2021 Staff Diversity Report

The Harvard Crimson
14 Plympton Street
Cambridge, Mass.

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Diversity and Inclusivity Chairs

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Executive Summary

The Crimson’s mission to represent a diversity of communities within 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 and gather qualitative feedback from Crimeds about current organization practices and culture. Since 2019, the census and climate surveys have been administered separately to maintain confidentiality and encourage candid responses to questions on building climate. To gather responses, two separate Google Forms — one for the census, one for the climate survey — were sent out to the building and heavily publicized over virtual communication channels within The Crimson (including email lists and Slack). The forms remained open for a duration of 2 weeks.

Only answers to the census are included in this report. Both the census and climate surveys were optional for all staff to complete, so there could be response bias in the data presented within this report depending on who self-selected to participate in the surveys.

In 2021, 169 Crimeds responded to the census, compared to 183 in 2020 and 168 in 2019. At the time of circulation of the 2021 census survey, The Crimson’s staff comprised around 330 Crimeds. 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.

The report will be divided into 7 sections:

I. Race and Ethnicity.

II. Gender Identity and Sexual Orientation.

III. Annual Household Income.

IV. Religious and Political Affiliation.

V. High School Background.

VI. Primary Academic Interest.

VII. Workload

VIII. Masthead Demographics.
1. Race and Ethnicity [Percentages and Totals]

In 2021, this question was changed from a previous wording, “With which race(s)/ethnicities do you identify?”

With which race(s) do you identify? [Percentages]

Source: The Crimson’s 2021 Census Survey

In 2021, we implemented a more detailed breakdown of self-identifiers for Asian / Asian-American staffers.

Source: The Crimson’s 2020 Census Survey
With which race(s) do you identify? [Totals]

Totals eclipse number of responses because respondents could select more than one response. Out of 169 individual respondents to this question, 30 indicated they identified with multiple racial groups.

### 2021

- Native American / Indigenous: 1
- Black / African-American: 21
- Pacific Islander: 2
- White / Caucasian: 82
- Middle Eastern: 7
- East Asian: 62
- Southeast Asian: 11
- South Asian: 9
- Prefer not to say: 6

Source: The Crimson’s 2021 Census Survey

### 2020

- American Indian / Native American: 0
- Asian / Asian-American: 91
- Black / African-American: 15
- Hispanic / Latinx: 14
- Pacific Islander: 0
- White / Caucasian: 87
- Middle Eastern: 9
- Prefer not to say: 2
- Other: 2

Source: The Crimson’s 2020 Census Survey
Are you of Hispanic, Latino, or Spanish origin?

2021

- No, not of Hispanic, Latino, or Spanish origin: 91.1%
- Yes, of Hispanic, Latino, or Spanish origin: 8.9%

Source: The Crimson’s 2021 Census Survey

The Crimson’s demographics have neared parity with those of the College in regard to the representation of Black/African-American and Hispanic/Latinx individuals. This marks an improvement over the prior two academic years in terms of The Crimson’s goal to maintain a staff that is representative of the diversity of the Harvard College student body.

Harvard College 2020-21*

- Hispanic/Latino: 11.0%
- White, non-Hispanic: 33.1%
- Asian, non-Hispanic: 22.7%
- Black or African-American, non-Hispanic: 11.3%
- Native Hawaiian or other Pacific Islander: 0.1%
- Two or more races, non-Hispanic: 7.1%
- Race and/or ethnicity unknown: 1.4%
- International students: 12.0%

*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.
*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. Gender Identity and Sexual Orientation

How would you describe your gender identity?

2021

- **Male**: 32.1%
- **Female**: 67.9%

Source: The Crimson’s 2021 Census Survey

Female representation within our staff increased significantly in 2021 compared to 2020.

2020

- **Male**: 42.1%
- **Female**: 56.3%
- **Prefer not to say**: 1.1%
- **Genderqueer/non-binary**: 0.5%

Source: The Crimson’s 2020 Census Survey
Female-identifying staff composed nearly two-thirds of our staff in 2021 compared to roughly half of the Harvard College student body identifying as female in the 2020-21 academic year.

*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.
How would you describe your sexual orientation?

Source: The Crimson’s 2021 Census Survey

Source: The Crimson’s 2020 Census Survey
4. Annual Household Income

What is your family’s approximate annual household income?

