



The Harvard Crimson

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2020 Staff Diversity Report

The Harvard Crimson
14 Plympton Street
Cambridge, Mass.

By James S. Bikales '22 and Sydney M. Cobb '22
Diversity and Inclusivity Chairs

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Executive Summary

The Crimson's mission to represent a diverse community with our staff and our coverage begins with an understanding of who works for us. We are working to improve the diversity of our staff in many demographic respects, and want to be transparent with our readers about where we are now.

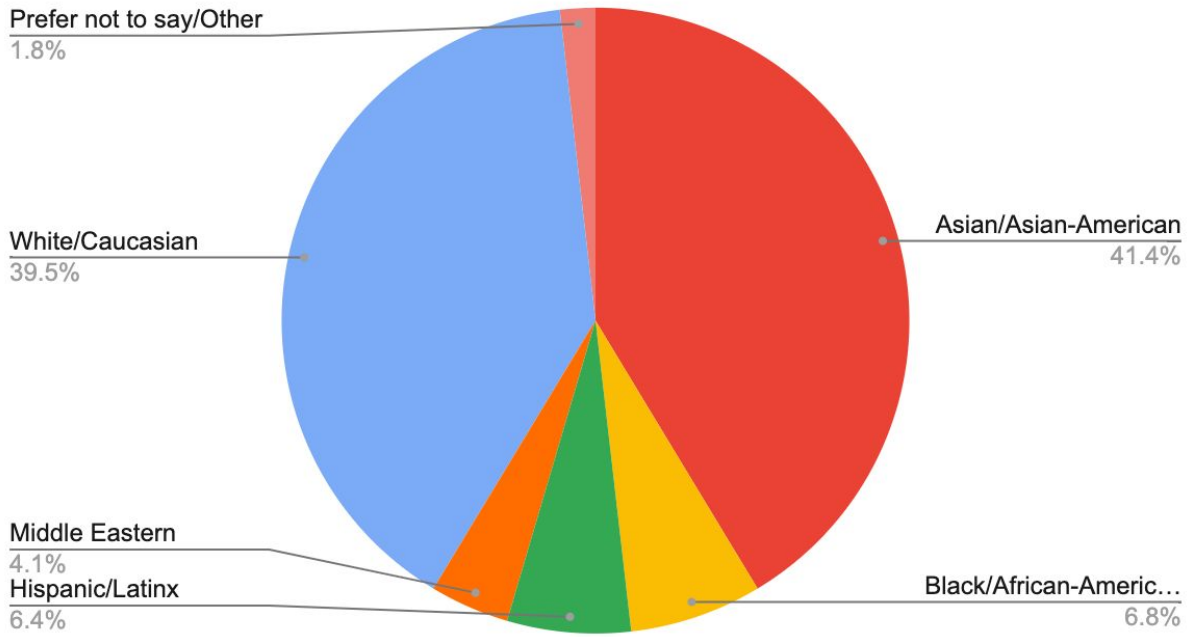
Each year since 2017, The Crimson has distributed a census to gather demographic data and a climate survey to examine building culture for its staff. Since 2019, the census and climate survey have been administered separately to maintain confidentiality and encourage candid responses to questions on building climate. Only answers to the census are included in this report.

In total, in 2020, **183 Crimeds responded** to the census, compared to 168 in 2019. Percentage breakdowns are shown on each graph where applicable. Questions remained the same as last year unless otherwise noted, and any wording changes were made in consultation with the full Diversity and Inclusivity Committee in early spring.

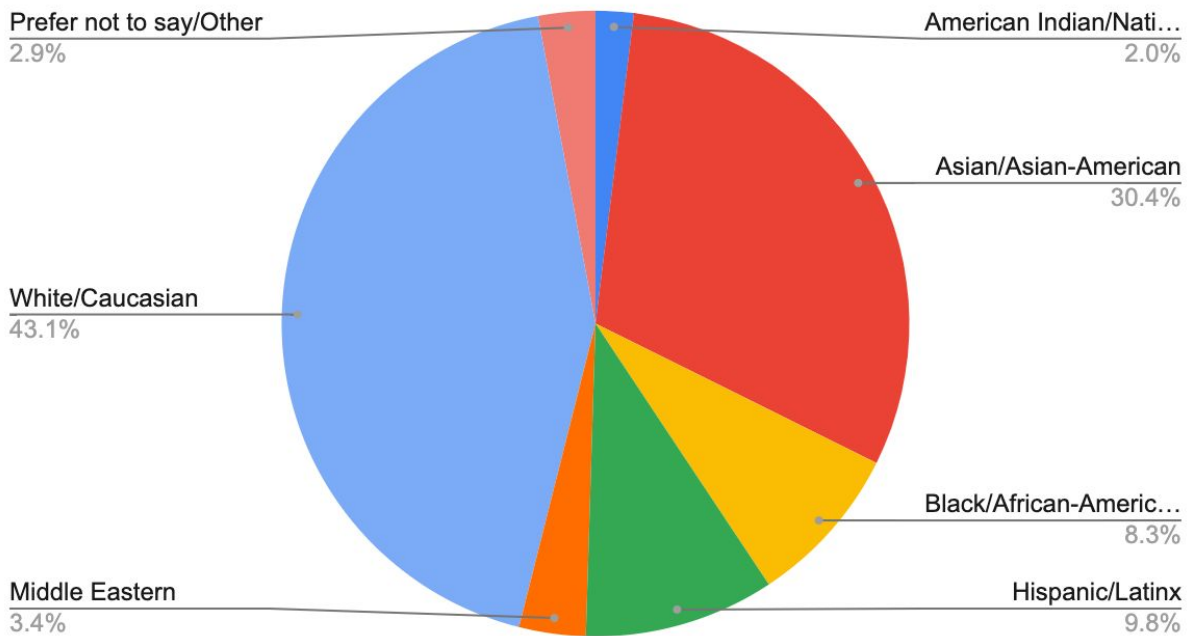
For gender and ethnicity data, comparisons are drawn to the general Harvard College student body using the publicly available [Common Dataset](#). To draw comparisons in other demographics, view The Crimson's most recent Freshman Survey [here](#).

