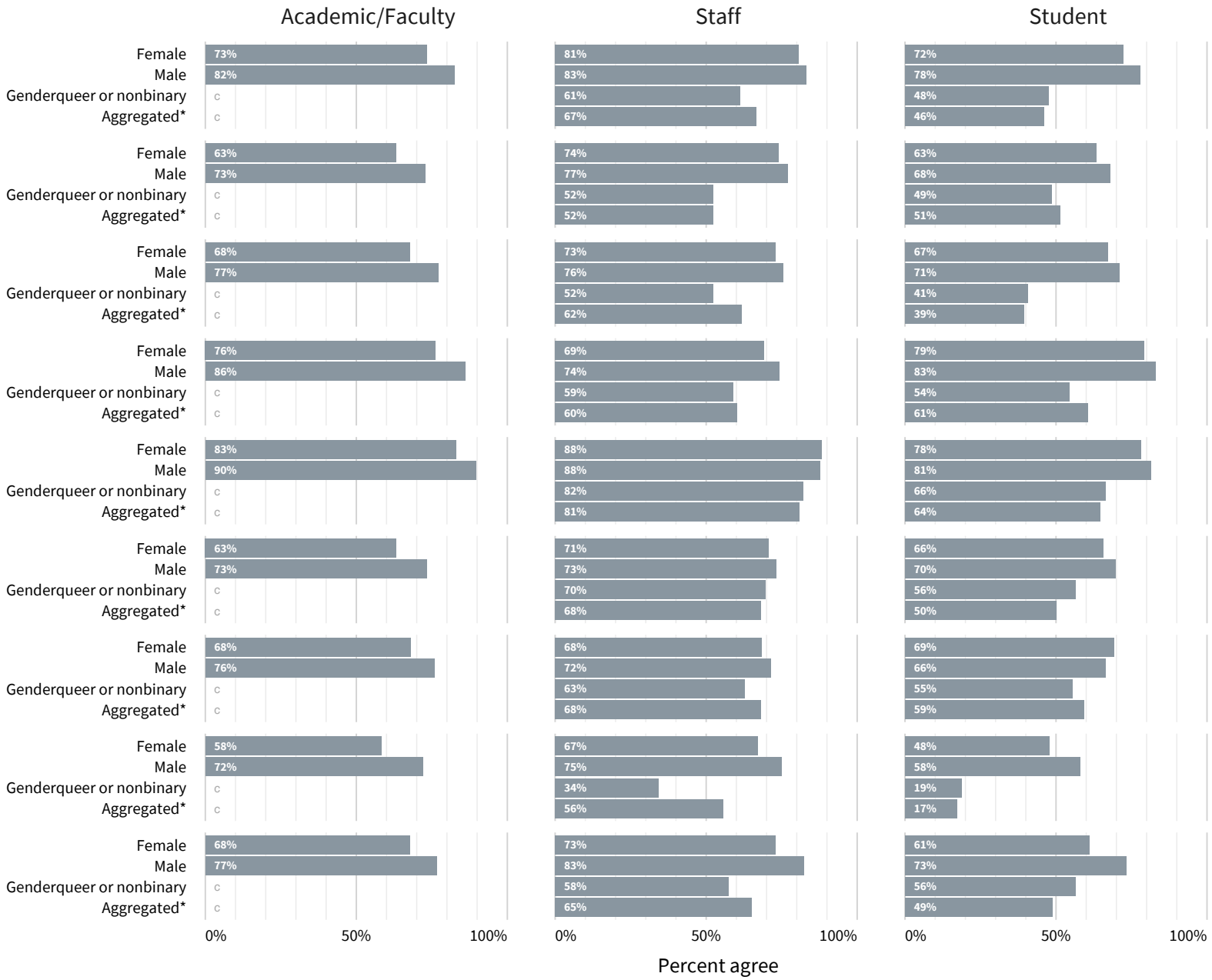
Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel
% Agree and % Disagree do not sum to 100%. The remainder is % 'Neither agree nor disagree'

Overall belonging by subgroup: “I feel like I belong at Harvard”



% Agree = Percent ‘Somewhat agree,’ ‘Agree,’ or ‘Strongly agree’
Respondents selecting ‘Prefer not to say’ are not included
Demographic categories with fewer than 30 responses in any role were aggregated as described below:
Aggregated gender identity: ‘Transgender,’ ‘Unsure,’ or ‘Another gender identity’
Aggregated race/ethnicity: ‘American Indian or Alaska Native,’ ‘Native Hawaiian or other Pacific Islander,’ or ‘Another race/ethnicity’
Aggregated sexual orientation: ‘Unsure’ or ‘Another orientation’
Aggregated religious preference: ‘Mormon’ or ‘Another preference’

