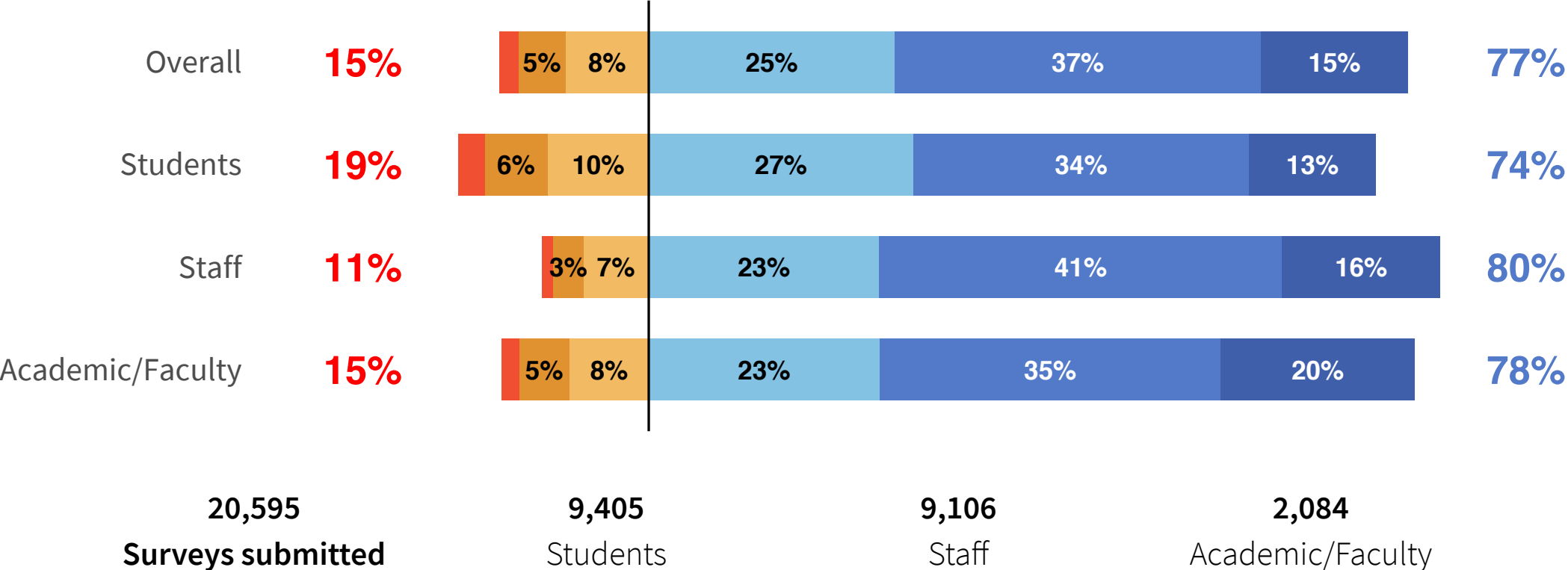


Inclusion & Belonging Pilot Pulse Survey Results

“I feel like I belong at Harvard.”

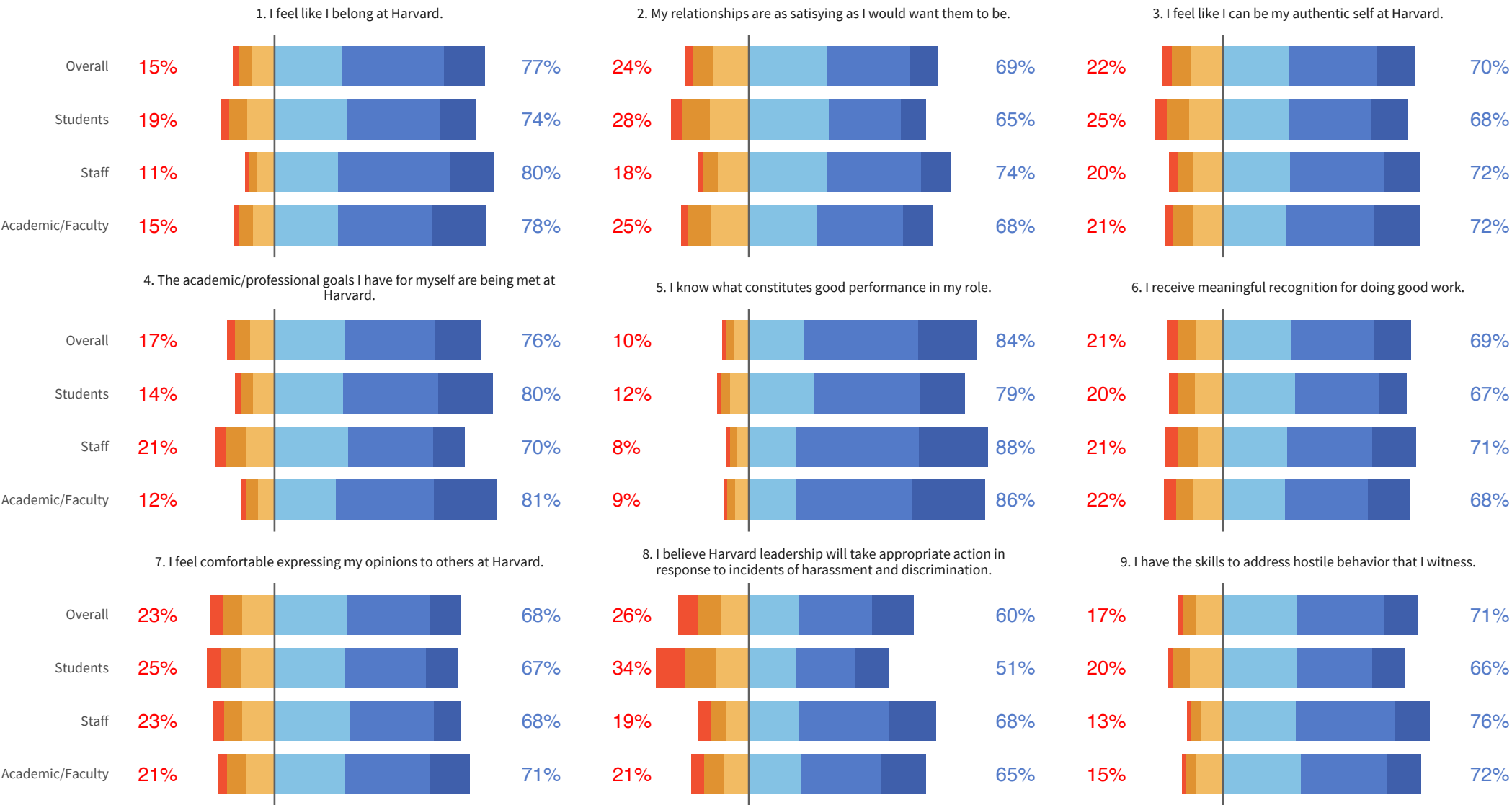
■ Strongly disagree
 ■ Disagree
 ■ Somewhat disagree
 ■ Somewhat agree
 ■ Agree
 ■ Strongly agree