1. With which race(s)/ethnicit(ies) do you identify? [Percentages]

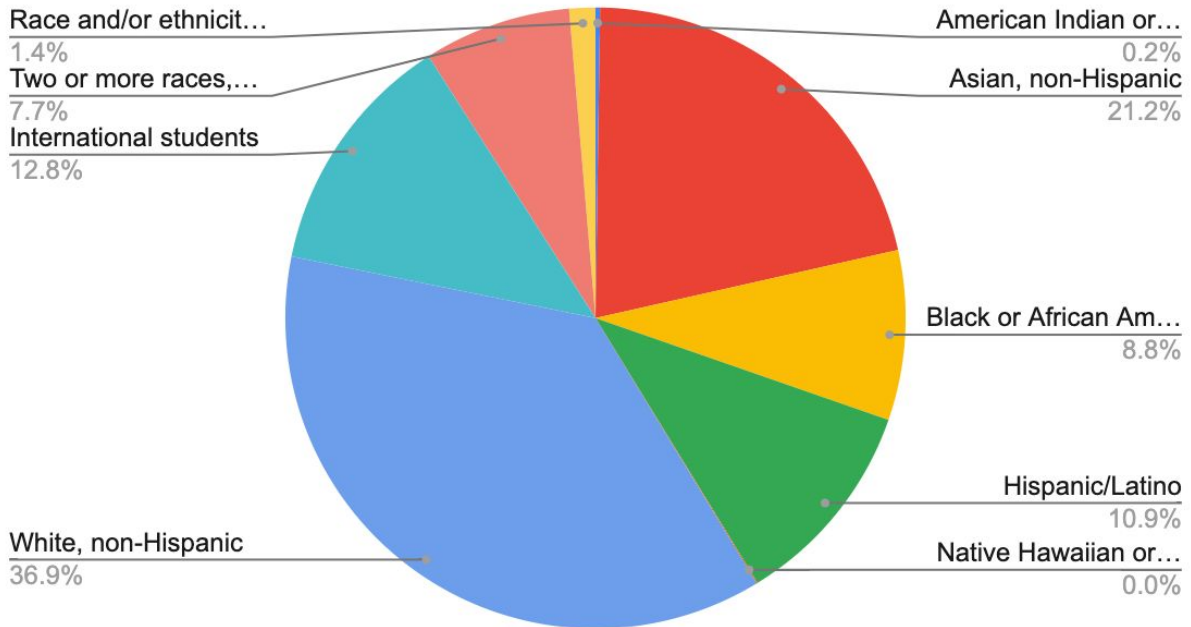
2020



2019



Harvard College 2019-20*

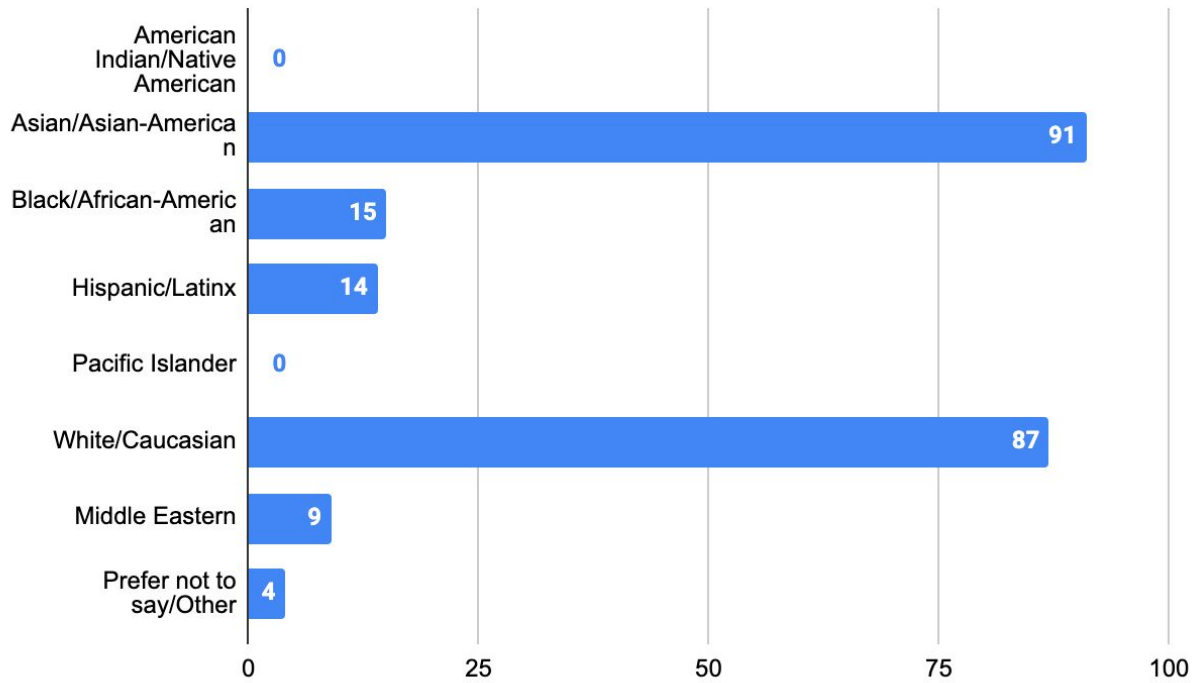


**Note categories used in the Common Dataset differ from The Crimson's survey. For example, the Common Dataset includes a category for "two or more races" and groups international students as a separate racial/ethnic category.*

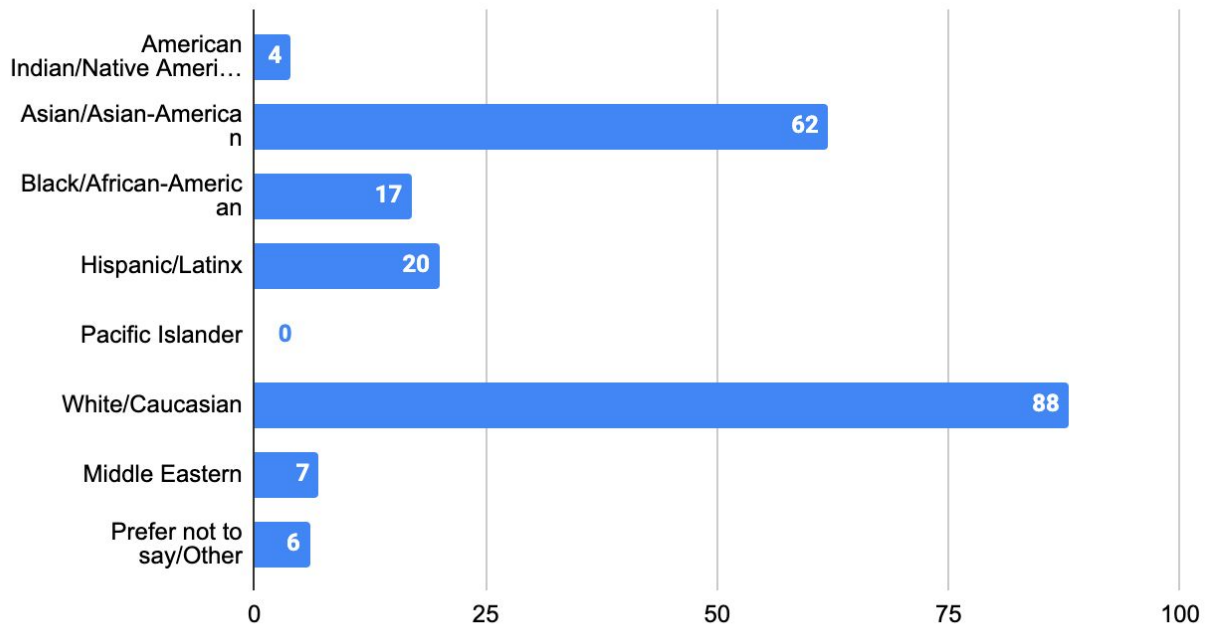
2. With which race(s)/ethnicit(ies) do you identify? [Totals]

Totals eclipse number of responses because respondents could select more than one response.