Results by gender identity



Note: Results are concealed to ensure confidentiality when item response counts < 30. c = concealed.
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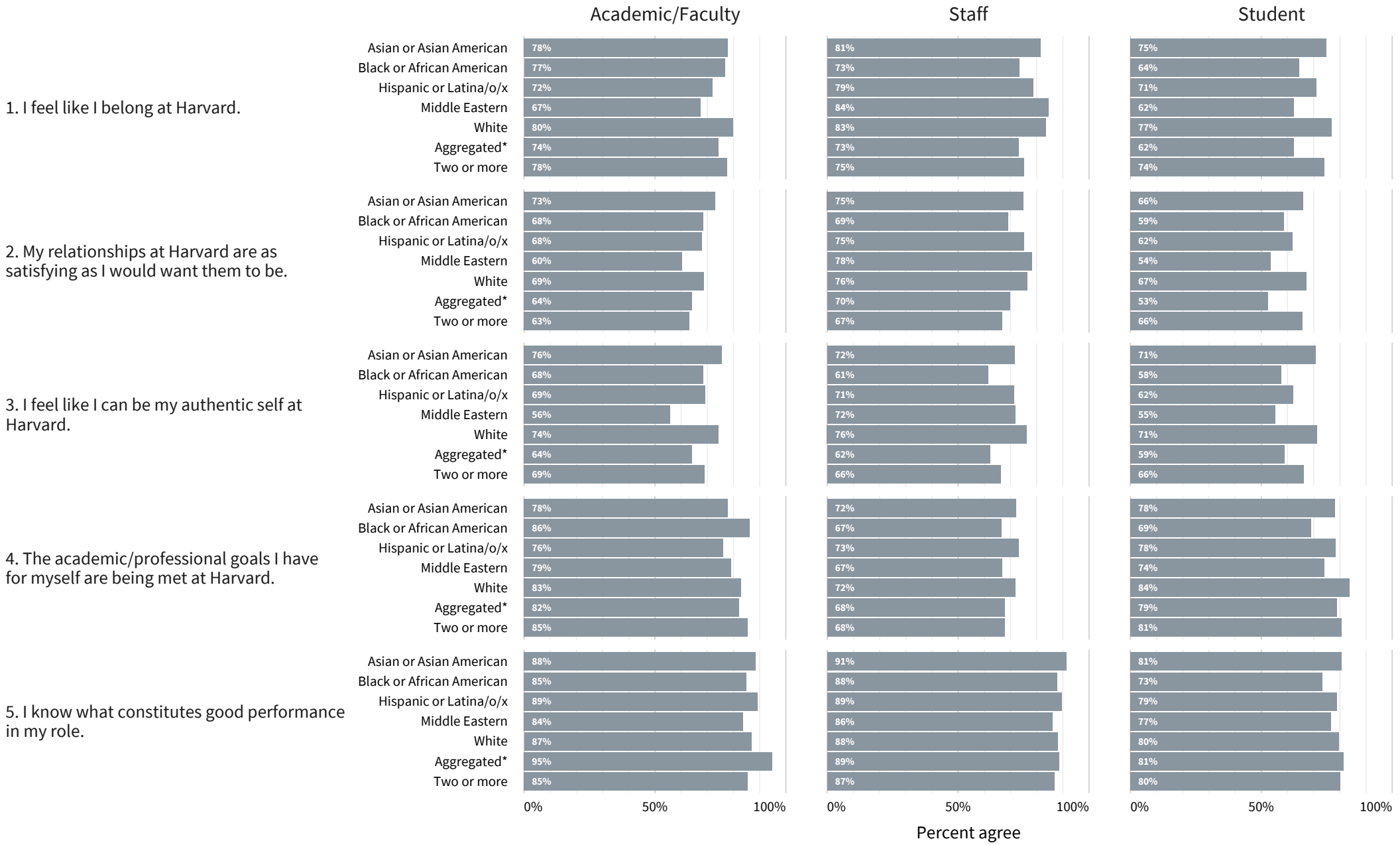
*Aggregated gender identity: 'Transgender,' 'Unsure,' or 'Another gender identity'

Results by race/ethnicity (Q1-Q5)



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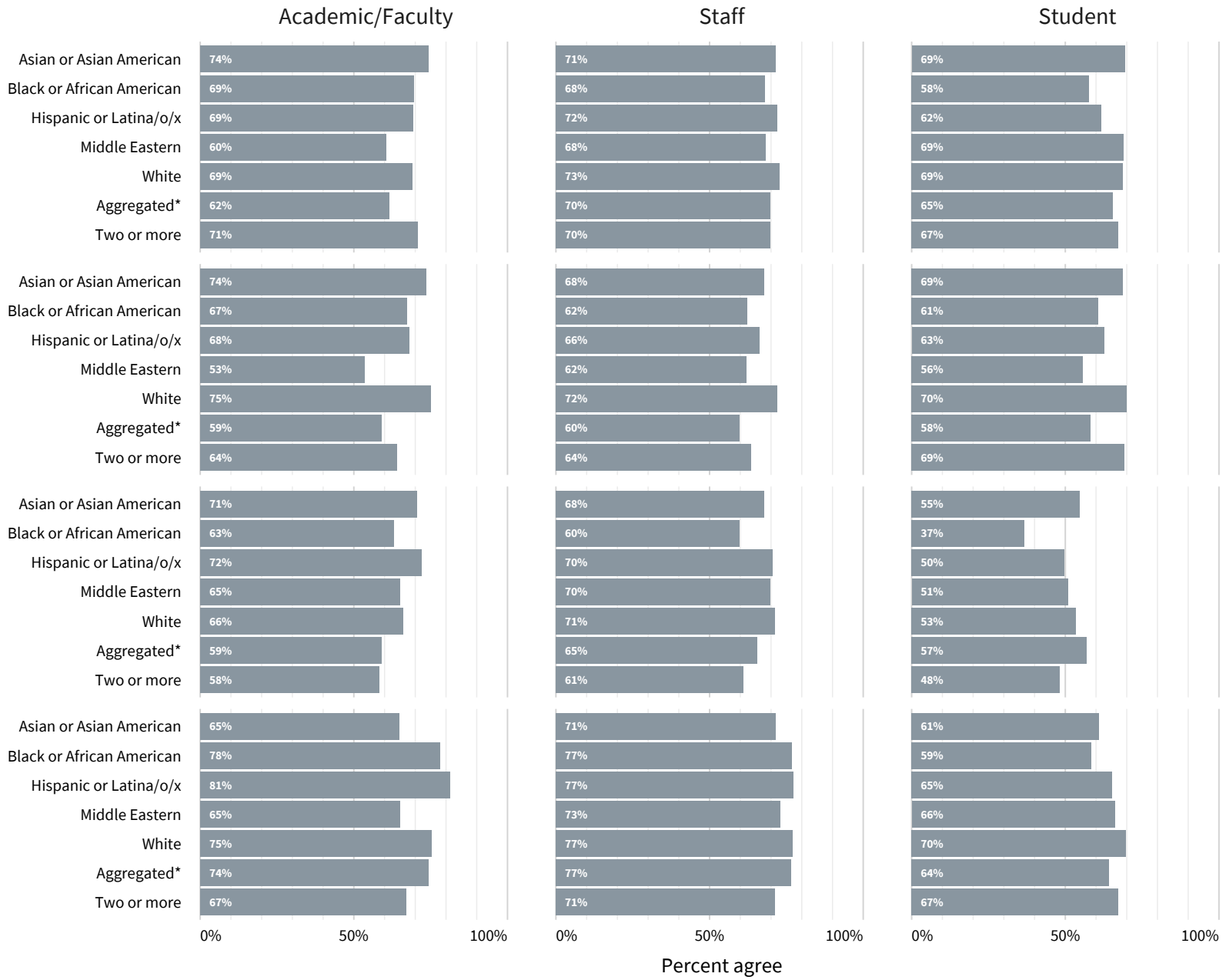
Demographic categories with fewer than 30 responses in any role were aggregated as described below:
*Aggregated race/ethnicity: 'American Indian or Alaska Native,' 'Native Hawaiian or other Pacific Islander,' or 'Another race/ethnicity'