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

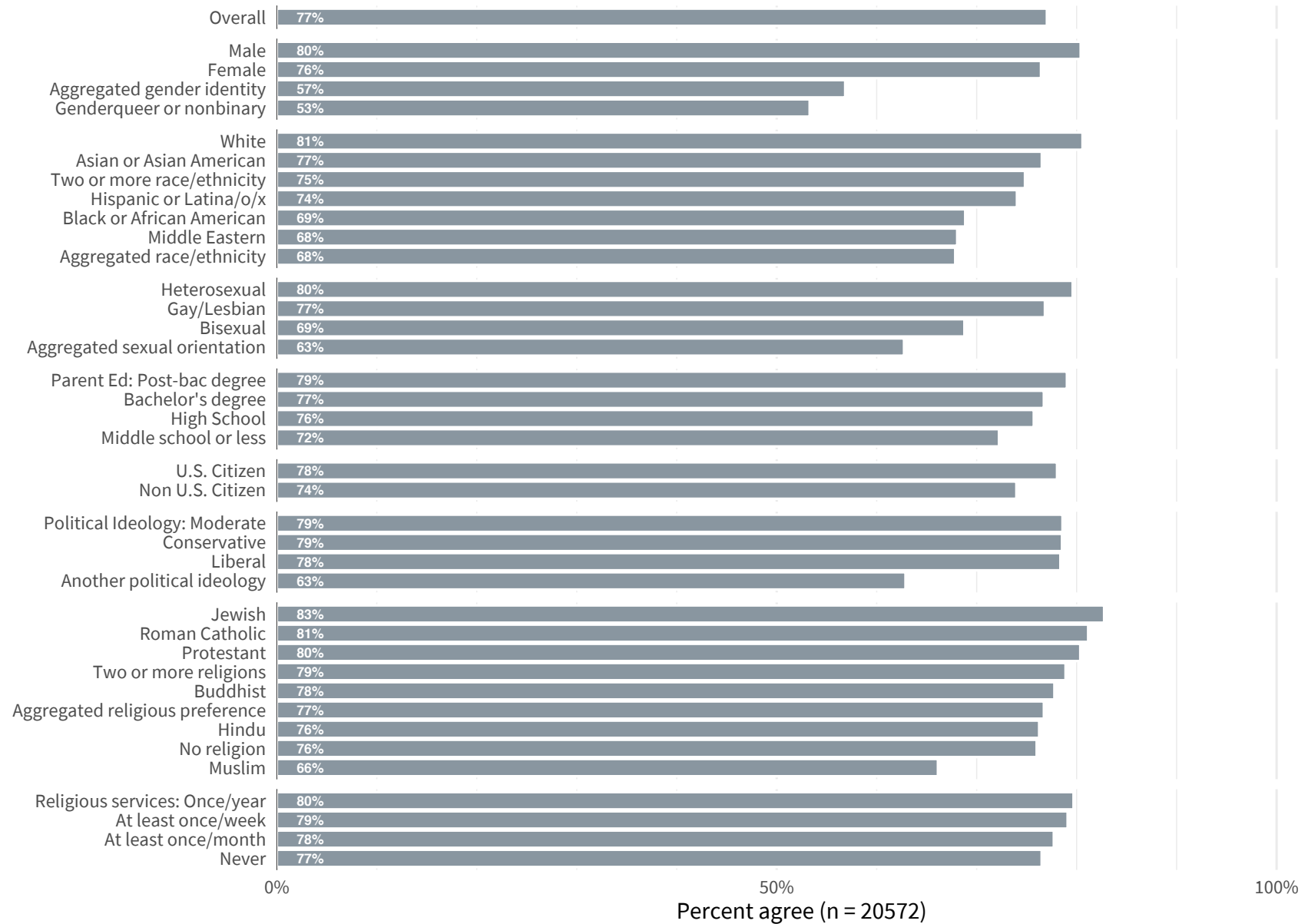
Inclusion & Belonging Pilot Pulse Survey Results

■ Strongly disagree
 ■ Disagree
 ■ Somewhat disagree
 ■ Somewhat agree
 ■ Agree
 ■ Strongly agree



% 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:

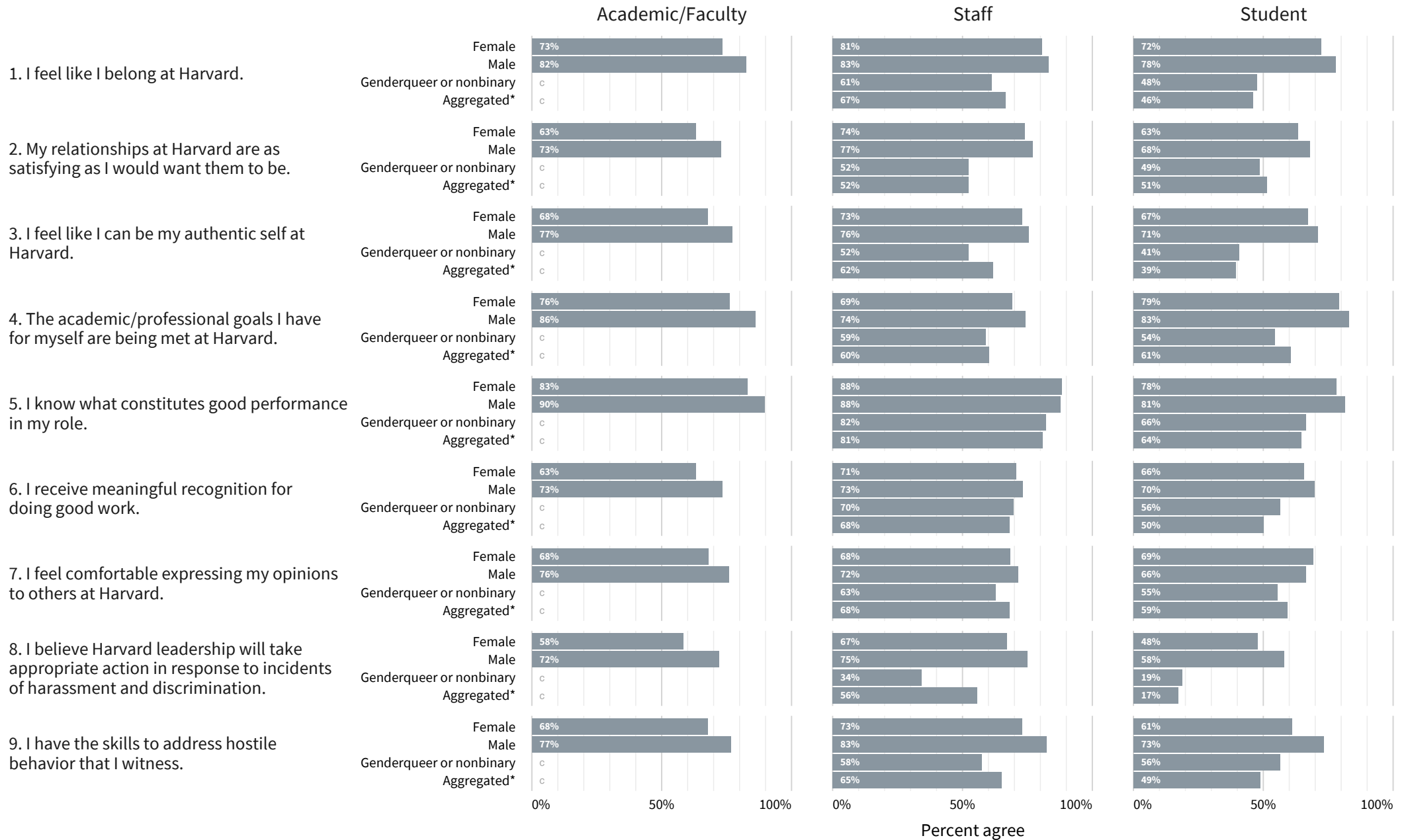
Aggregated gender identity: 'Transgender,' 'Unsure,' or 'Another gender identity'

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'

Results by gender identity



Note: Results are concealed to ensure confidentiality when item response counts < 30. c = concealed.

% Agree = Percent 'Somewhat agree,' 'Agree,' or 'Strongly agree'

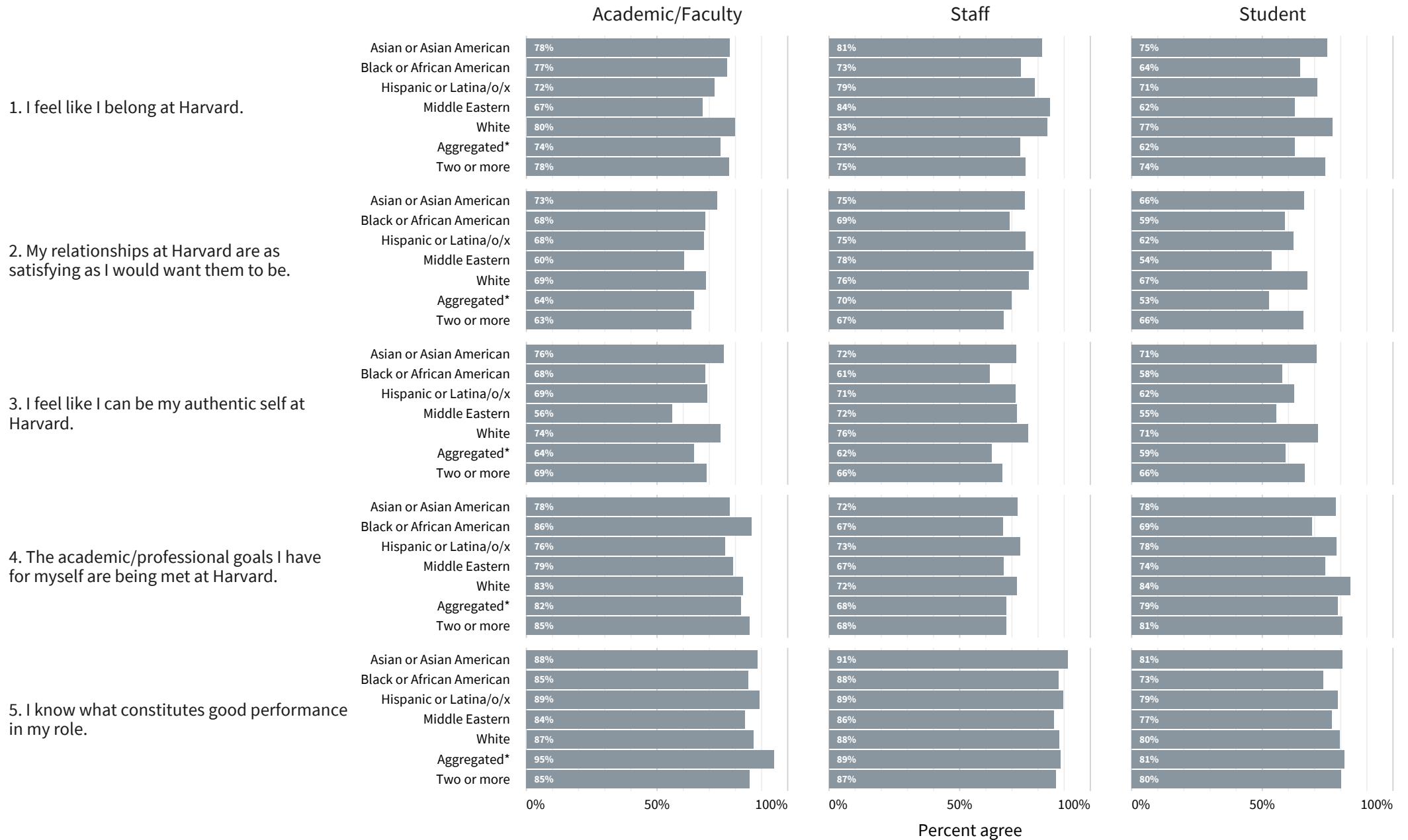
Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel

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)



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)



Note: Results are concealed to ensure confidentiality when item response counts < 30. c = concealed.

% Agree = Percent 'Somewhat agree,' 'Agree,' or 'Strongly agree'

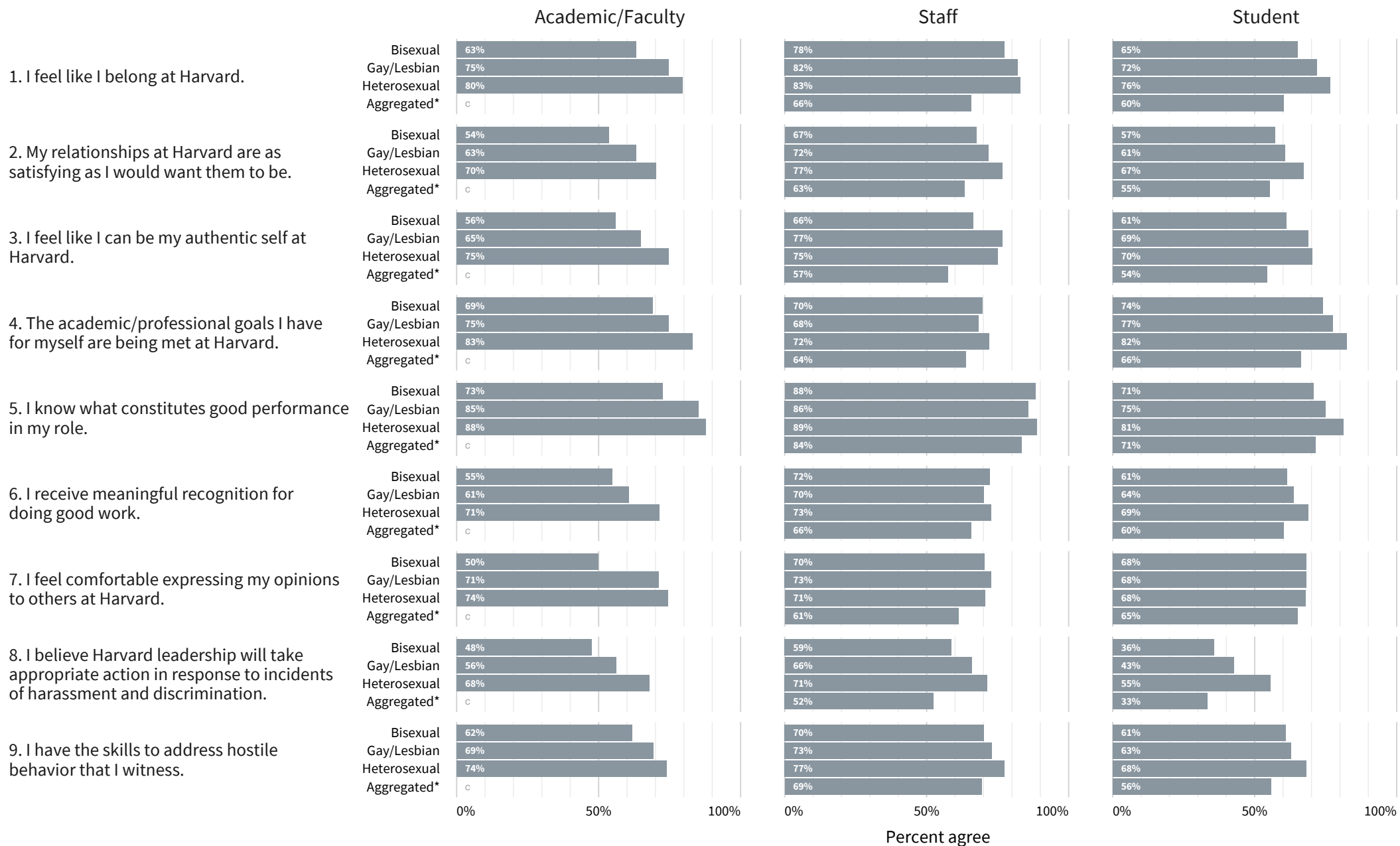
Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel

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



Note: Results are concealed to ensure confidentiality when item response counts < 30. c = concealed.

