Inclusion & Belonging Pilot Pulse Survey Results

“I feel like I belong at Harvard.”

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>5%</td>
<td>8%</td>
<td>25%</td>
<td>37%</td>
<td>15%</td>
<td></td>
<td>77%</td>
</tr>
<tr>
<td>Students</td>
<td>6%</td>
<td>10%</td>
<td>27%</td>
<td>34%</td>
<td>13%</td>
<td></td>
<td>74%</td>
</tr>
<tr>
<td>Staff</td>
<td>3%</td>
<td>7%</td>
<td>23%</td>
<td>41%</td>
<td>16%</td>
<td></td>
<td>80%</td>
</tr>
<tr>
<td>Academic/Faculty</td>
<td>5%</td>
<td>8%</td>
<td>23%</td>
<td>35%</td>
<td>20%</td>
<td></td>
<td>78%</td>
</tr>
</tbody>
</table>

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

1. I feel like I belong at Harvard.
   Overall: 15%, 77%, 24%, 69%, 22%, 70%
   Students: 19%, 74%, 28%, 65%, 25%, 68%
   Staff: 11%, 80%, 18%, 74%, 20%, 72%
   Academic/Faculty: 15%, 78%, 25%, 68%, 21%, 72%

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

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

4. The academic/professional goals I have for myself are being met at Harvard.

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

6. I receive meaningful recognition for doing good work.

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

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

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

% Agree = Percent 'Somewhat agree,' 'Agree,' or 'Strongly agree'
% Disagree = Percent 'Somewhat disagree,' 'Disagree,' or 'Strongly disagree'
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’

<table>
<thead>
<tr>
<th>Category</th>
<th>Percent Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>77%</td>
</tr>
<tr>
<td>Male</td>
<td>80%</td>
</tr>
<tr>
<td>Female</td>
<td>76%</td>
</tr>
<tr>
<td>Aggregated gender identity</td>
<td>57%</td>
</tr>
<tr>
<td>Genderqueer or nonbinary</td>
<td>53%</td>
</tr>
<tr>
<td>White</td>
<td>81%</td>
</tr>
<tr>
<td>Asian or Asian American</td>
<td>77%</td>
</tr>
<tr>
<td>Two or more race/ethnicity</td>
<td>77%</td>
</tr>
<tr>
<td>Hispanic or Latina/o/x</td>
<td>78%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>69%</td>
</tr>
<tr>
<td>Middle Eastern</td>
<td>68%</td>
</tr>
<tr>
<td>Aggregated race/ethnicity</td>
<td>68%</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>80%</td>
</tr>
<tr>
<td>Gay/Lesbian</td>
<td>77%</td>
</tr>
<tr>
<td>Bisexual</td>
<td>69%</td>
</tr>
<tr>
<td>Aggregated sexual orientation</td>
<td>63%</td>
</tr>
<tr>
<td>Parent Ed: Post-bac degree</td>
<td>79%</td>
</tr>
<tr>
<td>Bachelor’s degree</td>
<td>77%</td>
</tr>
<tr>
<td>High School</td>
<td>77%</td>
</tr>
<tr>
<td>Middle school or less</td>
<td>76%</td>
</tr>
<tr>
<td>U.S. Citizen</td>
<td>78%</td>
</tr>
<tr>
<td>Non U.S. Citizen</td>
<td>74%</td>
</tr>
<tr>
<td>Political Ideology: Moderate</td>
<td>79%</td>
</tr>
<tr>
<td>Conservative</td>
<td>79%</td>
</tr>
<tr>
<td>Liberal</td>
<td>78%</td>
</tr>
<tr>
<td>Another political ideology</td>
<td>63%</td>
</tr>
<tr>
<td>Jewish</td>
<td>83%</td>
</tr>
<tr>
<td>Roman Catholic</td>
<td>81%</td>
</tr>
<tr>
<td>Protestant</td>
<td>80%</td>
</tr>
<tr>
<td>Two or more religions</td>
<td>78%</td>
</tr>
<tr>
<td>Buddhist</td>
<td>78%</td>
</tr>
<tr>
<td>Aggregated religious preference</td>
<td>77%</td>
</tr>
<tr>
<td>Hindu</td>
<td>78%</td>
</tr>
<tr>
<td>No religion</td>
<td>76%</td>
</tr>
<tr>
<td>Muslim</td>
<td>66%</td>
</tr>
<tr>
<td>Religious services: Once/year</td>
<td>80%</td>
</tr>
<tr>
<td>At least once/week</td>
<td>79%</td>
</tr>
<tr>
<td>At least once/month</td>
<td>79%</td>
</tr>
<tr>
<td>Never</td>
<td>77%</td>
</tr>
</tbody>
</table>