Results by race/ethnicity (Q6-Q9)



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Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel
Respondents selecting 'Prefer not to say' are not included
Demographic categories with fewer than 30 responses in any role were aggregated as described below:
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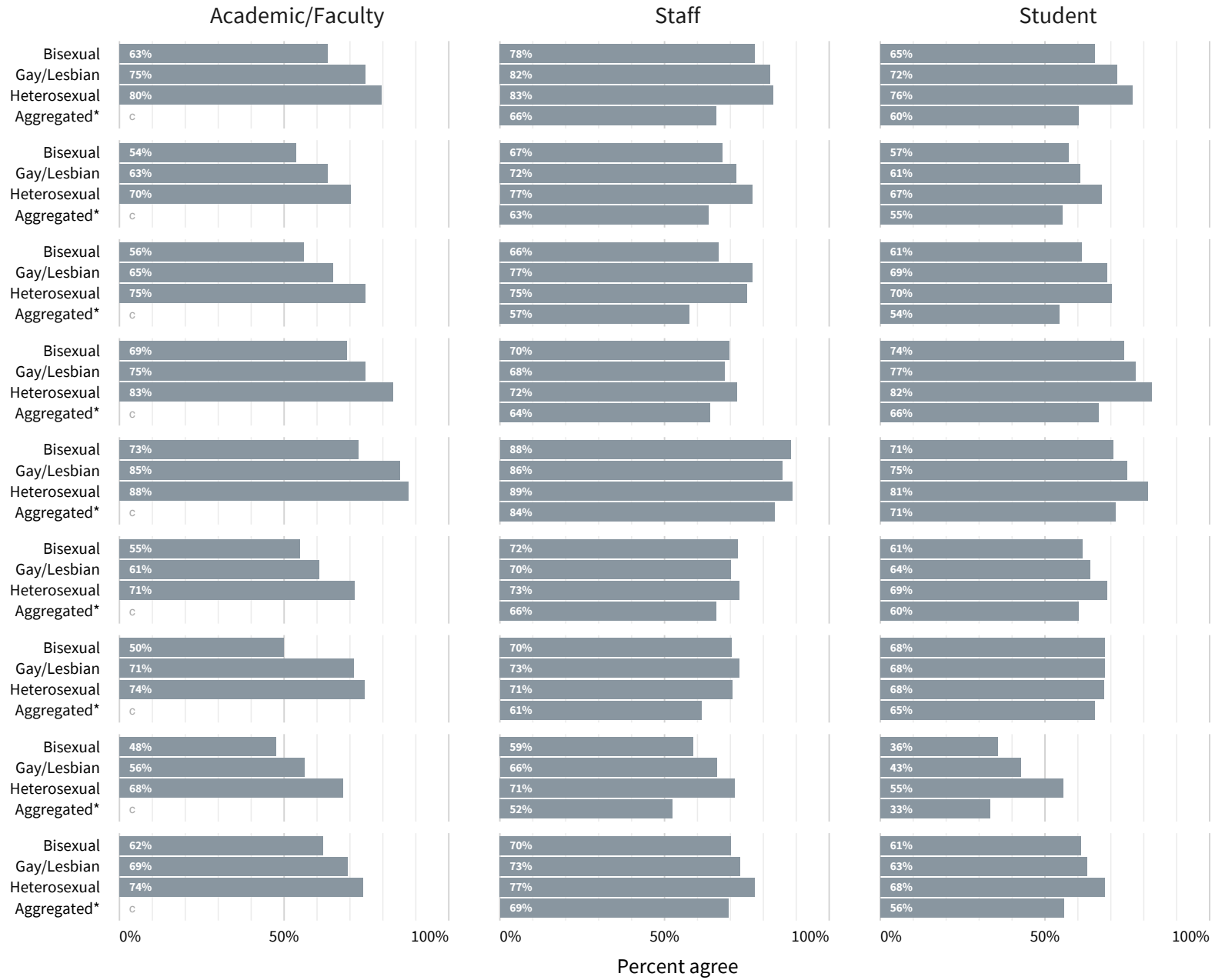
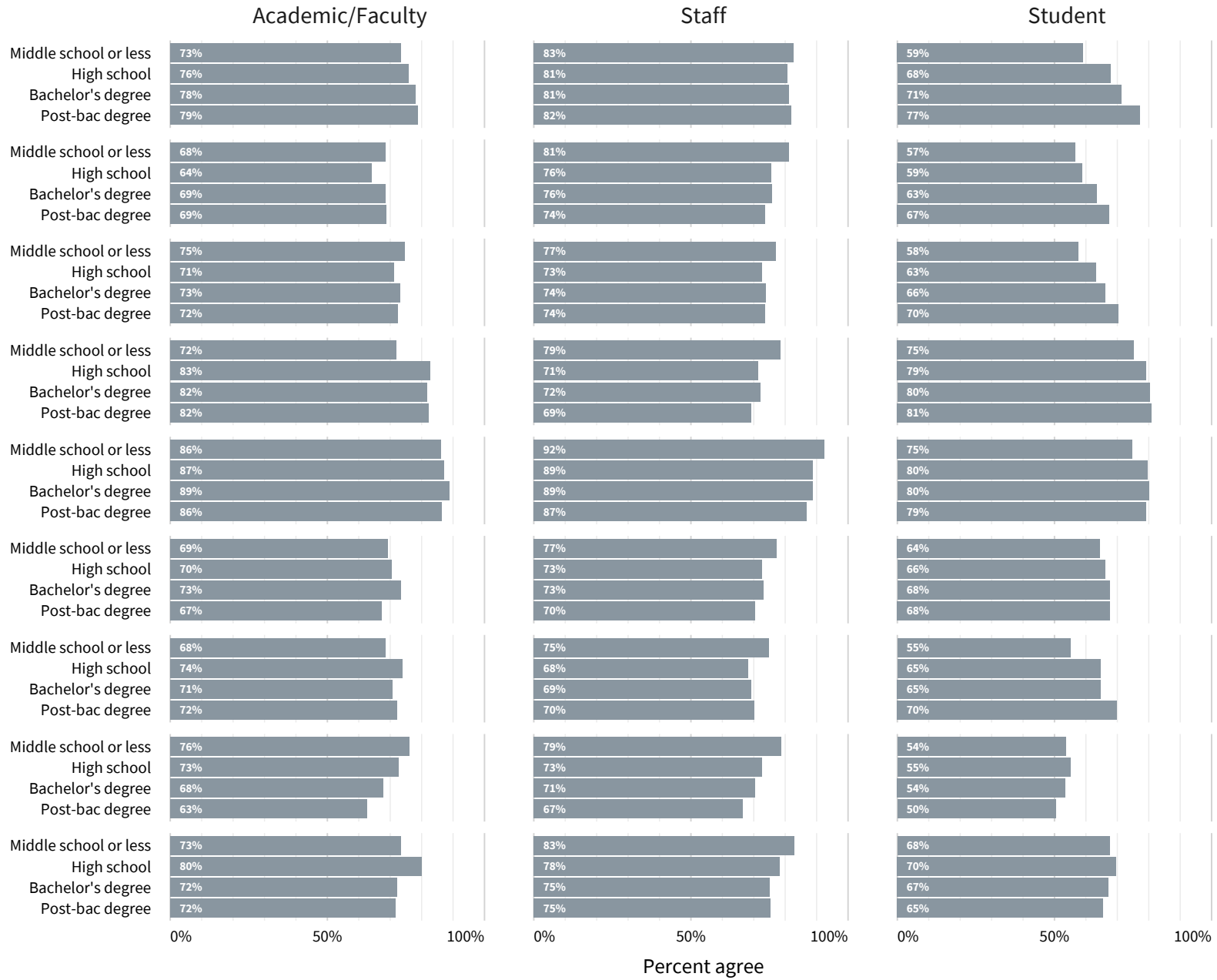
Results by sexual orientation



