

# 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
<b>Overall</b>	75.2% (1.2)	17.6% (1.1)	81.4% (0.5)	11.3% (0.4)	78.0% (0.7)	16.2% (0.6)
<b>Gender identity</b>						
Woman only <sup>1</sup>	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 <sup>2</sup>	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 <sup>3</sup>	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)
<b>Race/ethnicity</b>						
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] <sup>4</sup>	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)
<b>Sexual orientation</b>						
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 <sup>5</sup>	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)
<b>Parent education level</b>						
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)
<b>US Citizen</b>						
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)
<b>Political views</b>						
Liberal <sup>6</sup>	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 <sup>7</sup>	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] <sup>8</sup>	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)
<b>Religious, spiritual, or ethical identity</b>						
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] <sup>9</sup>	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
<b>Frequency of attendance at religious services</b>						
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)
<b>Disability</b>						
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)
<b>Qualification for income-based financial aid (Students only)</b>						
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)
<b>Current or former US Military member</b>						
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

<sup>1</sup> Selected 'Woman', no other gender identity, and did not identify as transgender

<sup>2</sup> Selected 'Man', no other gender identity, and did not identify as transgender

<sup>3</sup> 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

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

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

<sup>6</sup> Selected 'Very liberal', 'Liberal', or 'Slightly liberal'

<sup>7</sup> Selected 'Very conservative', 'Conservative', or 'Slightly conservative'

<sup>8</sup> Selected 'Apolitical', or 'Prefer to self-identify'

<sup>9</sup> 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
<b>Overall</b>	68.5% (1.3)	25.8% (1.2)	74.1% (0.6)	19.6% (0.5)	73.0% (0.8)	21.2% (0.7)
<b>Gender identity</b>						
Woman only <sup>1</sup>	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 <sup>2</sup>	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 <sup>3</sup>	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)
<b>Race/ethnicity</b>						
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] <sup>4</sup>	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)
<b>Sexual orientation</b>						
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 <sup>5</sup>	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)
<b>Parent education level</b>						
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)
<b>US Citizen</b>						
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)
<b>Political views</b>						
Liberal <sup>6</sup>	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 <sup>7</sup>	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] <sup>8</sup>	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)
<b>Religious, spiritual, or ethical identity</b>						
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] <sup>9</sup>	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
<b>Frequency of attendance at religious services</b>						
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)
<b>Disability</b>						
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)
<b>Qualification for income-based financial aid (Students only)</b>						
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)
<b>Current or former US Military member</b>						
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 &lt; 30, results are concealed to ensure confidentiality

<sup>1</sup> Selected 'Woman', no other gender identity, and did not identify as transgender<sup>2</sup> Selected 'Man', no other gender identity, and did not identify as transgender<sup>3</sup> 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<sup>4</sup> Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only<sup>5</sup> Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options<sup>6</sup> Selected 'Very liberal', 'Liberal', or 'Slightly liberal'<sup>7</sup> Selected 'Very conservative', 'Conservative', or 'Slightly conservative'<sup>8</sup> Selected 'Apolitical', or 'Prefer to self-identify'<sup>9</sup> 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
<b>Overall</b>	69.2% (1.3)	23.3% (1.2)	73.5% (0.6)	19.2% (0.5)	72.2% (0.8)	14.9% (0.6)
<b>Gender identity</b>						
Woman only <sup>1</sup>	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 <sup>2</sup>	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 <sup>3</sup>	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)
<b>Race/ethnicity</b>						
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] <sup>4</sup>	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)
<b>Sexual orientation</b>						
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 <sup>5</sup>	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)
<b>Parent education level</b>						
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)
<b>US Citizen</b>						
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)
<b>Political views</b>						
Liberal <sup>6</sup>	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 <sup>7</sup>	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] <sup>8</sup>	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)
<b>Religious, spiritual, or ethical identity</b>						
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] <sup>9</sup>	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
<b>Frequency of attendance at religious services</b>						
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)
<b>Disability</b>						
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)
<b>Qualification for income-based financial aid (Students only)</b>						
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)
<b>Current or former US Military member</b>						
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 &lt; 30, results are concealed to ensure confidentiality

