



# The Harvard Crimson

*The University Daily Since 1873*

## 2023 Staff Diversity Report

The Harvard Crimson  
14 Plympton Street  
Cambridge, Mass.

By Cara J. Chang '24, President

*Prepared 11.2.2023 for public release*

## 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.*

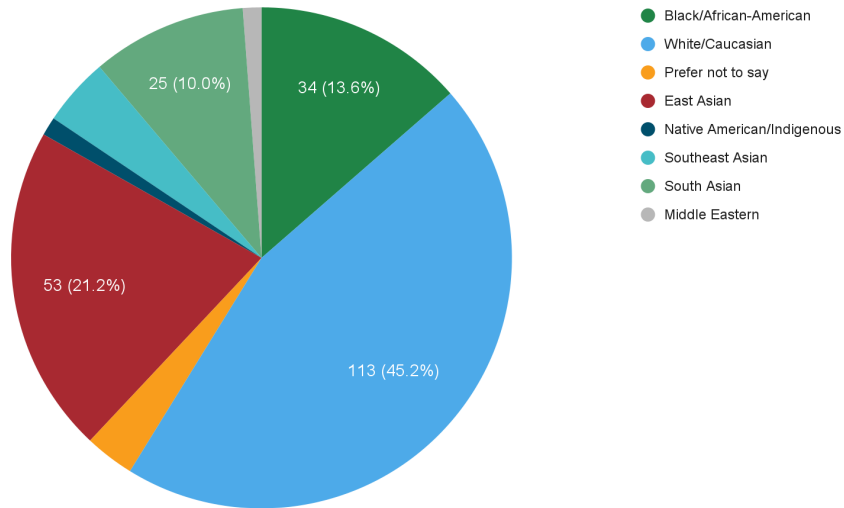
The report will be divided into 7 sections:

- 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

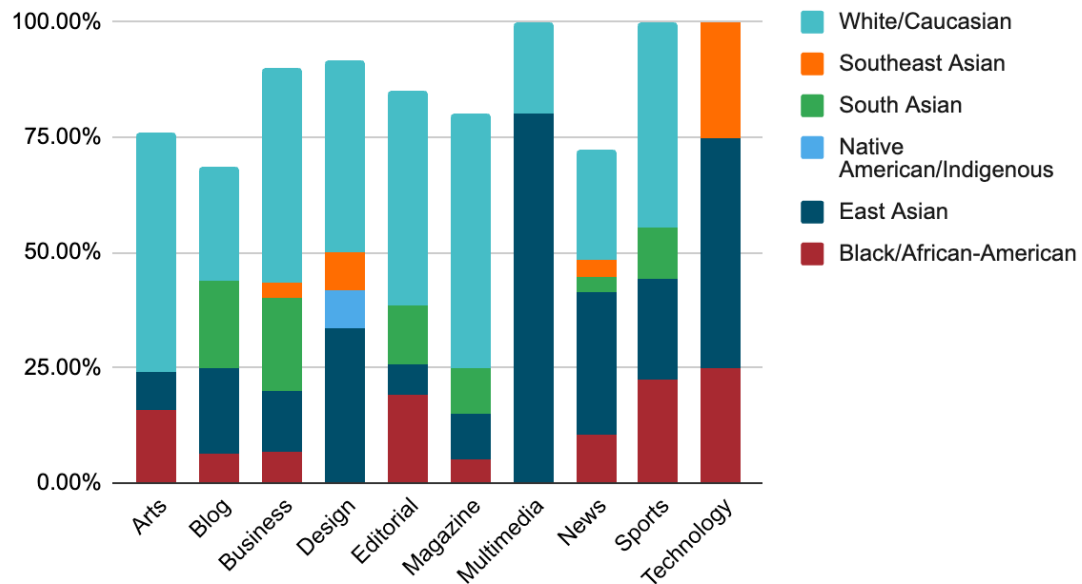
*Q: How would you characterize your racial/ethnic origin? Note: "Prefer not to say" was an option for this question. There was a separate question about Hispanic, Latino, or Spanish origin.*

How would you characterize your racial/ethnic origin?