Note: Results are concealed to ensure confidentiality when item response counts < 30. c = concealed.
% Agree = Percent 'Somewhat agree,' 'Agree,' or 'Strongly agree'
Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel
Respondents selecting 'Prefer not to say' are not included
Demographic categories with fewer than 30 responses in any role were aggregated as described below:
*Aggregated sexual orientation: 'Unsure' or 'Another orientation'

Results by parental education



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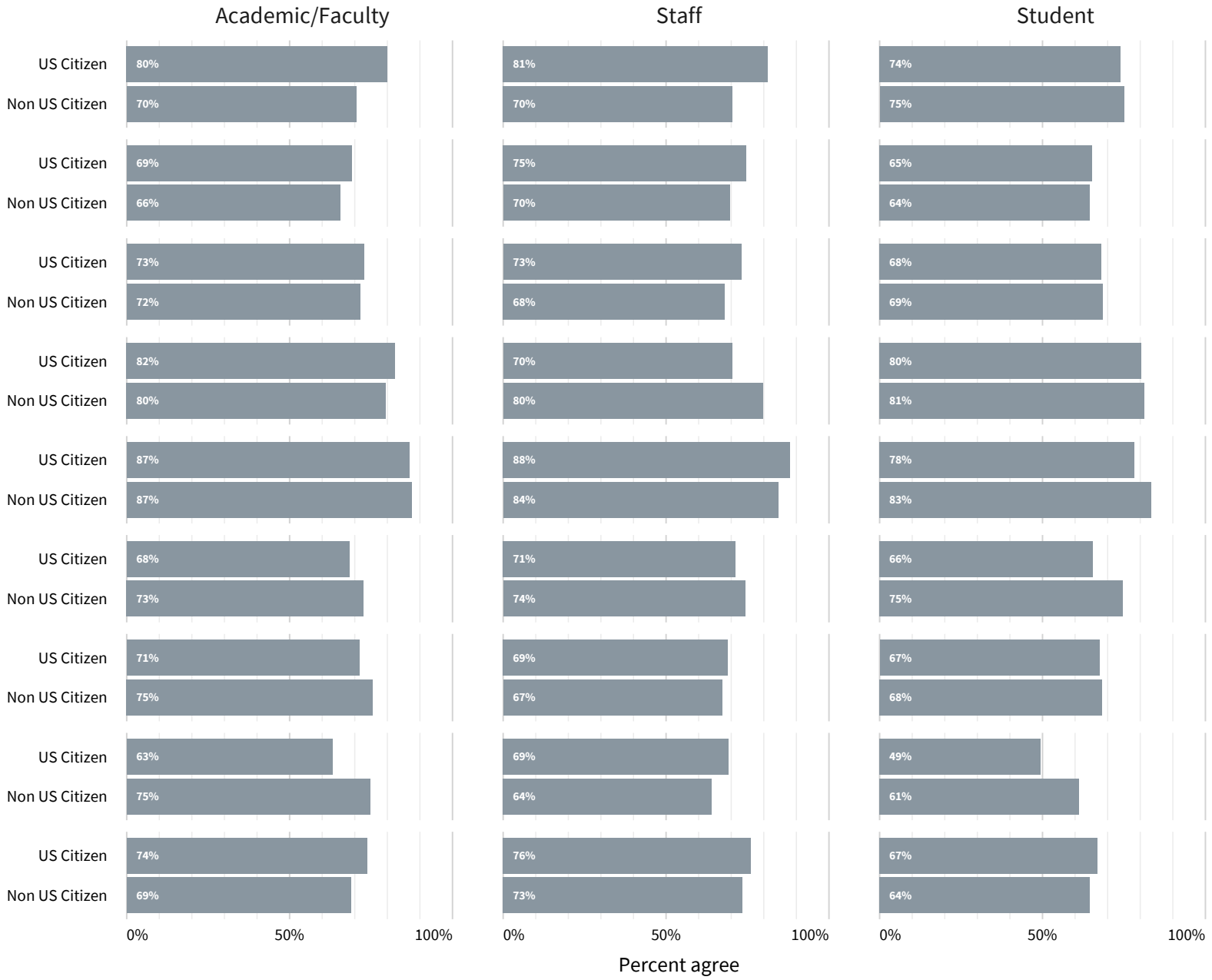
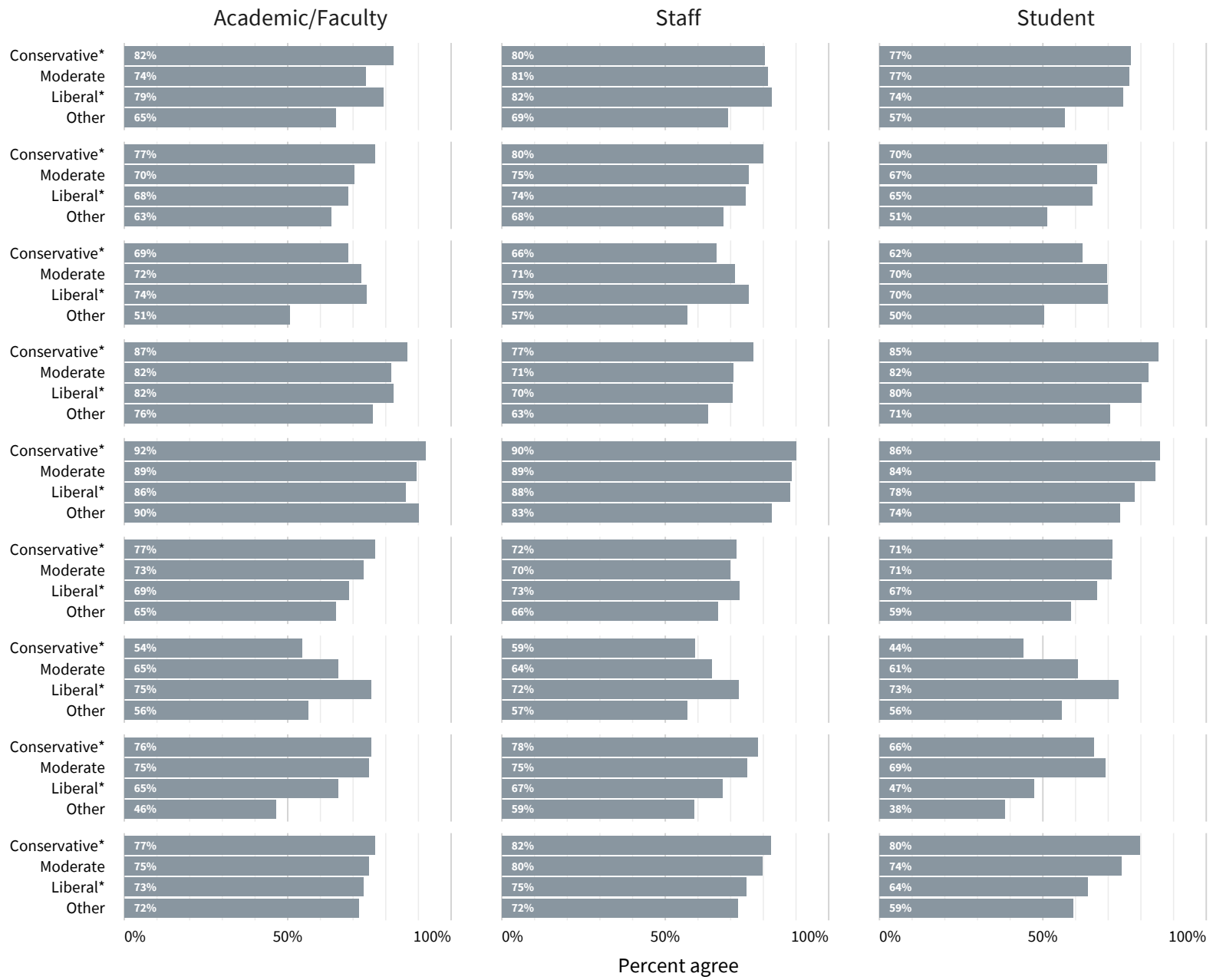
% Agree = Percent 'Somewhat agree,' 'Agree,' or 'Strongly agree'
Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel
Respondents selecting 'Prefer not to say' are not included