**2021**

- Prefer not to say: 10.1%
- Less than $40,000: 10.1%
- I don't know: 9.5%
- $41,000 - $65,000: 13.6%
- $66,000 - $90,000: 7.1%
- $91,000 - $120,000: 10.7%
- More than $250,000: 24.9%
- $121,000 - $250,000: 14.2%

Source: The Crimson’s 2021 Census Survey

We became increasingly socioeconomically diverse this year, with an increase in the percentage of staff whose families reported an annual household income of less than $120,000. Of note, The Crimson had a record-high number of students on our Financial Aid Program this year: 143 participants in the spring 2021 semester and 160 participants this fall. Since 1998, the program has offered compensation to staff members with demonstrated financial need for their work at The Crimson.

**2020**

- Prefer not to say: 19.1%
- Less than $40,000: 7.1%
- $41,000 - $65,000: 9.3%
- $66,000 - $90,000: 5.5%
- $91,000 - $120,000: 12.0%
- More than $250,000: 27.3%
- $121,000 - $250,000: 14.2%

Source: The Crimson’s 2020 Census Survey
5. Religious and Political Affiliation

What is your religious affiliation, if any?

**2021**

- Buddhism: 3.6%
- Christianity: 30.2%
- Hinduism: 1.8%
- Judaism: 1.8%
- Islam: 5.3%
- Atheist: 14.2%
- Other: 2.4%
- Prefer not to say: 4.7%
- Non-religious: 20.1%

**2020**

- Buddhism: 0.5%
- Christianity: 27.3%
- Hinduism: 2.2%
- Judaism: 8.2%
- Islam: 2.2%
- Atheist: 11.5%
- Other: 1.6%
- Prefer not to say: 6.0%
- Non-religious: 24.6%

Source: The Crimson's 2021 Census Survey

Source: The Crimson's 2020 Census Survey
How would you describe your politics?

In 2021, the self-identifier “Progressive” was added as a choice within the questionnaire.

### 2021
- Prefer not to say: 3.0%
- Conservative: 3.0%
- Moderate: 18.3%
- Progressive: 29.6%
- Liberal: 45.0%

Source: The Crimson’s 2021 Census Survey

### 2020
- Other: 1.6%
- Prefer not to say: 6.0%
- Conservative: 2.7%
- Moderate: 28.4%
- Liberal: 61.2%

Source: The Crimson’s 2020 Census Survey
6. High School Background

In 2021, a new question was added: “Are you an international student?”

What type of high school did you attend?

### 2021

- **American public school (including charter)**: 56.2%
- **American private school**: 33.1%
- **American parochial school**: 7.1%
- **International public school (including charter)**: 1.4%
- **International private school**: 0.3%
- **American school located abroad**: 0.6%
- **Homeschooled**: 0.2%
- **Prefer not to say**: 0.1%
- **Other**: 1.0%

Source: The Crimson’s 2021 Census Survey

A majority of our staffers continue to come from an American high school background.

### 2020

- **American public school (including charter)**: 55.7%
- **American private school**: 32.2%
- **American parochial school**: 7.1%
- **International public school (including charter)**: 1.4%
- **International private school**: 0.3%
- **American school located abroad**: 0.6%
- **Homeschooled**: 0.2%
- **Prefer not to say**: 0.1%
- **Other**: 1.0%

Source: The Crimson’s 2020 Census Survey
Are you an international student?

2021

Yes
8.3%

No
91.7%

Source: The Crimson’s 2021 Census Survey

Given that The Crimson operated entirely online for the spring and summer of 2021, it will be informative to track how international student representation within our staff changes in the coming year, now that The Crimson has returned to campus and in-person operations.
Were you involved with your high school newspaper?

In 2021, the option “N/A (There was no newspaper at my high school.)” was added.

### 2021

- Yes: 41.4%
- No: 40.8%
- N/A (There was no newspaper at my high school.): 17.8%

Source: The Crimson’s 2021 Census Survey

The proportion of students with no prior experience working on a high school newspaper remains around a little more than half.

### 2020

- Yes: 43.2%
- No: 56.8%

Source: The Crimson’s 2020 Census Survey
7. Primary Academic Interest

*Totals eclipse number of responses because respondents could select more than one response. In 2021, the category “Humanities” was replaced with “Arts and Humanities.”*

Broadly speaking, what do you study?

