



 **pulse***wave2*

# REPORT



HARVARD MEDICAL SCHOOL



# TABLE OF CONTENTS

**03** Executive Summary

**04** Introduction

**05** Survey Process

**06** Key Findings

**08** Leadership Response

**A1** Appendix

**A2** Methodology

**A4** Survey Instrument

**A7** Respondents by Faculty & Trainee Status

**A8** Acknowledgments

**A13** Data Visualizations

**A34** Question 10 Topic Modeling Results

**A41** Data Tables



**BETTER TOGETHER**

# EXECUTIVE SUMMARY

10 questions. 3 minutes. Your voice.

In the spring of 2020, Harvard Medical School (HMS) asked all faculty and trainees at HMS-affiliated hospitals and research institutions to share their perceptions about inclusion and belonging at HMS through a PulseWave 2 Survey<sup>1</sup>. The goal was to take the “pulse” of the affiliate community to inform understanding of the perceived culture and climate.

The PulseWave 2 Survey, a unique collaborative endeavor undertaken by HMS and HMS-affiliate hospital and research institutions, was sent to greater than 19,000 faculty and trainees. Aggregate findings showed approximately three-quarters of respondents reported feeling like they belong at HMS. However, this sense of belonging was not shared equally by respondents of different demographic groups. Data showed that members of groups historically disadvantaged and/or underrepresented in medicine—such as those who identify as Black or African American, Hispanic or Latina/o/x, LGBTQ, women, or Muslim— reported lower positive feelings of inclusion and belonging at HMS.

In this report, we present the survey process and key findings. The Appendix provides methodology and reporting details; graphs and tables with aggregate results; and acknowledgements. Aggregate data are presented in ways that maintain confidentiality of individuals and institutions

Results from the HMS PulseWave 2 Survey will serve as a baseline for monitoring progress toward the HMS goal of inclusive excellence and for actualizing the commitment to diversity, equity, inclusion, and belonging outlined in the “Better Together” plan. It is important to recognize that there are members of the HMS community who do not experience the environment in the same way. There are individuals who feel less engaged, less included, and less like they belong. It is imperative that HMS intentionally advance a diverse, equitable and inclusive culture where barriers are removed and faculty and trainees are able to contribute, feel valued, and succeed.

<sup>1</sup>The PulseWave 2 Survey followed the format of the 2019 Pilot Pulse Survey conducted by Harvard University for individuals employed directly by the University. As such, the Pilot Pulse Survey did not include faculty and trainees employed by HMS-affiliate institutions.

# INTRODUCTION

In the spring of 2020, faculty and trainees at HMS-affiliated hospitals and research institutions were invited to share their thoughts about the HMS culture and climate through a survey. The HMS PulseWave 2 Survey was designed to establish a baseline measure of perceptions about inclusion, belonging, and diversity. The goal was to inform ongoing and new efforts that would address identified gaps and areas of concern.

This work was rooted in the belief that we have much to learn from each other, action should be informed by data, and we each have a responsibility to move the school forward toward a culture that both embraces and exemplifies inclusive excellence.

The HMS PulseWave2 Survey was conducted in response to the HMS Task Force on Diversity and Inclusion report, “Better Together,” which recommended that HMS take the “pulse” of its community around issues of diversity, equity, inclusion and belonging (DEIB); create opportunities for cross-institutional collaboration; and adopt an evidence-based, data-informed, quality-improvement approach to monitoring our DEIB efforts.

HMS Pulse Wave2 Survey was inspired by the Harvard University 2019 Pilot Pulse Survey on Inclusion & Belonging. The questions were originally recommended by the Presidential Task Force on Inclusion and Belonging and based on current research measuring the constructs of inclusion and belonging. However, questions were adapted to be HMS-specific.

The three-minute, 10-question survey asked participants to rate their feelings of belonging and inclusion at HMS. This included an open-ended question soliciting ideas for improvement, as well as a short (optional) demographic section. This collaborative effort involved the HMS-affiliated community. The task of reaching our faculty and trainees revealed the complexities of the HMS ecosystem and the richness of the different processes embedded in each institution.

The survey was administered in four waves between March and June of 2020. The commitment of liaisons and affiliate leadership to survey distribution and completion and attention of faculty and trainees is evidenced by the level of response during the critically challenging early months of the COVID-19 pandemic.

We thank the many faculty and trainees who paused, amid the COVID-19 pandemic and national unrest over racial injustice, to share their perceptions about inclusion and belonging. Now that the HMS community has spoken, it is time to respond. Our goal is inclusive excellence. HMS leadership remains committed to building an environment where all members of our community feel valued and can flourish.

**Joan Y. Reede**

Dean for Diversity and Community Partnership  
Harvard Medical School

10 questions. 3 minutes. Your voice.

# SURVEY PROCESS

The HMS PulseWave 2 Survey was modeled after the Harvard University Pilot Pulse Survey on Inclusion & Belonging. The process was led by a committee of faculty and staff liaisons who were identified by leaders of HMS-affiliated hospitals and research institutions, and was staffed by the HMS Office for Diversity Inclusion & Community Partnership (DICP). This committee was instrumental in modifying, reviewing, and piloting the survey, as well as working with colleagues to promote survey dissemination at their respective institutions.

The survey was distributed on a rolling basis by institution between February and June 2020. Over 10,000 clinical and research full- and part-time faculty and over 8,000 research and clinical trainees were asked to share their perceptions about inclusion and belonging at HMS.

The three-minute survey included 10 questions related to belonging, inclusion, social integration, and acceptance; meeting expectations and goals; respect and trust; and knowledge and skills. An optional demographic component sought to capture data on such areas as gender, race/ethnicity, sexual orientation, and religious affiliation. The overall participation rate of 24.9% included 32.5% for faculty and 13.5% for trainees. The faculty response rate at individual institutions ranged from ~22% to ~55%.

This survey was a collaborative effort involving HMS-affiliated hospitals and research institutions, including: Beth Israel Deaconess Medical Center; Boston Children's Hospital; Brigham and Women's Hospital; Cambridge Health Alliance, Dana-Farber Cancer Institute; Harvard Pilgrim Health Care Institute/Department of Population Medicine; Hebrew SeniorLife; Joslin Diabetes Center; Massachusetts Eye and Ear; Massachusetts General Hospital; McLean Hospital; Mount Auburn Hospital; Spaulding Rehabilitation Hospital; and the Veterans Affairs Boston Healthcare System.