Results by US citizenship



Note: Results are concealed to ensure confidentiality when item response counts < 30. c = concealed.
% Agree = Percent 'Somewhat agree,' 'Agree,' or 'Strongly agree'
Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel
Respondents selecting 'Prefer not to say' are not included

Results by political ideology



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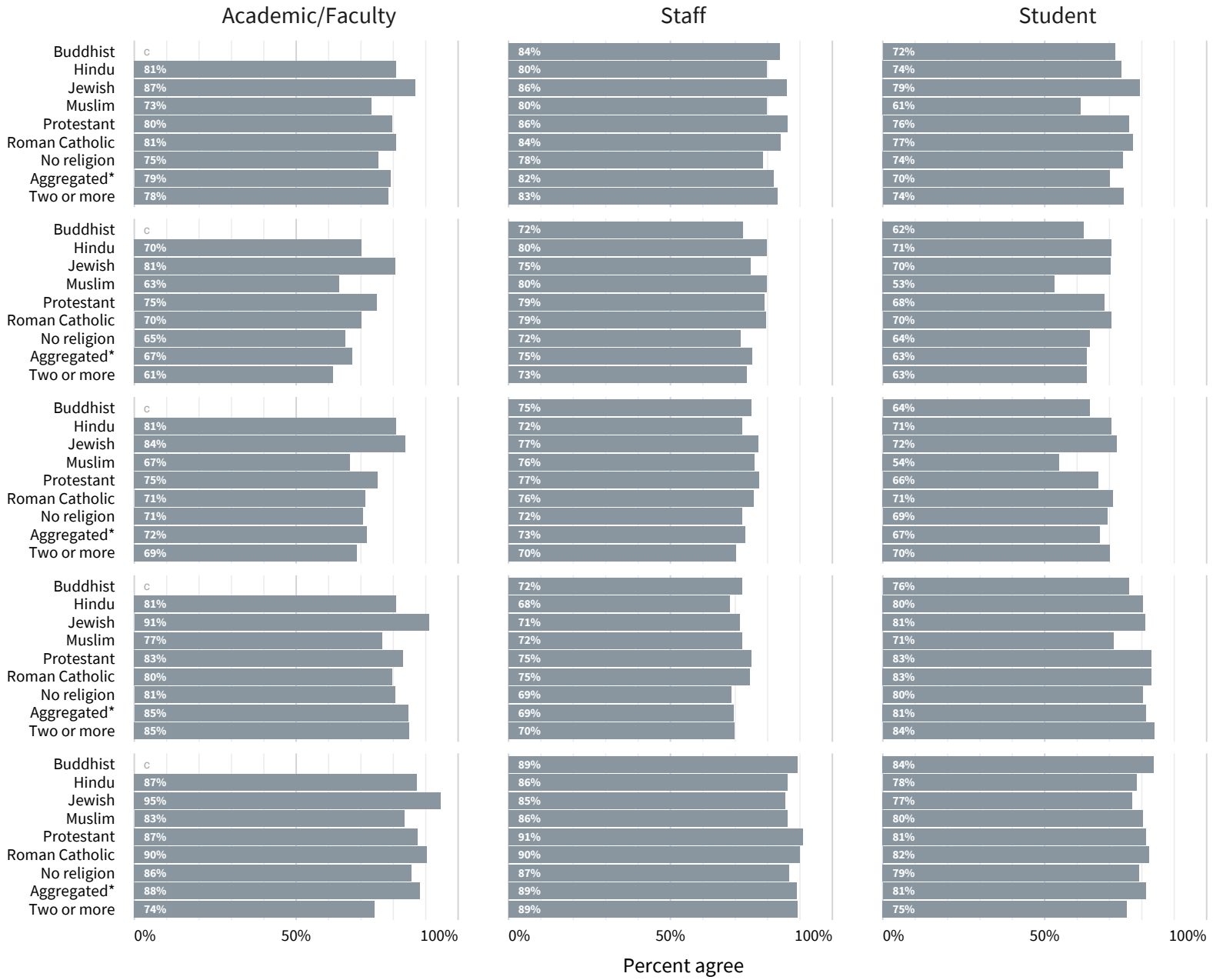
% Agree = Percent 'Somewhat agree,' 'Agree,' or 'Strongly agree'
Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel
Respondents selecting 'Prefer not to say' are not included
*Conservative = 'Very conservative,' 'Conservative,' or 'Slightly conservative'
*Liberal = 'Very liberal,' 'Liberal,' or 'Slightly liberal'

Results by religious preference (Q1-Q5)