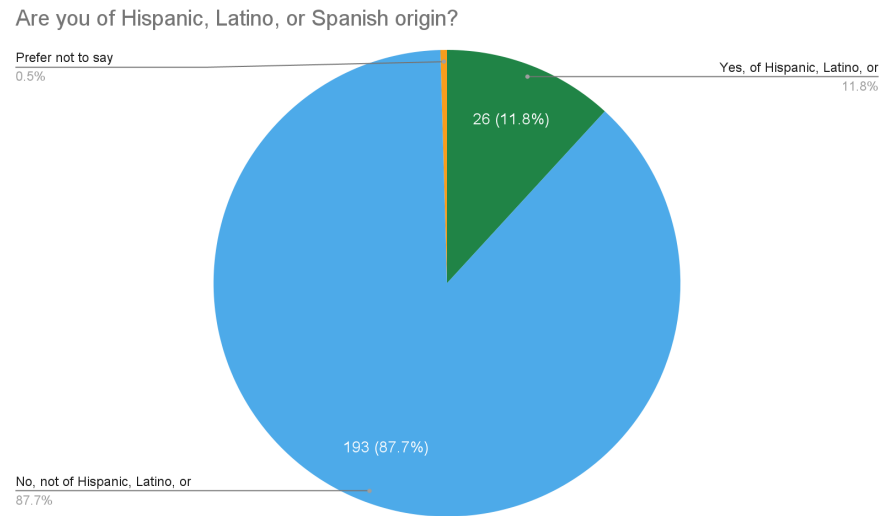


*Organized by Board:*

How would you characterize your racial/ethnic origin?



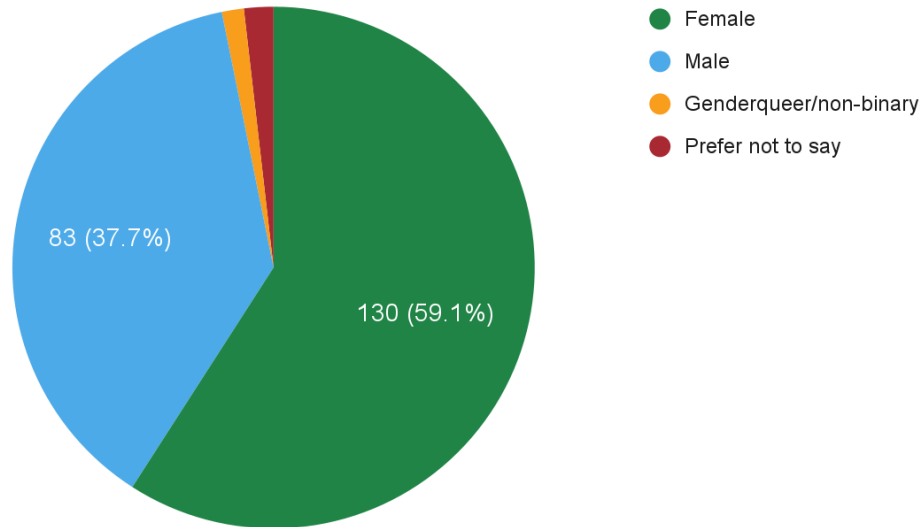
*Q: Are you of Hispanic, Latino, or Spanish origin? Note: "Prefer not to say" was an option for this question.*