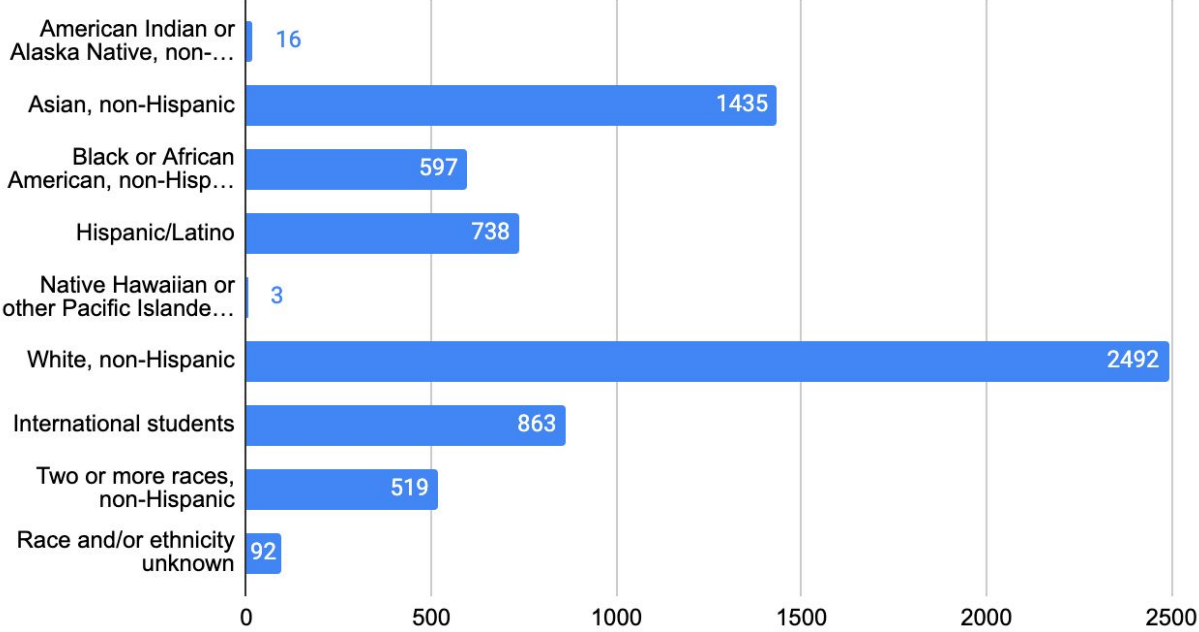
2020



2019



Harvard College 2019-20*

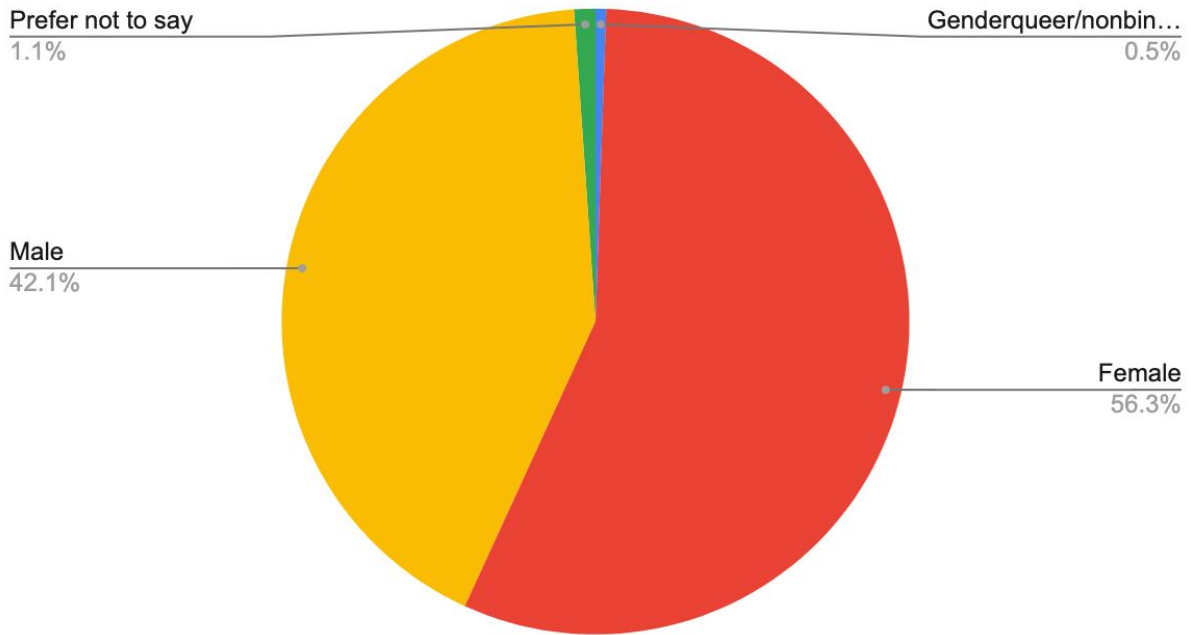


**Note categories used in the Common Dataset differ from The Crimson’s survey. For example, the Common Dataset includes a category for “two or more races” and groups international students as a separate racial/ethnic category.*

