

**Final Report
April 2025**

the pulse survey

HARVARD
UNIVERSITY



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

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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

1 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.

2 Introduction and Background

Background: 2019 Pilot Survey & Response

In 2018, the University published the report of its Presidential Task Force on Inclusion and Belonging, which called for periodic climate surveys to provide “*a more comprehensive and intentional institutional research infrastructure to support strategic action on behalf of inclusive excellence.*” (p. 16, emphasis in original).

In response to this recommendation, in the spring of 2019, Harvard administered a pilot pulse survey. The survey represented the first time in Harvard’s history that all members of the University community were invited to share perceptions about campus culture. The survey was designed as a first step to help inform priorities, practices, and policies that were tailored to the needs of the community.

The University made a number of investments in improving the culture of belonging at Harvard in response to the 2019 pilot survey, including adding new staff supporting the campus community, enhancing program offerings, and creating spaces for community connections. The University also committed to periodic, high-level reassessment of the campus climate.

2024 Survey

In the fall of 2024, Harvard administered a new version of the Pulse Survey to the entire campus community. The survey is again intended to inform programs, practices, and policies, as well as to help gauge progress on goals and aspirations for enhancing community at Harvard. It is positioned to be both foundational and complementary to additional inclusion and belonging data collection efforts in schools, departments, and other parts of the community.

The Pulse Survey is designed to be:

- *High-level* – it covers broad concepts campus community;
- *University-wide* – it complements surveys within schools and departments. It is important to have smaller-scale surveys that are tailored to the specifics of their audience as well as a broader, community-wide overview; and
- *Informative* – university, schools, units, and leaders across campus may use Pulse data to inform their approach to building community and undergird further data-gathering (including surveys and other efforts to obtain both quantitative and qualitative information).

With certain questions repeated from the 2019 pilot survey, the 2024 survey allows the University some options to examine changes in perceptions and experiences as reported by community members in 2019.

3 Methodology

Survey Development

Under the leadership of the Office for Community and Campus Life (OCCL), a survey work group was convened in 2023 to undertake a new, University-wide survey effort after delays caused by the COVID-19 pandemic. The group included staff from OCCL and the Office of Institutional Research and Analytics (OIRA) and faculty advisors from the Harvard Graduate School of Education. While the Pulse Survey is not designed to be a comprehensive climate study, the group reviewed campus climate assessment questions offered in recent Harvard school-based surveys, as well those from surveys conducted by peer institutions. The 2024 survey included some repeated questions from the 2019 instrument, as well as new questions that were tailored to the conditions and needs of the present day. The survey’s demographic instrument was reviewed and updated in light of community feedback received after the 2019 pilot survey, and with input solicited from a number of representative offices and organizations. The categories on the demographic instrument are intentionally broad in scope, as the survey work group aimed to assess the sense of belonging among the broad array of backgrounds, perspectives, and experiences of the Harvard community.

The list of questions selected met the following criteria:

- Each question was either: a repeated or adapted question from the 2019 instrument; or a new question that was needed to examine a concept relevant to the current environment.
- Questions examined one of the key concepts targeted for inquiry (see below for details).
- All questions were relevant to the experiences of the entire campus community (i.e., not specific to respondent role or characteristic).

Concepts and Measures

The use of pulse surveys in higher education has become more common since 2019 (particularly for student populations), and the survey work group adapted the approach and design of the survey to reflect emerging best practices¹. The results are intended to complement and inform, but not supplant, deeper survey and research efforts that regularly take place within Harvard’s schools and business units.

The survey work group sought to ensure that survey questions examined individual, community, and institutional experiences. The group also relied on constructs broadly indicative of experiences of belonging [adapted from a general/social/wellness model²] appropriate for a high-level instrument. Scaled items fulfilled the targeted experience levels and dimensions as follows:

¹ Biddix, J. P., Williams, A., Basso, S. C., Brown, M. A., & Kyne, K. (2023). Pulse survey approach: Immediate, actionable data to promote student success. *Journal of College Student Retention: Research, Theory & Practice*, 0(0).

² Moreu, G., Isenberg, N., Brauer, M. (2021) How to Promote Diversity and Inclusion in Educational Settings: Behavior Change, Climate Surveys, and Effective Pro-Diversity Initiatives. *Frontiers in Education*, 6, Article 668250.