## Gender Identity and Sexual Orientation

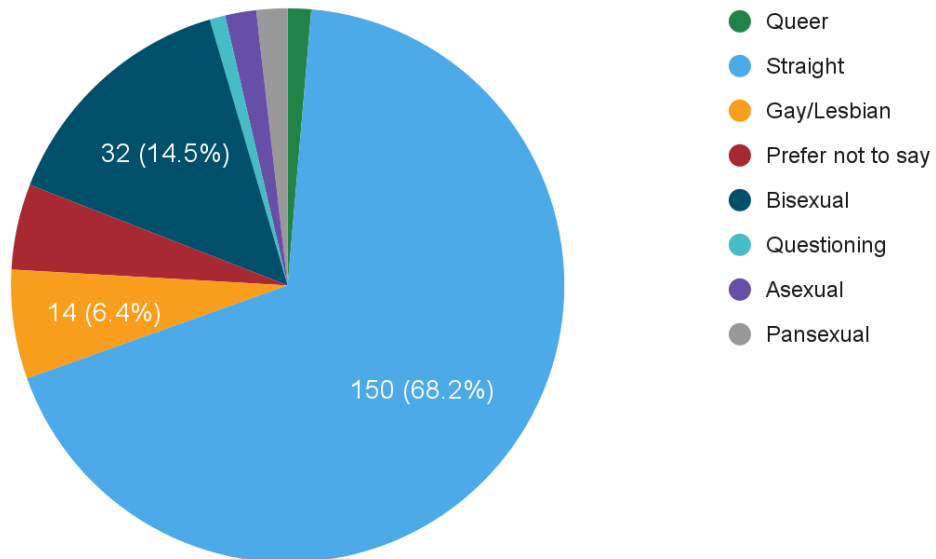
*Q: How would you describe your gender identity? Note: "Prefer not to say" was an option for this question.*

How would you describe your gender identity?



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

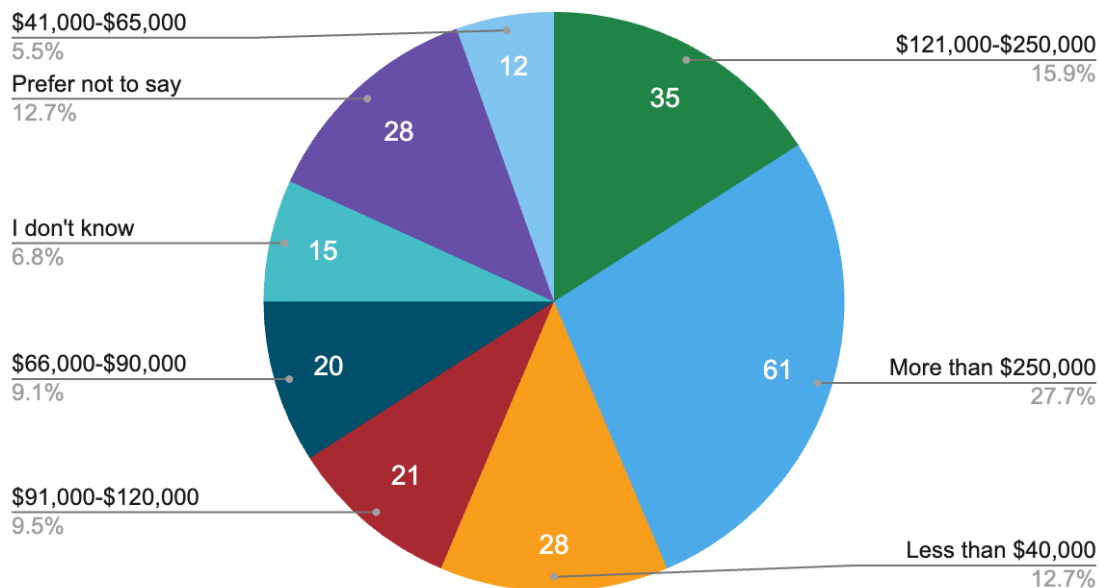
How would you describe your sexual orientation?