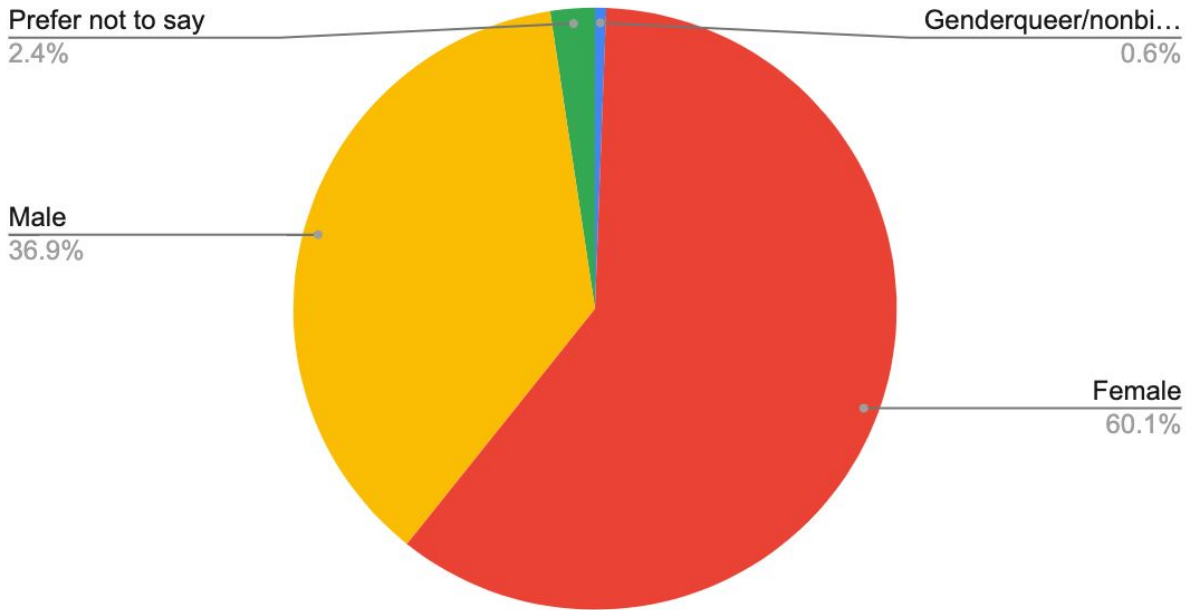
3. How would you describe your gender identity?

In 2020, this question was changed from a previous wording, "With which gender do you identify?"