Percent agree (n = 20572)
## Results by gender identity

<table>
<thead>
<tr>
<th>Academic/Faculty</th>
<th>Staff</th>
<th>Student</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. I feel like I belong at Harvard.</strong>&lt;br&gt;Female: 73%&lt;br&gt;Male: 62%&lt;br&gt;Genderqueer or nonbinary: 63%&lt;br&gt;Aggregated*: 68%&lt;br&gt;Gender: c&lt;</td>
<td><strong>1. I feel like I belong at Harvard.</strong>&lt;br&gt;Female: 61%&lt;br&gt;Male: 61%&lt;br&gt;Genderqueer or nonbinary: 63%&lt;br&gt;Aggregated*: 62%&lt;br&gt;Gender: c</td>
<td><strong>1. I feel like I belong at Harvard.</strong>&lt;br&gt;Female: 69%&lt;br&gt;Male: 65%&lt;br&gt;Genderqueer or nonbinary: 58%&lt;br&gt;Aggregated*: 58%&lt;br&gt;Gender: c</td>
</tr>
<tr>
<td><strong>2. My relationships at Harvard are as satisfying as I would want them to be.</strong>&lt;br&gt;Female: 73%&lt;br&gt;Male: 73%&lt;br&gt;Genderqueer or nonbinary: 77%&lt;br&gt;Aggregated*: 77%&lt;br&gt;Gender: c&lt;</td>
<td><strong>2. My relationships at Harvard are as satisfying as I would want them to be.</strong>&lt;br&gt;Female: 77%&lt;br&gt;Male: 72%&lt;br&gt;Genderqueer or nonbinary: 73%&lt;br&gt;Aggregated*: 74%&lt;br&gt;Gender: c</td>
<td><strong>2. My relationships at Harvard are as satisfying as I would want them to be.</strong>&lt;br&gt;Female: 75%&lt;br&gt;Male: 72%&lt;br&gt;Genderqueer or nonbinary: 73%&lt;br&gt;Aggregated*: 73%&lt;br&gt;Gender: c</td>
</tr>
<tr>
<td><strong>3. I feel like I can be my authentic self at Harvard.</strong>&lt;br&gt;Female: 68%&lt;br&gt;Male: 77%&lt;br&gt;Genderqueer or nonbinary: 76%&lt;br&gt;Aggregated*: 73%&lt;br&gt;Gender: c&lt;</td>
<td><strong>3. I feel like I can be my authentic self at Harvard.</strong>&lt;br&gt;Female: 77%&lt;br&gt;Male: 77%&lt;br&gt;Genderqueer or nonbinary: 77%&lt;br&gt;Aggregated*: 77%&lt;br&gt;Gender: c</td>
<td><strong>3. I feel like I can be my authentic self at Harvard.</strong>&lt;br&gt;Female: 74%&lt;br&gt;Male: 74%&lt;br&gt;Genderqueer or nonbinary: 74%&lt;br&gt;Aggregated*: 74%&lt;br&gt;Gender: c</td>
</tr>
<tr>
<td><strong>4. The academic/professional goals I have for myself are being met at Harvard.</strong>&lt;br&gt;Female: 76%&lt;br&gt;Male: 80%&lt;br&gt;Genderqueer or nonbinary: 83%&lt;br&gt;Aggregated*: 80%&lt;br&gt;Gender: c&lt;</td>
<td><strong>4. The academic/professional goals I have for myself are being met at Harvard.</strong>&lt;br&gt;Female: 74%&lt;br&gt;Male: 70%&lt;br&gt;Genderqueer or nonbinary: 74%&lt;br&gt;Aggregated*: 72%&lt;br&gt;Gender: c</td>
<td><strong>4. The academic/professional goals I have for myself are being met at Harvard.</strong>&lt;br&gt;Female: 75%&lt;br&gt;Male: 69%&lt;br&gt;Genderqueer or nonbinary: 72%&lt;br&gt;Aggregated*: 72%&lt;br&gt;Gender: c</td>
</tr>
<tr>
<td><strong>5. I know what constitutes good performance in my role.</strong>&lt;br&gt;Female: 63%&lt;br&gt;Male: 70%&lt;br&gt;Genderqueer or nonbinary: 73%&lt;br&gt;Aggregated*: 68%&lt;br&gt;Gender: c&lt;</td>
<td><strong>5. I know what constitutes good performance in my role.</strong>&lt;br&gt;Female: 70%&lt;br&gt;Male: 70%&lt;br&gt;Genderqueer or nonbinary: 70%&lt;br&gt;Aggregated*: 70%&lt;br&gt;Gender: c</td>
