

Appendix A: Survey Responses by Role and Characteristic

Appendix A-1

Table A-1: I feel like I belong at Harvard.

	Academic/Faculty		Staff		Students	
	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Overall	75.2% (1.2)	17.6% (1.1)	81.4% (0.5)	11.3% (0.4)	78.0% (0.7)	16.2% (0.6)
Gender identity						
Woman only ¹	75.0% (1.8)	18.4% (1.6)	83.8% (0.6)	9.6% (0.5)	78.0% (1.0)	15.8% (0.9)
Man only ²	79.0% (1.7)	13.3% (1.4)	83.4% (1.0)	10.4% (0.8)	81.2% (1.1)	13.5% (0.9)
Gender diverse ³	61.4% (6.4)	33.3% (6.2)	68.6% (2.7)	24.2% (2.4)	64.7% (3.4)	32.3% (3.3)
[Not Specified / Prefer Not to Say]	62.6% (4.9)	29.3% (4.6)	60.1% (2.7)	20.5% (2.2)	69.6% (3.4)	22.7% (3.1)
Race/ethnicity						
White only	79.8% (1.5)	14.3% (1.3)	86.0% (0.6)	8.5% (0.5)	81.8% (1.1)	13.7% (0.9)
Asian or Asian American only	70.6% (3.6)	20.2% (3.1)	83.1% (2.0)	9.8% (1.6)	79.0% (1.5)	14.1% (1.2)
Black or African American only	79.6% (5.8)	16.3% (5.3)	73.3% (2.6)	18.1% (2.3)	74.4% (2.9)	17.5% (2.5)
Hispanic or Latina/o/x only	68.8% (6.7)	25.0% (6.3)	71.8% (2.8)	17.8% (2.4)	83.5% (2.4)	12.3% (2.1)
Middle Eastern or North African only	(c)	(c)	(c)	(c)	70.1% (4.9)	20.7% (4.3)
Two or more	77.6% (4.8)	15.8% (4.2)	74.5% (2.6)	17.7% (2.3)	74.2% (2.0)	20.6% (1.9)
[Aggregated] ⁴	75.0% (7.2)	13.9% (5.8)	67.1% (5.6)	20.0% (4.8)	58.7% (5.1)	31.5% (4.8)
[Not Specified / Prefer Not to Say]	58.9% (3.8)	29.8% (3.5)	59.4% (2.3)	22.2% (2.0)	67.8% (3.3)	25.4% (3.0)
Sexual orientation						
Heterosexual only	78.4% (1.4)	15.1% (1.2)	85.2% (0.6)	8.7% (0.5)	80.3% (0.8)	13.6% (0.7)
LGBQ+ identities ⁵	70.9% (3.2)	21.6% (2.9)	76.5% (1.3)	16.8% (1.2)	74.5% (1.5)	21.3% (1.4)
[Not Specified / Prefer Not to Say]	63.6% (3.7)	26.0% (3.3)	68.9% (1.8)	16.3% (1.4)	73.0% (2.4)	20.3% (2.1)
Parent education level						
Middle school or less	69.7% (8.0)	24.2% (7.5)	76.1% (5.1)	12.7% (3.9)	78.4% (4.2)	18.6% (3.9)
High school	70.3% (3.6)	16.4% (2.9)	80.0% (1.3)	12.3% (1.0)	73.0% (1.8)	20.8% (1.6)
Bachelor's degree	70.3% (3.4)	23.8% (3.1)	82.2% (1.0)	11.2% (0.8)	77.0% (1.5)	17.4% (1.4)
Postbac degree	78.3% (1.4)	15.5% (1.2)	83.4% (0.7)	10.3% (0.6)	80.9% (0.9)	13.5% (0.8)
[Not Specified / Prefer Not to Say]	62.5% (6.5)	28.6% (6.0)	64.1% (2.9)	17.4% (2.3)	69.5% (3.7)	22.7% (3.4)
US Citizen						
US Citizen	78.5% (1.3)	15.8% (1.2)	82.1% (0.5)	11.1% (0.4)	77.7% (0.9)	16.8% (0.8)
Non US Citizen	67.4% (3.0)	21.9% (2.7)	81.7% (3.0)	12.4% (2.5)	79.6% (1.3)	14.4% (1.1)
[Not Specified / Prefer Not to Say]	51.8% (6.7)	30.4% (6.1)	61.7% (3.5)	16.1% (2.6)	73.0% (4.0)	18.9% (3.5)
Political views						
Liberal ⁶	77.5% (1.4)	15.7% (1.2)	84.5% (0.6)	9.5% (0.5)	79.1% (0.9)	15.6% (0.8)
Moderate	78.5% (3.4)	13.9% (2.9)	82.5% (1.6)	10.1% (1.2)	80.8% (1.9)	13.7% (1.6)
Conservative ⁷	70.3% (5.7)	21.9% (5.2)	76.2% (2.4)	15.1% (2.0)	76.0% (2.3)	19.2% (2.1)
[Aggregated] ⁸	66.7% (5.3)	25.6% (4.9)	65.0% (3.4)	26.0% (3.1)	72.9% (3.0)	19.2% (2.7)
[Not Specified / Prefer Not to Say]	61.8% (4.6)	30.0% (4.4)	68.9% (1.9)	16.9% (1.5)	73.2% (2.5)	18.3% (2.2)
Religious, spiritual, or ethical identity						
Christian only	83.0% (2.3)	11.7% (2.0)	84.7% (0.9)	9.8% (0.8)	82.7% (1.2)	13.1% (1.1)
Hindu only	(c)	(c)	(c)	(c)	85.1% (4.1)	6.8% (2.9)
Jewish only	74.6% (3.7)	19.7% (3.3)	80.6% (2.5)	11.1% (2.0)	67.4% (3.0)	25.9% (2.8)
Muslim only	(c)	(c)	72.7% (7.8)	21.2% (7.1)	67.2% (4.2)	24.2% (3.8)
Buddhist only	(c)	(c)	76.8% (5.6)	17.9% (5.1)	77.1% (5.0)	14.3% (4.2)
Atheist only	70.8% (3.3)	22.4% (3.0)	83.0% (1.6)	9.7% (1.3)	77.3% (2.4)	18.1% (2.2)
Agnostic only	70.0% (3.4)	21.7% (3.1)	84.3% (1.3)	9.7% (1.0)	79.5% (1.9)	16.3% (1.8)
No religion	77.0% (3.8)	12.3% (3.0)	79.1% (1.7)	12.2% (1.4)	74.4% (2.6)	16.6% (2.2)
Spiritual only	90.0% (4.7)	10.0% (4.7)	80.5% (2.4)	11.7% (2.0)	75.2% (4.2)	21.0% (4.0)
[Aggregated] ⁹	81.2% (3.1)	11.3% (2.5)	81.3% (1.4)	12.4% (1.2)	82.4% (1.6)	12.5% (1.4)
[Not Specified / Prefer Not to Say]	64.3% (3.6)	26.4% (3.3)	70.5% (1.9)	15.5% (1.5)	69.7% (2.7)	20.7% (2.4)

Table A-1: I feel like I belong at Harvard. (continued)

	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Frequency of attendance at religious services						
Never	74.3% (1.9)	18.1% (1.7)	81.6% (0.8)	11.0% (0.7)	75.9% (1.2)	17.6% (1.1)
At least once a year	79.8% (2.0)	14.1% (1.7)	86.6% (0.8)	8.3% (0.7)	81.3% (1.2)	14.0% (1.0)
At least once a month	79.4% (4.9)	16.2% (4.5)	81.3% (2.5)	14.2% (2.2)	81.0% (2.5)	14.6% (2.2)
At least once a week	74.4% (3.9)	18.4% (3.5)	80.1% (1.9)	13.4% (1.6)	78.2% (1.8)	17.2% (1.7)
[Not Specified / Prefer Not to Say]	64.0% (4.1)	25.9% (3.7)	66.7% (1.9)	18.3% (1.5)	71.7% (2.6)	18.7% (2.2)
Disability						
Reported no disabilities	78.2% (1.4)	15.6% (1.2)	86.3% (0.6)	7.8% (0.5)	83.1% (0.9)	11.6% (0.7)
Reported at least one disability	70.4% (2.8)	22.6% (2.6)	77.7% (1.0)	15.0% (0.9)	71.3% (1.4)	23.3% (1.3)
[Not Specified / Prefer Not to Say]	67.1% (3.7)	20.5% (3.2)	69.9% (1.7)	16.5% (1.4)	72.3% (2.2)	19.2% (1.9)
Qualification for income-based financial aid (Students only)						
Qualified	-	-	-	-	80.4% (1.8)	16.1% (1.6)
Did not qualify	-	-	-	-	82.0% (1.9)	13.5% (1.7)
Unsure	-	-	-	-	64.7% (8.2)	23.5% (7.3)
[Not Specified / Prefer Not to Say]	-	-	-	-	77.1% (0.8)	16.6% (0.7)
Current or former US Military member						
Yes	(c)	(c)	80.6% (5.0)	11.3% (4.0)	74.4% (4.6)	18.9% (4.1)
No	75.8% (1.2)	17.2% (1.1)	82.2% (0.5)	11.0% (0.4)	78.5% (0.7)	15.9% (0.6)
[Not Specified / Prefer Not to Say]	62.9% (6.1)	25.8% (5.6)	62.1% (3.3)	18.2% (2.6)	70.4% (3.9)	22.2% (3.6)

Note:

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

% Agree = Percent 'Somewhat agree', 'Agree', or 'Strongly agree'. % Disagree = Percent 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree'

(c) = concealed. When item response counts < 30, results are concealed to ensure confidentiality

¹ Selected 'Woman', no other gender identity, and did not identify as transgender² Selected 'Man', no other gender identity, and did not identify as transgender³ Selected 'Agender', 'Demi Gender', 'Gender Nonbinary', 'Genderqueer', 'Two Spirit', 'Trans' combined with any other gender identity response(s), 'Prefer to self-identify', or two or more options⁴ Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only⁵ Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options⁶ Selected 'Very liberal', 'Liberal', or 'Slightly liberal'⁷ Selected 'Very conservative', 'Conservative', or 'Slightly conservative'⁸ Selected 'Apolitical', or 'Prefer to self-identify'⁹ Selected 'Bahai', 'Humanist', 'Jain', 'Shinto', 'Sikh', 'Taoist', 'Prefer to self-identify', or two or more options

Appendix A-2

Table A-2: I feel like I can be my authentic self at Harvard.