% Agree = Percent 'Somewhat agree,' 'Agree,' or 'Strongly agree'

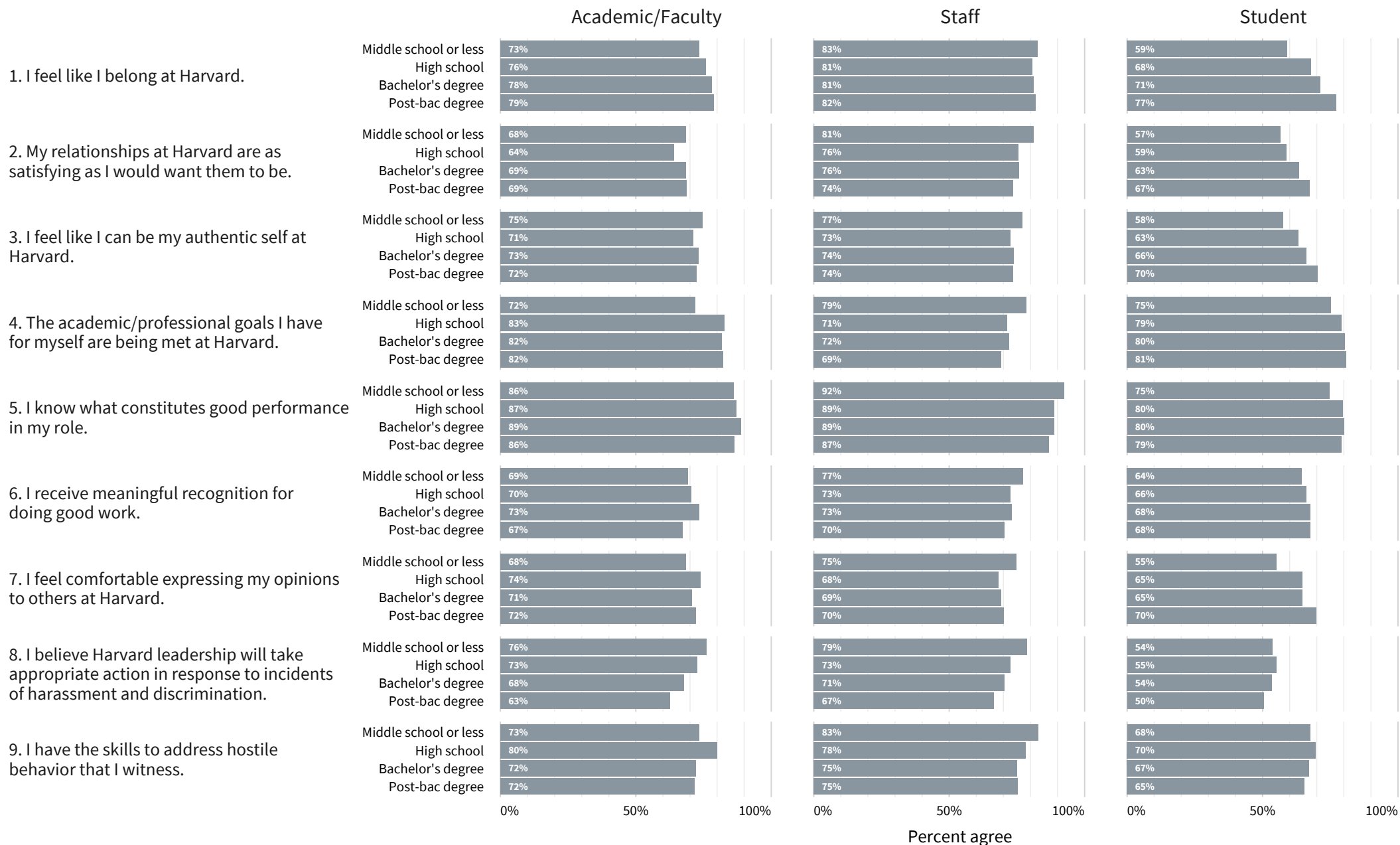
Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel

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



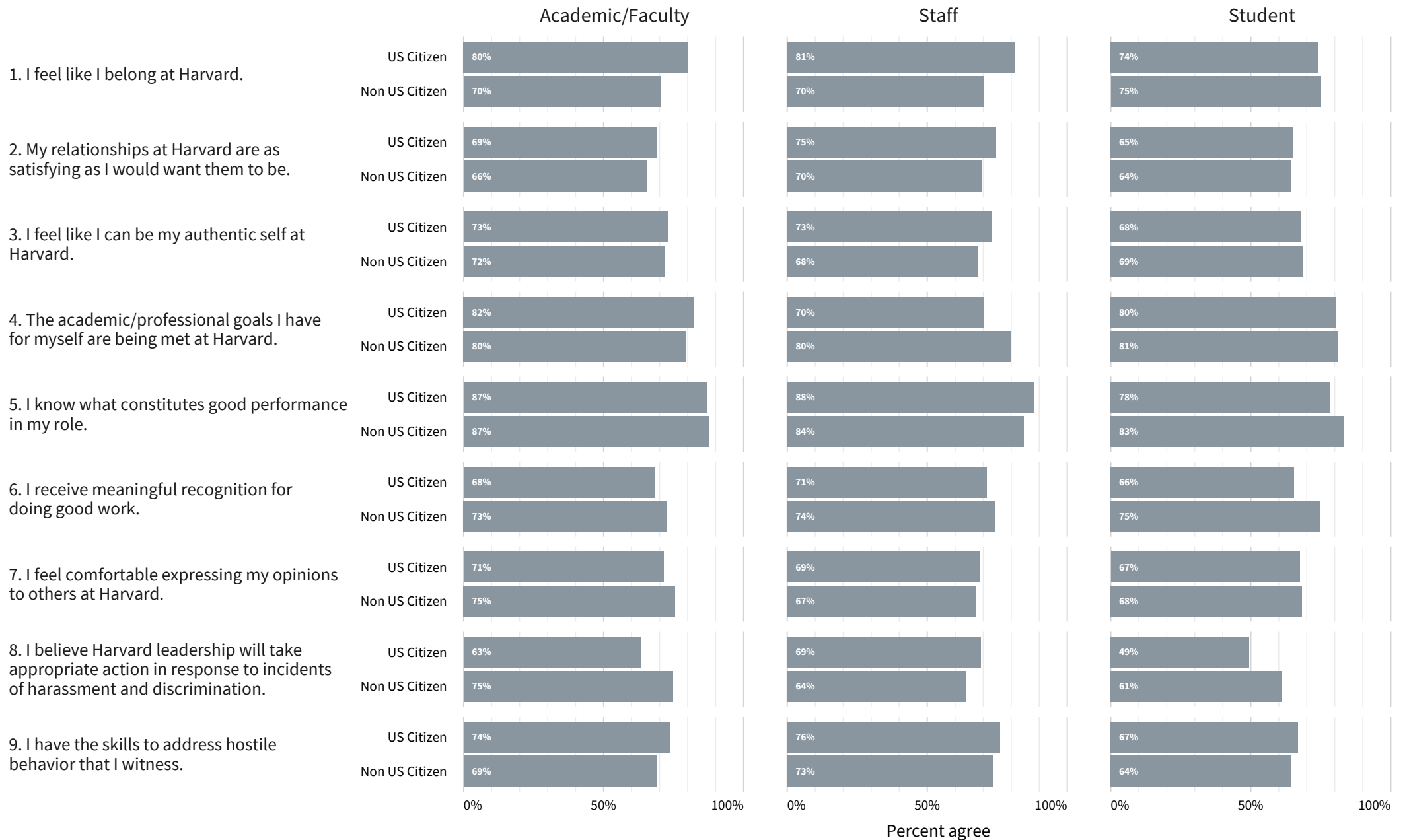
Note: Results are concealed to ensure confidentiality when item response counts < 30. c = concealed.