<td><strong>5. I know what constitutes good performance in my role.</strong>&lt;br&gt;Female: 74%&lt;br&gt;Male: 72%&lt;br&gt;Genderqueer or nonbinary: 73%&lt;br&gt;Aggregated*: 73%&lt;br&gt;Gender: c</td>
</tr>
<tr>
<td><strong>6. I receive meaningful recognition for doing good work.</strong>&lt;br&gt;Female: 63%&lt;br&gt;Male: 63%&lt;br&gt;Genderqueer or nonbinary: 60%&lt;br&gt;Aggregated*: 62%&lt;br&gt;Gender: c&lt;</td>
<td><strong>6. I receive meaningful recognition for doing good work.</strong>&lt;br&gt;Female: 63%&lt;br&gt;Male: 60%&lt;br&gt;Genderqueer or nonbinary: 62%&lt;br&gt;Aggregated*: 61%&lt;br&gt;Gender: c</td>
<td><strong>6. I receive meaningful recognition for doing good work.</strong>&lt;br&gt;Female: 63%&lt;br&gt;Male: 63%&lt;br&gt;Genderqueer or nonbinary: 63%&lt;br&gt;Aggregated*: 63%&lt;br&gt;Gender: c</td>
</tr>
<tr>
<td><strong>7. I feel comfortable expressing my opinions to others at Harvard.</strong>&lt;br&gt;Female: 68%&lt;br&gt;Male: 71%&lt;br&gt;Genderqueer or nonbinary: 71%&lt;br&gt;Aggregated*: 69%&lt;br&gt;Gender: c&lt;</td>
<td><strong>7. I feel comfortable expressing my opinions to others at Harvard.</strong>&lt;br&gt;Female: 71%&lt;br&gt;Male: 66%&lt;br&gt;Genderqueer or nonbinary: 70%&lt;br&gt;Aggregated*: 69%&lt;br&gt;Gender: c</td>
<td><strong>7. I feel comfortable expressing my opinions to others at Harvard.</strong>&lt;br&gt;Female: 71%&lt;br&gt;Male: 66%&lt;br&gt;Genderqueer or nonbinary: 70%&lt;br&gt;Aggregated*: 69%&lt;br&gt;Gender: c</td>
</tr>
<tr>
<td><strong>8. I believe Harvard leadership will take appropriate action in response to incidents of harassment and discrimination.</strong>&lt;br&gt;Female: 58%&lt;br&gt;Male: 61%&lt;br&gt;Genderqueer or nonbinary: 67%&lt;br&gt;Aggregated*: 65%&lt;br&gt;Gender: c&lt;</td>
<td><strong>8. I believe Harvard leadership will take appropriate action in response to incidents of harassment and discrimination.</strong>&lt;br&gt;Female: 64%&lt;br&gt;Male: 52%&lt;br&gt;Genderqueer or nonbinary: 56%&lt;br&gt;Aggregated*: 57%&lt;br&gt;Gender: c</td>
<td><strong>8. I believe Harvard leadership will take appropriate action in response to incidents of harassment and discrimination.</strong>&lt;br&gt;Female: 64%&lt;br&gt;Male: 52%&lt;br&gt;Genderqueer or nonbinary: 56%&lt;br&gt;Aggregated*: 57%&lt;br&gt;Gender: c</td>
</tr>
<tr>
<td><strong>9. I have the skills to address hostile behavior that I witness.</strong>&lt;br&gt;Female: 68%&lt;br&gt;Male: 71%&lt;br&gt;Genderqueer or nonbinary: 71%&lt;br&gt;Aggregated*: 68%&lt;br&gt;Gender: c&lt;</td>
<td><strong>9. I have the skills to address hostile behavior that I witness.</strong>&lt;br&gt;Female: 68%&lt;br&gt;Male: 68%&lt;br&gt;Genderqueer or nonbinary: 71%&lt;br&gt;Aggregated*: 69%&lt;br&gt;Gender: c</td>
<td><strong>9. I have the skills to address hostile behavior that I witness.</strong>&lt;br&gt;Female: 68%&lt;br&gt;Male: 68%&lt;br&gt;Genderqueer or nonbinary: 71%&lt;br&gt;Aggregated*: 69%&lt;br&gt;Gender: c</td>
</tr>
</tbody>
</table>