	Academic/Faculty		Staff		Students	
	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Overall	68.5% (1.3)	25.8% (1.2)	74.1% (0.6)	19.6% (0.5)	73.0% (0.8)	21.2% (0.7)
Gender identity						
Woman only ¹	70.3% (1.9)	25.2% (1.8)	76.7% (0.7)	17.7% (0.7)	73.8% (1.1)	19.8% (1.0)
Man only ²	72.2% (1.9)	21.9% (1.7)	76.0% (1.2)	17.3% (1.0)	75.6% (1.2)	19.5% (1.1)
Gender diverse ³	52.6% (6.6)	42.1% (6.5)	59.5% (2.8)	35.3% (2.7)	60.9% (3.4)	34.7% (3.3)
[Not Specified / Prefer Not to Say]	45.4% (5.1)	42.3% (5.0)	53.9% (2.7)	32.9% (2.6)	59.7% (3.6)	32.0% (3.5)
Race/ethnicity						
White only	75.6% (1.6)	20.3% (1.5)	78.9% (0.7)	15.9% (0.6)	77.6% (1.1)	18.4% (1.1)
Asian or Asian American only	60.1% (3.8)	30.1% (3.6)	75.6% (2.3)	18.7% (2.1)	74.3% (1.6)	17.7% (1.4)
Black or African American only	69.4% (6.6)	30.6% (6.6)	62.1% (2.9)	29.3% (2.7)	68.6% (3.1)	25.1% (2.9)
Hispanic or Latina/o/x only	58.3% (7.1)	35.4% (6.9)	68.6% (2.9)	25.2% (2.7)	77.8% (2.7)	15.6% (2.3)
Middle Eastern or North African only	(c)	(c)	(c)	(c)	54.0% (5.3)	37.9% (5.2)
Two or more	75.0% (5.0)	17.1% (4.3)	65.7% (2.8)	25.4% (2.6)	70.9% (2.1)	24.3% (2.0)
[Aggregated] ⁴	58.3% (8.2)	27.8% (7.5)	60.0% (5.9)	32.9% (5.6)	45.7% (5.2)	50.0% (5.2)
[Not Specified / Prefer Not to Say]	46.4% (3.9)	45.2% (3.9)	51.9% (2.4)	34.9% (2.3)	62.0% (3.4)	28.3% (3.1)
Sexual orientation						
Heterosexual only	71.8% (1.5)	22.9% (1.4)	77.8% (0.7)	16.3% (0.6)	74.8% (0.9)	19.3% (0.8)
LGBQ+ identities ⁵	64.3% (3.4)	29.6% (3.2)	69.3% (1.4)	25.6% (1.3)	71.3% (1.5)	24.0% (1.4)
[Not Specified / Prefer Not to Say]	55.6% (3.8)	36.3% (3.7)	62.1% (1.8)	27.4% (1.7)	66.2% (2.5)	25.9% (2.3)
Parent education level						
Middle school or less	69.7% (8.0)	27.3% (7.8)	73.2% (5.3)	25.4% (5.2)	71.1% (4.6)	23.7% (4.3)
High school	67.9% (3.6)	26.1% (3.4)	70.6% (1.4)	22.4% (1.3)	68.9% (1.9)	25.2% (1.8)
Bachelor's degree	64.9% (3.5)	29.7% (3.4)	76.0% (1.1)	17.8% (1.0)	72.7% (1.6)	20.3% (1.5)
Postbac degree	70.9% (1.6)	23.8% (1.5)	76.3% (0.8)	18.1% (0.8)	75.6% (1.0)	19.4% (0.9)
[Not Specified / Prefer Not to Say]	44.4% (6.8)	40.7% (6.7)	56.7% (3.0)	30.0% (2.8)	61.0% (3.9)	29.2% (3.7)
US Citizen						
US Citizen	71.0% (1.4)	23.7% (1.4)	74.8% (0.6)	19.3% (0.6)	72.9% (0.9)	21.9% (0.9)
Non US Citizen	64.0% (3.1)	30.6% (3.0)	73.1% (3.4)	18.0% (3.0)	74.0% (1.4)	19.1% (1.3)
[Not Specified / Prefer Not to Say]	41.8% (6.7)	41.8% (6.7)	56.5% (3.6)	28.8% (3.3)	67.2% (4.3)	24.6% (3.9)
Political views						
Liberal ⁶	73.1% (1.5)	21.9% (1.4)	78.9% (0.7)	15.6% (0.6)	76.0% (0.9)	19.1% (0.9)
Moderate	63.9% (4.0)	27.1% (3.7)	74.4% (1.8)	18.9% (1.6)	72.4% (2.1)	19.9% (1.9)
Conservative ⁷	54.7% (6.2)	40.6% (6.1)	53.5% (2.8)	40.7% (2.8)	62.4% (2.6)	30.5% (2.4)
[Aggregated] ⁸	59.0% (5.6)	34.6% (5.4)	53.0% (3.5)	42.5% (3.5)	67.3% (3.2)	26.2% (3.0)
[Not Specified / Prefer Not to Say]	51.4% (4.8)	40.4% (4.7)	62.2% (2.0)	26.2% (1.8)	69.7% (2.6)	23.3% (2.4)
Religious, spiritual, or ethical identity						
Christian only	75.8% (2.6)	18.5% (2.4)	77.0% (1.1)	17.9% (1.0)	76.0% (1.4)	17.9% (1.2)
Hindu only	(c)	(c)	(c)	(c)	81.3% (4.5)	10.7% (3.6)
Jewish only	64.1% (4.0)	31.0% (3.9)	72.8% (2.8)	19.3% (2.5)	57.3% (3.2)	38.1% (3.1)
Muslim only	(c)	(c)	51.5% (8.7)	48.5% (8.7)	59.4% (4.3)	35.9% (4.2)
Buddhist only	(c)	(c)	66.1% (6.3)	25.0% (5.8)	75.7% (5.1)	20.0% (4.8)
Atheist only	71.9% (3.2)	24.0% (3.1)	76.9% (1.8)	17.6% (1.7)	77.3% (2.4)	18.4% (2.2)
Agnostic only	66.1% (3.5)	27.2% (3.3)	78.9% (1.4)	16.2% (1.3)	76.0% (2.1)	19.3% (1.9)
No religion	74.6% (3.9)	20.5% (3.7)	72.6% (1.8)	19.3% (1.6)	74.7% (2.6)	16.3% (2.2)
Spiritual only	75.0% (6.8)	25.0% (6.8)	71.6% (2.8)	22.0% (2.5)	70.5% (4.5)	23.8% (4.2)
[Aggregated] ⁹	73.7% (3.5)	20.6% (3.2)	74.3% (1.6)	20.2% (1.5)	76.2% (1.8)	19.5% (1.7)
[Not Specified / Prefer Not to Say]	49.4% (3.7)	41.1% (3.7)	62.0% (2.0)	27.0% (1.9)	63.1% (2.8)	27.6% (2.6)

Table A-2: I feel like I can be my authentic self at Harvard. (continued)

	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Frequency of attendance at religious services						
Never	71.9% (1.9)	22.7% (1.8)	75.3% (0.9)	18.2% (0.8)	73.4% (1.3)	20.9% (1.2)
At least once a year	70.0% (2.3)	24.4% (2.1)	79.7% (1.0)	15.2% (0.9)	75.0% (1.3)	20.1% (1.2)
At least once a month	73.5% (5.4)	25.0% (5.3)	74.8% (2.8)	22.0% (2.6)	75.3% (2.7)	19.8% (2.5)
At least once a week	64.0% (4.3)	27.2% (4.0)	69.0% (2.2)	26.4% (2.1)	69.8% (2.0)	24.2% (1.9)
[Not Specified / Prefer Not to Say]	51.8% (4.3)	40.9% (4.2)	57.7% (2.0)	31.3% (1.9)	67.0% (2.7)	23.0% (2.4)
Disability						
Reported no disabilities	73.5% (1.5)	21.4% (1.4)	80.6% (0.7)	14.1% (0.6)	77.5% (1.0)	17.4% (0.9)
Reported at least one disability	60.7% (3.0)	32.7% (2.9)	68.1% (1.1)	25.6% (1.0)	67.5% (1.4)	26.7% (1.3)
[Not Specified / Prefer Not to Say]	53.5% (4.0)	38.4% (3.9)	62.3% (1.8)	27.2% (1.7)	66.7% (2.3)	24.6% (2.1)
Qualification for income-based financial aid (Students only)						
Qualified	-	-	-	-	75.4% (1.9)	21.2% (1.8)
Did not qualify	-	-	-	-	78.6% (2.1)	17.6% (1.9)
Unsure	-	-	-	-	70.6% (7.8)	14.7% (6.1)
[Not Specified / Prefer Not to Say]	-	-	-	-	71.6% (0.9)	21.9% (0.8)
Current or former US Military member						
Yes	(c)	(c)	66.7% (6.1)	26.7% (5.7)	62.2% (5.1)	30.0% (4.8)
No	69.0% (1.3)	25.6% (1.2)	75.0% (0.6)	19.0% (0.6)	73.7% (0.8)	20.7% (0.7)
[Not Specified / Prefer Not to Say]	56.7% (6.4)	30.0% (5.9)	55.7% (3.4)	31.1% (3.2)	63.7% (4.1)	28.1% (3.9)

Note:

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

% Agree = Percent 'Somewhat agree', 'Agree', or 'Strongly agree'. % Disagree = Percent 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree'

(c) = concealed. When item response counts < 30, results are concealed to ensure confidentiality

¹ Selected 'Woman', no other gender identity, and did not identify as transgender² Selected 'Man', no other gender identity, and did not identify as transgender³ Selected 'Agender', 'Demi Gender', 'Gender Nonbinary', 'Genderqueer', 'Two Spirit', 'Trans' combined with any other gender identity response(s), 'Prefer to self-identify', or two or more options⁴ Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only⁵ Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options⁶ Selected 'Very liberal', 'Liberal', or 'Slightly liberal'⁷ Selected 'Very conservative', 'Conservative', or 'Slightly conservative'⁸ Selected 'Apolitical', or 'Prefer to self-identify'⁹ Selected 'Bahai', 'Humanist', 'Jain', 'Shinto', 'Sikh', 'Taoist', 'Prefer to self-identify', or two or more options

Appendix A-3

Table A-3: I receive meaningful recognition for doing good work at Harvard.