<sup>1</sup> Selected 'Woman', no other gender identity, and did not identify as transgender<sup>2</sup> Selected 'Man', no other gender identity, and did not identify as transgender<sup>3</sup> 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<sup>4</sup> Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only<sup>5</sup> Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options<sup>6</sup> Selected 'Very liberal', 'Liberal', or 'Slightly liberal'<sup>7</sup> Selected 'Very conservative', 'Conservative', or 'Slightly conservative'<sup>8</sup> Selected 'Apolitical', or 'Prefer to self-identify'<sup>9</sup> 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
<b>Overall</b>	61.6% (1.4)	30.8% (1.3)	68.2% (0.6)	24.9% (0.6)	68.1% (0.8)	25.1% (0.7)
<b>Gender identity</b>						
Woman only <sup>1</sup>	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 <sup>2</sup>	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 <sup>3</sup>	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)
<b>Race/ethnicity</b>						
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] <sup>4</sup>	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)
<b>Sexual orientation</b>						
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 <sup>5</sup>	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)
<b>Parent education level</b>						
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)
<b>US Citizen</b>						
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)
<b>Political views</b>						
Liberal <sup>6</sup>	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 <sup>7</sup>	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] <sup>8</sup>	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)
<b>Religious, spiritual, or ethical identity</b>						
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] <sup>9</sup>	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
<b>Frequency of attendance at religious services</b>						
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)
<b>Disability</b>						
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)
<b>Qualification for income-based financial aid (Students only)</b>						
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)
<b>Current or former US Military member</b>						
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 &lt; 30, results are concealed to ensure confidentiality

<sup>1</sup> Selected 'Woman', no other gender identity, and did not identify as transgender<sup>2</sup> Selected 'Man', no other gender identity, and did not identify as transgender<sup>3</sup> 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<sup>4</sup> Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only<sup>5</sup> Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options<sup>6</sup> Selected 'Very liberal', 'Liberal', or 'Slightly liberal'<sup>7</sup> Selected 'Very conservative', 'Conservative', or 'Slightly conservative'<sup>8</sup> Selected 'Apolitical', or 'Prefer to self-identify'<sup>9</sup> 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
<b>Overall</b>	73.2% (1.2)	17.6% (1.1)	73.4% (0.6)	16.2% (0.5)	81.9% (0.7)	11.4% (0.5)
<b>Gender identity</b>						
Woman only <sup>1</sup>	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 <sup>2</sup>	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 <sup>3</sup>	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)
<b>Race/ethnicity</b>						
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] <sup>4</sup>	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)
<b>Sexual orientation</b>						
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 <sup>5</sup>	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)
<b>Parent education level</b>						
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)
<b>US Citizen</b>						
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)
<b>Political views</b>						
Liberal <sup>6</sup>	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 <sup>7</sup>	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] <sup>8</sup>	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)
<b>Religious, spiritual, or ethical identity</b>						
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] <sup>9</sup>	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
<b>Frequency of attendance at religious services</b>						
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)
<b>Disability</b>						
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)
<b>Qualification for income-based financial aid (Students only)</b>						
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)
<b>Current or former US Military member</b>						
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 &lt; 30, results are concealed to ensure confidentiality

<sup>1</sup> Selected 'Woman', no other gender identity, and did not identify as transgender<sup>2</sup> Selected 'Man', no other gender identity, and did not identify as transgender<sup>3</sup> 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<sup>4</sup> Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only<sup>5</sup> Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options<sup>6</sup> Selected 'Very liberal', 'Liberal', or 'Slightly liberal'<sup>7</sup> Selected 'Very conservative', 'Conservative', or 'Slightly conservative'<sup>8</sup> Selected 'Apolitical', or 'Prefer to self-identify'<sup>9</sup> 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
<b>Overall</b>	74.0% (1.2)	18.6% (1.1)	78.6% (0.6)	14.0% (0.5)	80.4% (0.7)	13.3% (0.6)
<b>Gender identity</b>						
Woman only <sup>1</sup>	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 <sup>2</sup>	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 <sup>3</sup>	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)
<b>Race/ethnicity</b>						
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] <sup>4</sup>	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)
<b>Sexual orientation</b>						
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 <sup>5</sup>	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)
<b>Parent education level</b>						
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)
<b>US Citizen</b>						
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)
<b>Political views</b>						
Liberal <sup>6</sup>	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 <sup>7</sup>	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] <sup>8</sup>	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)
<b>Religious, spiritual, or ethical identity</b>						
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] <sup>9</sup>	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
<b>Frequency of attendance at religious services</b>						
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)
<b>Disability</b>						
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)
<b>Qualification for income-based financial aid (Students only)</b>						
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)
<b>Current or former US Military member</b>						
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 &lt; 30, results are concealed to ensure confidentiality