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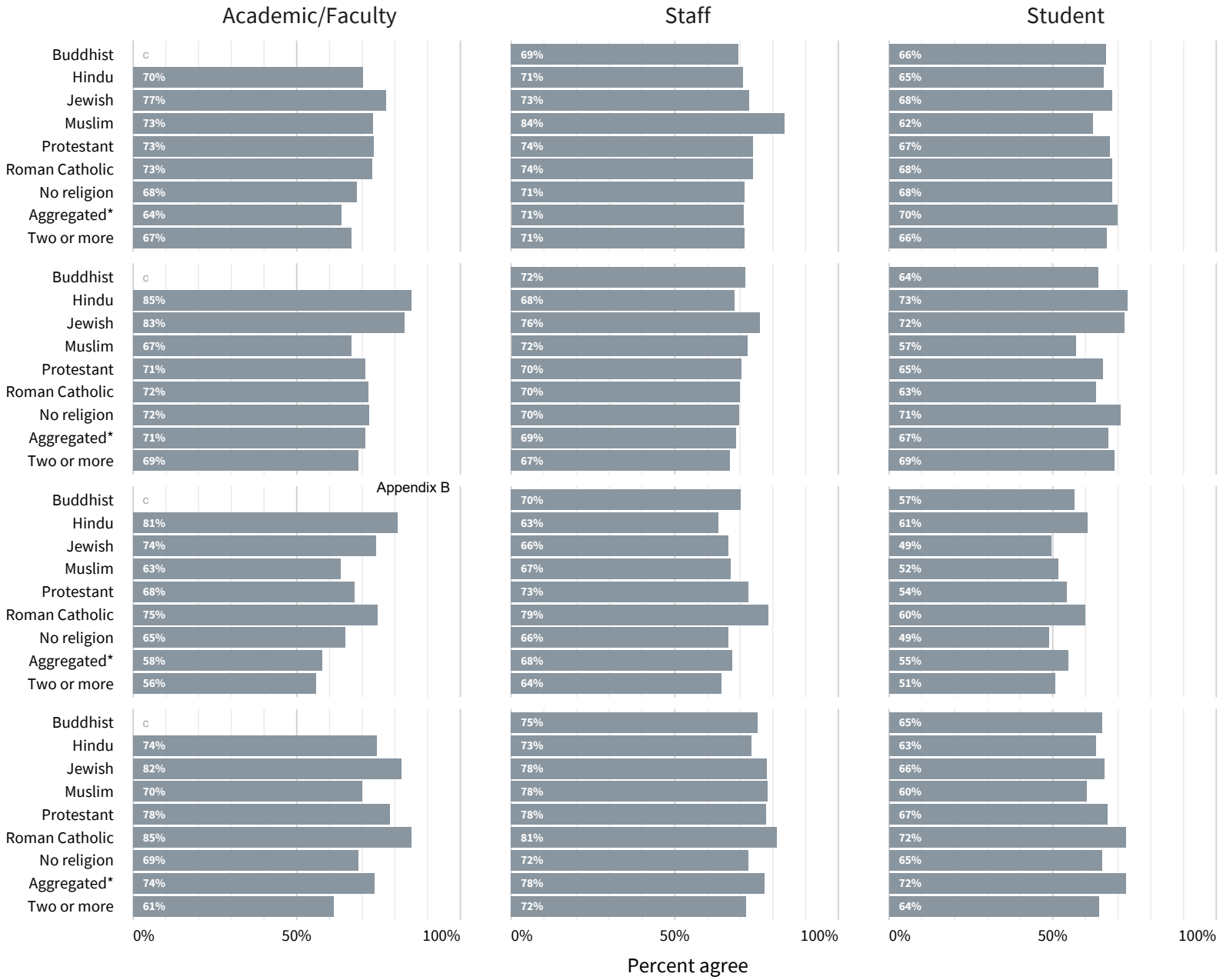
% Agree = Percent 'Somewhat agree,' 'Agree,' or 'Strongly agree'
Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel
Respondents selecting 'Prefer not to say' are not included
*Aggregated religious preference: 'Mormon' or 'Another preference'