% 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



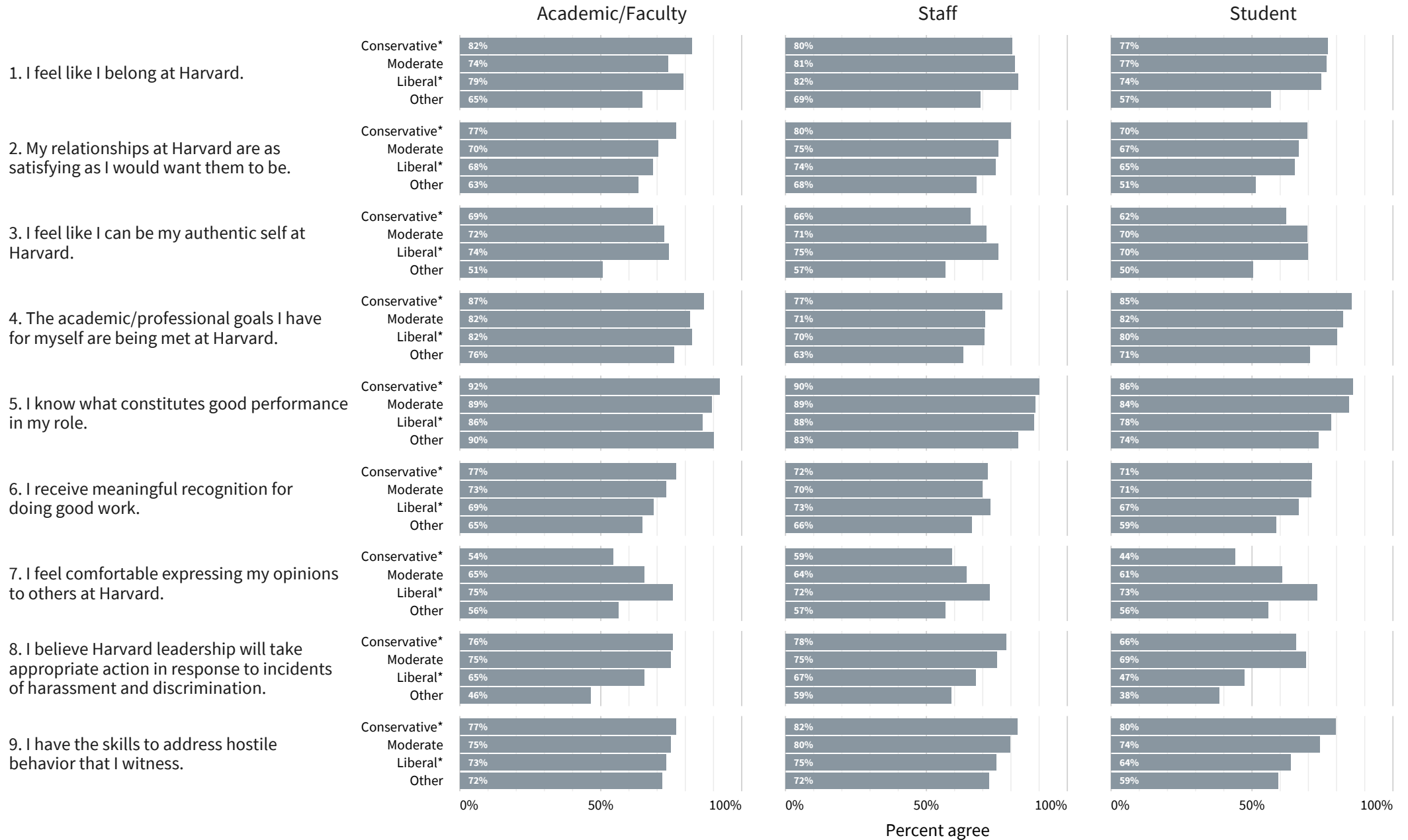
Note: Results are concealed to ensure confidentiality when item response counts < 30. c = concealed.

% 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



Note: Results are concealed to ensure confidentiality when item response counts < 30. c = concealed.