Table 3-1 Survey Concepts and Items

Experience Level	Dimension of Community Belonging	Related Survey Items
Individual Experience	Sense of Value	I feel respected at Harvard. I receive meaningful recognition for doing good work at Harvard.
Community Experience	Acceptance and Integration	I feel like I belong at Harvard. I feel connected to my peers at Harvard. I feel like I can be my authentic self at Harvard.
	Connection Across Difference	At Harvard, I have formed satisfying personal relationships with people who have different viewpoints than me. I feel comfortable expressing my opinions to others at Harvard.
Institutional Experience	Supportive Assets	The goals I have for myself are being met at Harvard. I feel my well-being is supported at Harvard.

Outreach and Access

The survey work group and supporting offices undertook a comprehensive outreach effort to encourage participation in the survey, which was opened for responses on September 24, 2024, and remained open through October 30, 2024. A link to the survey was distributed by email messages starting with the University President with follow up reminders sent from deans, then leaders of more specific spaces, and finally those working with specific units. Participation was promoted through: printed media like bookmarks and stickers; posters and electronic signage in University common areas; and digital ads on internal Harvard websites and within University employee and student administrative electronic systems (such as Peoplesoft). Noting the risk of “survey fatigue,” our marketing materials noted the survey’s short length, and included encouragement for all members of the Harvard community to take all University surveys to which they are invited.

To facilitate participation, the survey was offered in what is likely the largest set of languages ever included in such an effort at Harvard. In addition to English, languages offered were:

- Mandarin Chinese
- Brazilian Portuguese
- Latin American Spanish
- Russian
- Vietnamese
- Haitian Creole
- French

These languages were identified as those most commonly used by members of the Harvard community based upon data from University administrative systems as well as the reported experience of leaders in Harvard units with large numbers of individuals who speak a primary language besides English. The survey website and “handout” marketing materials were also available in each of these languages.

The survey instrument was designed to model best practices in accessibility. The survey form in Qualtrics was created with Harvard’s standard design and text elements, which are accessible. The survey instrument was reviewed for compliance with applicable accessibility standards, and staff from Harvard’s University Disability Resources took part in a test group prior to the survey’s launch.

The Pulse Survey Team directly solicited feedback on a draft of the survey from stakeholders across campus prior to its launch and welcomed feedback through a dedicated Harvard email address that was available on the survey website. We received a small number of suggestions for future survey efforts which will be shared with relevant groups for consideration in future survey designs.

Survey Panel and Confidentiality

The survey response panel included all members of the campus-based Harvard community of over 50,000 people including all faculty and academic personnel (such as fellows and postdocs), staff, and degree seeking students. Findings included in this report are limited to those who claim a “primary affiliation” with Harvard as their employer or educational institution (i.e., all paid Harvard employees and degree-seeking students). Due to technical limitations to surveying hospital-based affiliates, including the challenge of integrating University systems with multiple (and varying) hospital-based systems, the survey was limited to campus-based faculty.

The survey was administered by OIRA on behalf of the University using the Qualtrics platform, and in accordance with the University’s agreement with Qualtrics. Harvard affiliation was validated through HarvardKey (the University’s authentication system).

The dataset of responses does not contain identifying information, such as name (nor where relevant, job/academic title, etc.), and access is limited to staff in OIRA who are assigned to the project. In order to protect respondent privacy, results are reported only for groups with 30 or more responses. Along each demographic dimension, groups with fewer than 30 responses have been aggregated and are reported as “[Aggregated]” (please see the appendices for further detail).

Statistical Methods

The survey instrument included nine questions, each with a seven-point response scale from “strongly disagree” to “strongly agree.” In order to provide respondents with the ability to opt out of responses to specific survey items, we additionally included a “prefer not to answer” option for each prompt.

This report contains aggregate response rate and question response data at the University level by role (faculty/academic personnel, staff, and degree-seeking students) and demographic groups. These data are intended to provide high-level results, but not to signal that analyses of the Pulse data are complete. A process is being set up to prioritize follow-up work using the survey data. Neither the University nor individual schools and units will publicly report School/Unit-level data.