**Percent agree**

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 gender identity: ‘Transgender,’ ‘Unsure,’ or ‘Another gender identity’
Results by race/ethnicity (Q1-Q5)

1. I feel like I belong at Harvard.
2. My relationships at Harvard are as satisfying as I would want them to be.
3. I feel like I can be my authentic self at Harvard.
4. The academic/professional goals I have for myself are being met at Harvard.
5. I know what constitutes good performance in my role.

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 race/ethnicity: 'American Indian or Alaska Native,' 'Native Hawaiian or other Pacific Islander,' or 'Another race/ethnicity'
Results by race/ethnicity (Q6-Q9)

6. I receive meaningful recognition for doing good work.

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

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

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

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 race/ethnicity: ‘American Indian or Alaska Native,’ ‘Native Hawaiian or other Pacific Islander,’ or another race/ethnicity
Results by sexual orientation

1. I feel like I belong at Harvard.
   - Academic/Faculty
     - Bisexual: 63%
     - Gay/Lesbian: 79%
     - Heterosexual Aggregated*: 80%
   - Staff
     - Bisexual: 78%
     - Gay/Lesbian: 82%
     - Heterosexual Aggregated*: 83%
   - Student
     - Bisexual: 69%
     - Gay/Lesbian: 75%
     - Heterosexual Aggregated*: 83%

2. My relationships at Harvard are as satisfying as I would want them to be.
   - Academic/Faculty
     - Bisexual: 54%
     - Gay/Lesbian: 63%
     - Heterosexual Aggregated*: 70%
   - Staff
     - Bisexual: 67%
     - Gay/Lesbian: 72%
     - Heterosexual Aggregated*: 77%
   - Student
     - Bisexual: 56%
     - Gay/Lesbian: 65%
     - Heterosexual Aggregated*: 75%

3. I feel like I can be my authentic self at Harvard.
   - Academic/Faculty
     - Bisexual: 56%
     - Gay/Lesbian: 65%
     - Heterosexual Aggregated*: 70%
   - Staff
     - Bisexual: 66%
     - Gay/Lesbian: 77%
     - Heterosexual Aggregated*: 75%
   - Student
     - Bisexual: 57%
     - Gay/Lesbian: 61%
     - Heterosexual Aggregated*: 67%

4. The academic/professional goals I have for myself are being met at Harvard.
   - Academic/Faculty
     - Bisexual: 69%
     - Gay/Lesbian: 75%
     - Heterosexual Aggregated*: 74%
   - Staff
     - Bisexual: 70%
     - Gay/Lesbian: 68%
     - Heterosexual Aggregated*: 72%
   - Student
     - Bisexual: 73%
     - Gay/Lesbian: 75%
     - Heterosexual Aggregated*: 88%

5. I know what constitutes good performance in my role.
   - Academic/Faculty
     - Bisexual: 73%
     - Gay/Lesbian: 85%
     - Heterosexual Aggregated*: 88%
   - Staff
     - Bisexual: 80%
     - Gay/Lesbian: 86%
     - Heterosexual Aggregated*: 89%
   - Student
     - Bisexual: 74%
     - Gay/Lesbian: 71%
     - Heterosexual Aggregated*: 71%

6. I receive meaningful recognition for doing good work.
   - Academic/Faculty
     - Bisexual: 59%
     - Gay/Lesbian: 61%
     - Heterosexual Aggregated*: 71%
   - Staff
     - Bisexual: 72%
     - Gay/Lesbian: 70%
     - Heterosexual Aggregated*: 73%
   - Student
     - Bisexual: 62%
     - Gay/Lesbian: 64%
     - Heterosexual Aggregated*: 69%