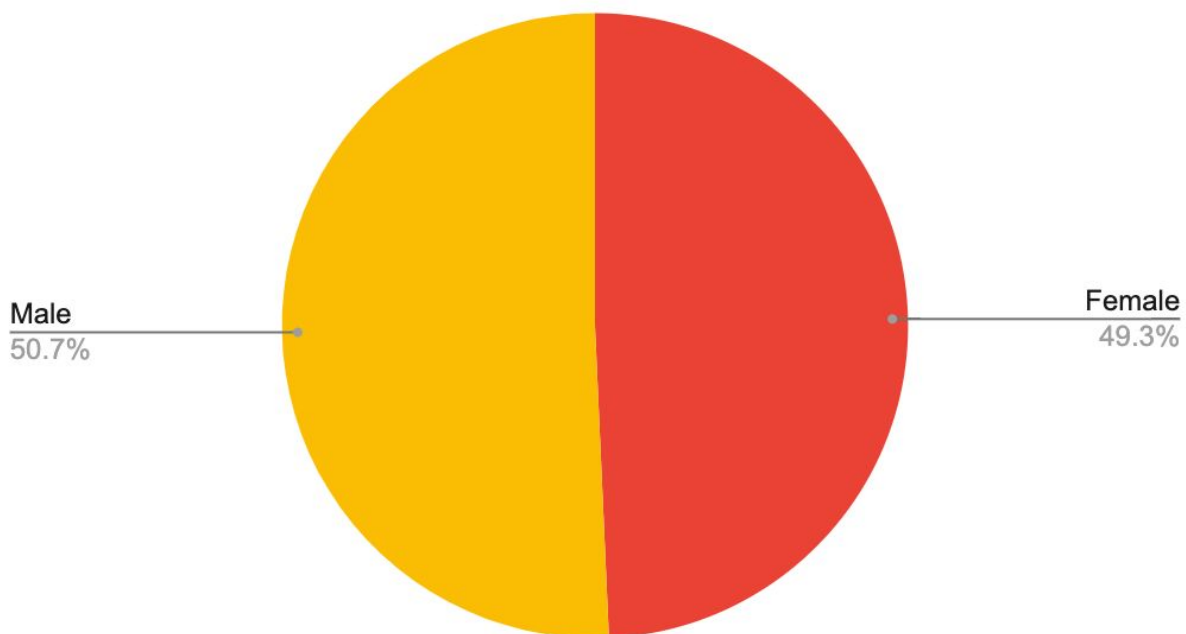
2020



2019



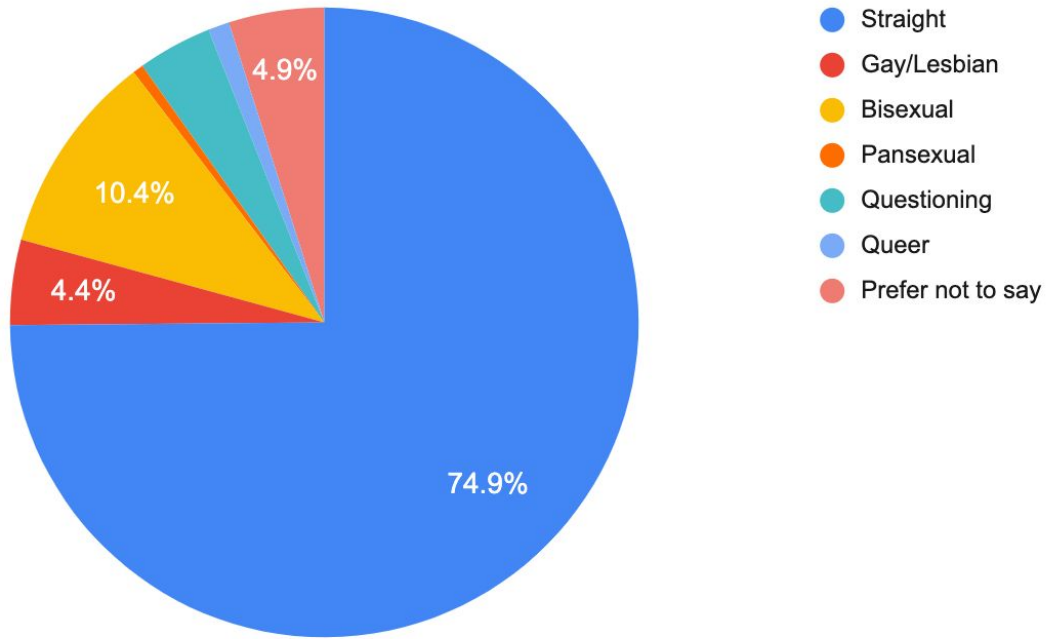
Harvard College 2019-20*



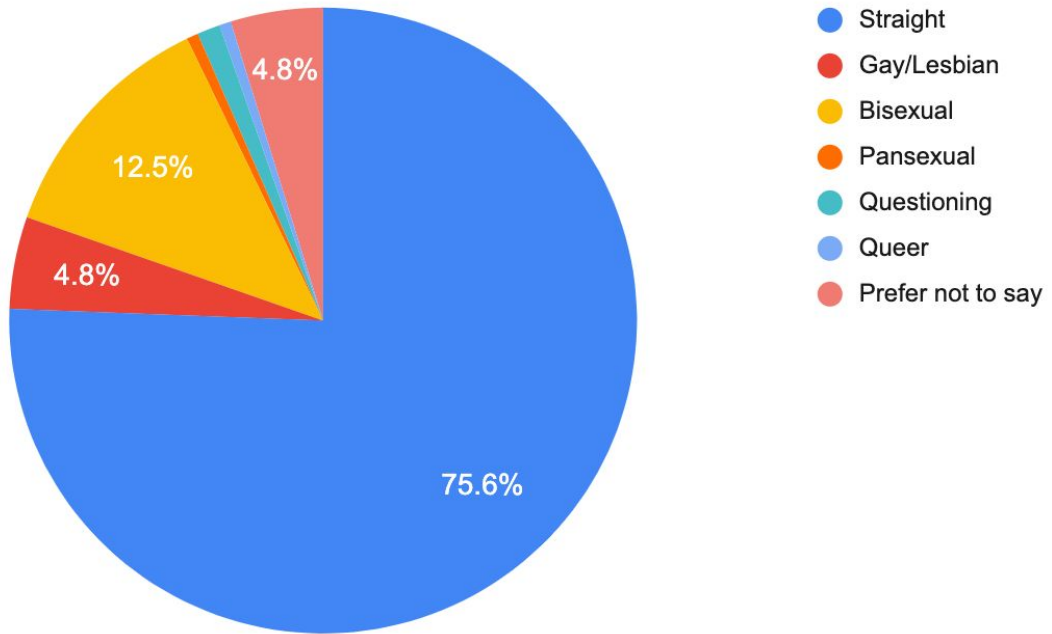
**Note categories used in the Common Dataset differ from The Crimson's survey. For example, the Common Dataset does not include a category of genderqueer or nonbinary.*