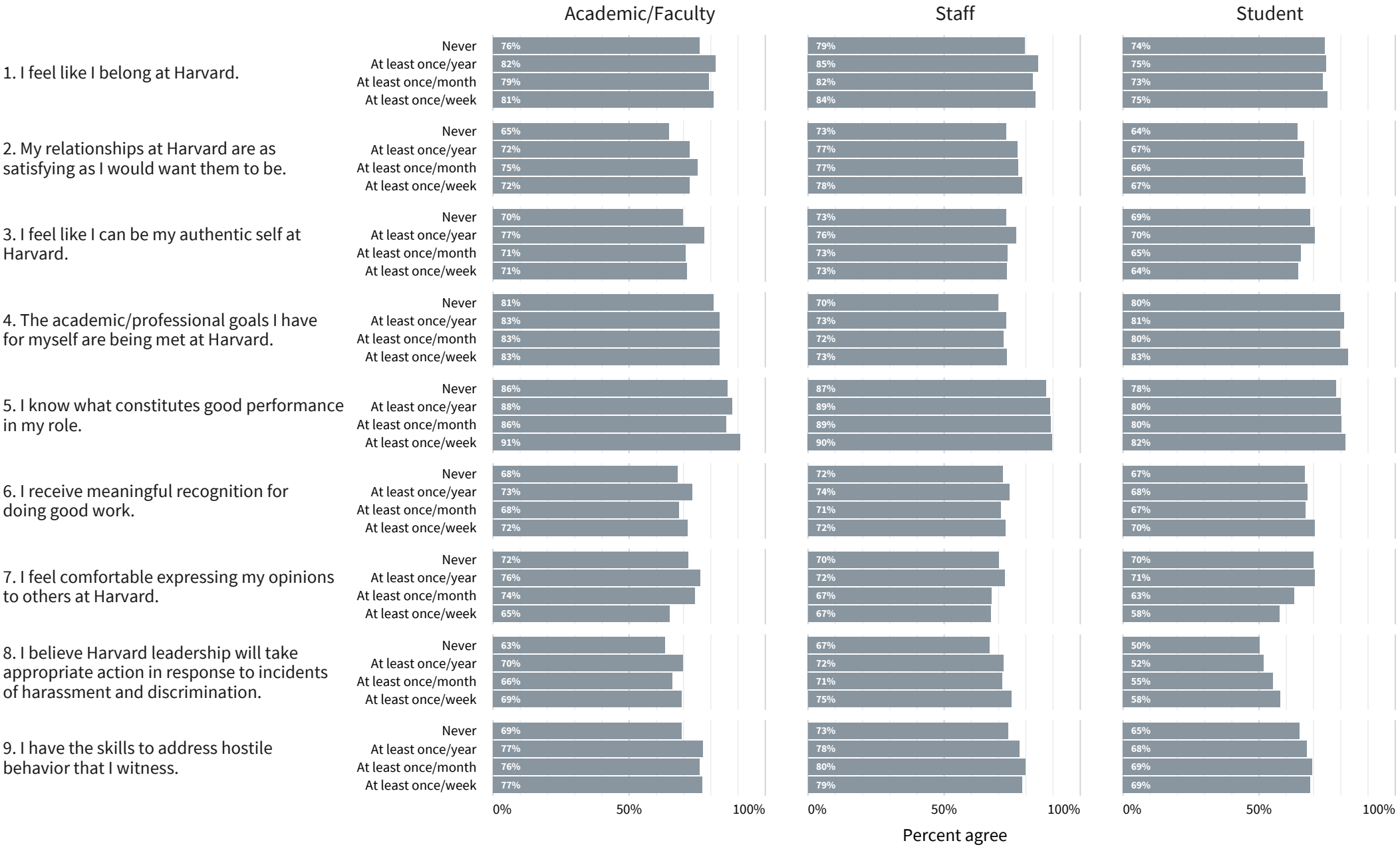
Results by religious preference (Q6-Q9)



Appendix B

Note: Results are concealed to ensure confidentiality when item response counts < 30. c = concealed.
% Agree = Percent 'Somewhat agree,' 'Agree,' or 'Strongly agree'
Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel
Respondents selecting 'Prefer not to say' are not included
*Aggregated religious preference: 'Mormon' or 'Another preference'

Results by attendance of religious services



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Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel
Respondents selecting 'Prefer not to say' are not included

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
Overall	77.7%	14.9%	80.3%	10.8%	73.7%	19.3%
Gender identity						
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[*]	*(c)*	*(c)*	66.7%	19.0%	46.1%	44.7%
Race/ethnicity						
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[†]	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%
Sexual orientation						
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[‡]	*(c)*	*(c)*	65.7%	20.9%	60.2%	30.8%
Parent education level						
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%
US citizen						
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%
Political ideology						
Conservative[§]	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[¶]	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%
Religious preference						
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[**]	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%
Frequency of attendance at religious services						
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
Overall	67.6%	24.9%	73.8%	18.4%	64.8%	28.3%
Gender identity						
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%
Race/ethnicity						
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%
Sexual orientation						
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%
Parent education level						
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%
US citizen						
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%
Political ideology						
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%
Religious preference						
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%
Frequency of attendance at religious services						
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
Overall	71.9%	21.2%	72.2%	19.8%	67.8%	25.1%
Gender identity						
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%
Race/ethnicity						
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%
Sexual orientation						
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%
Parent education level						
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%
US citizen						
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%
Political ideology						
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%
Religious preference						
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%
Frequency of attendance at religious services						
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
Overall	81.3%	12.1%	69.7%	21.5%	80.1%	14.4%
Gender identity						
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%
Race/ethnicity						
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%
Sexual orientation						
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%
Parent education level						
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%
US citizen						
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%
Political ideology						
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%
Religious preference						
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%
Frequency of attendance at religious services						
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
Overall	86.5%	9.1%	87.5%	8.0%	79.1%	11.6%
Gender identity						
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%
Race/ethnicity						
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%
Sexual orientation						
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%
Parent education level						
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%
US citizen						
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%
Political ideology						
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%
Religious preference						
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%
Frequency of attendance at religious services						
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
Overall	68.5%	21.6%	70.6%	21.1%	67.1%	19.8%
Gender identity						
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[*]	*(c)*	*(c)*	68.3%	19.0%	50.0%	31.6%
Race/ethnicity						
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[†]	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%
Sexual orientation						
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[‡]	*(c)*	*(c)*	65.7%	22.9%	60.2%	26.1%
Parent education level						
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%
US citizen						
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%
Political ideology						
Conservative[§]	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[¶]	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%
Religious preference						
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[**]	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%
Frequency of attendance at religious services						
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
Overall	71.5%	20.5%	68.2%	22.7%	67.2%	24.9%
Gender identity						
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%
Race/ethnicity						
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%
Sexual orientation						
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%
Parent education level						
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%
US citizen						
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%
Political ideology						
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%
Religious preference						
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%
Frequency of attendance at religious services						
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
Overall	64.9%	21.1%	68.5%	18.6%	51.5%	34.0%
Gender identity						
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%
Race/ethnicity						
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%
Sexual orientation						
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%
Parent education level						
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%
US citizen						
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%
Political ideology						
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%
Religious preference						
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%
Frequency of attendance at religious services						
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
Overall	72.5%	15.1%	75.7%	13.1%	66.3%	20.4%
Gender identity						
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%
Race/ethnicity						
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%
Sexual orientation						
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%
Parent education level						
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%
US citizen						
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%
Political ideology						
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%
Religious preference						
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%
Frequency of attendance at religious services						
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'