# KEY FINDINGS

- 74.1% of the faculty and trainees at HMS-affiliated institutions agreed with the statement, "I feel like I belong at Harvard Medical School." This included 14.9% who "strongly agree," 33.8% who "agree," and 25.4% who "somewhat agree."
- 14.8% of faculty and trainees at HMS-affiliated institutions disagreed with the statement, "I feel like I belong at Harvard Medical School." This included 1.7% who "strongly disagree," 4.8% who "disagree," and 8% who "somewhat disagree." (The results omit the answer "neither agree nor disagree").
- Faculty and trainees at HMS-affiliated institutions reported similar overall agreement and disagreement with the statement, "I feel like I belong at Harvard Medical School." However, a larger percentage of faculty (15.6%) responded "strongly agree" to the statement than trainees (12.7%).
- 71.5% of self-identified "woman" respondents at HMS-affiliated institutions reported agreement with the statement, "I feel like I belong at Harvard Medical School.", compared to 78.8% of respondents who self-identified as "man".
- Respondents who identified as "Gay/Lesbian" reported 67.5% of agreement with the statement "I feel like I belong at Harvard Medical School.", while respondents who identify as "Heterosexual" reporting 75.7% agreement.
- 56.5% of self-identified "woman" respondents reported agreement with the statement, "I receive meaningful recognition for doing good work at Harvard Medical School," compared to 63.4% of respondents who identified as "man".
- The statement with the most disagreement overall was, "I receive meaningful recognition for doing good work at Harvard Medical School.", with 29% of faculty and 15% of trainee respondents reporting disagreement.
- The statement with the highest overall agreement was, "I know what constitutes good performance in my role at Harvard Medical School.", with faculty and trainee respondents combined agreement at 79.9% - 79% for faculty and 87% for trainees.

- Faculty from groups underrepresented in medicine were less likely to report agreement with the statement, "My relationships at Harvard Medical School are as satisfying as I would want them to be". Respondents self-identifying as "Hispanic or Latina/o/x" reported 53.6% agreement, "Black or African American" 58% agreement, and "Middle Eastern" 50% agreement.
- Faculty with a "Chronic mental condition" or "Multiple" conditions reported 55% and 52% agreement, respectively, for the question, "My relationships at Harvard Medical School are as satisfying as I would want them to be." They also reported a 50% and 52%, agreement respectively, for the question, "I receive meaningful recognition for doing good work at Harvard Medical School."
- Open-ended questioning gathered 956 comments from HMS-affiliate faculty and 210 from HMS-affiliate trainees. Computational topic modeling of faculty and trainees responses identified the following areas of focus:

#### **Faculty**

- Institutional: focused on institutional policies and processes;
- Experiential: focused on how faculty perceive their experiences within the HMS environment;
- Practice: focused on actions by and interactions among faculty, administrators, and administration;
- Expression: focused on channels of communication and expression of diverse viewpoints and perspectives.

#### **Trainees**

- Program: focused on experiences faced during the course of training;
- Mentorship: focused on the relationship between trainees and faculty;
- Leadership: focused on trainee perception of belonging in relation to leadership.

# LEADERSHIP RESPONSE

10 questions. 3 minutes. Your voice.

As Harvard Medical School leadership strives toward the goal of inclusive excellence, what we have learned from the Pulse Wave2 Survey will point us toward action. By leveraging our existing resources, HMS will work to make members of our community feel more included. For example, we will work to:

- Establish current survey results as a baseline. Conduct future surveys to monitor changes in perceptions of inclusion and belonging among HMS-affiliated faculty and trainees.
- Create focus groups to discuss results of survey, confirm findings, and identify opportunities for improvement.
- Review survey results with HMS-affiliated institutions and co-identify and co-develop policies, programs and practices that address inclusion and belonging.
- Leverage current HMS Office for Diversity Inclusion and Community Partnership (DICP) efforts and initiatives to respond to survey findings.
- Engage existing HMS Better Together DEI committees, including the Diversity and Inclusion Committee, Diversity Council, and the Quad Diversity Committee in the review of findings and recommendations for action.
- Intentionally include all members (students, trainees, faculty, staff, and administrators) of the HMS community in the cultural change process towards inclusive excellence.



10 questions. 3 minutes. Your voice.

Easy.  
Quick.  
Important

# APPENDIX

## **A1** Appendix

**A2** Methodology

**A4** Survey Instrument

**A7** Respondents by Faculty & Trainee  
Status

**A8** Acknowledgments

**A13** Data Visualizations

**A34** Question 10 Topic Modeling  
Results

**A41** Data Tables

## Survey Instrument & Development

The HMS PulseWave 2 Survey was derived from the Harvard University Pilot Pulse Survey on Inclusion & Belonging. A committee of liaisons from HMS-affiliates provided expertise in survey development, deployment, and analysis. They also identified faculty and staff within their institutions who provided additional insight and guidance. This resulted in a modification of the Harvard University Pilot Pulse Survey making it more specific to the HMS environment. Following pilot and revision, the survey was administered through a secure Qualtrics web link and optimized so that it could be completed successfully on mobile devices, tablets, laptops, and desktop computers. The Qualtrics platform allowed the creation of a unique and anonymous link, with the prevention of duplicate and spam submissions.

The survey had two components. The first consisted of nine questions in declarative statement form that asked for feedback on a seven-point Likert scale, ranging from “strongly disagree” to “strongly agree.” An optional 10th question, sought additional feedback through open-ended unstructured text, which was analyzed using topic modeling algorithms. The ten questions covered five domains:

### *Belongingness at Harvard Medical School*

Q1: I feel like I belong at Harvard Medical School.

### *Social Integration and Acceptance*

Q2: My relationships at Harvard Medical School are as satisfying as I would want them to be.

Q7: I feel comfortable expressing my opinions to others at Harvard Medical School.

### *Growth and Recognition*

Q4: The goals I have for myself are being met at Harvard Medical School.

Q6: I receive meaningful recognition for doing good work at Harvard Medical School.

### *Respect and Trust*

Q3: I feel like I can be my authentic self at Harvard Medical School.

Q8: I believe Harvard Medical School leadership will take appropriate action in response to incidents of harassment and discrimination.

### *Knowledge and Skills*

Q5: I know what constitutes good performance in my role at Harvard Medical School.

Q9: I have the skills to address hostile behavior that I witness.

The second component of the PulseWave 2 survey, an optional demographic section, consisted of ten questions that captured data on identity, such as gender, race/ethnicity, sexual orientation, and religion.

## Target Population

The HMS PulseWave 2 Survey focused on research and clinical faculty and trainees employed at HMS-affiliated hospitals and research institutions. Affiliate institutions were tasked with determining the most efficient, effective, and appropriate way to disseminate the survey to their faculty and trainees.

## Implementation

The implementation was multi-phased and took into consideration each affiliate's unique processes, procedures, and internal policies for survey administration and distribution. This required working closely with the PulseWave 2 survey liaison, information technology (IT) department, communications department, and other personnel. The survey was promoted through newsletters, email blasts, posters, meeting announcements, formal invitations, and other channels.