All estimates in this document are reported with standard errors. These can be used to construct 95% confidence intervals and to determine if two independent estimates are statistically different. The 95% interval for an estimate can be calculated by taking $1.96 * SE$ on either side of the estimate. Whether two estimates are statistically different can be determined by computing the Z-statistic: $[(estimate1 - estimate2) / \sqrt{(se1^2 + se2^2)}]$. If the absolute value of the Z-

statistic is greater than 1.96, then the difference is significant at the 5% level. Significance at the 5% level means that there is a 5% chance that the observed difference is due to chance even when there is no difference in the underlying groups.

Limitations and Interpretation

Participation in this survey was voluntary. Despite broad participation in the survey, with 20% of the population responding, the numbers reported pertain to the sample of respondents and may not necessarily be representative of the entire Harvard population, which would require additional analyses of nonresponse.

As noted above, the “[Aggregated]” category contains all groups with fewer than 30 respondents. While these may reflect a shared non-majority experience, in many cases these will contain heterogeneous and divergent backgrounds. Many survey respondents also did not provide demographic data. These respondents tend to report more negative experiences — this is not an uncommon pattern for surveys administered at Harvard by OIRA. For instance, those with negative views may worry more about the possibility of being identified in the results. These should be considered missing data from the other groups rather than a separate identity group, and their results are provided as context for interpreting the other numbers. For instance, if the most negative responses do not self-identify in a category, then the other estimates are likely biased upwards.

4 Findings

Summary

Across all roles, most of the Harvard community reports positive experiences of inclusion and belonging. Large majorities of respondents agree with the statements “I feel like I belong at Harvard” (78% of students, 81% of staff, and 75% of faculty and academic personnel) and “I feel respected at Harvard” (80% of students, 79% of staff, and 74% of faculty/academic). Across all roles, the items with the lowest levels of agreement were “I feel comfortable expressing my opinions to others at Harvard” (at 68% of students, 68% of staff, and 62% of faculty/academic) and “I have formed satisfying personal relationships with people who have different viewpoints than me” (66% of students, 59% of staff, and 59% of faculty/academic).

Figures are highlighted here by role and survey item. The data tables by respondent role and characteristic provided in the appendices to this report are rich sources for insight on areas where our community’s experiences of inclusion and belonging may not be fully uniform. Community members seeking appropriately targeted responses to survey data should carefully examine percent agreement and disagreement within the response tables. Further examination of differences for demographic group and role combinations will be pursued in future reports.

Response Rates

More than 10,000 members of the Harvard campus community responded to the 2024 Pulse Survey, yielding a response rate of approximately 20%. This is lower than the 2019 pilot survey, where 44% of Harvard’s population responded. Declining response rates and reports of survey fatigue have been growing concerns among survey researchers in higher education³, and this decline is consistent with patterns observed at Harvard as well as other institutions. Therefore, it is in keeping with expectations that the response rate fell short of that achieved in 2019. A lower response rate, however, does not necessarily mean that responses to the 2024 survey are less representative of the Harvard community. Data from surveys in higher education, which often have response rates of less than 20%, are often valuable in allowing institutions to understand the opinions of the campus community and differences across groups. Importantly, the overall distribution of respondent demographics was relatively similar to the distribution in the 2019 Pulse Survey.

Table 4-1 Response Rates by Role

	Response Rate	Count of Responses
Faculty/Academic	21%	1,284
Staff	28%	5,355
Student	13%	3,439
Overall	20%	10,078