### 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.*

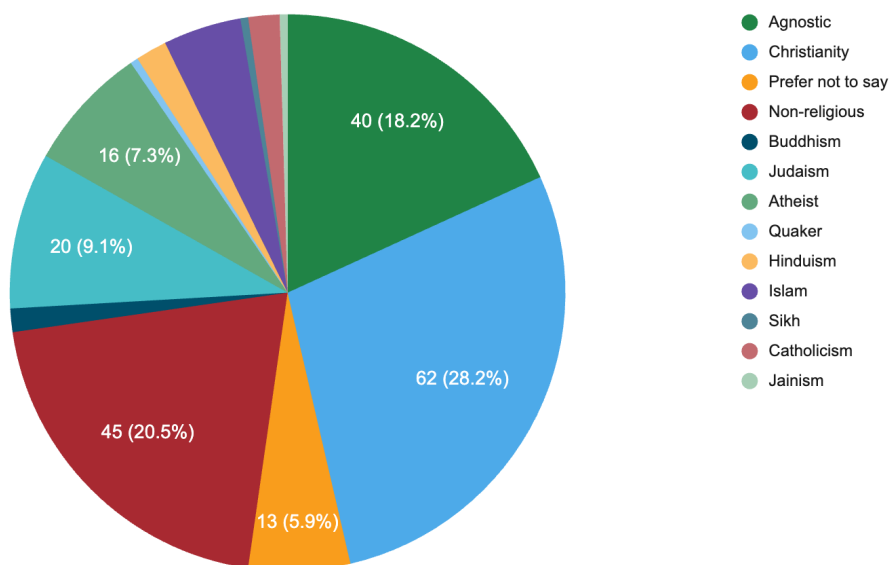
What is your family's approximate annual household income?



## Religious and Political Affiliation

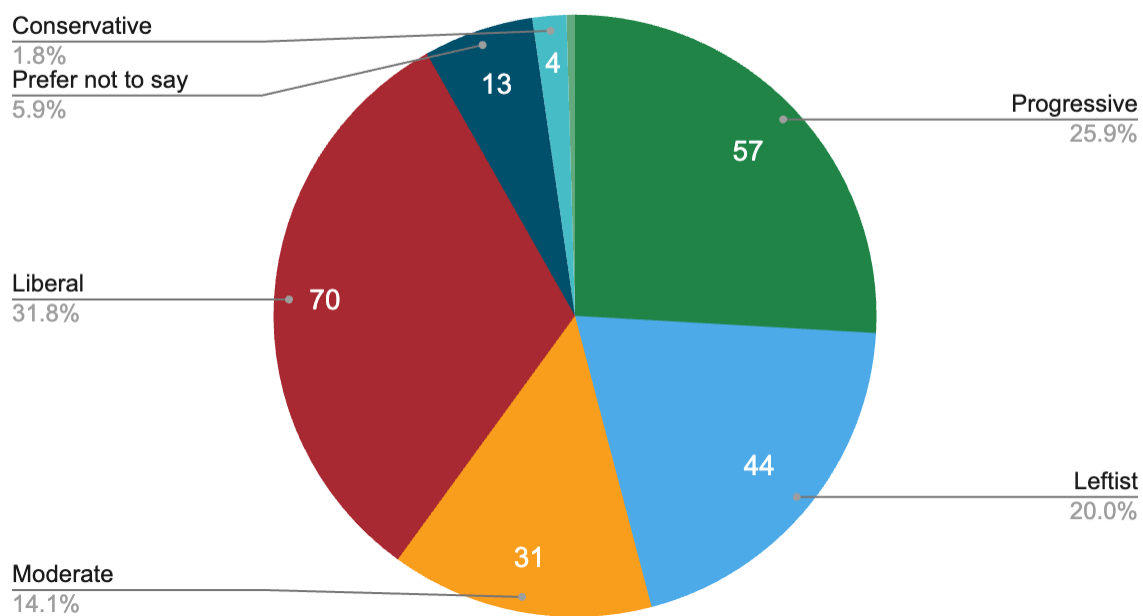
Q: What is your religious affiliation, if any? Note: "Prefer not to say" was an option for this question.

What is your religious affiliation, if any?