	Academic/Faculty		Staff		Students	
	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Overall	69.2% (1.3)	23.3% (1.2)	73.5% (0.6)	19.2% (0.5)	72.2% (0.8)	14.9% (0.6)
Gender identity						
Woman only ¹	65.9% (2.0)	25.8% (1.9)	74.9% (0.8)	18.5% (0.7)	72.0% (1.1)	14.7% (0.9)
Man only ²	74.8% (1.8)	17.5% (1.6)	76.4% (1.1)	17.3% (1.0)	74.4% (1.2)	13.2% (0.9)
Gender diverse ³	68.4% (6.2)	28.1% (6.0)	64.7% (2.7)	25.5% (2.5)	64.7% (3.4)	25.4% (3.1)
[Not Specified / Prefer Not to Say]	54.6% (5.1)	41.2% (5.0)	55.4% (2.7)	28.0% (2.4)	65.6% (3.5)	18.3% (2.9)
Race/ethnicity						
White only	71.3% (1.7)	21.8% (1.5)	76.6% (0.7)	17.2% (0.6)	75.7% (1.2)	13.0% (0.9)
Asian or Asian American only	71.2% (3.5)	25.2% (3.4)	75.1% (2.4)	16.3% (2.0)	73.4% (1.6)	13.0% (1.2)
Black or African American only	71.4% (6.5)	18.4% (5.5)	70.0% (2.7)	21.4% (2.5)	63.7% (3.2)	20.6% (2.7)
Hispanic or Latina/o/x only	72.9% (6.4)	12.5% (4.8)	67.3% (2.9)	22.6% (2.6)	70.5% (2.9)	12.9% (2.2)
Middle Eastern or North African only	(c)	(c)	(c)	(c)	65.5% (5.1)	20.7% (4.3)
Two or more	69.7% (5.3)	17.1% (4.3)	68.0% (2.8)	25.6% (2.6)	69.5% (2.2)	17.6% (1.8)
[Aggregated] ⁴	75.0% (7.2)	16.7% (6.2)	65.7% (5.7)	31.4% (5.5)	67.4% (4.9)	20.7% (4.2)
[Not Specified / Prefer Not to Say]	54.2% (3.9)	37.3% (3.8)	57.2% (2.3)	28.4% (2.1)	66.2% (3.3)	20.1% (2.8)
Sexual orientation						
Heterosexual only	71.7% (1.5)	20.7% (1.3)	76.2% (0.7)	17.3% (0.6)	73.9% (0.9)	13.1% (0.7)
LGBQ+ identities ⁵	65.8% (3.4)	24.1% (3.0)	71.7% (1.4)	21.0% (1.3)	69.8% (1.6)	17.5% (1.3)
[Not Specified / Prefer Not to Say]	59.6% (3.8)	36.3% (3.7)	62.6% (1.8)	26.1% (1.7)	66.9% (2.5)	19.8% (2.1)
Parent education level						
Middle school or less	57.6% (8.6)	33.3% (8.2)	63.4% (5.7)	25.4% (5.2)	76.3% (4.3)	17.5% (3.9)
High school	70.3% (3.6)	21.8% (3.2)	71.5% (1.4)	21.1% (1.3)	67.6% (1.9)	19.0% (1.6)
Bachelor's degree	69.7% (3.4)	24.3% (3.2)	74.8% (1.2)	17.7% (1.0)	72.9% (1.6)	13.6% (1.2)
Postbac degree	69.7% (1.6)	22.7% (1.4)	75.2% (0.9)	18.6% (0.8)	74.0% (1.0)	13.3% (0.8)
[Not Specified / Prefer Not to Say]	63.0% (6.6)	27.8% (6.1)	61.1% (2.9)	23.9% (2.5)	61.8% (3.9)	22.4% (3.4)
US Citizen						
US Citizen	70.6% (1.5)	22.7% (1.3)	73.9% (0.6)	19.1% (0.6)	70.2% (0.9)	16.4% (0.8)
Non US Citizen	66.1% (3.0)	23.6% (2.7)	75.0% (3.3)	19.6% (3.1)	78.1% (1.4)	10.6% (1.0)
[Not Specified / Prefer Not to Say]	57.4% (6.7)	33.3% (6.4)	60.4% (3.5)	20.8% (2.9)	65.3% (4.3)	19.0% (3.6)
Political views						
Liberal ⁶	70.0% (1.5)	21.8% (1.4)	76.4% (0.7)	17.9% (0.6)	71.6% (1.0)	15.4% (0.8)
Moderate	68.7% (3.9)	24.3% (3.6)	74.2% (1.8)	17.9% (1.6)	75.1% (2.1)	13.5% (1.6)
Conservative ⁷	71.9% (5.6)	18.8% (4.9)	70.8% (2.6)	19.9% (2.3)	75.7% (2.3)	11.6% (1.7)
[Aggregated] ⁸	70.5% (5.2)	28.2% (5.1)	62.5% (3.4)	29.5% (3.2)	68.5% (3.2)	16.0% (2.5)
[Not Specified / Prefer Not to Say]	60.2% (4.7)	34.3% (4.6)	60.0% (2.0)	24.9% (1.8)	70.2% (2.6)	16.5% (2.1)
Religious, spiritual, or ethical identity						
Christian only	73.2% (2.7)	17.7% (2.3)	76.6% (1.1)	16.7% (1.0)	76.4% (1.4)	12.4% (1.1)
Hindu only	(c)	(c)	(c)	(c)	78.4% (4.8)	8.1% (3.2)
Jewish only	71.8% (3.8)	20.4% (3.4)	73.0% (2.8)	19.4% (2.5)	69.2% (3.0)	16.7% (2.4)
Muslim only	(c)	(c)	75.8% (7.5)	15.2% (6.2)	66.9% (4.2)	22.0% (3.7)
Buddhist only	(c)	(c)	69.6% (6.1)	23.2% (5.6)	65.7% (5.7)	12.9% (4.0)
Atheist only	69.8% (3.3)	22.4% (3.0)	75.4% (1.9)	18.9% (1.7)	70.0% (2.6)	16.0% (2.1)
Agnostic only	63.9% (3.6)	25.6% (3.3)	74.7% (1.5)	18.1% (1.4)	69.4% (2.2)	15.7% (1.8)
No religion	68.0% (4.2)	24.6% (3.9)	73.7% (1.8)	17.9% (1.6)	74.4% (2.6)	13.5% (2.0)
Spiritual only	70.0% (7.2)	27.5% (7.1)	76.3% (2.6)	17.7% (2.3)	70.5% (4.5)	16.2% (3.6)
[Aggregated] ⁹	76.2% (3.4)	18.8% (3.1)	74.0% (1.6)	19.9% (1.5)	74.4% (1.9)	14.7% (1.5)
[Not Specified / Prefer Not to Say]	60.0% (3.7)	35.0% (3.6)	59.9% (2.1)	28.6% (1.9)	63.5% (2.8)	20.1% (2.4)

Table A-3: I receive meaningful recognition for doing good work at Harvard. (continued)

	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Frequency of attendance at religious services						
Never	68.2% (2.0)	23.8% (1.8)	74.5% (0.9)	18.6% (0.8)	71.2% (1.3)	15.5% (1.0)
At least once a year	73.2% (2.2)	19.8% (2.0)	76.6% (1.0)	16.9% (0.9)	73.5% (1.3)	13.9% (1.0)
At least once a month	76.5% (5.1)	16.2% (4.5)	75.9% (2.7)	17.6% (2.4)	68.0% (3.0)	14.6% (2.2)
At least once a week	68.0% (4.2)	23.2% (3.8)	74.8% (2.1)	19.4% (1.9)	75.6% (1.9)	14.5% (1.6)
[Not Specified / Prefer Not to Say]	58.4% (4.2)	35.8% (4.1)	59.6% (2.0)	28.1% (1.8)	68.8% (2.7)	17.1% (2.2)
Disability						
Reported no disabilities	71.6% (1.5)	21.2% (1.4)	78.4% (0.8)	15.2% (0.7)	76.0% (1.0)	12.1% (0.7)
Reported at least one disability	63.0% (3.0)	29.2% (2.8)	69.2% (1.1)	23.7% (1.0)	67.1% (1.4)	19.1% (1.2)
[Not Specified / Prefer Not to Say]	66.0% (3.8)	25.8% (3.5)	64.0% (1.8)	24.7% (1.6)	67.7% (2.3)	16.7% (1.8)
Qualification for income-based financial aid (Students only)						
Qualified	-	-	-	-	67.7% (2.1)	18.7% (1.7)
Did not qualify	-	-	-	-	77.1% (2.1)	13.1% (1.7)
Unsure	-	-	-	-	67.6% (8.0)	17.6% (6.5)
[Not Specified / Prefer Not to Say]	-	-	-	-	72.3% (0.9)	14.4% (0.7)
Current or former US Military member						
Yes	(c)	(c)	71.4% (5.7)	14.3% (4.4)	71.1% (4.8)	11.1% (3.3)
No	69.1% (1.3)	23.3% (1.2)	74.2% (0.6)	19.0% (0.6)	72.6% (0.8)	14.7% (0.6)
[Not Specified / Prefer Not to Say]	70.0% (5.9)	25.0% (5.6)	58.1% (3.4)	26.0% (3.0)	61.9% (4.2)	23.1% (3.6)

Note:

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

% Agree = Percent 'Somewhat agree', 'Agree', or 'Strongly agree'. % Disagree = Percent 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree'

(c) = concealed. When item response counts < 30, results are concealed to ensure confidentiality

- ¹ Selected 'Woman', no other gender identity, and did not identify as transgender
- ² Selected 'Man', no other gender identity, and did not identify as transgender
- ³ Selected 'Agender', 'Demi Gender', 'Gender Nonbinary', 'Genderqueer', 'Two Spirit', 'Trans' combined with any other gender identity response(s), 'Prefer to self-identify', or two or more options
- ⁴ Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only
- ⁵ Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options
- ⁶ Selected 'Very liberal', 'Liberal', or 'Slightly liberal'
- ⁷ Selected 'Very conservative', 'Conservative', or 'Slightly conservative'
- ⁸ Selected 'Apolitical', or 'Prefer to self-identify'
- ⁹ Selected 'Bahai', 'Humanist', 'Jain', 'Shinto', 'Sikh', 'Taoist', 'Prefer to self-identify', or two or more options

Appendix A-4

Table A-4: I feel comfortable expressing my opinions to others at Harvard.

	Academic/Faculty		Staff		Students	
	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Overall	61.6% (1.4)	30.8% (1.3)	68.2% (0.6)	24.9% (0.6)	68.1% (0.8)	25.1% (0.7)
Gender identity						
Woman only ¹	64.3% (2.0)	28.5% (1.9)	70.5% (0.8)	23.3% (0.7)	69.5% (1.1)	23.2% (1.0)
Man only ²	65.0% (2.0)	26.7% (1.9)	69.4% (1.2)	23.2% (1.1)	68.6% (1.3)	24.9% (1.2)
Gender diverse ³	45.6% (6.6)	45.6% (6.6)	58.1% (2.8)	34.7% (2.7)	63.7% (3.4)	31.3% (3.3)
[Not Specified / Prefer Not to Say]	35.1% (4.8)	58.8% (5.0)	48.9% (2.7)	39.3% (2.7)	55.6% (3.7)	36.1% (3.6)
Race/ethnicity						
White only	69.0% (1.7)	24.3% (1.6)	72.9% (0.7)	20.9% (0.7)	72.7% (1.2)	22.8% (1.1)
Asian or Asian American only	55.8% (3.9)	36.2% (3.8)	66.5% (2.6)	24.6% (2.3)	71.5% (1.6)	18.8% (1.4)
Black or African American only	59.2% (7.0)	32.7% (6.7)	62.6% (2.9)	31.7% (2.8)	61.7% (3.3)	27.5% (3.0)
Hispanic or Latina/o/x only	52.1% (7.2)	35.4% (6.9)	59.9% (3.1)	32.7% (2.9)	74.8% (2.8)	19.0% (2.5)
Middle Eastern or North African only	(c)	(c)	(c)	(c)	45.3% (5.4)	52.3% (5.4)
Two or more	71.1% (5.2)	19.7% (4.6)	61.1% (2.9)	31.8% (2.8)	63.3% (2.3)	29.7% (2.1)
[Aggregated] ⁴	50.0% (8.3)	44.4% (8.3)	46.4% (6.0)	40.6% (5.9)	41.1% (5.2)	50.0% (5.3)
[Not Specified / Prefer Not to Say]	35.5% (3.7)	54.8% (3.9)	47.0% (2.4)	42.3% (2.3)	55.9% (3.5)	35.3% (3.3)
Sexual orientation						
Heterosexual only	65.3% (1.6)	27.6% (1.5)	71.5% (0.8)	22.0% (0.7)	68.6% (1.0)	24.1% (0.9)
LGBQ+ identities ⁵	61.8% (3.4)	29.6% (3.2)	65.5% (1.5)	28.1% (1.4)	71.2% (1.5)	23.7% (1.4)
[Not Specified / Prefer Not to Say]	41.3% (3.8)	48.8% (3.8)	55.2% (1.9)	35.0% (1.8)	57.1% (2.6)	34.4% (2.5)
Parent education level						
Middle school or less	60.6% (8.5)	33.3% (8.2)	59.2% (5.8)	36.6% (5.7)	65.6% (4.8)	25.0% (4.4)
High school	60.0% (3.8)	30.3% (3.6)	65.2% (1.5)	26.4% (1.4)	68.0% (1.9)	24.8% (1.7)
Bachelor's degree	57.3% (3.6)	35.7% (3.5)	70.0% (1.2)	23.1% (1.1)	70.3% (1.7)	23.5% (1.5)
Postbac degree	64.5% (1.6)	28.4% (1.6)	70.2% (0.9)	23.9% (0.8)	68.7% (1.1)	24.9% (1.0)
[Not Specified / Prefer Not to Say]	36.4% (6.5)	50.9% (6.7)	53.1% (3.0)	35.3% (2.9)	52.3% (4.0)	35.9% (3.9)
US Citizen						
US Citizen	64.7% (1.5)	28.2% (1.4)	68.6% (0.7)	24.5% (0.6)	67.8% (1.0)	26.0% (0.9)
Non US Citizen	55.4% (3.2)	35.5% (3.1)	68.5% (3.6)	25.0% (3.3)	70.0% (1.5)	21.9% (1.3)
[Not Specified / Prefer Not to Say]	32.7% (6.3)	56.4% (6.7)	55.8% (3.6)	35.3% (3.5)	59.5% (4.5)	32.2% (4.2)
Political views						
Liberal ⁶	68.2% (1.6)	24.3% (1.4)	74.3% (0.7)	19.3% (0.7)	74.8% (0.9)	19.5% (0.9)
Moderate	52.1% (4.2)	38.9% (4.1)	63.3% (2.0)	28.1% (1.9)	60.6% (2.3)	30.8% (2.2)
Conservative ⁷	41.3% (6.2)	57.1% (6.2)	41.3% (2.8)	53.8% (2.8)	46.5% (2.7)	45.9% (2.7)
[Aggregated] ⁸	50.0% (5.7)	41.0% (5.6)	47.5% (3.5)	47.0% (3.5)	64.0% (3.3)	27.6% (3.1)
[Not Specified / Prefer Not to Say]	40.4% (4.7)	50.5% (4.8)	55.9% (2.0)	33.7% (2.0)	61.0% (2.7)	29.2% (2.6)
Religious, spiritual, or ethical identity						
Christian only	67.5% (2.9)	24.9% (2.7)	69.1% (1.2)	25.1% (1.1)	67.1% (1.5)	25.8% (1.4)
Hindu only	(c)	(c)	(c)	(c)	65.3% (5.5)	20.0% (4.6)
Jewish only	59.6% (4.1)	32.6% (3.9)	64.4% (3.0)	26.5% (2.8)	47.5% (3.2)	47.1% (3.2)
Muslim only	(c)	(c)	45.5% (8.7)	51.5% (8.7)	50.8% (4.5)	42.9% (4.4)
Buddhist only	(c)	(c)	71.4% (6.0)	21.4% (5.5)	71.4% (5.4)	21.4% (4.9)
Atheist only	66.1% (3.4)	27.6% (3.2)	70.3% (2.0)	22.1% (1.8)	77.3% (2.4)	17.2% (2.2)
Agnostic only	62.8% (3.6)	30.0% (3.4)	74.8% (1.5)	19.6% (1.4)	76.8% (2.0)	17.6% (1.8)
No religion	64.5% (4.4)	28.9% (4.1)	71.0% (1.9)	20.1% (1.7)	73.0% (2.6)	17.6% (2.2)
Spiritual only	60.0% (7.7)	30.0% (7.2)	65.2% (2.9)	28.4% (2.8)	63.8% (4.7)	30.5% (4.5)
[Aggregated] ⁹	68.7% (3.7)	23.8% (3.4)	68.3% (1.7)	25.2% (1.6)	72.6% (1.9)	22.3% (1.8)
[Not Specified / Prefer Not to Say]	40.3% (3.6)	49.7% (3.7)	54.9% (2.1)	35.7% (2.0)	61.6% (2.9)	28.7% (2.7)