With more than 10,000 faculty and 8,000 trainees invited to participate, it was "live" at each institution for approximately three weeks and launch dates were staggered to allow flexibility. Of note, the PulseWave 2 survey rollout coincided with the Spring 2020 surge in COVID 19 cases in Massachusetts. This required timelines to be adjusted to meet institutional conditions.

## Analysis and Confidentiality

Analysis took the following items into consideration:

- Respondent names and specific job titles were not asked.
- Survey participants were asked to omit identifying information in open-text responses. Survey identifiers were removed during the data storage process.
- For both faculty and trainees, items with less than 30 respondents are not displayed.
- Reporting reflects the combined responses across HMS-affiliates, rather than by individual institution.
- The HMS DICP has sole access to the survey raw data.

## Harvard Medical School - Pulse Wave 2 Survey (2020)

For the following statements, please rate how strongly you agree or disagree.

**1. I feel like I belong at Harvard Medical School.**

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

**2. My relationships at Harvard Medical School are as satisfying as I would want them to be.**

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

**3. I feel like I can be my authentic self at Harvard Medical School.**

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

**4. The goals I have for myself are being met at Harvard Medical School.**

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

**5. I know what constitutes good performance in my role at Harvard Medical School.**

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

**6. I receive meaningful recognition for doing good work at Harvard Medical School.**

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

**7. I feel comfortable expressing my opinions to others at Harvard Medical School.**

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

**8. I believe Harvard Medical School leadership will take appropriate action in response to incidents of harassment and discrimination.**

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

**9. I have the skills to address hostile behavior that I witness.**

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

**10. [Optional:] Please suggest one or two concrete actions that you believe would improve the climate for all members of the Harvard Medical School community.**

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**Harvard Medical School Pulse Wave 2 Survey  
Demographic Questionnaire**

**1) What is your current appointment status at Harvard Medical School?**

- Faculty
- Trainee – Clinical (e.g. Intern, Resident, Clinical Fellow)
- Trainee – Research (e.g. Research Fellow)

**2) What is your current gender identity? (check all that apply)**

- Woman
- Man
- Trans Man
- Trans Woman
- Genderqueer, non-binary, non-conforming or gender fluid
- Another identity: [open-ended]
- I prefer not to say
- Unsure

**3) Which of the following best describes you? (check all that apply)**

- American Indian or Alaskan Native
- Asian or Asian American
- Black or African American
- Hispanic or Latina/o/x
- Middle Eastern
- Native Hawaiian or other Pacific Islander
- White
- Other: [open-ended]
- I prefer not to say

**4) Which best describes your sexual orientation?**

- Bisexual
- Gay
- Lesbian
- Heterosexual
- Pansexual
- Another orientation: [open-ended]
- I prefer not to say
- Unsure

**5) Which of the following degrees have you completed? (check all that apply)**

- Doctoral degree
- Professional degree (e.g., medical or dental)
- Other: [open-ended]

**6) Do you identify with any of the following? (Mark all that apply)**

- Learning disability
- Attention Deficit/Hyperactivity Disorder
- Autism Spectrum Disorder
- Mobility-related disability (e.g., spinal cord injury, muscular dystrophy, etc.)
- Sensory disability (e.g., hard of hearing, low vision, etc.)
- Chronic mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)
- Chronic medical condition (e.g., cystic fibrosis, diabetes, chronic pain, etc.)
- Other disability, functional impairment, or chronic condition
- None of the above

**7) What is the highest level of education completed by any of your parents or guardians?**

- Elementary school
- Middle school
- High school / Equivalency or GED
- Technical or Trade School Certificate
- Associates Degree / Some college
- Bachelor's degree
- Master's degree
- Doctoral degree
- Professional degree (e.g., medical or legal degree)
- I prefer not to say

**8) When it comes to politics, where would you place yourself on this scale?**

- 1 - Very conservative
- 2 - Conservative
- 3 - Slightly conservative
- 4 - Moderate, middle of the road
- 5 - Slightly liberal
- 6 - Liberal
- 7 - Very liberal
- Other: [open-ended]
- I prefer not to say

**9) Which best describes your religious preference? (check all that apply)**

- Buddhist
- Hindu
- Jewish
- Mormon
- Muslim
- Protestant
- Roman Catholic
- Another preference: [open-ended]
- No religion
- I prefer not to say

**10) How often do you attend religious services?**

- Never
- Once or twice a year
- Several times a year
- 1-3 times a month
- Once a week
- Several times a week
- I prefer not to say

## Respondents by Faculty & Trainee Status

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Category	N	Surveys Completed	Response Rate
Faculty <sup>1</sup>	10,265	3,340	32.5%
Trainee <sup>2</sup>	8,017	1,085	13.5%
No Answer <sup>3</sup>	-	133	-
<b>Total</b>	<b>18,282</b>	<b>4,558</b>	<b>24.9%</b>

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Note:

<sup>1</sup> Includes affiliate clinical and research faculty at the rank of Instructor, Assistant, Associate, and Full Professor

<sup>2</sup> Includes affiliate clinical and research trainees

<sup>3</sup> Includes respondents that did not identify their HMS affiliate role

# ACKNOWLEDGEMENTS

The inaugural HMS PulseWave 2 Survey was made possible with the support and guidance of HMS-affiliate institutional leaders, liaison committee members, faculty and staff contributors. We thank each for their commitment to diversity and inclusion, for the offering of their expertise and time

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### **Jeanette Clough**

CEO and President, Mount Auburn Hospital

### **John Fernandez**

President, Massachusetts Eye and Ear

### **Laurie Glimcher, MD**

President and CEO, Dana-Farber Cancer Institute  
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### **Peter Healy**

President, Beth Israel Deaconess Medical Center

### **Roberta Herman, MD**

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<sup>2</sup> All positions and titles were current as of the survey development process in 2020.