<sup>1</sup> Selected 'Woman', no other gender identity, and did not identify as transgender<sup>2</sup> Selected 'Man', no other gender identity, and did not identify as transgender<sup>3</sup> 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<sup>4</sup> Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only<sup>5</sup> Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options<sup>6</sup> Selected 'Very liberal', 'Liberal', or 'Slightly liberal'<sup>7</sup> Selected 'Very conservative', 'Conservative', or 'Slightly conservative'<sup>8</sup> Selected 'Apolitical', or 'Prefer to self-identify'<sup>9</sup> 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
<b>Overall</b>	68.3% (1.3)	22.4% (1.2)	78.2% (0.6)	13.4% (0.5)	75.3% (0.7)	18.7% (0.7)
<b>Gender identity</b>						
Woman only <sup>1</sup>	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 <sup>2</sup>	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 <sup>3</sup>	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)
<b>Race/ethnicity</b>						
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] <sup>4</sup>	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)
<b>Sexual orientation</b>						
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 <sup>5</sup>	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)
<b>Parent education level</b>						
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)
<b>US Citizen</b>						
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)
<b>Political views</b>						
Liberal <sup>6</sup>	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 <sup>7</sup>	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] <sup>8</sup>	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)
<b>Religious, spiritual, or ethical identity</b>						
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] <sup>9</sup>	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
<b>Frequency of attendance at religious services</b>						
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)
<b>Disability</b>						
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)
<b>Qualification for income-based financial aid (Students only)</b>						
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)
<b>Current or former US Military member</b>						
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 &lt; 30, results are concealed to ensure confidentiality

<sup>1</sup> Selected 'Woman', no other gender identity, and did not identify as transgender<sup>2</sup> Selected 'Man', no other gender identity, and did not identify as transgender<sup>3</sup> 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<sup>4</sup> Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only<sup>5</sup> Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options<sup>6</sup> Selected 'Very liberal', 'Liberal', or 'Slightly liberal'<sup>7</sup> Selected 'Very conservative', 'Conservative', or 'Slightly conservative'<sup>8</sup> Selected 'Apolitical', or 'Prefer to self-identify'<sup>9</sup> 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
<b>Overall</b>	59.0% (1.4)	21.9% (1.2)	59.1% (0.7)	16.6% (0.5)	65.6% (0.8)	19.7% (0.7)
<b>Gender identity</b>						
Woman only <sup>1</sup>	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 <sup>2</sup>	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 <sup>3</sup>	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)
<b>Race/ethnicity</b>						
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] <sup>4</sup>	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)
<b>Sexual orientation</b>						
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 <sup>5</sup>	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)
<b>Parent education level</b>						
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)
<b>US Citizen</b>						
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)
<b>Political views</b>						
Liberal <sup>6</sup>	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 <sup>7</sup>	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] <sup>8</sup>	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)
<b>Religious, spiritual, or ethical identity</b>						
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] <sup>9</sup>	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
<b>Frequency of attendance at religious services</b>						
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)
<b>Disability</b>						
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)
<b>Qualification for income-based financial aid (Students only)</b>						
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)
<b>Current or former US Military member</b>						
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

<sup>1</sup> Selected 'Woman', no other gender identity, and did not identify as transgender

<sup>2</sup> Selected 'Man', no other gender identity, and did not identify as transgender

<sup>3</sup> 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

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

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

<sup>6</sup> Selected 'Very liberal', 'Liberal', or 'Slightly liberal'

<sup>7</sup> Selected 'Very conservative', 'Conservative', or 'Slightly conservative'

<sup>8</sup> Selected 'Apolitical', or 'Prefer to self-identify'