Table A-4: I feel comfortable expressing my opinions to others at Harvard. (continued)

	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Frequency of attendance at religious services						
Never	65.2% (2.1)	27.0% (1.9)	70.7% (0.9)	22.6% (0.9)	73.4% (1.3)	20.4% (1.1)
At least once a year	65.1% (2.4)	27.1% (2.2)	72.0% (1.1)	21.0% (1.0)	68.6% (1.4)	24.6% (1.3)
At least once a month	66.2% (5.7)	29.4% (5.5)	69.3% (3.0)	26.6% (2.8)	63.2% (3.1)	28.3% (2.9)
At least once a week	53.2% (4.5)	40.3% (4.4)	60.6% (2.4)	34.1% (2.3)	58.6% (2.2)	34.8% (2.1)
[Not Specified / Prefer Not to Say]	42.0% (4.2)	48.6% (4.3)	53.0% (2.0)	37.3% (1.9)	64.5% (2.8)	26.8% (2.6)
Disability						
Reported no disabilities	66.3% (1.6)	27.3% (1.5)	73.5% (0.8)	19.9% (0.7)	71.5% (1.0)	21.8% (0.9)
Reported at least one disability	54.9% (3.1)	33.9% (3.0)	64.0% (1.1)	29.3% (1.1)	64.8% (1.5)	29.4% (1.4)
[Not Specified / Prefer Not to Say]	46.9% (3.9)	44.4% (3.9)	56.2% (1.9)	34.7% (1.8)	61.0% (2.4)	28.6% (2.2)
Qualification for income-based financial aid (Students only)						
Qualified	-	-	-	-	68.2% (2.1)	24.1% (1.9)
Did not qualify	-	-	-	-	67.7% (2.3)	26.8% (2.2)
Unsure	-	-	-	-	61.8% (8.3)	20.6% (6.9)
[Not Specified / Prefer Not to Say]	-	-	-	-	68.2% (0.9)	25.0% (0.9)
Current or former US Military member						
Yes	(c)	(c)	57.1% (6.2)	31.7% (5.9)	58.4% (5.2)	32.6% (5.0)
No	62.1% (1.4)	30.2% (1.3)	68.9% (0.7)	24.4% (0.6)	68.8% (0.8)	24.5% (0.8)
[Not Specified / Prefer Not to Say]	50.8% (6.4)	42.6% (6.3)	53.5% (3.4)	35.7% (3.3)	58.2% (4.3)	33.6% (4.1)

Note:

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

% Agree = Percent 'Somewhat agree', 'Agree', or 'Strongly agree'. % Disagree = Percent 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree'

(c) = concealed. When item response counts < 30, results are concealed to ensure confidentiality

¹ Selected 'Woman', no other gender identity, and did not identify as transgender² Selected 'Man', no other gender identity, and did not identify as transgender³ Selected 'Agender', 'Demi Gender', 'Gender Nonbinary', 'Genderqueer', 'Two Spirit', 'Trans' combined with any other gender identity response(s), 'Prefer to self-identify', or two or more options⁴ Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only⁵ Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options⁶ Selected 'Very liberal', 'Liberal', or 'Slightly liberal'⁷ Selected 'Very conservative', 'Conservative', or 'Slightly conservative'⁸ Selected 'Apolitical', or 'Prefer to self-identify'⁹ Selected 'Bahai', 'Humanist', 'Jain', 'Shinto', 'Sikh', 'Taoist', 'Prefer to self-identify', or two or more options

Appendix A-5

Table A-5: The goals I have for myself are being met at Harvard.

	Academic/Faculty		Staff		Students	
	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Overall	73.2% (1.2)	17.6% (1.1)	73.4% (0.6)	16.2% (0.5)	81.9% (0.7)	11.4% (0.5)
Gender identity						
Woman only ¹	71.4% (1.9)	18.6% (1.7)	74.6% (0.8)	15.9% (0.6)	82.2% (0.9)	11.2% (0.8)
Man only ²	78.8% (1.7)	12.8% (1.4)	76.9% (1.1)	13.4% (0.9)	84.1% (1.0)	9.8% (0.8)
Gender diverse ³	63.2% (6.4)	24.6% (5.7)	62.3% (2.8)	23.9% (2.4)	72.8% (3.1)	18.8% (2.7)
[Not Specified / Prefer Not to Say]	56.3% (5.1)	36.5% (4.9)	57.1% (2.7)	23.4% (2.3)	73.9% (3.3)	16.7% (2.8)
Race/ethnicity						
White only	77.5% (1.5)	13.8% (1.3)	76.5% (0.7)	14.4% (0.6)	86.7% (0.9)	8.7% (0.8)
Asian or Asian American only	69.9% (3.6)	19.6% (3.1)	74.5% (2.4)	15.4% (2.0)	80.1% (1.4)	10.7% (1.1)
Black or African American only	69.4% (6.6)	20.4% (5.8)	66.5% (2.8)	19.9% (2.4)	76.6% (2.8)	15.3% (2.4)
Hispanic or Latina/o/x only	68.8% (6.7)	20.8% (5.9)	72.8% (2.8)	18.7% (2.4)	84.4% (2.3)	9.9% (1.9)
Middle Eastern or North African only	(c)	(c)	(c)	(c)	69.0% (5.0)	19.5% (4.3)
Two or more	76.3% (4.9)	18.4% (4.4)	67.3% (2.8)	19.2% (2.4)	79.9% (1.9)	13.8% (1.6)
[Aggregated] ⁴	77.8% (6.9)	13.9% (5.8)	62.9% (5.8)	25.7% (5.2)	70.7% (4.7)	20.7% (4.2)
[Not Specified / Prefer Not to Say]	57.6% (3.8)	31.5% (3.6)	57.1% (2.3)	24.6% (2.0)	75.5% (3.0)	15.7% (2.5)
Sexual orientation						
Heterosexual only	76.5% (1.4)	14.9% (1.2)	76.3% (0.7)	14.3% (0.6)	83.7% (0.8)	9.9% (0.6)
LGBQ+ identities ⁵	69.3% (3.3)	19.6% (2.8)	69.3% (1.4)	19.9% (1.2)	79.1% (1.4)	14.1% (1.2)
[Not Specified / Prefer Not to Say]	60.6% (3.7)	30.0% (3.5)	64.3% (1.8)	20.3% (1.5)	77.7% (2.2)	13.6% (1.8)
Parent education level						
Middle school or less	69.7% (8.0)	21.2% (7.1)	70.0% (5.5)	20.0% (4.8)	85.6% (3.6)	6.2% (2.4)
High school	74.5% (3.4)	17.0% (2.9)	71.3% (1.4)	15.8% (1.2)	78.3% (1.7)	13.7% (1.4)
Bachelor's degree	69.2% (3.4)	17.8% (2.8)	74.4% (1.2)	15.8% (1.0)	83.8% (1.3)	10.4% (1.1)
Postbac degree	75.3% (1.5)	16.6% (1.3)	74.5% (0.9)	16.4% (0.7)	82.9% (0.9)	10.8% (0.7)
[Not Specified / Prefer Not to Say]	53.7% (6.8)	31.5% (6.3)	66.2% (2.9)	16.7% (2.3)	73.7% (3.6)	17.1% (3.1)
US Citizen						
US Citizen	76.4% (1.4)	15.5% (1.2)	73.7% (0.6)	16.1% (0.5)	82.6% (0.8)	11.6% (0.7)
Non US Citizen	66.9% (3.0)	22.3% (2.7)	74.4% (3.4)	17.3% (2.9)	81.1% (1.3)	10.2% (1.0)
[Not Specified / Prefer Not to Say]	44.4% (6.8)	35.2% (6.5)	64.7% (3.5)	17.9% (2.8)	75.2% (3.9)	15.7% (3.3)
Political views						
Liberal ⁶	75.3% (1.4)	15.9% (1.2)	75.5% (0.7)	15.5% (0.6)	82.5% (0.8)	11.0% (0.7)
Moderate	75.5% (3.6)	17.5% (3.2)	74.4% (1.8)	14.4% (1.5)	82.0% (1.8)	11.9% (1.5)
Conservative ⁷	78.1% (5.2)	14.1% (4.3)	72.0% (2.5)	15.8% (2.1)	85.0% (1.9)	9.0% (1.5)
[Aggregated] ⁸	67.9% (5.3)	20.5% (4.6)	59.5% (3.5)	26.5% (3.1)	77.5% (2.9)	11.7% (2.2)
[Not Specified / Prefer Not to Say]	54.2% (4.8)	31.8% (4.5)	64.9% (2.0)	19.0% (1.6)	77.5% (2.4)	15.2% (2.0)
Religious, spiritual, or ethical identity						
Christian only	81.5% (2.4)	12.8% (2.1)	77.9% (1.1)	13.7% (0.9)	85.9% (1.1)	8.2% (0.9)
Hindu only	(c)	(c)	(c)	(c)	80.0% (4.6)	10.7% (3.6)
Jewish only	73.9% (3.7)	14.8% (3.0)	70.0% (2.9)	19.0% (2.5)	79.9% (2.6)	12.6% (2.1)
Muslim only	(c)	(c)	72.7% (7.8)	6.1% (4.2)	70.1% (4.1)	16.5% (3.3)
Buddhist only	(c)	(c)	67.9% (6.2)	17.9% (5.1)	68.6% (5.5)	17.1% (4.5)
Atheist only	71.7% (3.3)	16.2% (2.7)	75.1% (1.9)	16.2% (1.6)	82.2% (2.2)	12.3% (1.9)
Agnostic only	70.6% (3.4)	21.7% (3.1)	75.0% (1.5)	15.0% (1.3)	82.8% (1.8)	11.1% (1.5)
No religion	76.0% (3.9)	17.4% (3.4)	71.0% (1.9)	18.5% (1.6)	83.3% (2.2)	10.4% (1.8)
Spiritual only	70.0% (7.2)	17.5% (6.0)	74.3% (2.7)	16.2% (2.3)	79.0% (4.0)	15.2% (3.5)
[Aggregated] ⁹	80.6% (3.1)	11.3% (2.5)	71.0% (1.7)	16.5% (1.4)	84.6% (1.6)	10.9% (1.3)
[Not Specified / Prefer Not to Say]	57.0% (3.7)	30.2% (3.4)	64.4% (2.0)	21.1% (1.7)	72.2% (2.6)	17.4% (2.2)