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

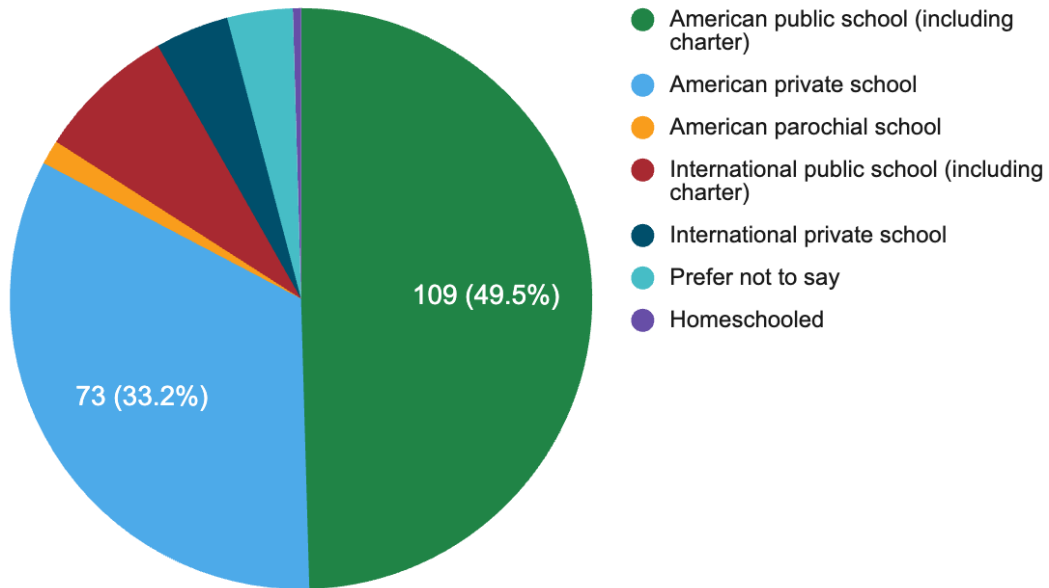
How would you describe your politics?



## High School Background

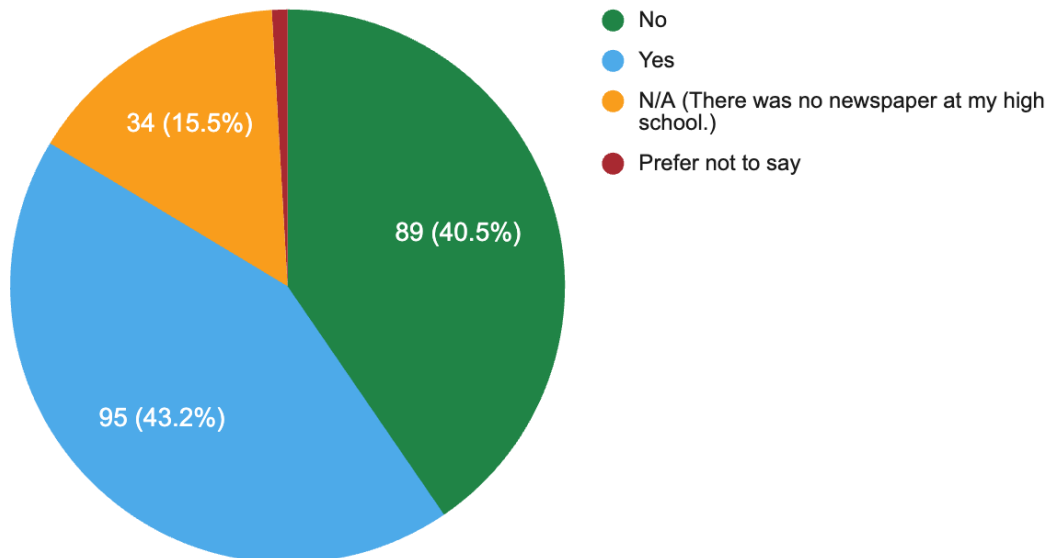
Q: What type of high school did you attend? Note: "Prefer not to say" was an option for this question.

What type of high school did you attend?