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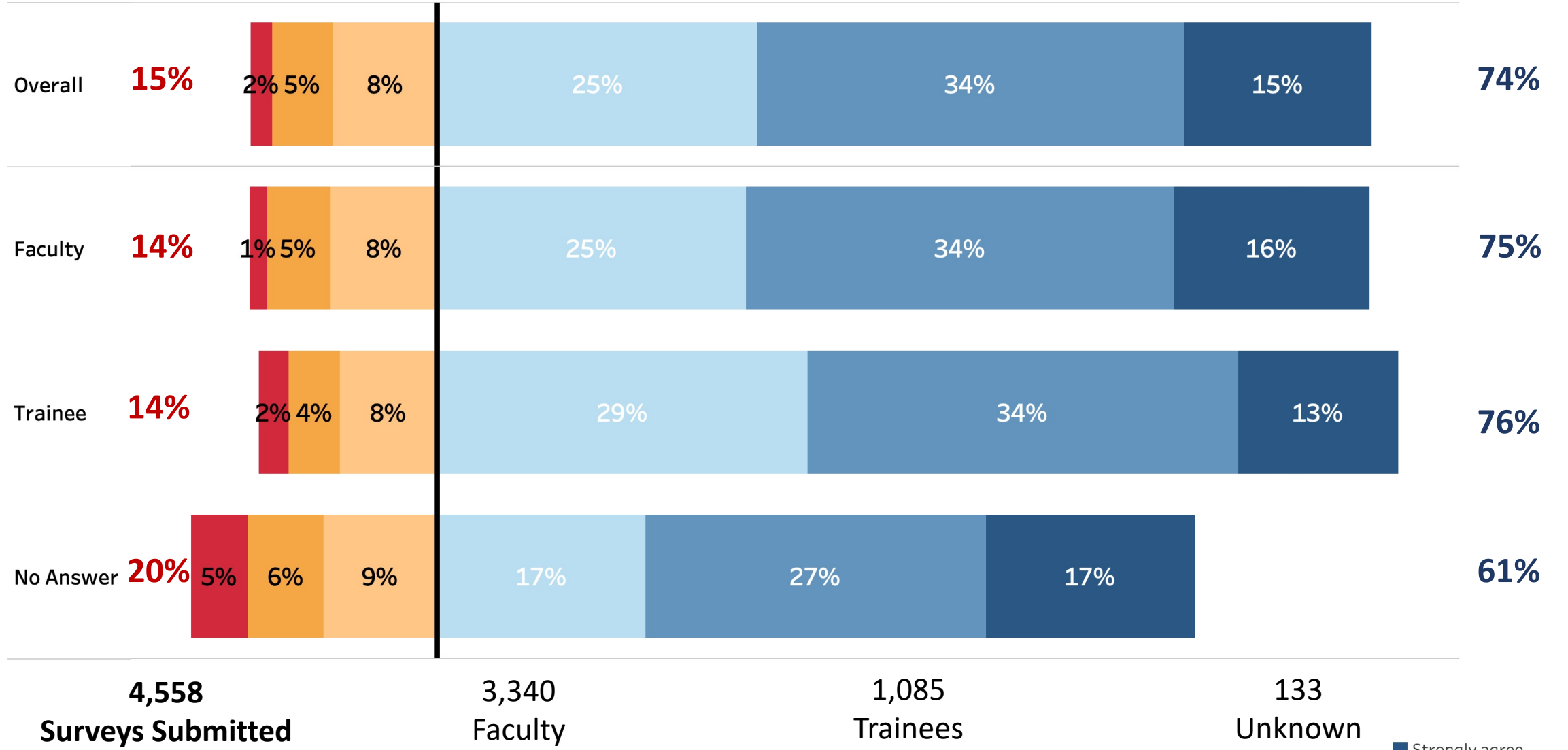
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<sup>5</sup> All positions and titles were current as of the survey development process in 2020.