Table A-5: The goals I have for myself are being met at Harvard. (continued)

	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Frequency of attendance at religious services						
Never	75.0% (1.9)	16.3% (1.6)	73.7% (0.9)	16.3% (0.8)	82.1% (1.1)	11.9% (0.9)
At least once a year	76.8% (2.1)	15.1% (1.8)	77.2% (1.0)	13.9% (0.8)	83.3% (1.1)	10.5% (0.9)
At least once a month	77.9% (5.0)	14.7% (4.3)	79.2% (2.6)	12.7% (2.1)	79.4% (2.6)	12.6% (2.1)
At least once a week	72.8% (4.0)	17.6% (3.4)	70.8% (2.2)	16.0% (1.8)	83.0% (1.7)	9.9% (1.3)
[Not Specified / Prefer Not to Say]	53.7% (4.3)	31.6% (4.0)	61.2% (1.9)	23.4% (1.7)	76.1% (2.5)	14.1% (2.0)
Disability						
Reported no disabilities	77.0% (1.4)	15.1% (1.2)	78.7% (0.8)	12.6% (0.6)	84.7% (0.8)	8.7% (0.6)
Reported at least one disability	65.8% (3.0)	21.8% (2.6)	68.6% (1.1)	20.8% (1.0)	77.8% (1.3)	16.0% (1.1)
[Not Specified / Prefer Not to Say]	64.8% (3.8)	24.5% (3.4)	63.1% (1.8)	19.7% (1.5)	79.7% (2.0)	11.8% (1.6)
Qualification for income-based financial aid (Students only)						
Qualified	-	-	-	-	80.2% (1.8)	12.2% (1.4)
Did not qualify	-	-	-	-	83.2% (1.9)	11.3% (1.6)
Unsure	-	-	-	-	73.5% (7.6)	20.6% (6.9)
[Not Specified / Prefer Not to Say]	-	-	-	-	82.2% (0.8)	11.1% (0.6)
Current or former US Military member						
Yes	(c)	(c)	66.7% (5.9)	12.7% (4.2)	80.0% (4.2)	14.4% (3.7)
No	73.8% (1.3)	17.3% (1.1)	73.8% (0.6)	16.1% (0.5)	82.3% (0.7)	11.0% (0.6)
[Not Specified / Prefer Not to Say]	61.7% (6.3)	23.3% (5.5)	65.1% (3.3)	19.3% (2.7)	73.1% (3.8)	17.2% (3.3)

Note:

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

% Agree = Percent 'Somewhat agree', 'Agree', or 'Strongly agree'. % Disagree = Percent 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree'

(c) = concealed. When item response counts < 30, results are concealed to ensure confidentiality

¹ Selected 'Woman', no other gender identity, and did not identify as transgender² Selected 'Man', no other gender identity, and did not identify as transgender³ Selected 'Agender', 'Demi Gender', 'Gender Nonbinary', 'Genderqueer', 'Two Spirit', 'Trans' combined with any other gender identity response(s), 'Prefer to self-identify', or two or more options⁴ Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only⁵ Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options⁶ Selected 'Very liberal', 'Liberal', or 'Slightly liberal'⁷ Selected 'Very conservative', 'Conservative', or 'Slightly conservative'⁸ Selected 'Apolitical', or 'Prefer to self-identify'⁹ Selected 'Bahai', 'Humanist', 'Jain', 'Shinto', 'Sikh', 'Taoist', 'Prefer to self-identify', or two or more options

Appendix A-6

Table A-6: I feel respected at Harvard.

	Academic/Faculty		Staff		Students	
	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Overall	74.0% (1.2)	18.6% (1.1)	78.6% (0.6)	14.0% (0.5)	80.4% (0.7)	13.3% (0.6)
Gender identity						
Woman only ¹	73.2% (1.9)	21.1% (1.7)	80.0% (0.7)	13.4% (0.6)	81.6% (0.9)	12.1% (0.8)
Man only ²	78.5% (1.7)	13.1% (1.4)	82.1% (1.0)	11.2% (0.8)	82.7% (1.0)	11.8% (0.9)
Gender diverse ³	68.4% (6.2)	28.1% (6.0)	67.8% (2.7)	20.8% (2.3)	65.3% (3.3)	26.2% (3.1)
[Not Specified / Prefer Not to Say]	56.1% (5.0)	30.6% (4.7)	59.6% (2.7)	25.3% (2.4)	68.9% (3.5)	21.5% (3.1)
Race/ethnicity						
White only	77.8% (1.5)	16.0% (1.3)	81.7% (0.6)	11.7% (0.5)	84.5% (1.0)	10.5% (0.8)
Asian or Asian American only	69.9% (3.6)	22.1% (3.2)	82.2% (2.1)	12.7% (1.8)	82.3% (1.4)	10.2% (1.1)
Black or African American only	81.6% (5.5)	12.2% (4.7)	73.1% (2.6)	19.4% (2.4)	70.9% (3.0)	20.2% (2.7)
Hispanic or Latina/o/x only	66.7% (6.8)	25.0% (6.3)	73.3% (2.8)	16.7% (2.3)	84.8% (2.3)	9.9% (1.9)
Middle Eastern or North African only	(c)	(c)	(c)	(c)	71.3% (4.9)	23.0% (4.5)
Two or more	77.6% (4.8)	14.5% (4.0)	74.5% (2.6)	17.7% (2.3)	75.7% (2.0)	17.7% (1.8)
[Aggregated] ⁴	69.4% (7.7)	19.4% (6.6)	67.1% (5.6)	24.3% (5.1)	64.1% (5.0)	26.1% (4.6)
[Not Specified / Prefer Not to Say]	60.5% (3.8)	28.1% (3.5)	61.2% (2.3)	24.8% (2.0)	73.1% (3.1)	19.9% (2.8)
Sexual orientation						
Heterosexual only	77.3% (1.4)	16.5% (1.2)	81.9% (0.6)	11.7% (0.5)	82.9% (0.8)	11.4% (0.7)
LGBQ+ identities ⁵	69.3% (3.3)	20.6% (2.9)	75.2% (1.3)	17.6% (1.2)	76.8% (1.4)	15.9% (1.2)
[Not Specified / Prefer Not to Say]	62.2% (3.7)	27.3% (3.4)	66.7% (1.8)	20.2% (1.5)	73.6% (2.4)	18.7% (2.1)
Parent education level						
Middle school or less	75.8% (7.5)	18.2% (6.7)	73.2% (5.3)	22.5% (5.0)	79.4% (4.1)	14.4% (3.6)
High school	77.6% (3.2)	15.8% (2.8)	76.0% (1.3)	15.7% (1.1)	74.8% (1.8)	16.9% (1.5)
Bachelor's degree	70.1% (3.4)	21.2% (3.0)	80.0% (1.1)	12.4% (0.9)	81.7% (1.4)	12.9% (1.2)
Postbac degree	74.9% (1.5)	18.0% (1.3)	80.4% (0.8)	13.4% (0.7)	82.8% (0.9)	11.5% (0.7)
[Not Specified / Prefer Not to Say]	61.8% (6.6)	27.3% (6.0)	66.1% (2.8)	19.1% (2.4)	68.5% (3.8)	20.8% (3.3)
US Citizen						
US Citizen	76.4% (1.4)	17.5% (1.2)	79.1% (0.6)	13.7% (0.5)	79.6% (0.8)	14.2% (0.7)
Non US Citizen	69.4% (3.0)	20.2% (2.6)	76.9% (3.2)	13.0% (2.6)	83.4% (1.2)	10.1% (1.0)
[Not Specified / Prefer Not to Say]	50.9% (6.7)	30.9% (6.2)	66.3% (3.4)	21.1% (3.0)	72.0% (4.1)	19.5% (3.6)
Political views						
Liberal ⁶	76.3% (1.4)	17.4% (1.3)	81.5% (0.6)	12.4% (0.5)	81.8% (0.8)	12.4% (0.7)
Moderate	75.7% (3.6)	14.6% (2.9)	79.2% (1.7)	12.7% (1.4)	84.7% (1.7)	11.8% (1.5)
Conservative ⁷	76.6% (5.3)	14.1% (4.3)	75.6% (2.4)	14.4% (2.0)	76.8% (2.2)	13.9% (1.8)
[Aggregated] ⁸	60.3% (5.5)	30.8% (5.2)	61.5% (3.4)	25.5% (3.1)	71.8% (3.1)	16.0% (2.5)
[Not Specified / Prefer Not to Say]	61.5% (4.7)	27.5% (4.3)	67.1% (1.9)	20.6% (1.7)	74.5% (2.5)	18.8% (2.2)
Religious, spiritual, or ethical identity						
Christian only	80.8% (2.4)	13.6% (2.1)	82.7% (1.0)	11.4% (0.8)	84.6% (1.2)	10.5% (1.0)
Hindu only	(c)	(c)	(c)	(c)	88.0% (3.8)	6.7% (2.9)
Jewish only	75.4% (3.6)	18.3% (3.2)	79.1% (2.5)	14.6% (2.2)	72.5% (2.9)	19.6% (2.6)
Muslim only	(c)	(c)	63.6% (8.4)	24.2% (7.5)	75.0% (3.8)	21.1% (3.6)
Buddhist only	(c)	(c)	69.6% (6.1)	21.4% (5.5)	75.7% (5.1)	10.0% (3.6)
Atheist only	74.3% (3.2)	16.8% (2.7)	79.3% (1.8)	14.0% (1.5)	81.2% (2.2)	12.3% (1.9)
Agnostic only	68.3% (3.5)	23.3% (3.2)	78.9% (1.4)	14.1% (1.2)	83.5% (1.8)	10.7% (1.5)
No religion	73.0% (4.0)	17.2% (3.4)	77.1% (1.7)	15.1% (1.5)	78.9% (2.4)	13.5% (2.0)
Spiritual only	77.5% (6.6)	20.0% (6.3)	78.2% (2.5)	14.7% (2.2)	76.2% (4.2)	15.2% (3.5)
[Aggregated] ⁹	81.2% (3.1)	12.5% (2.6)	81.3% (1.4)	11.8% (1.2)	80.7% (1.7)	12.5% (1.4)
[Not Specified / Prefer Not to Say]	61.9% (3.6)	29.3% (3.4)	66.4% (2.0)	20.4% (1.7)	71.1% (2.7)	21.8% (2.5)

Table A-6: I feel respected at Harvard. (continued)

	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Frequency of attendance at religious services						
Never	74.3% (1.9)	18.5% (1.7)	79.0% (0.8)	13.7% (0.7)	80.3% (1.1)	13.5% (1.0)
At least once a year	77.6% (2.1)	16.3% (1.8)	82.8% (0.9)	10.6% (0.7)	81.2% (1.2)	12.3% (1.0)
At least once a month	79.4% (4.9)	13.2% (4.1)	79.7% (2.6)	14.6% (2.3)	83.8% (2.3)	12.1% (2.1)
At least once a week	75.2% (3.9)	16.0% (3.3)	78.8% (2.0)	15.2% (1.7)	81.5% (1.7)	13.1% (1.5)
[Not Specified / Prefer Not to Say]	58.7% (4.2)	30.4% (3.9)	65.0% (1.9)	23.0% (1.7)	73.0% (2.6)	17.6% (2.2)
Disability						
Reported no disabilities	76.5% (1.4)	16.3% (1.3)	84.4% (0.7)	10.1% (0.6)	84.7% (0.8)	9.8% (0.7)
Reported at least one disability	68.1% (2.9)	24.9% (2.7)	73.9% (1.1)	17.9% (0.9)	75.0% (1.3)	18.0% (1.2)
[Not Specified / Prefer Not to Say]	70.0% (3.6)	20.6% (3.2)	66.4% (1.8)	20.0% (1.5)	74.7% (2.1)	17.0% (1.8)
Qualification for income-based financial aid (Students only)						
Qualified	-	-	-	-	80.0% (1.8)	13.0% (1.5)
Did not qualify	-	-	-	-	83.2% (1.9)	9.8% (1.5)
Unsure	-	-	-	-	73.5% (7.6)	20.6% (6.9)
[Not Specified / Prefer Not to Say]	-	-	-	-	80.1% (0.8)	13.8% (0.7)
Current or former US Military member						
Yes	(c)	(c)	80.6% (5.0)	14.5% (4.5)	70.0% (4.8)	18.9% (4.1)
No	74.3% (1.3)	18.2% (1.1)	79.2% (0.6)	13.6% (0.5)	81.0% (0.7)	12.8% (0.6)
[Not Specified / Prefer Not to Say]	67.2% (6.0)	26.2% (5.6)	62.4% (3.3)	21.6% (2.8)	71.8% (3.9)	20.6% (3.5)

