

Executive Summary
April 2025

the pulse survey

HARVARD
UNIVERSITY



Report on the Results of the
2024 Pulse Survey on
Inclusion & Belonging

Introduction

As we shared in our announcement last October, the Pulse Survey takes a high-level “pulse” of our community. This brief yet powerful instrument was taken by over 10,000 individuals, representing approximately 20% of the Harvard community. The results provide a snapshot of our community’s experiences, highlighting areas where we excel and where opportunity for improvements remain.

Our findings are heartening overall. Across roles, a majority of respondents reported feeling a strong sense of belonging. Specifically, 78% of students, 81% of staff, and 75% of faculty and academic personnel affirmed their sense of belonging here at Harvard. Students reported a higher level of belonging in 2024, with a slight improvement over 2019 when 74% of respondents agreed with the statement “I feel like I belong at Harvard.”

Yet, the survey also reveals where we must redouble our efforts. For example, only 68% of students and staff, and 62% of faculty/academic personnel reported feeling comfortable expressing their opinions. This data point aligns with the findings from other surveys. For example, a survey of students conducted at the end of the 2024 academic year by the [Open Inquiry and Constructive Dialogue Working Group](#), found that 45% of respondents reported being reluctant to share their views on sensitive issues, and 38% expressed reluctance to discuss these issues outside of the classroom. Hence, while there has been significant progress over the last year, much more remains to be done.

Belonging shapes the experience of every member of our campus community. Ensuring open inquiry and the free exchange of ideas is vital to fostering a healthy civic culture at Harvard and for the future of our constitutional democracy. Each of you—whether you are here to learn, to teach, to work, or to research—should feel that you belong here and that we are a better Harvard because you are a member of this community.

Thank you to everyone who contributed their voices. Your responses are essential to inform our approach to building a Harvard where every member of our community can thrive. In the coming months, we will continue to mine these data to inform our strategy moving forward, seeking the insights and expertise of various members of our community who will help to shape a vision for the future. Working together, we will build a more inclusive Harvard, driven by a shared commitment to academic excellence, community, and belonging.

In community,

Sherri Ann Charleston

Chief Community and Campus Life Officer, Harvard University

Executive Summary

To foster a sense of belonging for all within our community, Harvard must proactively seek feedback on the community's perceptions and experiences to understand both strengths and spaces where gaps may exist. University resources and programmatic offerings can most effectively improve its culture of inclusion when such information is available.

In 2018, Harvard's Presidential Task Force on Inclusion and Belonging called for periodic, campus-wide data collection. A pilot pulse survey administered in 2019 served as a prototype for future efforts and yielded valuable insights that prompted a number of University responses. The Pulse Survey on Inclusion & Belonging administered in the fall of 2024 represents a refreshed opportunity to examine broad and important aspects of belonging for Harvard affiliates of all roles and identities. Data collected through this survey will serve as a baseline to measure progress in the future.

The Pulse survey takes a high-level "pulse" of our community. Following the medical metaphor, it does not serve as high-resolution "MRI." Nor does it provide as detailed or comprehensive an assessment as other surveys conducted within specific campus spaces. Rather, it is intended to complement and catalyze more specific efforts to continually improve our culture. This brief, yet powerful instrument was open to the more than 50,000 members of the Harvard campus community. The survey was taken by over 10,000 individuals, representing approximately 20% of the panel population.

The survey included a thorough demographic questionnaire and prompts that examined four dimensions of inclusion & belonging: sense of value; acceptance and integration; connection across difference; and supportive assets.

Key Findings

- Campus-wide and across roles, most of the Harvard community reports positive experiences of inclusion and belonging.
- Large majorities of respondents strongly agree, agree, or somewhat agree with the statement, "I feel like I belong at Harvard" (including 78% of students, 81% of staff, and 75% of faculty and academic personnel).
- Respondents also generally report feeling respected (80% of students, 79% of staff, and 74% of faculty/academic).
- In areas for potential improvement, respondents were less likely to report feeling comfortable expressing their opinions with others (at 68% of students, 68% of staff, and 62% of faculty/academic) or to have formed relationships with people holding different viewpoints (66% of students, 59% of staff, and 59% of faculty/academic).
- Detailed tables in this report reflect differences in the sense of belonging experienced by respondents based on their roles and demographic profiles. Further study is warranted.