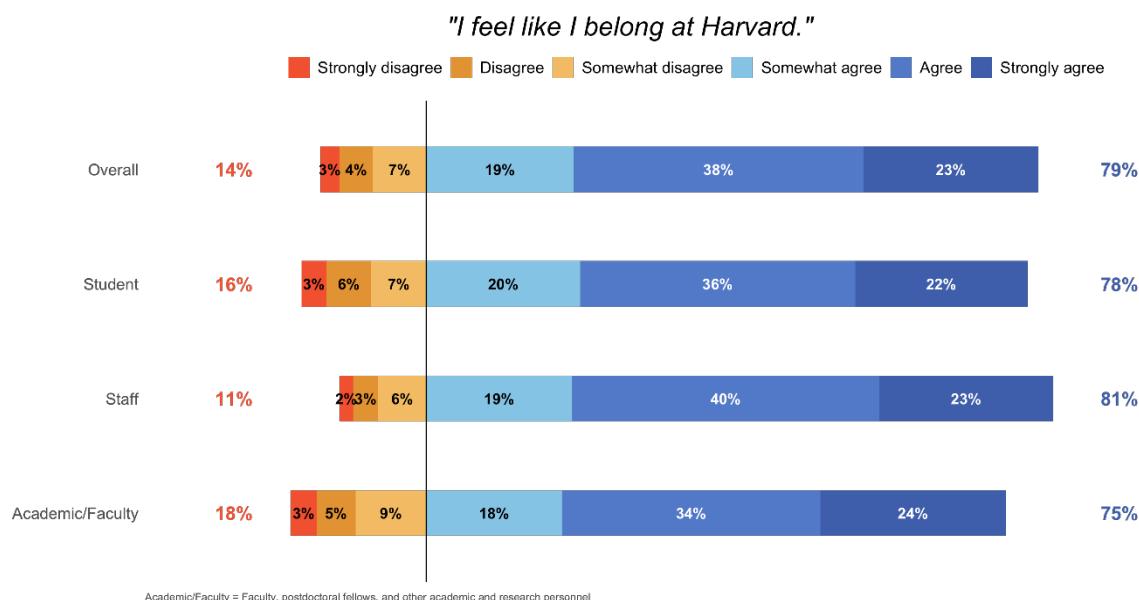
A response was counted if one of the nine survey questions was answered with a response besides “Prefer not to say.”

³ Thielsch, M., Brinkmüller, B., Forthmann, B. (2018). Reasons for responding in student evaluation of teaching. *Studies in Educational Evaluation*. (56) 189-196.

Response by Dimension of Inclusion and Belonging

Below, results are reported for each of the four dimensions of inclusion and belonging examined through the Pulse Survey.

Figure 4-1 Agreement & Disagreement Levels, Survey Item on Belonging



For clarity, respondents who indicated “Neither Agree nor Disagree” are excluded. Please see detailed tables in Appendix A for the complete set of figures.

- Acceptance and Integration** The survey prompt, “I feel like I belong at Harvard”, elicited overall high levels of agreement from respondents. At least three-quarters of respondents in each role agreed with the statement, and in no case did disagreement exceed 18%. Levels of agreement with the statements “I feel like I can be my authentic self at Harvard” (73% of students, 74% of staff, 69% of faculty/academic) and “I feel connected to my peers at Harvard” (75% of students, 78% of staff, 68% of faculty/academic) were slightly lower than for the question related to belonging. Across all roles, the item with the highest level of disagreement in this set of items was “I feel like I can be my authentic self at Harvard” (21% of students, 20% of staff, 26% of faculty/academic).
- Sense of Value** The survey probed the “Sense of Value” dimension of belonging through the prompts “I receive meaningful recognition for doing good work at Harvard” and “I feel respected at Harvard.” Broadly, responses to these prompts were positive among all roles at the level of the Harvard community, with levels of agreement ranging from 69% to 74% on recognition, and 74% to 80% on respect.
- Connection Across Difference** As noted, Connection Across Difference is a potential opportunity area identified by responses to the Pulse Survey. The related survey prompts, “I feel comfortable expressing my opinions to others at Harvard” and “At Harvard, I have formed satisfying personal relationships with people who have different viewpoints than me” received lower overall levels of agreement than other survey prompts (though in each case, agreement was above 59%). Levels of agreement are below 50% within several identity groups responding about expressing opinions.

- **Supportive Assets** Survey prompts “The goals I have for myself are being met at Harvard” and “I feel my well-being is supported at Harvard” were offered to probe perceptions of the institution’s supportive assets. The levels of agreement for well-being were in the lower range for agreement among the nine survey prompts overall. This prompt also saw a fair amount of variation, with 60% of faculty and academic personnel respondents reporting agreement with the prompt, yet more than 75% of staff agreeing.