Note:

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

% Agree = Percent 'Somewhat agree', 'Agree', or 'Strongly agree'. % Disagree = Percent 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree'

(c) = concealed. When item response counts < 30, results are concealed to ensure confidentiality

¹ Selected 'Woman', no other gender identity, and did not identify as transgender² Selected 'Man', no other gender identity, and did not identify as transgender³ Selected 'Agender', 'Demi Gender', 'Gender Nonbinary', 'Genderqueer', 'Two Spirit', 'Trans' combined with any other gender identity response(s), 'Prefer to self-identify', or two or more options⁴ Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only⁵ Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options⁶ Selected 'Very liberal', 'Liberal', or 'Slightly liberal'⁷ Selected 'Very conservative', 'Conservative', or 'Slightly conservative'⁸ Selected 'Apolitical', or 'Prefer to self-identify'⁹ Selected 'Bahai', 'Humanist', 'Jain', 'Shinto', 'Sikh', 'Taoist', 'Prefer to self-identify', or two or more options

Appendix A-7

Table A-7: I feel connected to my peers at Harvard.

	Academic/Faculty		Staff		Students	
	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Overall	68.3% (1.3)	22.4% (1.2)	78.2% (0.6)	13.4% (0.5)	75.3% (0.7)	18.7% (0.7)
Gender identity						
Woman only ¹	69.5% (2.0)	21.3% (1.7)	80.2% (0.7)	12.6% (0.6)	77.6% (1.0)	16.9% (0.9)
Man only ²	70.3% (1.9)	19.8% (1.7)	78.6% (1.1)	12.5% (0.9)	74.2% (1.2)	19.8% (1.1)
Gender diverse ³	56.1% (6.6)	42.1% (6.5)	70.5% (2.6)	21.1% (2.3)	67.5% (3.3)	25.0% (3.1)
[Not Specified / Prefer Not to Say]	57.1% (5.0)	32.7% (4.7)	64.0% (2.6)	19.0% (2.2)	70.2% (3.4)	21.3% (3.1)
Race/ethnicity						
White only	70.5% (1.7)	20.7% (1.5)	81.0% (0.6)	12.1% (0.5)	77.9% (1.1)	17.4% (1.0)
Asian or Asian American only	66.9% (3.7)	22.7% (3.3)	78.6% (2.2)	13.4% (1.9)	76.8% (1.5)	14.3% (1.3)
Black or African American only	71.4% (6.5)	16.3% (5.3)	74.9% (2.6)	16.3% (2.2)	73.0% (3.0)	24.8% (2.9)
Hispanic or Latina/o/x only	70.2% (6.7)	25.5% (6.4)	73.7% (2.7)	15.8% (2.3)	79.0% (2.6)	18.1% (2.5)
Middle Eastern or North African only	(c)	(c)	(c)	(c)	75.9% (4.6)	19.5% (4.3)
Two or more	67.1% (5.4)	22.4% (4.8)	73.0% (2.6)	17.4% (2.3)	69.6% (2.2)	24.1% (2.0)
[Aggregated] ⁴	63.9% (8.0)	30.6% (7.7)	67.1% (5.6)	15.7% (4.4)	62.0% (5.1)	29.3% (4.7)
[Not Specified / Prefer Not to Say]	59.9% (3.8)	28.7% (3.5)	65.5% (2.3)	18.8% (1.9)	69.3% (3.2)	21.8% (2.9)
Sexual orientation						
Heterosexual only	71.1% (1.5)	19.6% (1.3)	81.0% (0.7)	11.1% (0.5)	76.6% (0.9)	17.1% (0.8)
LGBQ+ identities ⁵	63.6% (3.4)	28.3% (3.2)	74.0% (1.3)	18.4% (1.2)	73.3% (1.5)	21.8% (1.4)
[Not Specified / Prefer Not to Say]	58.7% (3.8)	30.2% (3.5)	70.7% (1.7)	18.0% (1.5)	72.4% (2.4)	21.7% (2.2)
Parent education level						
Middle school or less	71.9% (7.9)	21.9% (7.3)	81.7% (4.6)	11.3% (3.8)	73.2% (4.5)	17.5% (3.9)
High school	65.9% (3.7)	26.2% (3.4)	78.0% (1.3)	14.5% (1.1)	68.4% (1.9)	24.9% (1.7)
Bachelor's degree	69.6% (3.4)	20.1% (3.0)	78.7% (1.1)	12.7% (0.9)	74.4% (1.6)	18.3% (1.4)
Postbac degree	69.2% (1.6)	21.6% (1.4)	79.0% (0.8)	13.2% (0.7)	78.9% (1.0)	16.4% (0.9)
[Not Specified / Prefer Not to Say]	54.5% (6.7)	30.9% (6.2)	68.8% (2.8)	15.8% (2.2)	65.6% (3.9)	25.2% (3.5)
US Citizen						
US Citizen	70.6% (1.5)	20.8% (1.3)	78.6% (0.6)	13.4% (0.5)	75.4% (0.9)	19.9% (0.8)
Non US Citizen	62.7% (3.1)	26.6% (2.8)	78.6% (3.2)	11.9% (2.5)	76.0% (1.4)	15.1% (1.2)
[Not Specified / Prefer Not to Say]	50.9% (6.7)	32.7% (6.3)	68.1% (3.4)	14.9% (2.6)	68.9% (4.2)	24.4% (3.9)
Political views						
Liberal ⁶	69.8% (1.5)	20.9% (1.4)	80.2% (0.7)	12.6% (0.5)	76.9% (0.9)	17.6% (0.8)
Moderate	73.4% (3.7)	19.6% (3.3)	81.3% (1.6)	9.9% (1.2)	74.4% (2.1)	18.7% (1.9)
Conservative ⁷	59.4% (6.1)	31.2% (5.8)	76.7% (2.4)	14.1% (2.0)	74.0% (2.3)	21.8% (2.2)
[Aggregated] ⁸	67.9% (5.3)	23.1% (4.8)	68.0% (3.3)	21.5% (2.9)	71.8% (3.1)	22.5% (2.9)
[Not Specified / Prefer Not to Say]	54.2% (4.8)	32.7% (4.5)	67.3% (1.9)	19.0% (1.6)	69.8% (2.6)	20.6% (2.3)
Religious, spiritual, or ethical identity						
Christian only	70.3% (2.8)	20.9% (2.5)	83.2% (1.0)	10.8% (0.8)	79.6% (1.3)	15.5% (1.2)
Hindu only	(c)	(c)	(c)	(c)	74.7% (5.0)	14.7% (4.1)
Jewish only	68.8% (3.9)	21.3% (3.4)	79.0% (2.6)	9.5% (1.8)	67.8% (3.0)	26.8% (2.9)
Muslim only	(c)	(c)	60.6% (8.5)	24.2% (7.5)	68.8% (4.1)	26.6% (3.9)
Buddhist only	(c)	(c)	73.2% (5.9)	12.5% (4.4)	71.4% (5.4)	22.9% (5.0)
Atheist only	68.2% (3.4)	22.4% (3.0)	75.5% (1.9)	15.0% (1.6)	71.8% (2.6)	19.7% (2.3)
Agnostic only	66.9% (3.5)	24.2% (3.2)	80.1% (1.4)	12.0% (1.1)	77.0% (2.0)	17.6% (1.8)
No religion	67.2% (4.3)	23.0% (3.8)	75.2% (1.8)	15.2% (1.5)	77.5% (2.5)	16.6% (2.2)
Spiritual only	80.0% (6.3)	12.5% (5.2)	73.7% (2.7)	19.5% (2.4)	76.2% (4.2)	19.0% (3.8)
[Aggregated] ⁹	71.2% (3.6)	20.6% (3.2)	78.2% (1.5)	13.7% (1.3)	75.4% (1.9)	18.4% (1.7)
[Not Specified / Prefer Not to Say]	61.9% (3.6)	27.1% (3.3)	71.5% (1.9)	17.3% (1.6)	69.5% (2.7)	22.8% (2.5)

Table A-7: I feel connected to my peers at Harvard. (continued)

	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Frequency of attendance at religious services						
Never	68.3% (2.0)	22.6% (1.8)	77.5% (0.9)	14.2% (0.7)	72.7% (1.3)	20.9% (1.2)
At least once a year	71.8% (2.2)	18.9% (1.9)	82.4% (0.9)	10.8% (0.7)	78.0% (1.2)	16.4% (1.1)
At least once a month	70.6% (5.5)	23.5% (5.1)	84.1% (2.3)	10.6% (2.0)	79.2% (2.6)	14.3% (2.2)
At least once a week	64.5% (4.3)	25.0% (3.9)	77.6% (2.0)	13.1% (1.6)	75.5% (1.9)	20.4% (1.8)
[Not Specified / Prefer Not to Say]	59.9% (4.2)	29.2% (3.9)	67.5% (1.9)	19.5% (1.6)	72.1% (2.6)	19.5% (2.3)
Disability						
Reported no disabilities	72.0% (1.5)	20.0% (1.4)	82.7% (0.7)	10.2% (0.6)	78.4% (0.9)	15.7% (0.8)
Reported at least one disability	60.4% (3.1)	28.2% (2.8)	74.2% (1.0)	17.3% (0.9)	70.8% (1.4)	23.4% (1.3)
[Not Specified / Prefer Not to Say]	60.6% (3.9)	26.3% (3.5)	69.9% (1.7)	17.0% (1.4)	72.6% (2.2)	20.3% (2.0)
Qualification for income-based financial aid (Students only)						
Qualified	-	-	-	-	74.7% (1.9)	21.4% (1.8)
Did not qualify	-	-	-	-	78.2% (2.1)	16.5% (1.9)
Unsure	-	-	-	-	70.6% (7.8)	20.6% (6.9)
[Not Specified / Prefer Not to Say]	-	-	-	-	75.0% (0.9)	18.5% (0.8)
Current or former US Military member						
Yes	(c)	(c)	66.7% (5.9)	22.2% (5.2)	64.4% (5.0)	30.0% (4.8)
No	68.6% (1.3)	22.5% (1.2)	78.9% (0.6)	13.2% (0.5)	75.9% (0.8)	18.1% (0.7)
[Not Specified / Prefer Not to Say]	62.3% (6.2)	19.7% (5.1)	65.7% (3.3)	17.4% (2.6)	67.4% (4.1)	25.8% (3.8)

Note:

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

% Agree = Percent 'Somewhat agree', 'Agree', or 'Strongly agree'. % Disagree = Percent 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree'

(c) = concealed. When item response counts < 30, results are concealed to ensure confidentiality

¹ Selected 'Woman', no other gender identity, and did not identify as transgender² Selected 'Man', no other gender identity, and did not identify as transgender³ Selected 'Agender', 'Demi Gender', 'Gender Nonbinary', 'Genderqueer', 'Two Spirit', 'Trans' combined with any other gender identity response(s), 'Prefer to self-identify', or two or more options⁴ Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only⁵ Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options⁶ Selected 'Very liberal', 'Liberal', or 'Slightly liberal'⁷ Selected 'Very conservative', 'Conservative', or 'Slightly conservative'⁸ Selected 'Apolitical', or 'Prefer to self-identify'⁹ Selected 'Bahai', 'Humanist', 'Jain', 'Shinto', 'Sikh', 'Taoist', 'Prefer to self-identify', or two or more options

Appendix A-8

Table A-8: At Harvard, I have formed satisfying personal relationships with people who have different viewpoints than me.