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

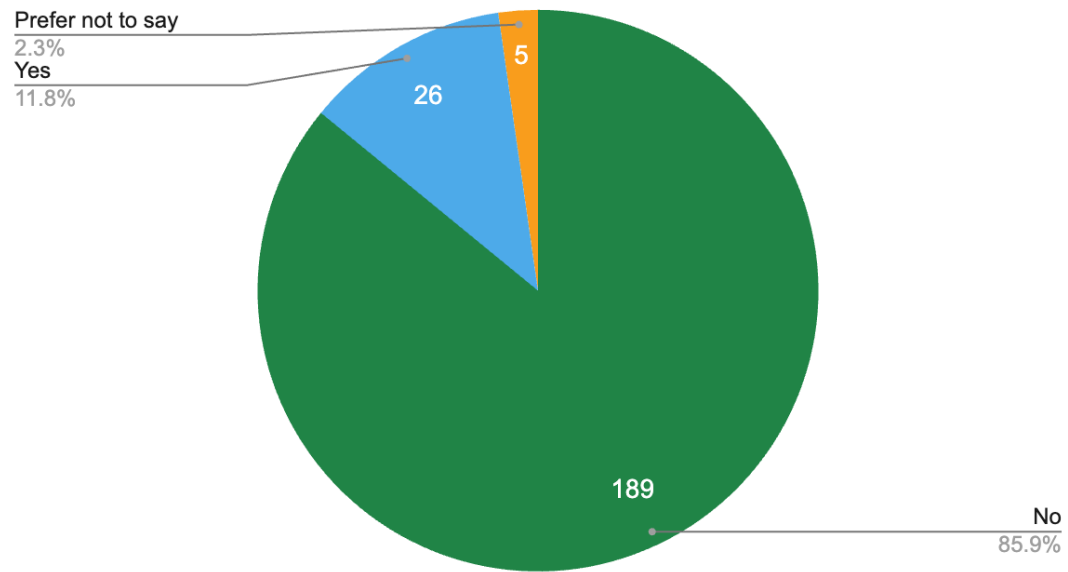
Were you involved with your high school newspaper?





Q: Are you an international student? Note: "Prefer not to say" was an option for this question.

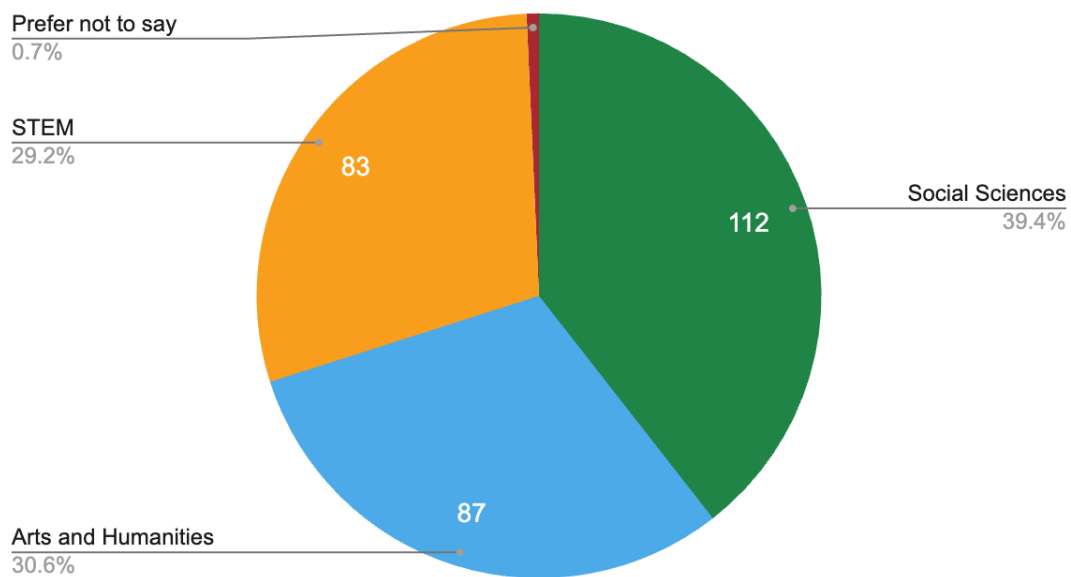
### Are you an international student?



### Primary Academic Interest

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

#### Broadly speaking, what do you study?



## Workload

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

Mean	Min.	Q1	Median	Q3	Max.
8.67	1	4	6	10	80

*Historical context:*

### 2021

Mean	Min	Q1	Median	Q3	Max
8.95	1	4	7	10	80

Source: The Crimson's 2021 Census Survey

### 2020

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

Source: The Crimson's 2020 Census Survey