4. How would you describe your sexual orientation?

2020

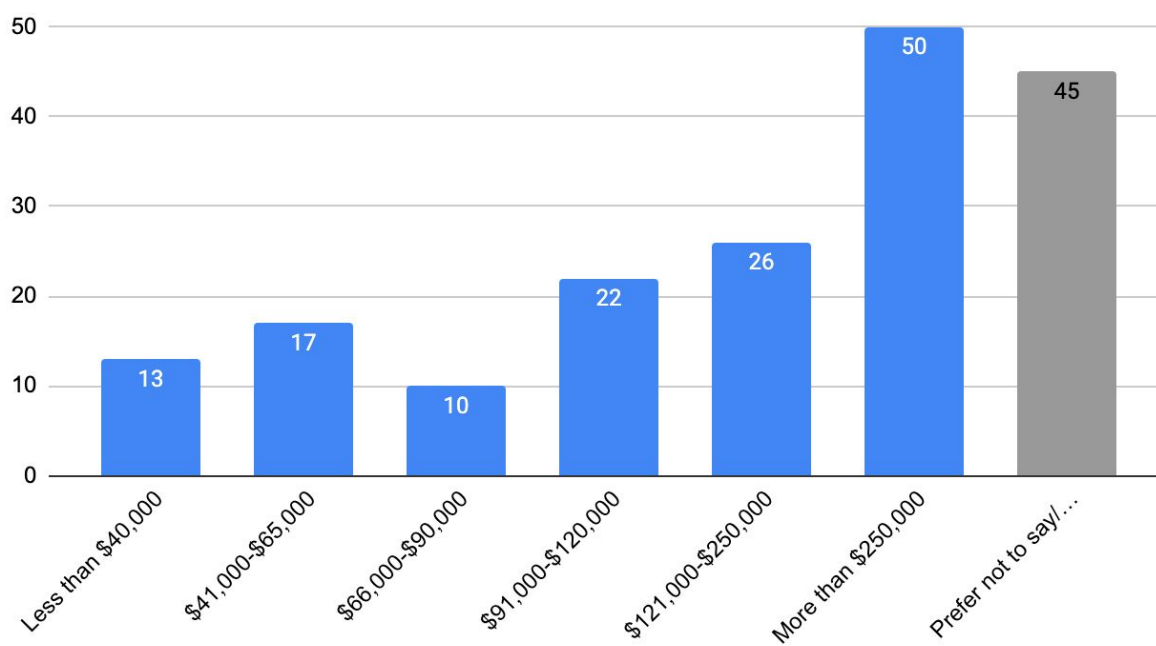


2019

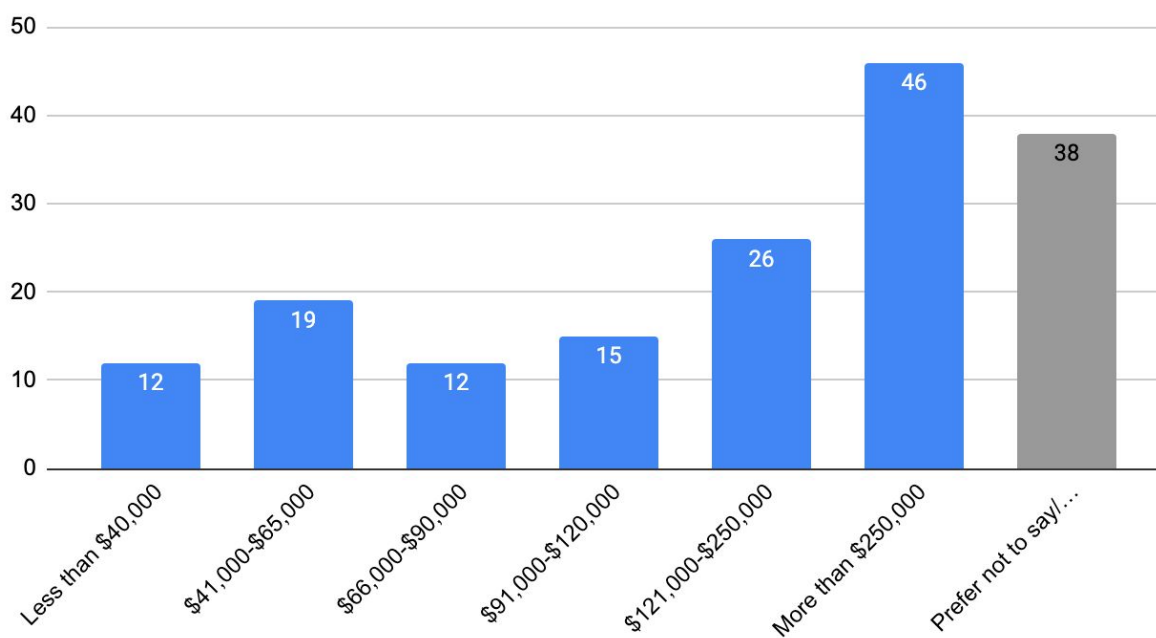


5. What is your family's approximate annual household income?

2020



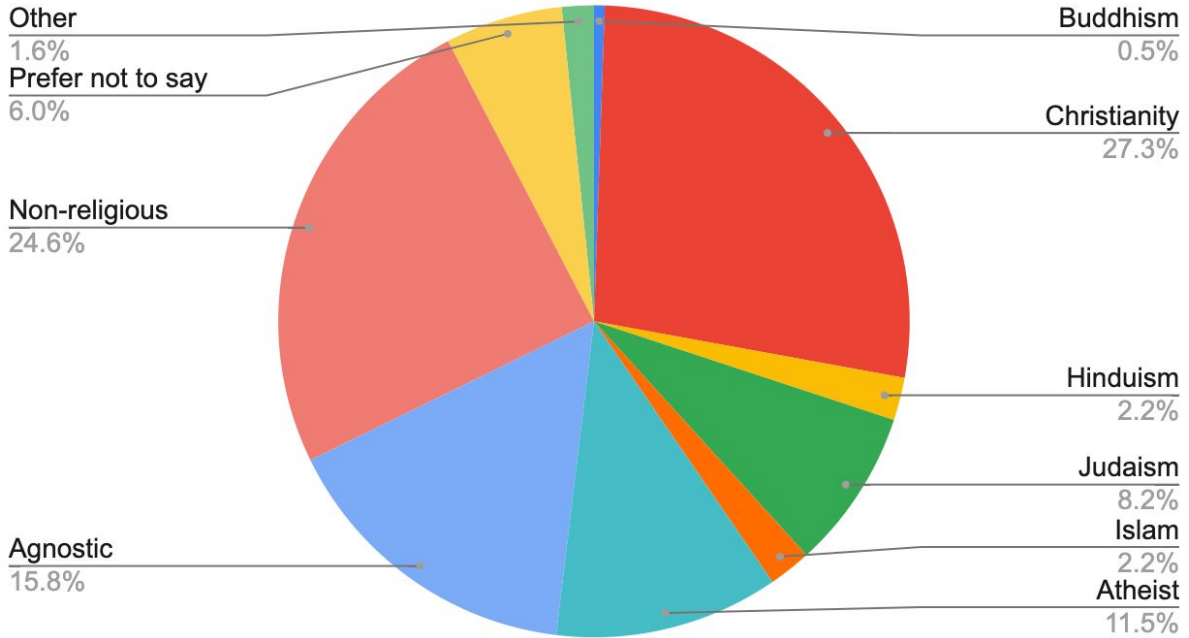
2019



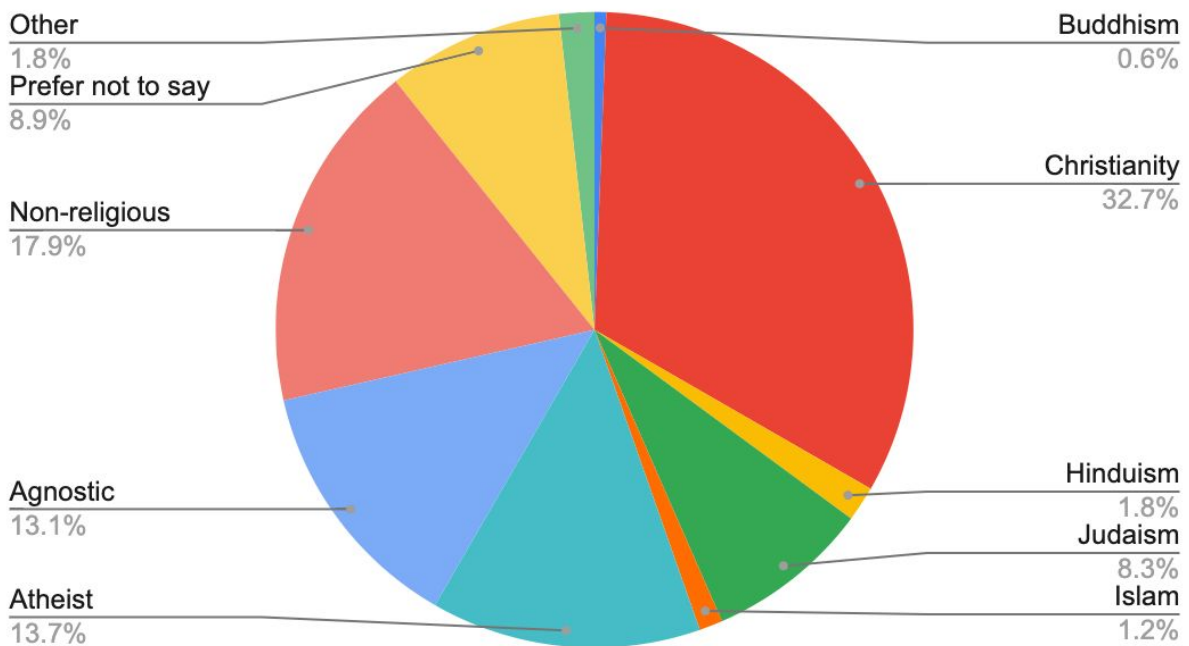
6. What is your religious affiliation, if any?

In 2020, the words “if any” were added to the question — the previous question read, “What is your religious affiliation?”