	Academic/Faculty		Staff		Students	
	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Overall	59.0% (1.4)	21.9% (1.2)	59.1% (0.7)	16.6% (0.5)	65.6% (0.8)	19.7% (0.7)
Gender identity						
Woman only ¹	57.2% (2.1)	21.4% (1.7)	59.4% (0.9)	16.1% (0.6)	65.2% (1.2)	19.0% (0.9)
Man only ²	62.2% (2.0)	21.5% (1.7)	62.3% (1.3)	15.0% (1.0)	67.5% (1.3)	18.6% (1.1)
Gender diverse ³	48.2% (6.7)	30.4% (6.1)	47.7% (2.9)	26.3% (2.5)	56.5% (3.5)	29.0% (3.2)
[Not Specified / Prefer Not to Say]	56.7% (5.0)	21.6% (4.2)	53.4% (2.8)	18.7% (2.2)	65.9% (3.5)	23.5% (3.2)
Race/ethnicity						
White only	61.6% (1.8)	21.8% (1.5)	60.1% (0.8)	15.8% (0.6)	66.5% (1.3)	18.8% (1.1)
Asian or Asian American only	60.1% (3.8)	21.5% (3.2)	59.9% (2.7)	16.5% (2.0)	68.1% (1.7)	16.5% (1.3)
Black or African American only	61.2% (7.0)	14.3% (5.0)	60.1% (2.9)	17.3% (2.2)	61.3% (3.3)	22.1% (2.8)
Hispanic or Latina/o/x only	47.9% (7.2)	20.8% (5.9)	62.1% (3.0)	18.4% (2.4)	68.5% (3.0)	18.3% (2.5)
Middle Eastern or North African only	(c)	(c)	(c)	(c)	64.0% (5.2)	22.1% (4.5)
Two or more	60.5% (5.6)	11.8% (3.7)	47.2% (3.0)	21.3% (2.4)	63.0% (2.3)	22.5% (2.0)
[Aggregated] ⁴	52.8% (8.3)	27.8% (7.5)	55.7% (5.9)	20.0% (4.8)	47.8% (5.2)	38.0% (5.1)
[Not Specified / Prefer Not to Say]	49.4% (3.9)	28.3% (3.5)	55.8% (2.4)	17.9% (1.8)	66.7% (3.3)	21.1% (2.9)
Sexual orientation						
Heterosexual only	59.0% (1.6)	21.4% (1.4)	61.5% (0.8)	15.1% (0.6)	68.1% (1.0)	17.6% (0.8)
LGBQ+ identities ⁵	58.8% (3.5)	25.1% (3.1)	51.0% (1.5)	21.5% (1.3)	59.2% (1.7)	24.7% (1.5)
[Not Specified / Prefer Not to Say]	58.9% (3.8)	20.8% (3.1)	59.2% (1.9)	16.9% (1.4)	65.9% (2.5)	20.5% (2.2)
Parent education level						
Middle school or less	57.6% (8.6)	30.3% (8.0)	62.0% (5.8)	12.7% (3.9)	68.0% (4.7)	17.5% (3.9)
High school	59.8% (3.8)	25.0% (3.4)	63.6% (1.5)	12.9% (1.1)	61.3% (2.0)	21.1% (1.7)
Bachelor's degree	62.5% (3.6)	20.7% (3.0)	60.6% (1.3)	15.4% (1.0)	65.3% (1.7)	19.1% (1.4)
Postbac degree	58.3% (1.7)	21.4% (1.4)	56.2% (1.0)	19.1% (0.8)	67.0% (1.1)	19.5% (0.9)
[Not Specified / Prefer Not to Say]	56.6% (6.8)	18.9% (5.4)	61.4% (3.0)	14.0% (2.1)	66.4% (3.8)	20.4% (3.3)
US Citizen						
US Citizen	60.2% (1.6)	21.2% (1.3)	58.8% (0.7)	16.8% (0.5)	64.5% (1.0)	20.7% (0.8)
Non US Citizen	54.4% (3.2)	25.7% (2.8)	64.3% (3.7)	12.5% (2.6)	67.9% (1.5)	16.7% (1.2)
[Not Specified / Prefer Not to Say]	57.4% (6.7)	16.7% (5.1)	61.7% (3.6)	14.8% (2.6)	70.0% (4.2)	22.5% (3.8)
Political views						
Liberal ⁶	57.8% (1.7)	22.0% (1.4)	56.9% (0.8)	17.4% (0.6)	64.1% (1.0)	20.8% (0.9)
Moderate	58.3% (4.1)	22.9% (3.5)	70.5% (1.9)	12.5% (1.4)	67.7% (2.2)	15.4% (1.7)
Conservative ⁷	76.6% (5.3)	17.2% (4.7)	64.7% (2.7)	17.0% (2.1)	71.4% (2.4)	18.4% (2.1)
[Aggregated] ⁸	55.1% (5.6)	28.2% (5.1)	47.7% (3.5)	23.1% (3.0)	62.6% (3.3)	19.6% (2.7)
[Not Specified / Prefer Not to Say]	62.3% (4.7)	17.9% (3.7)	62.2% (2.0)	13.0% (1.4)	68.9% (2.6)	19.6% (2.2)
Religious, spiritual, or ethical identity						
Christian only	67.2% (2.9)	14.0% (2.1)	68.0% (1.2)	13.1% (0.9)	71.9% (1.4)	14.9% (1.1)
Hindu only	(c)	(c)	(c)	(c)	60.3% (5.7)	17.8% (4.5)
Jewish only	56.0% (4.2)	28.4% (3.8)	56.3% (3.1)	17.3% (2.4)	55.0% (3.2)	31.1% (3.0)
Muslim only	(c)	(c)	66.7% (8.2)	24.2% (7.5)	66.9% (4.2)	20.5% (3.6)
Buddhist only	(c)	(c)	60.7% (6.5)	17.9% (5.1)	62.3% (5.8)	20.3% (4.8)
Atheist only	57.1% (3.6)	18.8% (2.8)	51.3% (2.2)	21.3% (1.8)	60.5% (2.8)	21.4% (2.3)
Agnostic only	55.1% (3.7)	26.4% (3.3)	53.2% (1.8)	18.4% (1.4)	62.5% (2.3)	21.9% (2.0)
No religion	55.7% (4.5)	26.2% (4.0)	54.9% (2.1)	17.4% (1.6)	69.1% (2.7)	17.0% (2.2)
Spiritual only	62.5% (7.7)	17.5% (6.0)	60.1% (3.0)	17.1% (2.3)	61.0% (4.8)	21.0% (4.0)
[Aggregated] ⁹	60.6% (3.9)	23.1% (3.3)	53.5% (1.9)	18.5% (1.4)	64.8% (2.1)	20.5% (1.7)
[Not Specified / Prefer Not to Say]	55.1% (3.7)	24.2% (3.2)	62.7% (2.0)	14.3% (1.5)	64.8% (2.8)	21.8% (2.5)

Table A-8: At Harvard, I have formed satisfying personal relationships with people who have different viewpoints than me. (continued)

	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Frequency of attendance at religious services						
Never	56.1% (2.1)	24.2% (1.8)	53.7% (1.0)	18.7% (0.8)	61.8% (1.4)	21.1% (1.2)
At least once a year	62.7% (2.4)	19.5% (2.0)	64.7% (1.2)	13.9% (0.8)	66.8% (1.4)	18.7% (1.2)
At least once a month	57.4% (6.0)	19.1% (4.8)	61.8% (3.1)	16.3% (2.4)	68.0% (3.0)	19.4% (2.5)
At least once a week	62.4% (4.3)	19.2% (3.5)	65.2% (2.3)	15.5% (1.7)	70.2% (2.0)	19.5% (1.7)
[Not Specified / Prefer Not to Say]	56.7% (4.3)	23.9% (3.7)	58.5% (2.0)	17.0% (1.5)	67.2% (2.7)	17.7% (2.2)
Disability						
Reported no disabilities	60.5% (1.7)	20.8% (1.4)	63.3% (0.9)	14.0% (0.6)	68.1% (1.1)	17.4% (0.9)
Reported at least one disability	55.9% (3.1)	23.4% (2.6)	53.3% (1.2)	20.1% (1.0)	60.7% (1.5)	24.2% (1.3)
[Not Specified / Prefer Not to Say]	55.7% (4.0)	25.3% (3.5)	56.1% (1.9)	18.3% (1.5)	66.9% (2.3)	18.6% (1.9)
Qualification for income-based financial aid (Students only)						
Qualified	-	-	-	-	67.6% (2.1)	20.6% (1.8)
Did not qualify	-	-	-	-	71.4% (2.3)	17.5% (1.9)
Unsure	-	-	-	-	64.7% (8.2)	14.7% (6.1)
[Not Specified / Prefer Not to Say]	-	-	-	-	64.3% (1.0)	19.9% (0.8)
Current or former US Military member						
Yes	(c)	(c)	65.1% (6.0)	17.5% (4.8)	50.0% (5.3)	27.8% (4.7)
No	58.8% (1.4)	22.1% (1.2)	58.9% (0.7)	16.7% (0.5)	66.0% (0.8)	19.3% (0.7)
[Not Specified / Prefer Not to Say]	61.7% (6.3)	18.3% (5.0)	61.7% (3.4)	13.9% (2.4)	67.9% (4.1)	22.9% (3.7)

Note:

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

% Agree = Percent 'Somewhat agree', 'Agree', or 'Strongly agree'. % Disagree = Percent 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree'

(c) = concealed. When item response counts < 30, results are concealed to ensure confidentiality

¹ Selected 'Woman', no other gender identity, and did not identify as transgender

² Selected 'Man', no other gender identity, and did not identify as transgender

³ Selected 'Agender', 'Demi Gender', 'Gender Nonbinary', 'Genderqueer', 'Two Spirit', 'Trans' combined with any other gender identity response(s), 'Prefer to self-identify', or two or more options

⁴ Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only

⁵ Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options

⁶ Selected 'Very liberal', 'Liberal', or 'Slightly liberal'

⁷ Selected 'Very conservative', 'Conservative', or 'Slightly conservative'

⁸ Selected 'Apolitical', or 'Prefer to self-identify'

⁹ Selected 'Bahai', 'Humanist', 'Jain', 'Shinto', 'Sikh', 'Taoist', 'Prefer to self-identify', or two or more options

Appendix A-9

Table A-9: I feel my well-being is supported at Harvard.