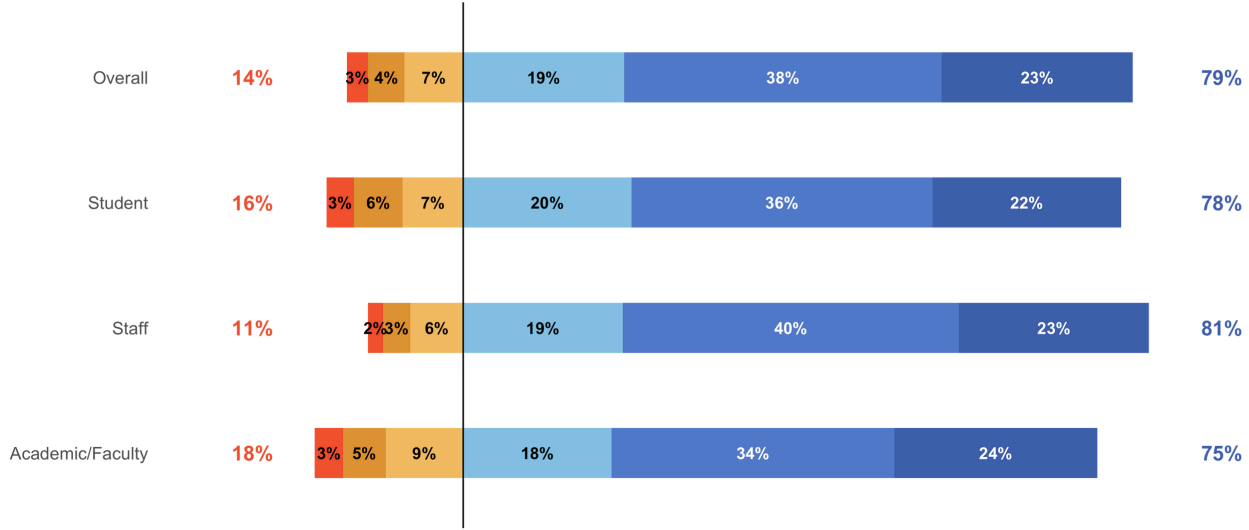
These results are intended to inform Harvard's efforts toward improving our campus culture. The survey work group hopes that anyone – whether through organizational, social, or individual decisions – may better direct their efforts through the light of the findings presented in this report. Appropriate strategies to improve campus-wide experiences will help improve the institutional culture for all. Additional reporting on the 2024 survey will examine groups for which survey responses indicated a lower sense of belonging and focus on additional opportunity areas for the University to enhance its community culture. Future surveys will also

provide an opportunity to assess progress on these efforts over time and further inform strategic planning.

2024 Pulse Survey on Inclusion and Belonging Results

"I feel like I belong at Harvard."

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



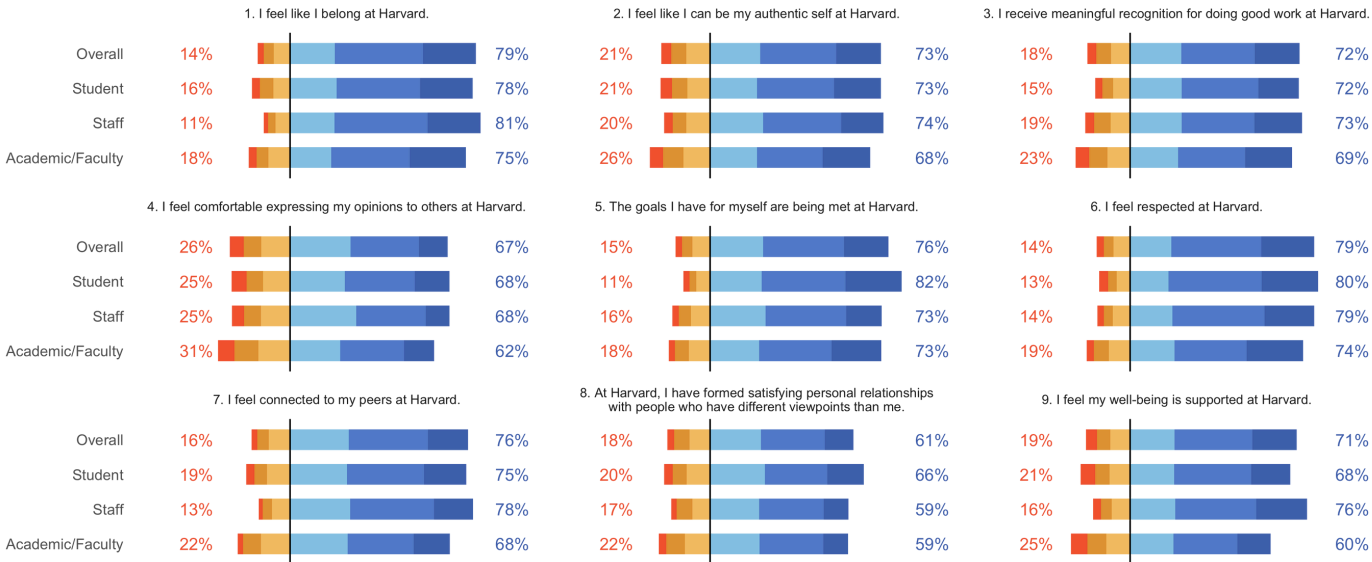
Academic/Faculty = Faculty, postdoctoral fellows, and other academic and research personnel

[Access full data tables at pulse.harvard.edu](https://pulse.harvard.edu)

Percentage labels omitted when less than 2 percent. % Agree and % Disagree do not sum to 100%. The remainder is % 'Neither agree nor disagree'

2024 Pulse Survey on Inclusion and Belonging Results

Strongly disagree Disagree Somewhat disagree Somewhat agree Agree Strongly agree



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

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