2020

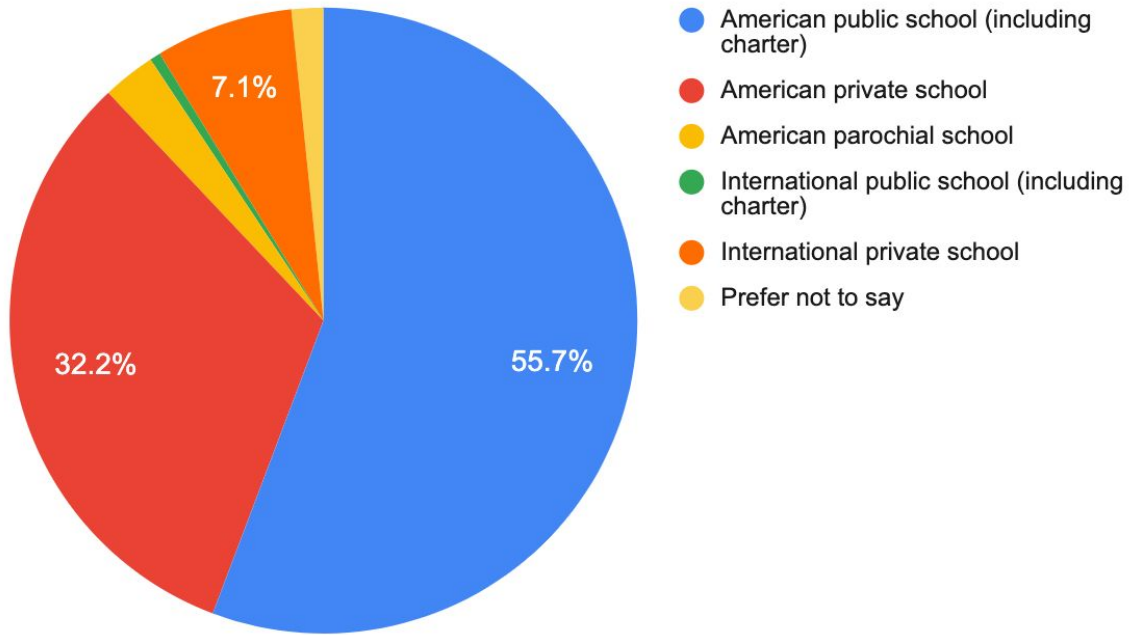


2019

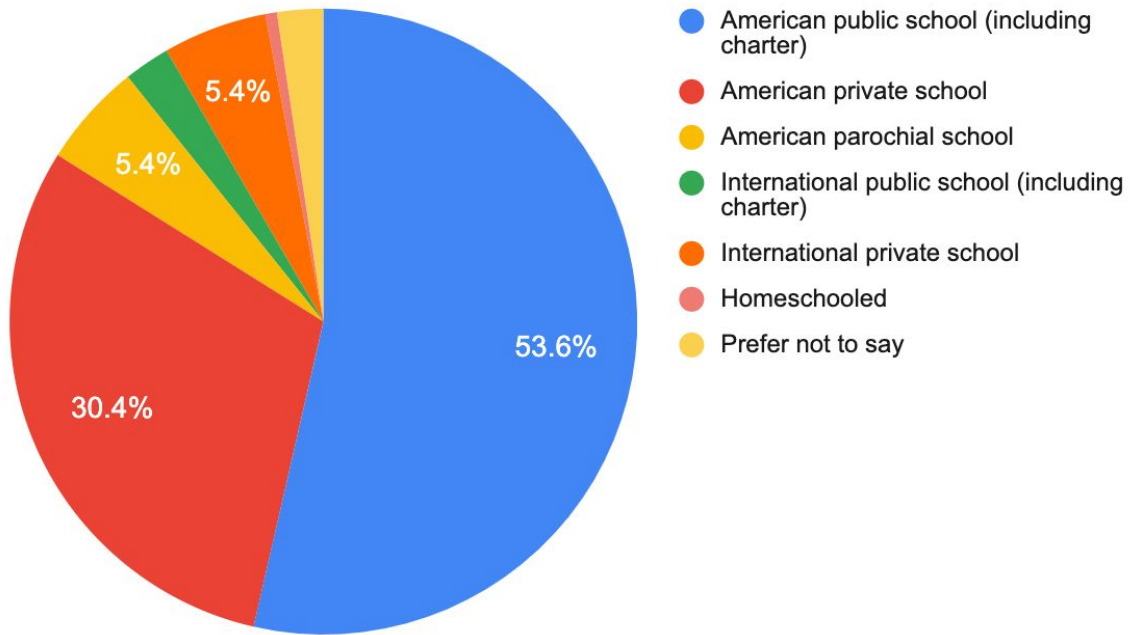


7. What type of high school did you attend?

2020

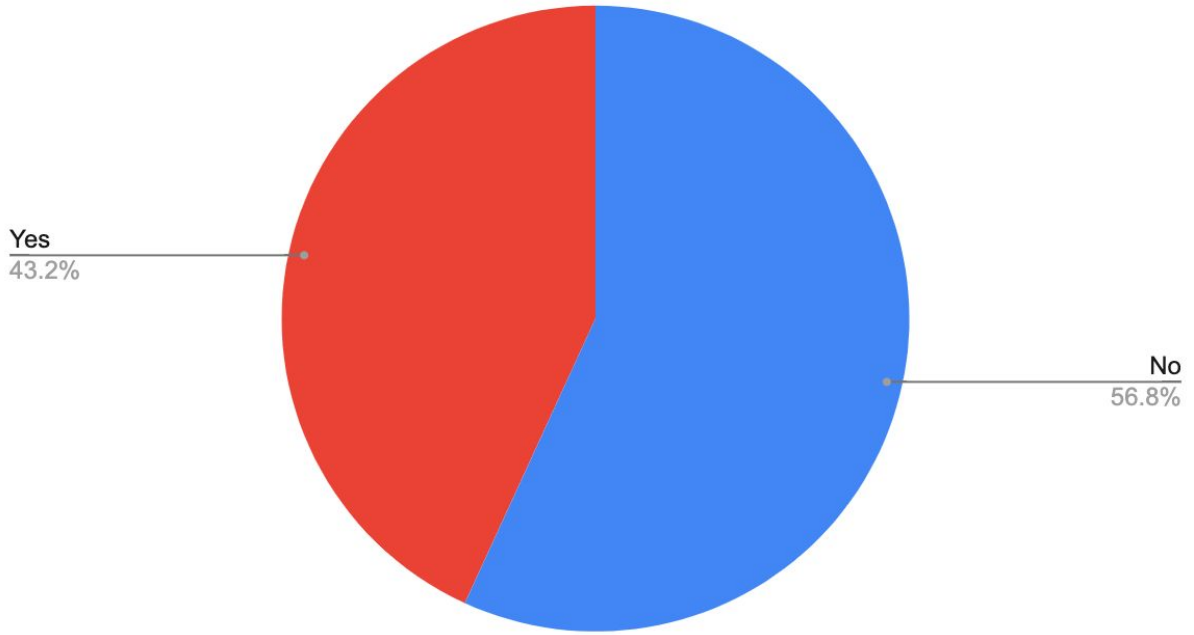


2019

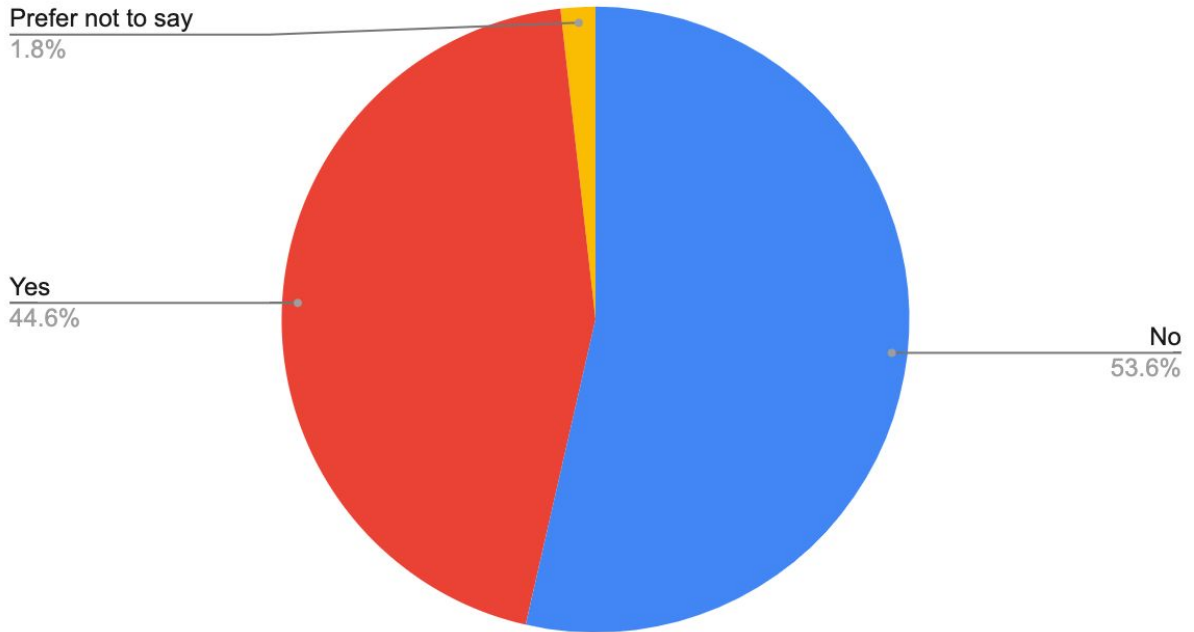


8. Were you involved with your high school newspaper?

2020



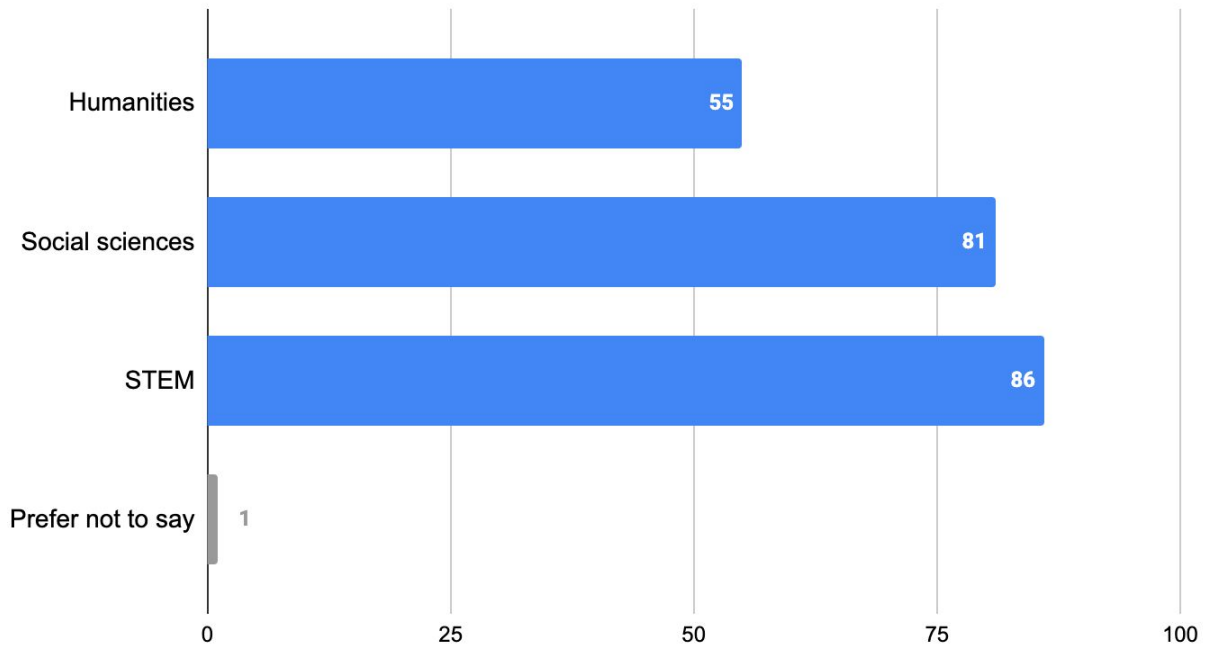
2019