7. I feel comfortable expressing my opinions to others at Harvard.
   - Academic/Faculty
     - Bisexual: 50%
     - Gay/Lesbian: 72%
     - Heterosexual Aggregated*: 74%
   - Staff
     - Bisexual: 72%
     - Gay/Lesbian: 73%
     - Heterosexual Aggregated*: 74%
   - Student
     - Bisexual: 49%
     - Gay/Lesbian: 56%
     - Heterosexual Aggregated*: 68%

8. I believe Harvard leadership will take appropriate action in response to incidents of harassment and discrimination.
   - Academic/Faculty
     - Bisexual: 48%
     - Gay/Lesbian: 56%
     - Heterosexual Aggregated*: 61%
   - Staff
     - Bisexual: 59%
     - Gay/Lesbian: 66%
     - Heterosexual Aggregated*: 71%
   - Student
     - Bisexual: 58%
     - Gay/Lesbian: 71%
     - Heterosexual Aggregated*: 52%

9. I have the skills to address hostile behavior that I witness.
   - Academic/Faculty
     - Bisexual: 62%
     - Gay/Lesbian: 69%
     - Heterosexual Aggregated*: 74%
   - Staff
     - Bisexual: 70%
     - Gay/Lesbian: 73%
     - Heterosexual Aggregated*: 77%
   - Student
     - Bisexual: 69%
     - Gay/Lesbian: 77%
     - Heterosexual Aggregated*: 69%

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

1. I feel like I belong at Harvard.

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

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

4. The academic/professional goals I have for myself are being met at Harvard.

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

6. I receive meaningful recognition for doing good work.

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

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

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

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 US citizenship

1. I feel like I belong at Harvard.
   - US Citizen: 80%
   - Non US Citizen: 70%

2. My relationships at Harvard are as satisfying as I would want them to be.
   - US Citizen: 60%
   - Non US Citizen: 66%

3. I feel like I can be my authentic self at Harvard.
   - US Citizen: 73%
   - Non US Citizen: 72%

4. The academic/professional goals I have for myself are being met at Harvard.
   - US Citizen: 82%
   - Non US Citizen: 80%

5. I know what constitutes good performance in my role.
   - US Citizen: 87%
   - Non US Citizen: 87%

6. I receive meaningful recognition for doing good work.
   - US Citizen: 68%
   - Non US Citizen: 73%

7. I feel comfortable expressing my opinions to others at Harvard.
   - US Citizen: 71%
   - Non US Citizen: 75%

8. I believe Harvard leadership will take appropriate action in response to incidents of harassment and discrimination.
   - US Citizen: 63%
   - Non US Citizen: 75%

9. I have the skills to address hostile behavior that I witness.
   - US Citizen: 74%
   - Non US Citizen: 69%

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

1. I feel like I belong at Harvard.

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

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

4. The academic/professional goals I have for myself are being met at Harvard.

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

6. I receive meaningful recognition for doing good work.

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

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

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

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

*Conservative = ‘Very conservative,’ ‘Conservative,’ or ‘Slightly conservative’

*Liberal = ‘Very liberal,’ ‘Liberal,’ or ‘Slightly liberal’

Percent agree
Results by religious preference (Q1-Q5)

1. I feel like I belong at Harvard.

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

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

4. The academic/professional goals I have for myself are being met at Harvard.

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

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 religious preference (Q6-Q9)

6. I receive meaningful recognition for doing good work.

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

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

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

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

<table>
<thead>
<tr>
<th></th>
<th>Academic/Faculty</th>
<th></th>
<th>Staff</th>
<th></th>
<th>Student</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. I feel like I belong at Harvard.</td>
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<td>2. My relationships at Harvard are as satisfying as I would want them to be.</td>
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<td>3. I feel like I can be my authentic self at Harvard.</td>
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<td>4. The academic/professional goals I have for myself are being met at Harvard.</td>
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<td>5. I know what constitutes good performance in my role.</td>
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<td>6. I receive meaningful recognition for doing good work.</td>
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<td>7. I feel comfortable expressing my opinions to others at Harvard.</td>
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<td>8. I believe Harvard leadership will take appropriate action in response to incidents of harassment and discrimination.</td>
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<td>9. I have the skills to address hostile behavior that I witness.</td>
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### 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