# Combined Faculty & Trainee Response, Question 1

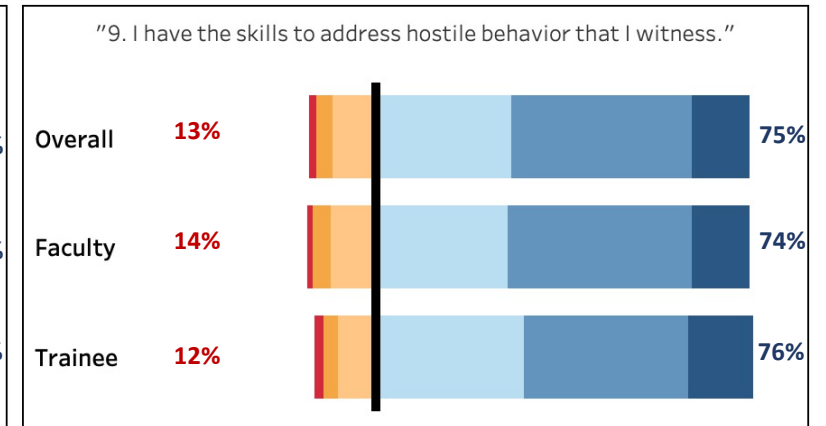
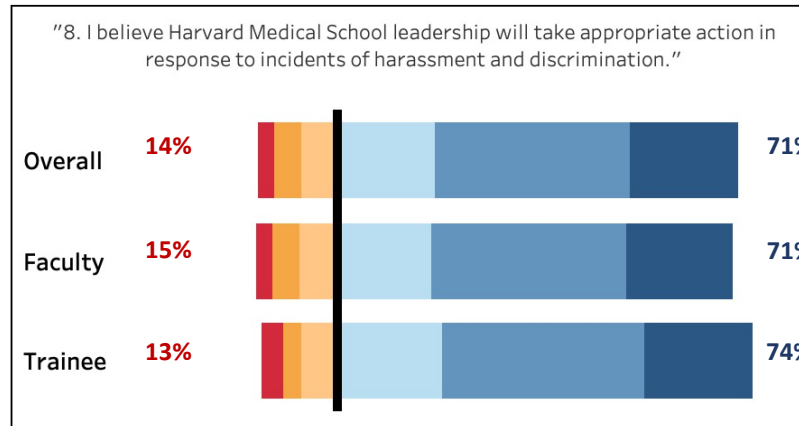
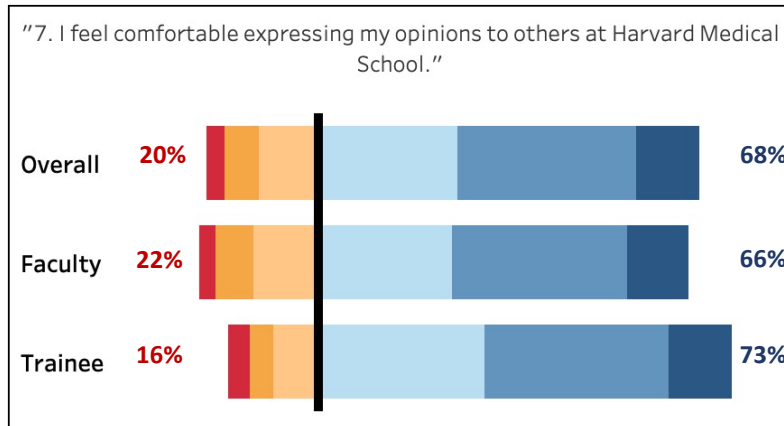
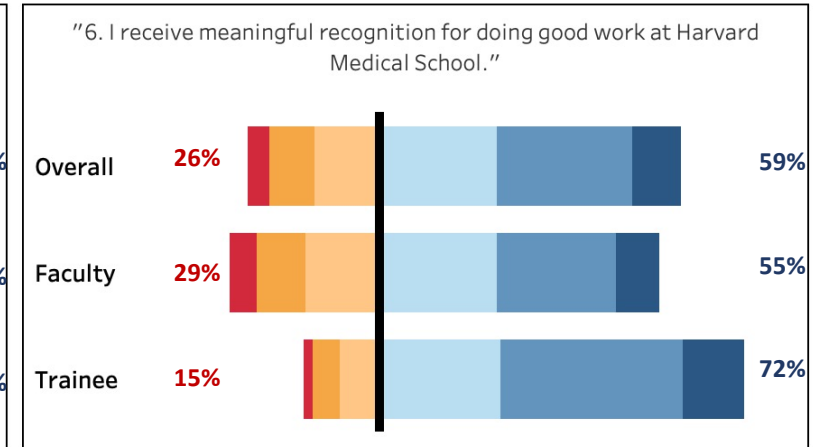
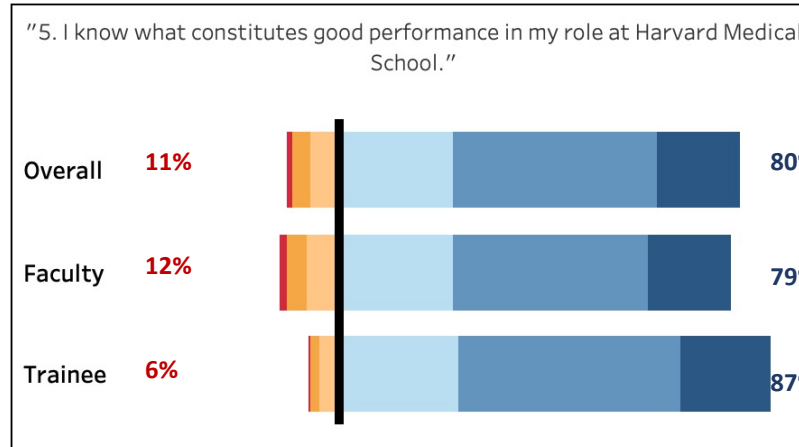
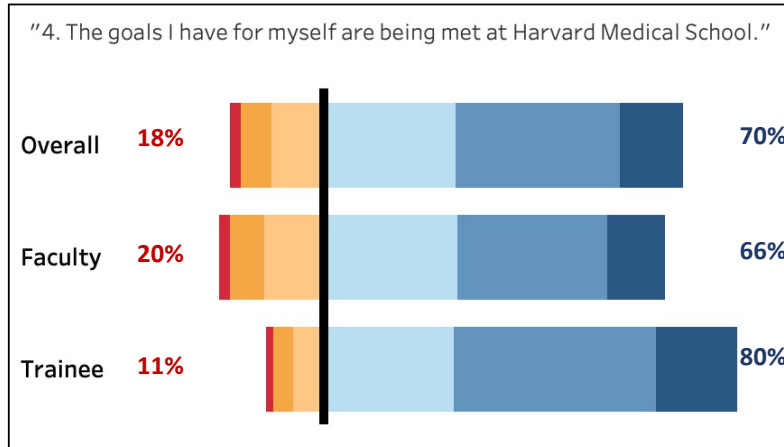
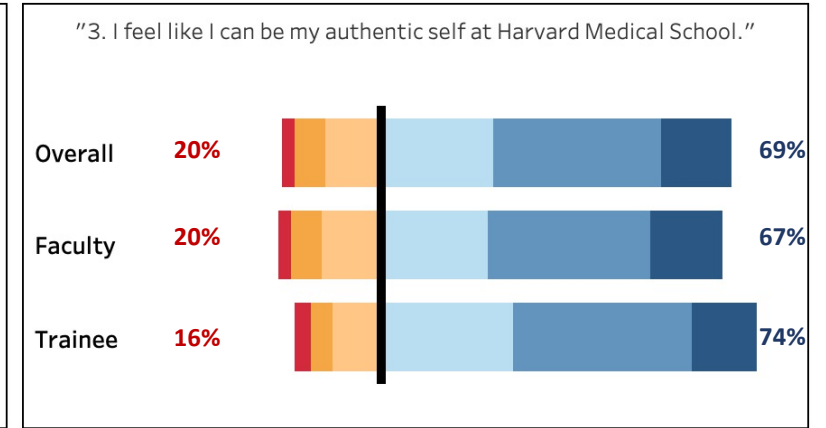
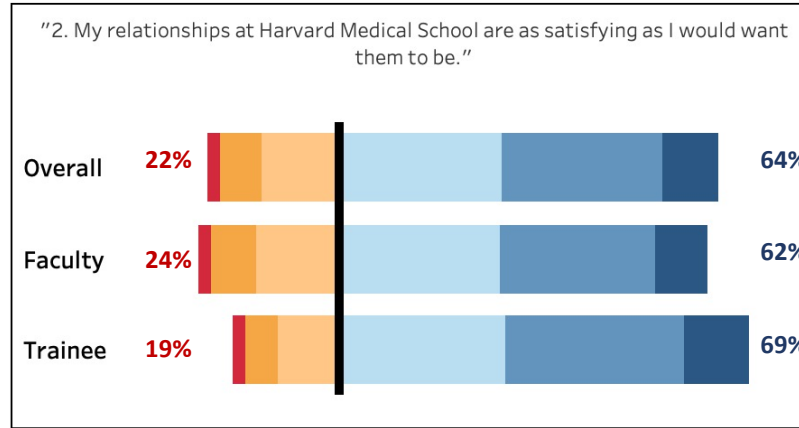
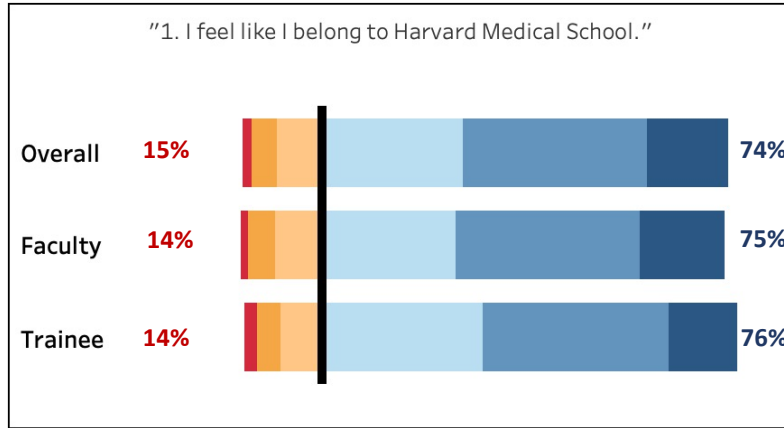
## “I feel like I belong at Harvard Medical School”



