2023 Staff Diversity Report

The Harvard Crimson
14 Plympton Street
Cambridge, Mass.

By Cara J. Chang ’24, President

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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.

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. 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. The forms for 2023 remained open for three weeks in April.

Only answers to the census are included in this report. Both the census and climate surveys were optional, so there could be response bias in the data presented within this report depending on who self-selected to participate in the surveys. In 2023, 220 Crimeds responded to the census, compared to 169 in 2021, 183 in 2020, and 168 in 2019. When the 2023 census survey was circulated, The Crimson’s staff comprised around 350 Crimeds.

Analysis will continue to be added to this report, but all data is displayed.

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
Race and Ethnicity

Q: How would you characterize your racial/ethnic origin? Note: “Prefer not to say” was an option for this question. There was a separate question about Hispanic, Latino, or Spanish origin.

Organized by Board:
Q: Are you of Hispanic, Latino, or Spanish origin? Note: “Prefer not to say” was an option for this question.
Gender Identity and Sexual Orientation

Q: How would you describe your gender identity? Note: “Prefer not to say” was an option for this question.

How would you describe your gender identity?

- Female: 130 (59.1%)
- Male: 83 (37.7%)
- Genderqueer/non-binary: 7 (3.1%)
- Prefer not to say: 0%

Q: How would you describe your sexual orientation? Note: “Prefer not to say” was an option for this question.

How would you describe your sexual orientation?

- Queer: 150 (68.2%)
- Straight: 32 (14.5%)
- Gay/Lesbian: 14 (6.4%)
- Prefer not to say: 0%
- Bisexual: 0%
- Questioning: 0%
- Asexual: 0%
- Pansexual: 0%
Annual Household Income

Q: What is your family's approximate annual household income? Note: “Prefer not to say” and “I don’t know” were options for this question.
Religious and Political Affiliation

Q: What is your religious affiliation, if any? Note: “Prefer not to say” was an option for this question.

![Religious Affiliation Pie Chart]

Q: How would you describe your politics? Note: “Prefer not to say” was an option for this question.

![Politics Pie Chart]
High School Background

Q: What type of high school did you attend? Note: “Prefer not to say” was an option for this question.

What type of high school did you attend?

- American public school (including charter) (109, 49.5%)
- American private school (73, 33.2%)
- American parochial school (34, 15.5%)
- International public school (including charter) (34, 15.5%)
- International private school (95, 43.2%)
- Prefer not to say (89, 40.5%)
- Homeschooled

Q: Were you involved with your high school newspaper? Note: “Prefer not to say” was an option for this question.

Were you involved with your high school newspaper?

- No (89, 40.5%)
- Yes (95, 43.2%)
- N/A (There was no newspaper at my high school) (34, 15.5%)
- Prefer not to say
Q: Are you an international student? Note: “Prefer not to say” was an option for this question.
Primary Academic Interest

**Q:** Broadly speaking, what do you study? Note: “Prefer not to say” was an option for this question.
Workload

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

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<th>Mean</th>
<th>Min.</th>
<th>Q1</th>
<th>Median</th>
<th>Q3</th>
<th>Max.</th>
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<td>4</td>
<td>6</td>
<td>10</td>
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Historical context:

2021

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Source: The Crimson’s 2021 Census Survey

2020

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Source: The Crimson’s 2020 Census Survey