	Academic/Faculty		Staff		Students	
	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Overall	60.0% (1.4)	25.3% (1.2)	75.7% (0.6)	15.8% (0.5)	68.4% (0.8)	21.1% (0.7)
Gender identity						
Woman only ¹	57.8% (2.1)	29.4% (1.9)	77.4% (0.7)	14.8% (0.6)	67.9% (1.1)	21.1% (1.0)
Man only ²	66.9% (2.0)	18.2% (1.6)	79.4% (1.1)	13.3% (0.9)	72.5% (1.2)	17.8% (1.0)
Gender diverse ³	43.9% (6.6)	33.3% (6.2)	62.2% (2.8)	25.1% (2.5)	54.5% (3.5)	37.5% (3.4)
[Not Specified / Prefer Not to Say]	41.7% (5.0)	38.5% (5.0)	55.9% (2.7)	27.7% (2.5)	58.3% (3.7)	27.8% (3.3)
Race/ethnicity						
White only	63.2% (1.8)	22.5% (1.5)	78.9% (0.7)	13.5% (0.6)	71.4% (1.2)	19.6% (1.1)
Asian or Asian American only	61.3% (3.8)	27.0% (3.5)	75.8% (2.3)	17.3% (2.1)	69.9% (1.6)	17.0% (1.3)
Black or African American only	61.2% (7.0)	18.4% (5.5)	71.7% (2.7)	19.1% (2.3)	60.2% (3.3)	25.8% (2.9)
Hispanic or Latina/o/x only	66.7% (6.8)	20.8% (5.9)	70.7% (2.8)	18.9% (2.4)	73.4% (2.8)	20.3% (2.6)
Middle Eastern or North African only	(c)	(c)	(c)	(c)	58.1% (5.3)	27.9% (4.8)
Two or more	61.8% (5.6)	25.0% (5.0)	72.6% (2.7)	19.2% (2.4)	66.2% (2.2)	25.1% (2.0)
[Aggregated] ⁴	65.7% (8.0)	25.7% (7.4)	68.6% (5.5)	24.3% (5.1)	51.6% (5.2)	33.0% (4.9)
[Not Specified / Prefer Not to Say]	40.0% (3.8)	39.4% (3.8)	57.8% (2.3)	26.5% (2.1)	62.7% (3.4)	25.5% (3.1)
Sexual orientation						
Heterosexual only	64.6% (1.6)	22.0% (1.4)	79.3% (0.7)	13.2% (0.6)	71.6% (1.0)	17.7% (0.8)
LGBQ+ identities ⁵	52.0% (3.6)	31.3% (3.3)	71.6% (1.4)	19.9% (1.2)	62.1% (1.6)	28.4% (1.5)
[Not Specified / Prefer Not to Say]	44.7% (3.8)	35.9% (3.7)	63.4% (1.8)	23.2% (1.6)	63.8% (2.6)	24.6% (2.3)
Parent education level						
Middle school or less	57.6% (8.6)	36.4% (8.4)	73.2% (5.3)	19.7% (4.7)	75.8% (4.4)	20.0% (4.1)
High school	61.8% (3.8)	21.8% (3.2)	75.5% (1.4)	16.9% (1.2)	66.1% (1.9)	22.9% (1.7)
Bachelor's degree	61.6% (3.6)	25.4% (3.2)	78.3% (1.1)	14.2% (0.9)	68.9% (1.7)	20.8% (1.5)
Postbac degree	60.4% (1.7)	24.8% (1.5)	75.8% (0.8)	15.6% (0.7)	69.4% (1.1)	20.3% (0.9)
[Not Specified / Prefer Not to Say]	44.2% (6.9)	36.5% (6.7)	62.0% (2.9)	21.4% (2.5)	58.8% (4.0)	25.5% (3.5)
US Citizen						
US Citizen	62.1% (1.5)	23.4% (1.3)	76.3% (0.6)	15.5% (0.5)	67.5% (1.0)	22.2% (0.9)
Non US Citizen	56.0% (3.2)	30.7% (3.0)	74.6% (3.4)	16.6% (2.9)	71.7% (1.5)	17.6% (1.2)
[Not Specified / Prefer Not to Say]	39.6% (6.7)	35.8% (6.6)	59.4% (3.6)	22.5% (3.1)	60.3% (4.4)	26.4% (4.0)
Political views						
Liberal ⁶	61.1% (1.6)	24.4% (1.4)	78.3% (0.7)	14.8% (0.6)	67.6% (1.0)	22.0% (0.9)
Moderate	66.0% (3.9)	20.1% (3.3)	77.3% (1.7)	13.8% (1.4)	74.3% (2.1)	17.0% (1.8)
Conservative ⁷	60.9% (6.1)	17.2% (4.7)	73.1% (2.5)	15.4% (2.0)	74.2% (2.3)	16.4% (2.0)
[Aggregated] ⁸	60.3% (5.5)	30.8% (5.2)	55.8% (3.5)	33.2% (3.3)	61.5% (3.3)	27.2% (3.1)
[Not Specified / Prefer Not to Say]	42.5% (4.8)	40.6% (4.8)	65.9% (2.0)	18.7% (1.6)	63.5% (2.7)	22.2% (2.3)
Religious, spiritual, or ethical identity						
Christian only	69.4% (2.8)	16.2% (2.3)	80.1% (1.0)	12.3% (0.8)	74.6% (1.4)	16.1% (1.2)
Hindu only	(c)	(c)	(c)	(c)	75.0% (5.1)	8.3% (3.3)
Jewish only	55.6% (4.2)	26.8% (3.7)	76.4% (2.7)	14.2% (2.2)	59.8% (3.2)	33.5% (3.1)
Muslim only	(c)	(c)	66.7% (8.2)	21.2% (7.1)	64.1% (4.2)	23.4% (3.7)
Buddhist only	(c)	(c)	67.9% (6.2)	25.0% (5.8)	65.7% (5.7)	22.9% (5.0)
Atheist only	62.5% (3.5)	21.9% (3.0)	75.7% (1.9)	15.8% (1.6)	64.9% (2.7)	23.7% (2.4)
Agnostic only	55.6% (3.7)	30.6% (3.4)	77.9% (1.5)	15.8% (1.3)	67.8% (2.3)	22.6% (2.0)
No religion	60.7% (4.4)	25.4% (3.9)	73.8% (1.8)	16.2% (1.5)	69.4% (2.7)	18.4% (2.3)
Spiritual only	65.0% (7.5)	22.5% (6.6)	77.1% (2.6)	16.9% (2.3)	64.4% (4.7)	26.0% (4.3)
[Aggregated] ⁹	63.5% (3.8)	23.9% (3.4)	74.7% (1.6)	16.7% (1.4)	68.9% (2.0)	20.3% (1.7)
[Not Specified / Prefer Not to Say]	46.6% (3.7)	37.6% (3.6)	64.3% (2.0)	22.9% (1.8)	59.7% (2.9)	26.7% (2.6)

Table A-9: I feel my well-being is supported at Harvard. (continued)

	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree
Frequency of attendance at religious services						
Never	59.9% (2.1)	26.8% (1.9)	76.8% (0.9)	15.5% (0.8)	66.0% (1.3)	22.8% (1.2)
At least once a year	66.7% (2.3)	19.1% (1.9)	79.7% (1.0)	13.2% (0.8)	69.7% (1.4)	20.8% (1.2)
At least once a month	64.7% (5.8)	19.1% (4.8)	75.5% (2.7)	15.9% (2.3)	72.4% (2.9)	17.9% (2.4)
At least once a week	52.8% (4.5)	28.0% (4.0)	74.6% (2.1)	14.5% (1.7)	71.4% (2.0)	19.3% (1.7)
[Not Specified / Prefer Not to Say]	44.4% (4.3)	38.5% (4.2)	61.3% (2.0)	25.2% (1.7)	65.0% (2.8)	21.2% (2.4)
Disability						
Reported no disabilities	63.5% (1.6)	21.0% (1.4)	82.1% (0.7)	10.8% (0.6)	73.3% (1.0)	16.1% (0.8)
Reported at least one disability	50.6% (3.1)	37.0% (3.0)	71.0% (1.1)	21.1% (1.0)	61.3% (1.5)	29.7% (1.4)
[Not Specified / Prefer Not to Say]	56.3% (3.9)	29.7% (3.6)	60.9% (1.9)	23.3% (1.6)	64.6% (2.3)	21.7% (2.0)
Qualification for income-based financial aid (Students only)						
Qualified	-	-	-	-	68.0% (2.1)	24.2% (1.9)
Did not qualify	-	-	-	-	73.2% (2.2)	19.5% (2.0)
Unsure	-	-	-	-	63.6% (8.4)	24.2% (7.5)
[Not Specified / Prefer Not to Say]	-	-	-	-	67.8% (0.9)	20.7% (0.8)
Current or former US Military member						
Yes	(c)	(c)	74.6% (5.5)	15.9% (4.6)	64.4% (5.0)	20.0% (4.2)
No	60.7% (1.4)	25.1% (1.2)	76.5% (0.6)	15.4% (0.5)	68.8% (0.8)	20.9% (0.7)
[Not Specified / Prefer Not to Say]	46.6% (6.6)	29.3% (6.0)	57.6% (3.4)	25.7% (3.0)	60.9% (4.2)	26.3% (3.8)

Note:

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

% Agree = Percent 'Somewhat agree', 'Agree', or 'Strongly agree'. % Disagree = Percent 'Somewhat disagree', 'Disagree', or 'Strongly disagree'. % Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree'

(c) = concealed. When item response counts < 30, results are concealed to ensure confidentiality

¹ Selected 'Woman', no other gender identity, and did not identify as transgender² Selected 'Man', no other gender identity, and did not identify as transgender³ Selected 'Agender', 'Demi Gender', 'Gender Nonbinary', 'Genderqueer', 'Two Spirit', 'Trans' combined with any other gender identity response(s), 'Prefer to self-identify', or two or more options⁴ Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only⁵ Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options⁶ Selected 'Very liberal', 'Liberal', or 'Slightly liberal'⁷ Selected 'Very conservative', 'Conservative', or 'Slightly conservative'⁸ Selected 'Apolitical', or 'Prefer to self-identify'⁹ Selected 'Bahai', 'Humanist', 'Jain', 'Shinto', 'Sikh', 'Taoist', 'Prefer to self-identify', or two or more options

Appendix B: Characteristic Data Tables Methodology and Notes

A survey response is counted as “completed” if at least one of the main agree-disagree questions is answered (note that some respondents completed only demographic questions, and these responses are not included in reported figures). Respondents’ roles were self-reported; administrative data were not used to designate roles.

Respondents who selected multiple responses for a relevant question on the demographic instrument were assigned to a “Two or more” subgroup, which is reported where applicable. Demographic groups with multiple response selection include: Gender identity, Race/ethnicity, Sexual orientation, Religious/Spiritual/Ethical identity, and Disability.

Key

- The role reported as “Academic/Faculty” includes faculty, postdoctoral fellows, and other academic and research personnel.
- Figures reported as “% Agree” or similar reflect all survey responses of: ‘Somewhat agree’, ‘Agree’, or ‘Strongly agree’. Figures reported as “% Disagree” or similar include all survey responses of: ‘Somewhat disagree’, ‘Disagree’, or ‘Strongly disagree’. For questions where “% Agree” and “% Disagree” figures do not sum to 100%, the remainder is % “Neither agree nor disagree.”
- [Not Specified / Prefer Not to Say] values include respondents who did not make a selection for a given question, or respondents selecting ‘Prefer not to say’.
- (c) = concealed. When item response counts represent fewer than 30 respondents, results are concealed to ensure confidentiality.

Aggregated subgroups

“Aggregated” identities noted in this document represent two or more identity groups reported together. In each case, the relatively low overall count of respondents would otherwise mean that their responses could not be reported (as doing so would risk compromising their confidentiality). “Aggregated” groupings within the following identity areas comprise the identities selected from the survey demographic instrument listed as follows:

- Race/ethnicity: [Aggregated] includes ‘American Indian or Alaska Native’ only, ‘Native Hawaiian or Pacific Islander’ only, and ‘Prefer to self-identify’ only.
- Political views: [Aggregated] includes ‘Apolitical’, and ‘Prefer to self-identify’
- Religious, spiritual, or ethical identity: [Aggregated] includes ‘Bahá’í’, ‘Humanist’, ‘Jain’, ‘Shinto’, ‘Sikh’, ‘Taoist’, ‘Prefer to self-identify’, and two or more.

Additional subgroups

- “Gender diverse” is emerging as term in the literature that suitably encompasses the various identities it aims to reflect. In this report, the term includes Pulse Survey demographic instrument responses of ‘Agender’, ‘Demi Gender’, ‘Gender Nonbinary’, ‘Genderqueer’, ‘Two Spirit’, ‘Trans’ combined with any other gender identity response(s), ‘Prefer to self-identify’, or two or more options.
- “Man only” and “Women only” represent respondents who chose ‘Man’ or ‘Woman’, no other gender identity, and did not identify as transgender.
- Sexual orientation: “LGBQ+ identities” includes responses of ‘Asexual’, ‘Bisexual’, ‘Gay’, ‘Lesbian’, ‘Pansexual’, ‘Queer’, ‘Prefer to self-identify’, or two or more options.
- Political view: “Conservative” includes responses of ‘Very conservative’, ‘Conservative’, or ‘Slightly conservative’. “Liberal” includes responses of ‘Very liberal’, ‘Liberal’, or ‘Slightly liberal’.