<sup>9</sup> 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
<b>Overall</b>	60.0% (1.4)	25.3% (1.2)	75.7% (0.6)	15.8% (0.5)	68.4% (0.8)	21.1% (0.7)
<b>Gender identity</b>						
Woman only <sup>1</sup>	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 <sup>2</sup>	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 <sup>3</sup>	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)
<b>Race/ethnicity</b>						
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] <sup>4</sup>	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)
<b>Sexual orientation</b>						
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 <sup>5</sup>	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)
<b>Parent education level</b>						
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)
<b>US Citizen</b>						
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)
<b>Political views</b>						
Liberal <sup>6</sup>	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 <sup>7</sup>	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] <sup>8</sup>	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)
<b>Religious, spiritual, or ethical identity</b>						
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] <sup>9</sup>	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
<b>Frequency of attendance at religious services</b>						
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)
<b>Disability</b>						
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)
<b>Qualification for income-based financial aid (Students only)</b>						
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)
<b>Current or former US Military member</b>						
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 &lt; 30, results are concealed to ensure confidentiality

<sup>1</sup> Selected 'Woman', no other gender identity, and did not identify as transgender<sup>2</sup> Selected 'Man', no other gender identity, and did not identify as transgender<sup>3</sup> 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<sup>4</sup> Selected 'American Indian or Alaska Native' only, 'Native Hawaiian or Pacific Islander' only, or 'Prefer to self-identify' only<sup>5</sup> Selected 'Asexual', 'Bisexual', 'Gay', 'Lesbian', 'Pansexual', 'Queer', 'Prefer to self-identify', or two or more options<sup>6</sup> Selected 'Very liberal', 'Liberal', or 'Slightly liberal'<sup>7</sup> Selected 'Very conservative', 'Conservative', or 'Slightly conservative'<sup>8</sup> Selected 'Apolitical', or 'Prefer to self-identify'<sup>9</sup> 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 Experiences with a 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’.

# Appendix C: Survey Instrument

Note: The survey was administered online, and the following reflects the text that was presented to respondents. Bracketed text did not appear in the live survey, and is provided for reference in this report only. For further information on survey methodology (including specifics on the system used, translations offered, and the survey panel), please see the “Methodology” section of this report.

---

## 2024 Pulse Survey on Inclusion & Belonging

Welcome to the 2024 Pulse Survey! Your response is voluntary, yet essential: all voices at Harvard are needed for a complete picture of our community. The information you enter into this form will be recorded in real time, but your responses will be counted in results only if you press “submit” at the end of the survey. For information on confidentiality, please see the survey FAQ [<https://pulse.harvard.edu/faqs>].

For the following statements, please rate how strongly you agree or disagree.

- I feel like I belong at Harvard.
- I feel like I can be my authentic self at Harvard.
- I receive meaningful recognition for doing good work at Harvard.
- I feel comfortable expressing my opinions to others at Harvard.
- The goals I have for myself are being met at Harvard.
- I feel respected at Harvard.
- I feel connected to my peers at Harvard.
- At Harvard, I have formed satisfying personal relationships with people who have different viewpoints than me.
- I feel my well-being is supported at Harvard.

[response options for all questions were as follows]

1. Strongly Agree
2. Somewhat Agree
3. Agree
4. Neither Agree nor Disagree
5. Disagree
6. Somewhat Disagree
7. Strongly Disagree
8. Prefer not to say

Your answers to the following questions will help us understand the experiences of the many identity groups who make up our community. Responses are voluntary and confidential: these will not be used to identify you as an individual.

If you are affiliated with more than one school or have more than one role at Harvard, please select the response that reflects the way you experience Harvard most closely.

Which school or unit is your primary affiliation with?

- Harvard Business School
- Harvard College
- Harvard Divinity School
- Division of Continuing Education
- Faculty of Arts and Sciences
- Graduate School of Arts and Sciences
- Graduate School of Design
- Harvard Graduate School of Education
- School of Engineering and Applied Sciences
- Harvard Kennedy School
- Harvard Law School
- Harvard Medical School
- Harvard School of Dental Medicine
- Harvard School of Public Health
- Radcliffe Institute for Advanced Studies
- Central Administration
- Other

[conditional] You selected "Other" as your primary affiliation. Please specify.

