## Inclusion \& Belonging Pilot Pulse Survey Results



## Inclusion \& Belonging Pilot Pulse Survey Results


\% 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"



[^0]
## Results by gender identity



[^1]
## Results by race/ethnicity (Q1-Q5)



[^2]
## 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.


Staff


Student

$0 \%$

[^3]
## Results by sexual orientation



[^4]
## Results by parental education



[^5]
## Results by US citizenship



[^6]
## Results by political ideology



[^7]
## 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.

Academic/Faculty


Staff


Student





84\%


100\%

[^8]
## 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.

Academic/Faculty


Staff



Student



[^9]
## Results by attendance of religious services



[^10]
[^0]:    \% 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'

[^1]:    Note: Results are concealed to ensure confidentiality when item response counts < 30. $\mathrm{c}=$ 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'

[^2]:    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'

[^3]:    Note: Results are concealed to ensure confidentiality when item response counts $<30$. $\mathrm{c}=$ 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

[^4]:    Note: Results are concealed to ensure confidentiality when item response counts < 30. $\mathrm{c}=$ 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

[^5]:    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

[^6]:    Note: Results are concealed to ensure confidentiality when item response counts $<30 . \mathrm{c}=$ 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

[^7]:    Note: Results are concealed to ensure confidentiality when item response counts $<30 . \mathrm{c}=$ 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'

[^8]:    Note: Results are concealed to ensure confidentiality when item response counts < 30. $\mathrm{c}=$ 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'

[^9]:    Note: Results are concealed to ensure confidentiality when item response counts $<30 . \mathrm{c}=$ 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'

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    \% Agree = Percent ‘Somewhat agree,’ 'Agree,' or ‘Strongly agree
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