% Agree = Percent 'Somewhat agree,' 'Agree,' or 'Strongly agree'

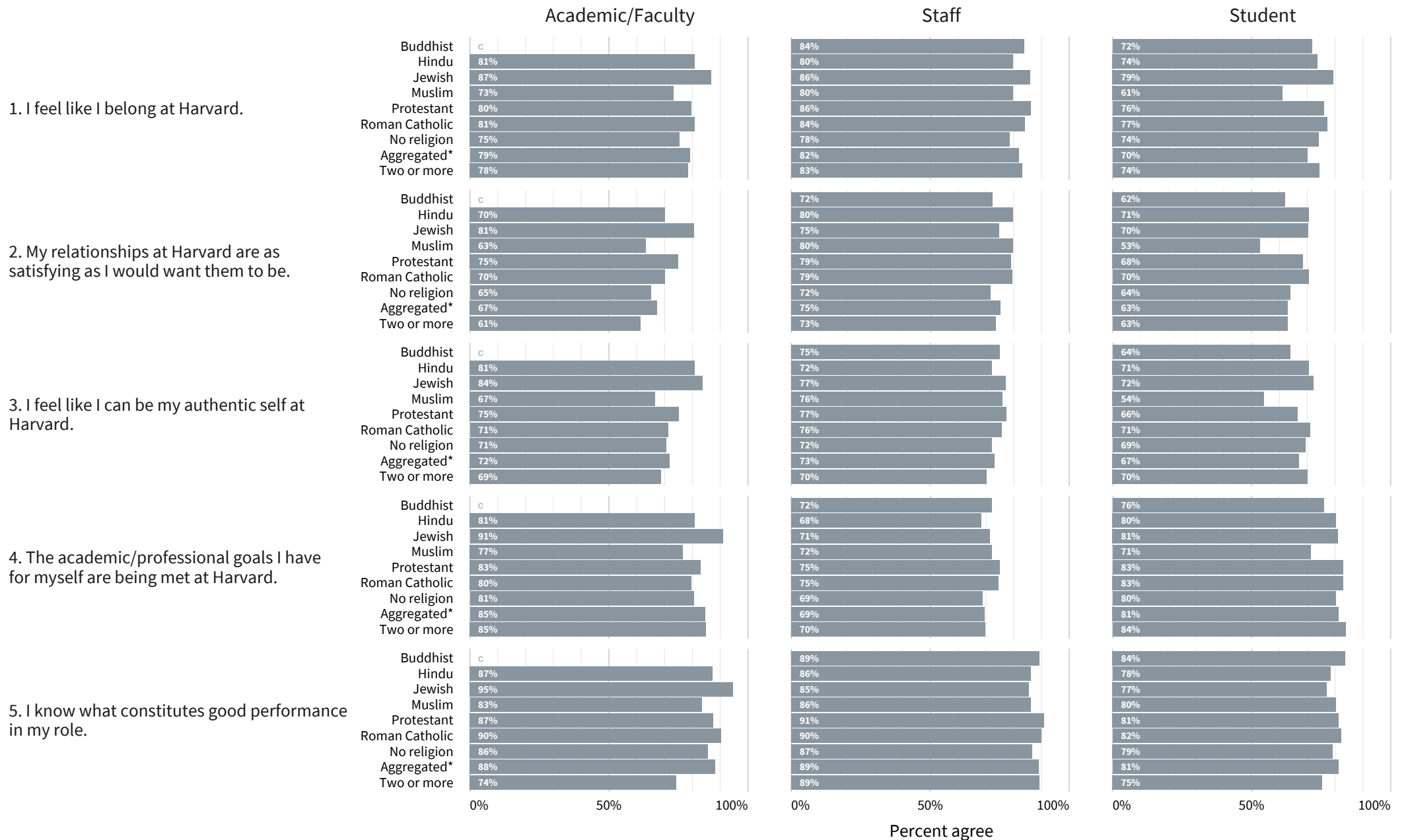
Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel

Respondents selecting 'Prefer not to say' are not included

*Conservative = 'Very conservative,' 'Conservative,' or 'Slightly conservative'

*Liberal = 'Very liberal,' 'Liberal,' or 'Slightly liberal'

Results by religious preference (Q1-Q5)



Note: Results are concealed to ensure confidentiality when item response counts < 30. c = concealed.

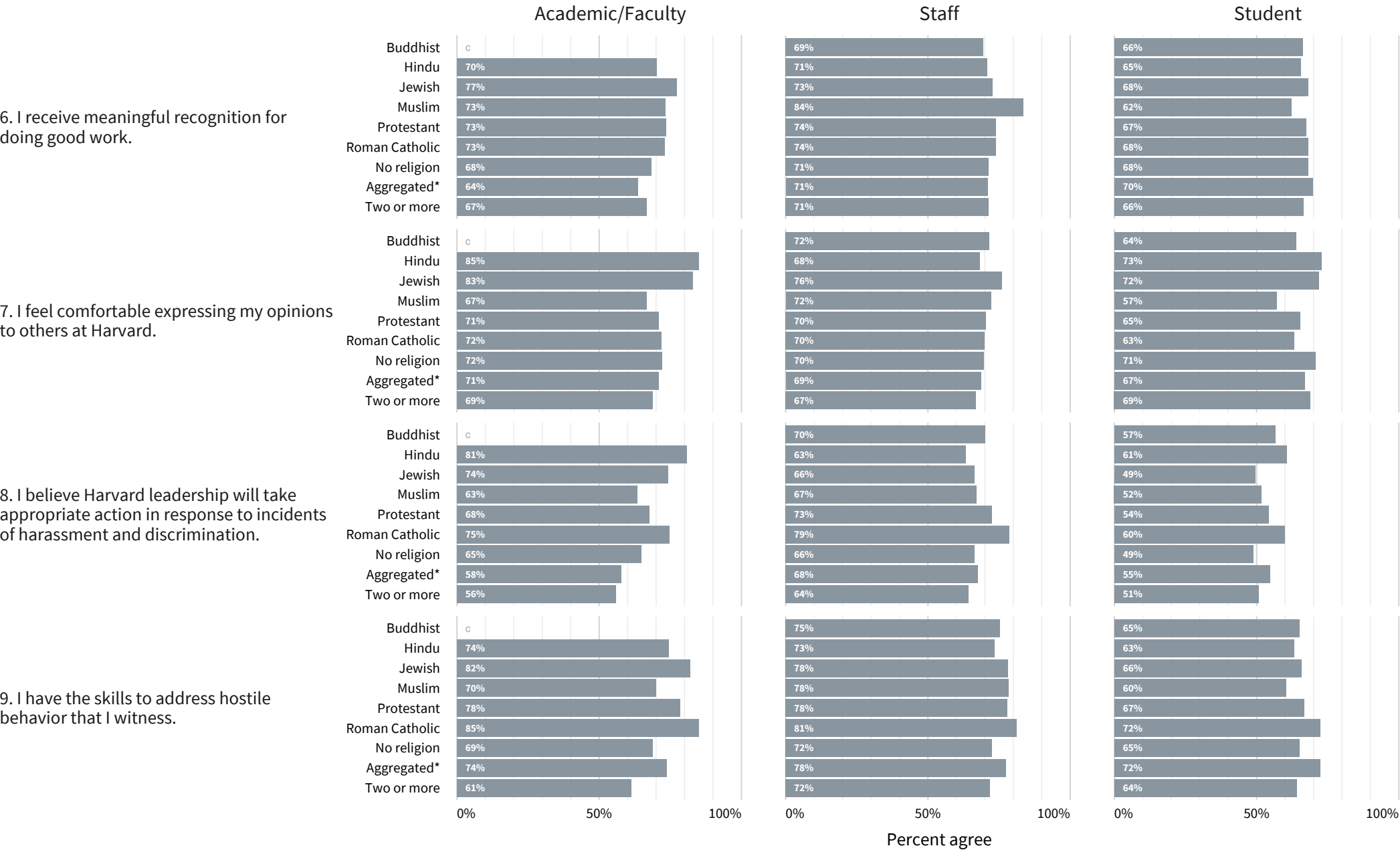
% Agree = Percent 'Somewhat agree,' 'Agree,' or 'Strongly agree'