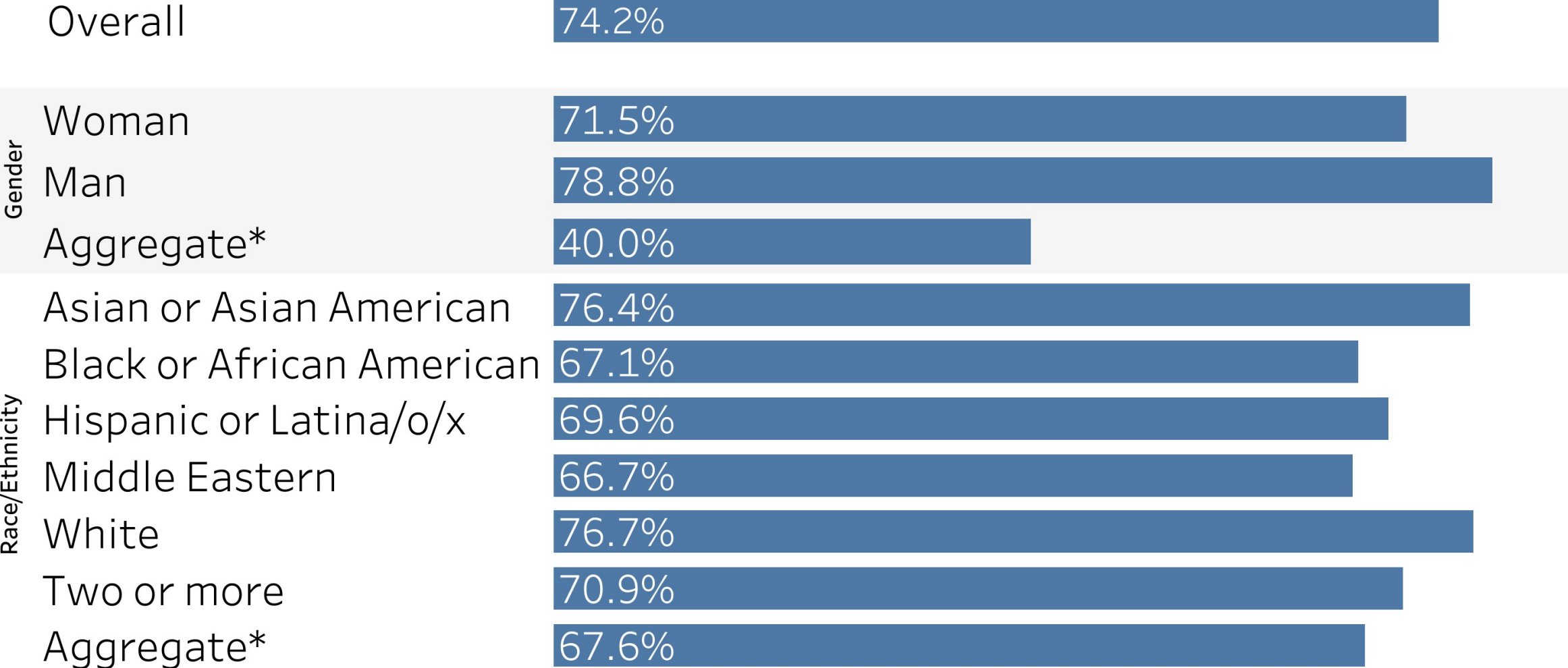
1. Results include aggregation of both faculty, trainees, and those with "unknown" status  
 2. Results omit "neither agree nor disagree"  
 3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions  
 4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions  
 5. "Unknown" refers to respondents who did not self-report role at HMS affiliate institutions  
 6. "% Agree" calculation includes 'Somewhat agree,' 'Agree,' or 'Strongly agree'  
 7. "% Disagree" calculation includes 'Somewhat disagree,' 'Disagree,' or 'Strongly disagree'  
 9. "% Agree" and "% Disagree" do not sum to 100%, as % 'Neither agree nor disagree' has been omitted

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree

# Combined Faculty & Trainee Response, Questions 1-9

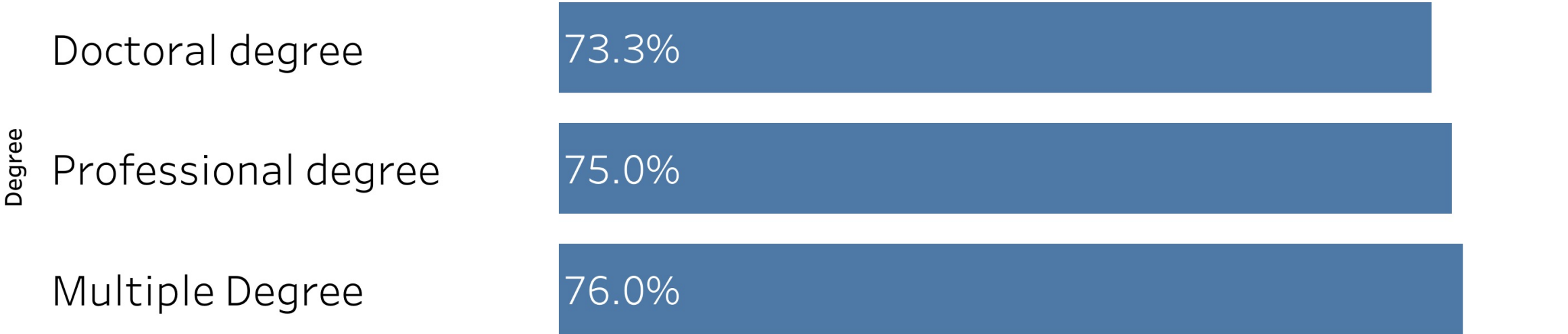
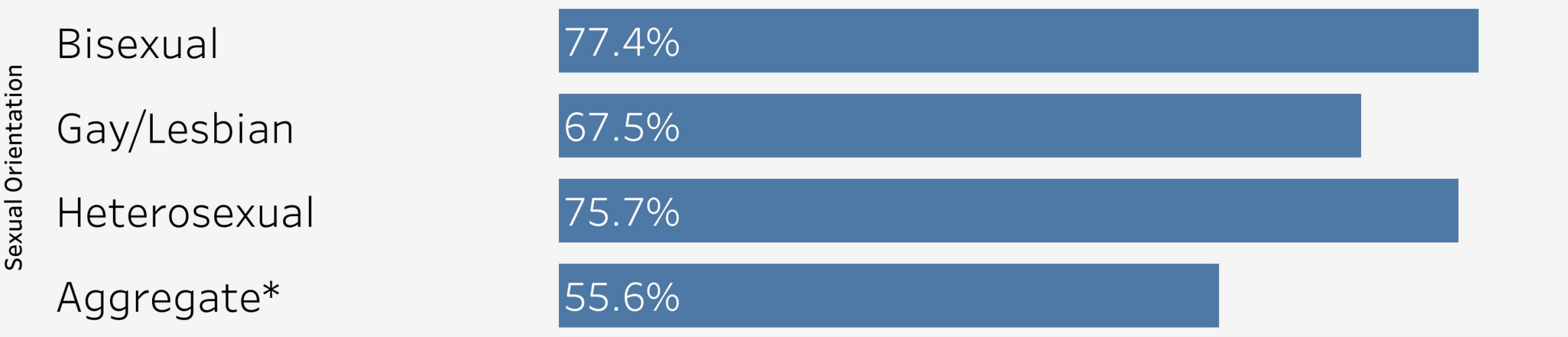


# Combined Faculty & Trainee % Agree by Subgroup: "I feel like I belong at Harvard Medical School"



1. Results omit "neither agree nor disagree" in scale  
 2. Results omit category of "I prefer not to say"  
 3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions.  
 4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions.  
 5. "% Agree" calculation includes "Somewhat agree", "Agree", and "Strongly agree".  
 6. Gender Identity Aggregate includes: "Another Identity", "Unsure", and multiple selections.  
 7. Race Aggregate includes: "American Indian or Alaskan Native", "Native Hawaiian or Other Pacific Islander", and "Other".

