2020 Staff Diversity Report

The Harvard Crimson
14 Plympton Street
Cambridge, Mass.

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Diversity and Inclusivity Chairs

*Prepared 10.01.2020 for public release*
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)/ethnicity(ies) do you identify? [Percentages]

### 2020

- Prefer not to say/Other: 1.8%
- White/Caucasian: 39.5%
- Middle Eastern: 4.1%
- Hispanic/Latinx: 6.4%
- Asian/Asian-American: 41.4%
- Black/African-American: 6.8%

### 2019

- Prefer not to say/Other: 2.9%
- American Indian/Native American: 2.0%
- White/Caucasian: 43.1%
- Middle Eastern: 3.4%
- Asian/Asian-American: 30.4%
- Black/African-American: 8.3%
- Hispanic/Latinx: 9.8%
*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

- **Asian/Asian-American**: 91
- **Black/African-American**: 15
- **Hispanic/Latinx**: 14
- **Middle Eastern**: 9
- **Prefer not to say/Other**: 4
- **American Indian/Native American**: 0
- **Pacific Islander**: 0

### 2019

- **Asian/Asian-American**: 62
- **Black/African-American**: 17
- **Hispanic/Latinx**: 20
- **Middle Eastern**: 7
- **Prefer not to say/Other**: 6
- **American Indian/Native American**: 4
- **Pacific Islander**: 0
- **White/Caucasian**: 88
Harvard College 2019-20*

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<tr>
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<td>American Indian or Alaska Native, non-Hispanic</td>
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<tr>
<td>Asian, non-Hispanic</td>
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<td>Native Hawaiian or other Pacific Islanders</td>
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<td>White, non-Hispanic</td>
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<td>International students</td>
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<td>Two or more races, non-Hispanic</td>
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<tr>
<td>Race and/or ethnicity unknown</td>
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</table>

*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?”
Harvard College 2019-20*

Male
50.7%

Female
49.3%

*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

- Straight: 74.9%
- Gay/Lesbian: 10.4%
- Bisexual: 4.9%
- Pansexual: 4.4%
- Questioning: 12.5%
- Queer: 4.8%
- Prefer not to say: 4.8%

2019

- Straight: 75.6%
- Gay/Lesbian: 12.5%
- Bisexual: 4.8%
- Pansexual: 4.8%
- Questioning: 12.5%
- Queer: 12.5%
- Prefer not to say: 4.8%
5. What is your family’s approximate annual household income?

### 2020

- Less than $40,000: 13
- $41,000-$65,000: 17
- $66,000-$90,000: 10
- $91,000-$120,000: 22
- $121,000-$250,000: 26
- More than $250,000: 50
- Prefer not to say: 45

### 2019

- Less than $40,000: 12
- $41,000-$65,000: 19
- $66,000-$90,000: 12
- $91,000-$120,000: 15
- $121,000-$250,000: 26
- More than $250,000: 46
- Prefer not to say: 38
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?”
7. What type of high school did you attend?
8. Were you involved with your high school newspaper?

2020

Yes: 43.2%
No: 56.8%

2019

Yes: 44.6%
No: 53.6%
Prefer not to say: 1.8%
9. Broadly speaking, what do you study?

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

### 2020

- Humanities: 55
- Social sciences: 81
- STEM: 86
- Prefer not to say: 1

### 2019

- Humanities: 62
- Social sciences: 68
- STEM: 63
- Prefer not to say: 5
10. Approximately how many hours do you spend on Crimson-related work each week?

2020

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<tr>
<th>Mean</th>
<th>Min</th>
<th>Q1</th>
<th>Median</th>
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2019

<table>
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<tr>
<th>Mean</th>
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