**2021**

- Arts and Humanities: 59
- Social Sciences: 80
- STEM: 77
- Prefer not to say: 0

**2020**

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

Source: The Crimson’s 2021 Census Survey

Source: The Crimson’s 2020 Census Survey
8. Workload

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

### 2021

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Min</th>
<th>Q1</th>
<th>Median</th>
<th>Q3</th>
<th>Max</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8.95</td>
<td>1</td>
<td>4</td>
<td>7</td>
<td>10</td>
<td>80</td>
</tr>
</tbody>
</table>

Source: The Crimson’s 2021 Census Survey

### 2020

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Min</th>
<th>Q1</th>
<th>Median</th>
<th>Q3</th>
<th>Max</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8.77</td>
<td>1</td>
<td>4</td>
<td>7</td>
<td>10</td>
<td>80</td>
</tr>
</tbody>
</table>

Source: The Crimson’s 2020 Census Survey
9. Masthead Demographics

In this final section of the report, we compare the demographics of our leadership with the demographics of our staff overall. We chose to define Crimson leadership as those who have been appointed for masthead positions. You can find a full list of the current masthead here.

What is your position on The Crimson? If you are on multiple boards, please answer with your highest ranking position within The Crimson this year.

![Pie chart showing percentage of Crimson leadership](source: The Crimson’s 2021 Census Survey)

With which race(s) do you identify? [Percentages]

![Pie chart showing race demographics](source: The Crimson’s 2021 Census Survey)
With which race(s) do you identify? [Totals]

<table>
<thead>
<tr>
<th>Race</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American / Indigenous</td>
<td>0</td>
</tr>
<tr>
<td>Black / African-American</td>
<td>6</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>0</td>
</tr>
<tr>
<td>White / Caucasian</td>
<td>34</td>
</tr>
<tr>
<td>Middle Eastern</td>
<td>4</td>
</tr>
<tr>
<td>East Asian</td>
<td>22</td>
</tr>
<tr>
<td>Southeast Asian</td>
<td>3</td>
</tr>
<tr>
<td>South Asian</td>
<td>3</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>1</td>
</tr>
</tbody>
</table>

Source: The Crimson’s 2021 Census Survey

Are you of Hispanic, Latino, or Spanish origin?

<table>
<thead>
<tr>
<th>Response</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>No, not of Hispanic, Latino, or Spanish origin</td>
<td>93.4%</td>
</tr>
<tr>
<td>Yes, of Hispanic, Latino, or Spanish origin</td>
<td>6.6%</td>
</tr>
</tbody>
</table>

Source: The Crimson’s 2021 Census Survey
How would you describe your gender identity?

Source: The Crimson’s 2021 Census Survey

How would you describe your sexual orientation?

Source: The Crimson’s 2021 Census Survey
What is your family’s approximate annual household income?

Source: The Crimson’s 2021 Census Survey

What is your religious affiliation, if any?

Source: The Crimson’s 2021 Census Survey
How would you describe your politics?

- **Progressive** 21.3%
- **Liberal** 50.8%
- **Conservative** 4.9%
- **Moderate** 18.0%
- **Other** 1.6%
- Prefer not to say

Source: The Crimson's 2021 Census Survey

What type of high school did you attend?

- **American public school** (including charter) 30.0%
- **American private school** 58.3%
- **American parochial school**
- **International public school** (including charter)
- **International private school**
- **Homeschooled**
- **Other**

Source: The Crimson's 2021 Census Survey
Are you an international student?

Source: The Crimson’s 2021 Census Survey

Were you involved with your high school newspaper?

Source: The Crimson’s 2021 Census Survey
Broadly speaking, what do you study?

![Bar chart showing distribution of study areas]

Source: The Crimson’s 2021 Census Survey

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

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<th>Q3</th>
<th>Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>12.61</td>
<td>1</td>
<td>7</td>
<td>10</td>
<td>15</td>
<td>80</td>
</tr>
</tbody>
</table>

Source: The Crimson’s 2021 Census Survey

Overall, the Crimson’s masthead is roughly similar in demographic composition to the demographic composition of the entire staff. Some notable points include:

- The racial/ethnic demographics of the masthead near parity with the racial/ethnic demographics of the staff overall.
- The percentage of staff who reported an annual household income less than $120,000 was 30% within the masthead, compared to 41.5% across the entire staff. 10.1% of the entire staff reported an annual household income less than $40,000; 0% of the masthead reported an annual household income less than $40,000.
- There was a more equal distribution of academic interests within the masthead compared to the entire staff.
- The mean and median number of hours spent by members of the masthead on Crimson-related work was roughly 40 percent greater than the mean and median number of hours spent by the staff generally.