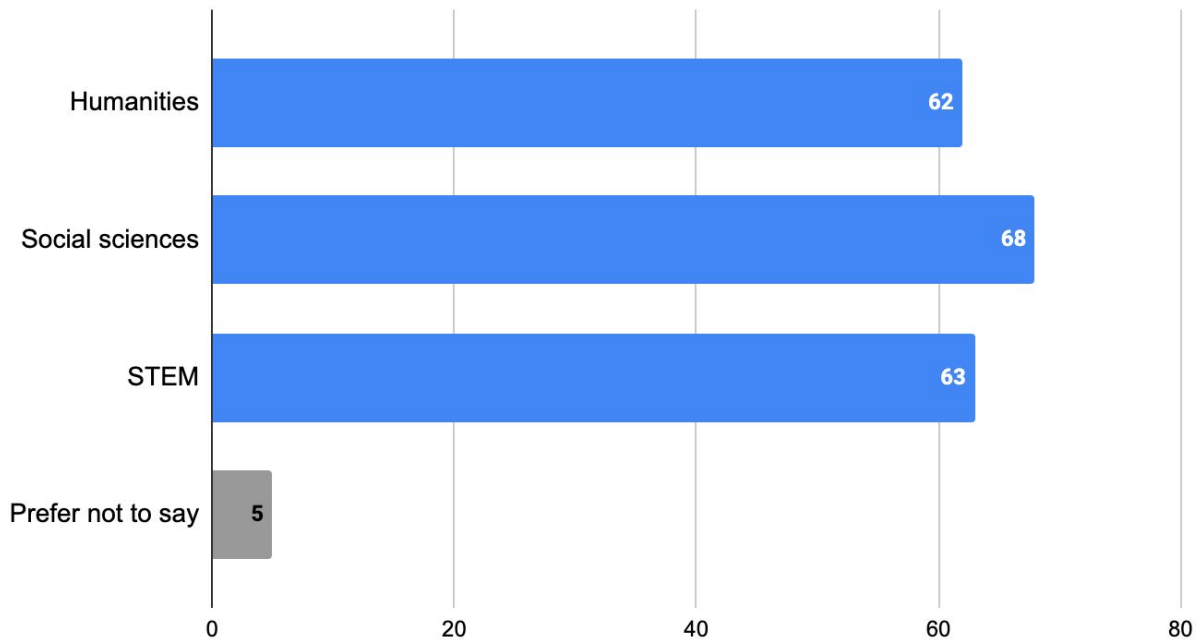
9. Broadly speaking, what do you study?

Totals eclipse number of responses because respondents could select more than one response.

2020



2019



10. Approximately how many hours do you spend on Crimson-related work each week?

2020

Mean	Min	Q1	Median	Q3	Max
8.77	1	4	7	10	80

2019

Mean	Min	Q1	Median	Q3	Max
8.66	0	3	6	10	80