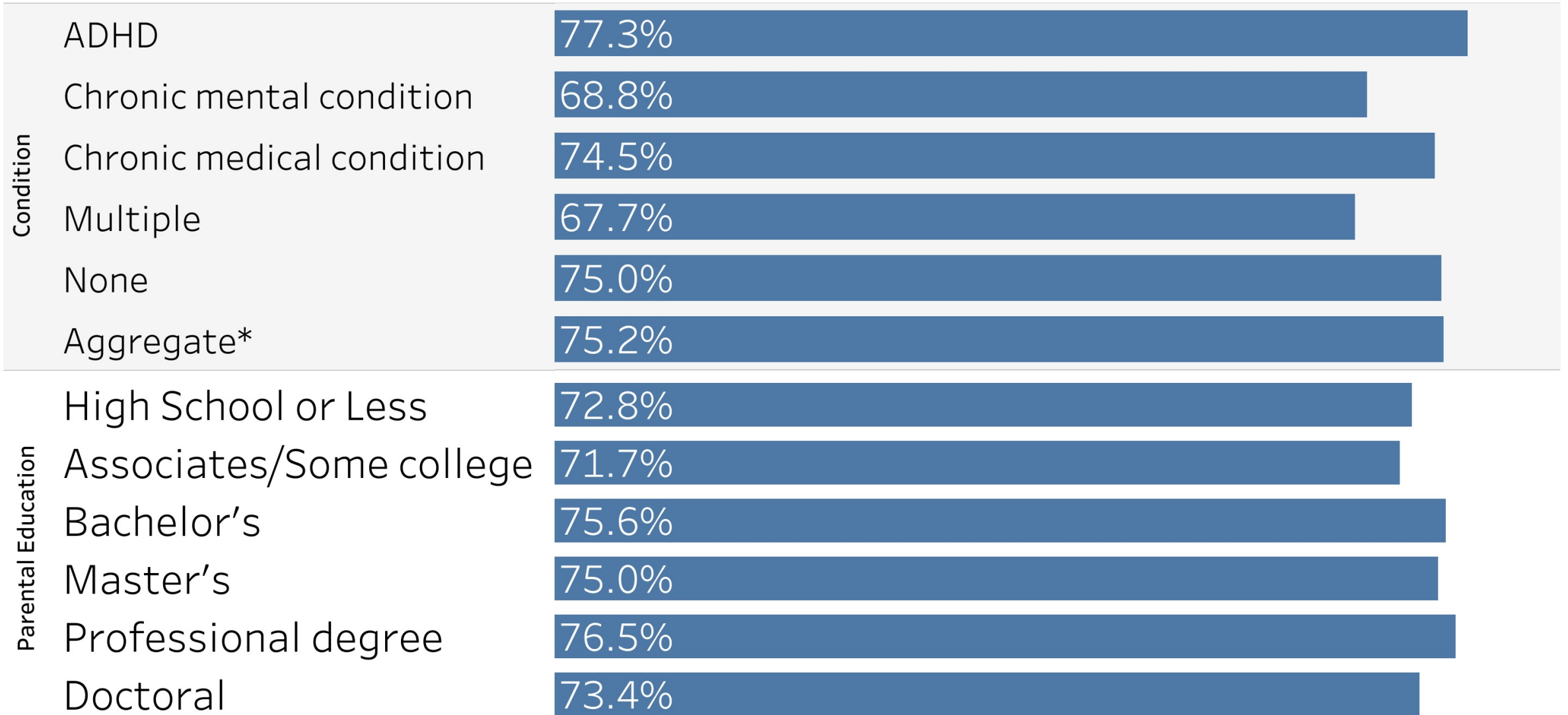
# Combined Faculty & Trainee % Agree by Subgroup: "I feel like I belong at Harvard Medical School"



1. Results omit "neither agree nor disagree" in scale.  
 2. Results omit category of "I prefer not to say" and "Other".  
 3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions.  
 4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions.  
 5. "% Agree" calculation includes "Somewhat agree", "Agree", and "Strongly agree".  
 6. Sexual Orientation Aggregate includes: "Another identity", "Unsure", and multiple selections.  
 7. Degree Aggregate includes: "Other" and "No Answer".