Primary Role:

- Undergraduate Student
- Graduate or Professional Student
- Ladder Faculty
- Non-Ladder Faculty
- Fellow/Researcher
- Postdoctoral Fellow
- Staff

Which of the following best describes you? (select all that apply)

- American Indian or Alaska Native
- Asian or Asian American
- Black or African American
- Hispanic or Latina/o/x
- Middle Eastern or North African
- Native Hawaiian or Pacific Islander
- White
- Prefer to self-identify: [open-ended]
- Prefer not to answer

Which best describes your gender identity? (select all that apply)

- Agender
- Demi Gender
- Gender Nonbinary
- Genderqueer
- Man
- Two Spirit
- Woman
- Prefer not to answer
- Prefer to self-identify: [open-ended]

Are you transgender (trans)? (select one)

- Yes
- No
- Prefer not to answer

Which best describes your sexual orientation?

- Bisexual
- Gay
- Lesbian
- Heterosexual
- Queer
- Pansexual
- Asexual
- Prefer not to answer
- Prefer to self-identify: [open-ended]

Do you identify with any of the following experiences with disability? (select all that apply)

- Chronic mental health (e.g., depression, PTSD, anxiety disorder, etc.)
- Neurological (e.g., autism, epilepsy, ADHD, learning disability, etc.)
- Sensory or physical (e.g., hard of hearing, blind, missing limb, spinal cord injury, etc.)
- Chronic medical condition (e.g., cystic fibrosis, diabetes, chronic pain, etc.)
- Other disability, functional impairment, or chronic condition
- None of the above
- Prefer not to answer

What is the highest level of education completed by any of your parents or guardians?

- Elementary school
- Middle school
- High school / Equivalency or GED
- Technical or Trade School Certificate
- Associate Degree / Some college
- Bachelor's degree
- Master's degree
- Professional degree (e.g., medical or legal degree)
- Doctoral degree
- Prefer not to answer

Are you a US citizen?

- Yes
- No
- Prefer not to answer

Which of the following best describes your political views?

- Very conservative
- Conservative
- Slightly conservative
- Moderate/middle of the road
- Slightly liberal
- Liberal
- Very liberal
- Apolitical
- Prefer to self-identify: [open-ended]
- Prefer not to answer

Which best describes your religious, spiritual, or ethical identity, if any? (select all that apply)

[When anything besides the “Prefer” options are selected, an open-text box appeared with the prompt: “If applicable, please specify a branch, sect, or denomination.”]

- Agnostic
- Atheist
- Bahá’í
- Buddhist
- Christian (including Catholic, Orthodox, Protestant, or another Christian tradition)
- Hindu
- Humanist
- Jain
- Jewish
- Muslim
- No religion
- Shinto
- Sikh
- Spiritual
- Taoist
- Prefer to self-identify: [open-ended]
- Prefer not to answer

How often do you attend religious services?

- Never
- Once or twice a year
- Several times a year
- 1-3 times a month
- Once a week
- Several times a week
- Prefer not to answer

Are you a current or former member of the U.S. Armed Forces, Reserves or National Guard?

- Yes
- No
- Prefer not to answer

[Conditional: only appeared for respondents selecting “Undergraduate Student” as role]

This academic year, did you qualify for income-based financial aid?

- Yes
- No
- Unsure
- Prefer not to answer

Please click “Submit Survey” to finalize your responses. Once submitted, a response cannot be withdrawn nor changed.