Future reporting will examine the experiences of various groups in greater detail, and figures by characteristics from the survey’s demographic instrument are available in this report’s appendix tables. Correlation is not proof of causation: associations between identities and observed patterns of more positive or negative responses do not by definition indicate specific connections between identity and experience in the lives of Harvard community members. For example, two or more aspects of a respondent’s identity may correlate (such as race/ethnicity and religion), which presents a limitation in identifying which of these aspects may be most relevant to a notable response. Hence, differences among the reported responses of groups reported in the data tables may result from a variety of factors, including variation in experiences, perceptions, beliefs, and norms.

5 Forthcoming Efforts

The Pulse Survey represents important data infrastructure for inclusion and belonging: it is a high-level, University-wide effort that is intended to inspire and inform more granular and tailored efforts within schools, units, and initiatives throughout campus. The survey work group hopes that the Pulse Survey will motivate additional examinations that are tailored to the specialized roles and functions of specific spaces throughout Harvard.

Future reporting will include additional detail, including identification of areas of focus for further efforts to support our campus community. Action to enhance our campus culture is most effective when it is informed by data and targeted accordingly towards identified areas for potential improvement. We continue to welcome feedback on the survey instrument, the demographic questionnaire, and proposed adjustments for future surveys. Plans are in development for ongoing pulse surveys and comprehensive climate studies.

Appendices

Appendix A: Survey Responses by Role and Characteristic

Appendix B: Characteristic Data Tables Methodology and Notes

Appendix C: Survey Instrument

Appendix D: Response by Role

Appendix E: 2019 Data Comparison

Appendix F: Acknowledgements

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 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-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’.

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.

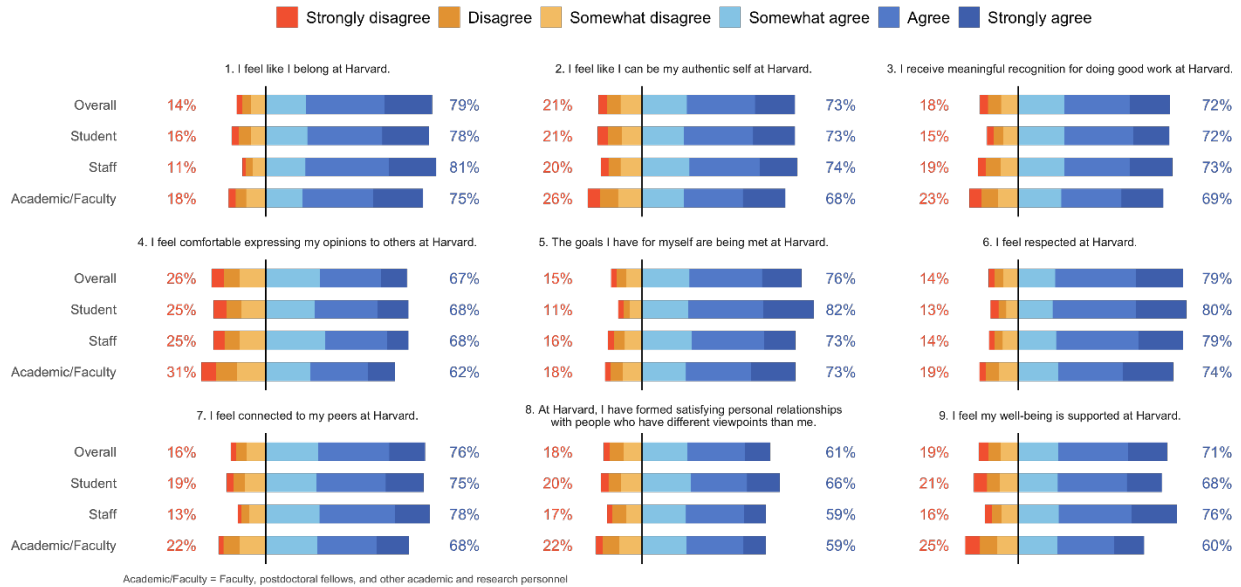
[Post-submission notice]

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.

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

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

Appendix F: Acknowledgements

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- Office of Institutional Research & Analytics
- Harvard University Information Technology
- University Disability Resources
- Campus Services
- Harvard Public Affairs and Communications

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