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

Respondents selecting 'Prefer not to say' are not included

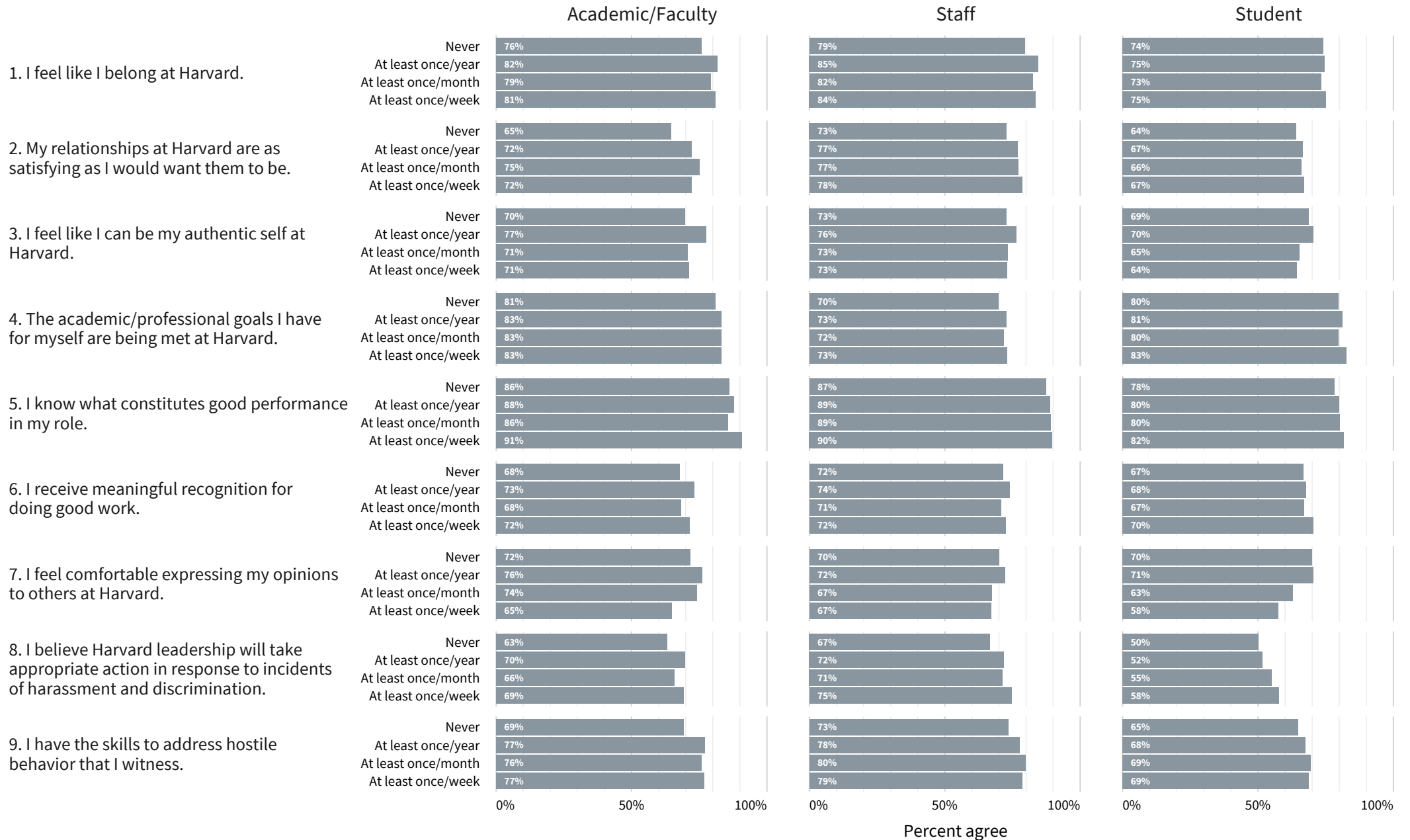
*Aggregated religious preference: 'Mormon' or 'Another preference'

Results by religious preference (Q6-Q9)



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



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