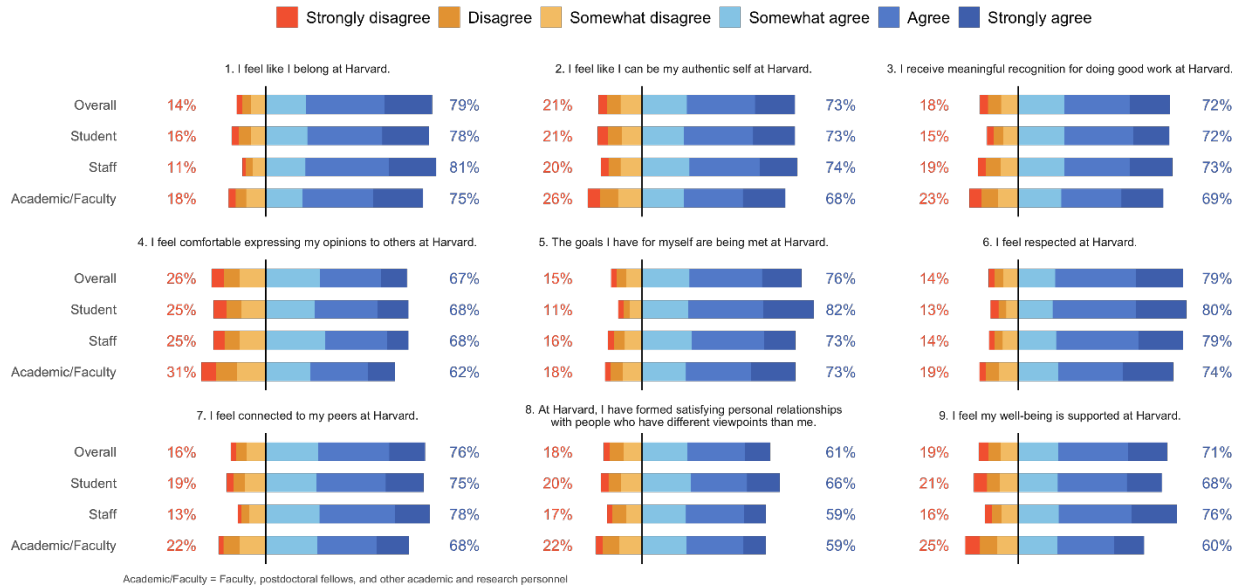
[Post-submission notice]

Thank you for taking the Pulse Survey! Please help us hear from the entire Harvard community by sharing the survey link with people you know around campus: [pulse.harvard.edu](https://pulse.harvard.edu).

Please note that submissions to this survey will not receive individual responses, nor be relayed to any formal reporting channels. Please see the survey FAQ [<https://pulse.harvard.edu/faqs>]. to learn how to receive support.

# Appendix D: Response by Role

**Table D-1 Specific Response by Role**



Please see detailed tables in Appendix A for the complete set of figures.

## Appendix E: 2019 Data Comparison

As stated in the report, 2024 Pulse Survey responses will be used as baseline data for measuring progress in future surveys. Comparison data are presented here for reference, but given that five years passed between the 2019 pilot survey and 2024 survey with all attendant implications, comparisons should only be made with due caution. Despite broad participation in both surveys, reported response figures pertain only to the respective samples of respondents, and may not necessarily be representative of the entire Harvard population.

Five (5) of the nine (9) items on the 2024 survey were also asked on the 2019 pilot survey, although two of those had wording changes that could affect how an individual might answer them. The items are listed below, and wording differences are footnoted. Among students and staff, agreement for all items either stayed the same or increased slightly. The largest differences are among faculty/academic personnel, where agreement with the statement “I feel comfortable expressing my opinions to others at Harvard” decreased from 72% in 2019 to 62% in 2024, and the “The goals I have for myself are being met at Harvard”, which decreased from 81% to 73%, although there is a potentially significant change in the wording on that item.

**Table E-1 Overall Agreement: Pulse Survey 2019 & 2024 Questions**

		<b>2019</b>	<b>2024</b>
<b>I feel like I belong at Harvard.</b>			
	Students	73.7%	78.0%
	Staff	80.3%	81.4%
	Faculty/Academic	77.7%	75.2%
<b>I feel like I can be my authentic self at Harvard.</b>			
	Students	67.8%	73.0%
	Staff	72.2%	74.1%
	Faculty/Academic	71.9%	68.5%
<b>The goals I have for myself are being met at Harvard.*</b>			
	Students	80.1%	81.9%
	Staff	69.7%	73.4%
	Faculty/Academic	81.3%	73.2%
<b>I receive meaningful recognition for doing good work at Harvard.**</b>			
	Students	67.1%	72.2%
	Staff	70.6%	73.5%
	Faculty/Academic	68.5%	69.2%
<b>I feel comfortable expressing my opinions to others at Harvard.</b>			
	Students	67.2%	68.1%
	Staff	68.2%	68.2%
	Faculty/Academic	71.5%	61.6%

Percentages include all responses of “Somewhat agree”, “Agree”, and “Strongly Agree”.

\*The 2019 wording of this question specified “professional goals” (for staff and faculty/academic personnel) and “academic goals” (for students).

\*\*The 2019 wording of this question did not include “at Harvard”.