

Harvard University Pulse Survey on Inclusion and Belonging

(As administered 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. _____