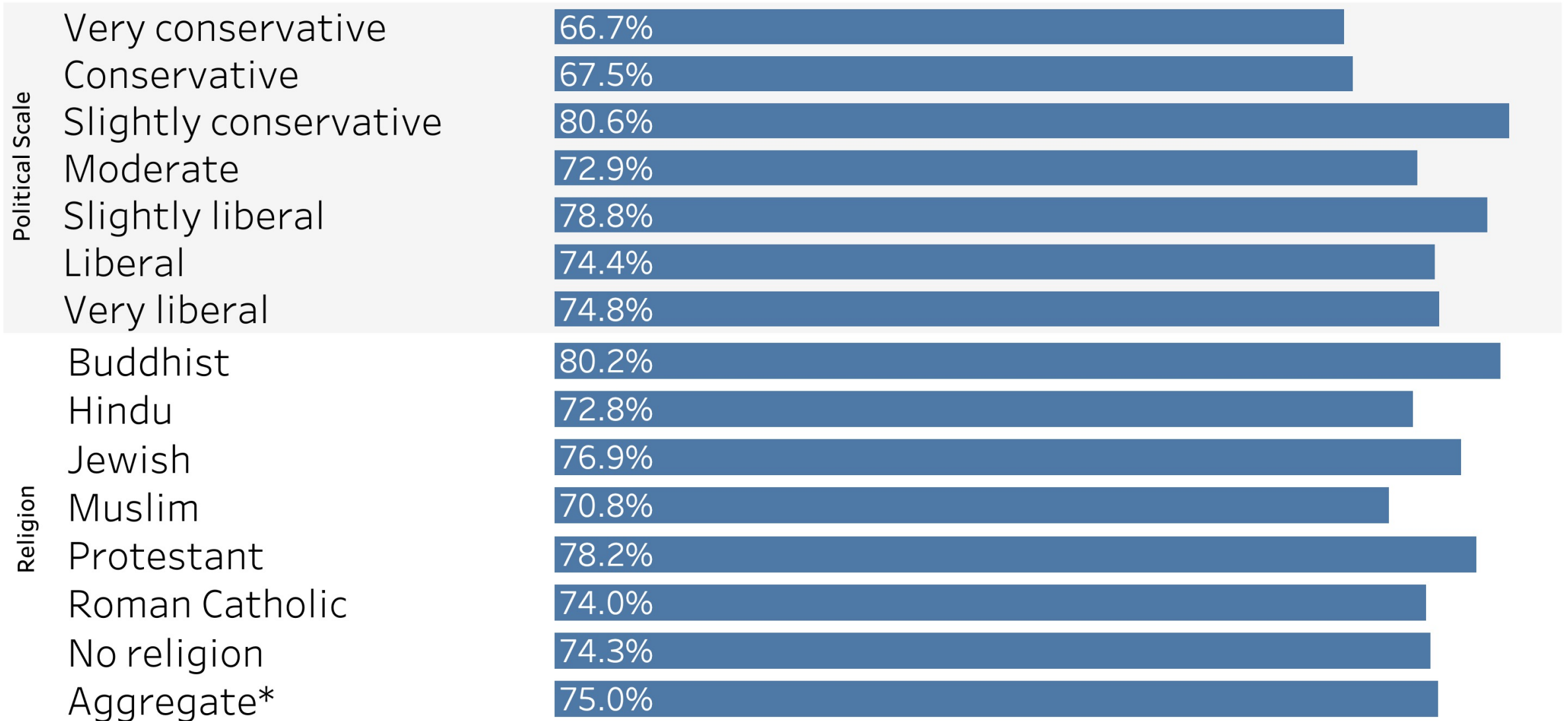


# Combined Faculty & Trainee % Agree by Subgroup: "I feel like I belong at Harvard Medical School"



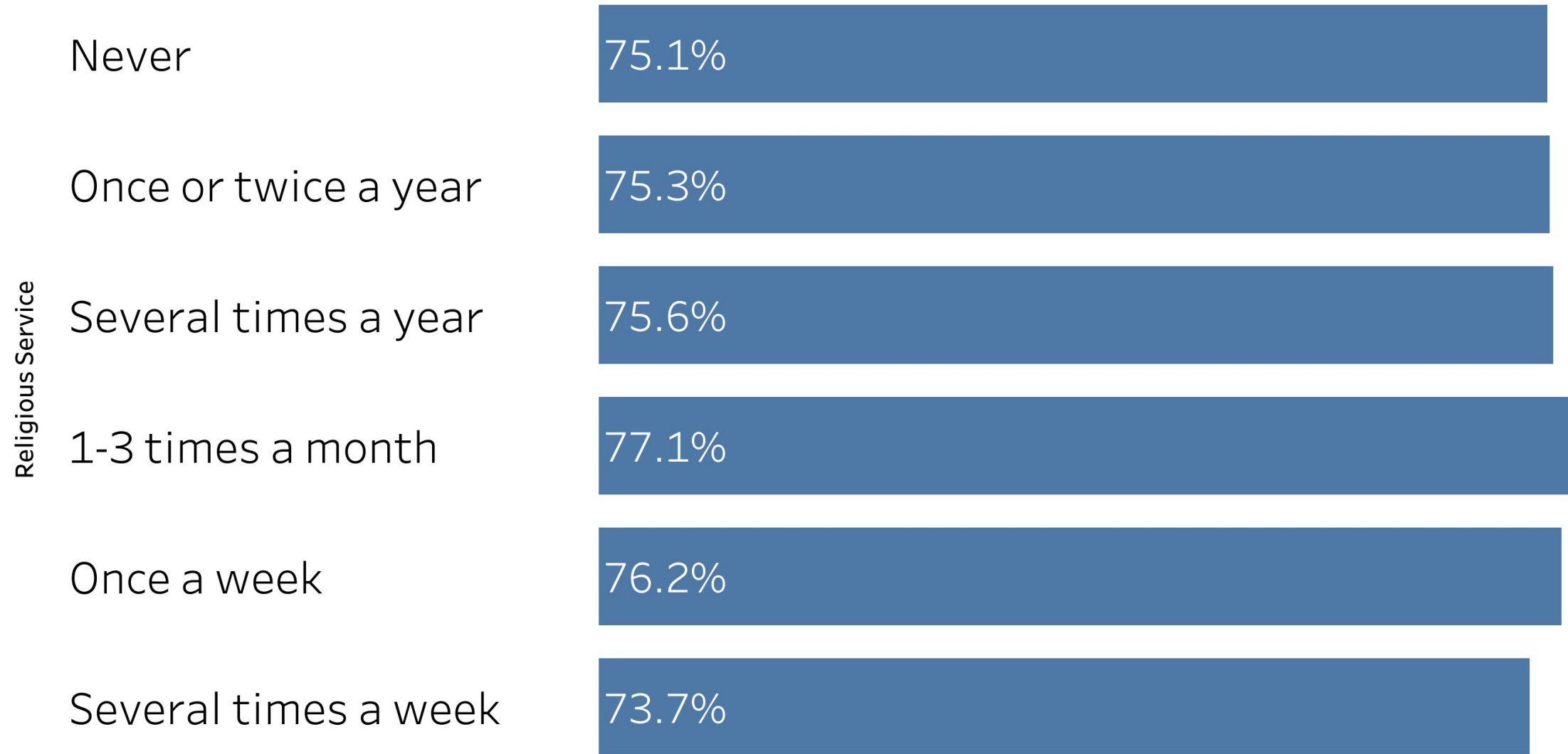
1. Results omit "neither agree nor disagree" in scale.  
 2. Results omit category of "I prefer not to say".  
 3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions.  
 4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions.  
 5. "% Agree" calculation includes "Somewhat agree", "Agree", and "Strongly agree".  
 6. Disability Aggregate includes: "Autism Spectrum Disorder", "Learning Disability", "Mobility-related disability", "Other disability, functional impairment, or chronic condition", and "Sensory disability".

# Combined Faculty & Trainee % Agree by Subgroup: "I feel like I belong at Harvard Medical School"



1. Results omit "neither agree nor disagree" in scale.  
 2. Results omit category of "I prefer not to say", "Another preference", and "Other".  
 3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions.  
 4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions.  
 5. "% Agree" calculation includes "Somewhat agree", "Agree", and "Strongly agree".  
 6. Religious Preference Aggregate includes: "Mormon" and "Multiple".

# Combined Faculty & Trainee % Agree by Subgroup: "I feel like I belong at Harvard Medical School"



1. Results omit "neither agree nor disagree" in scale.

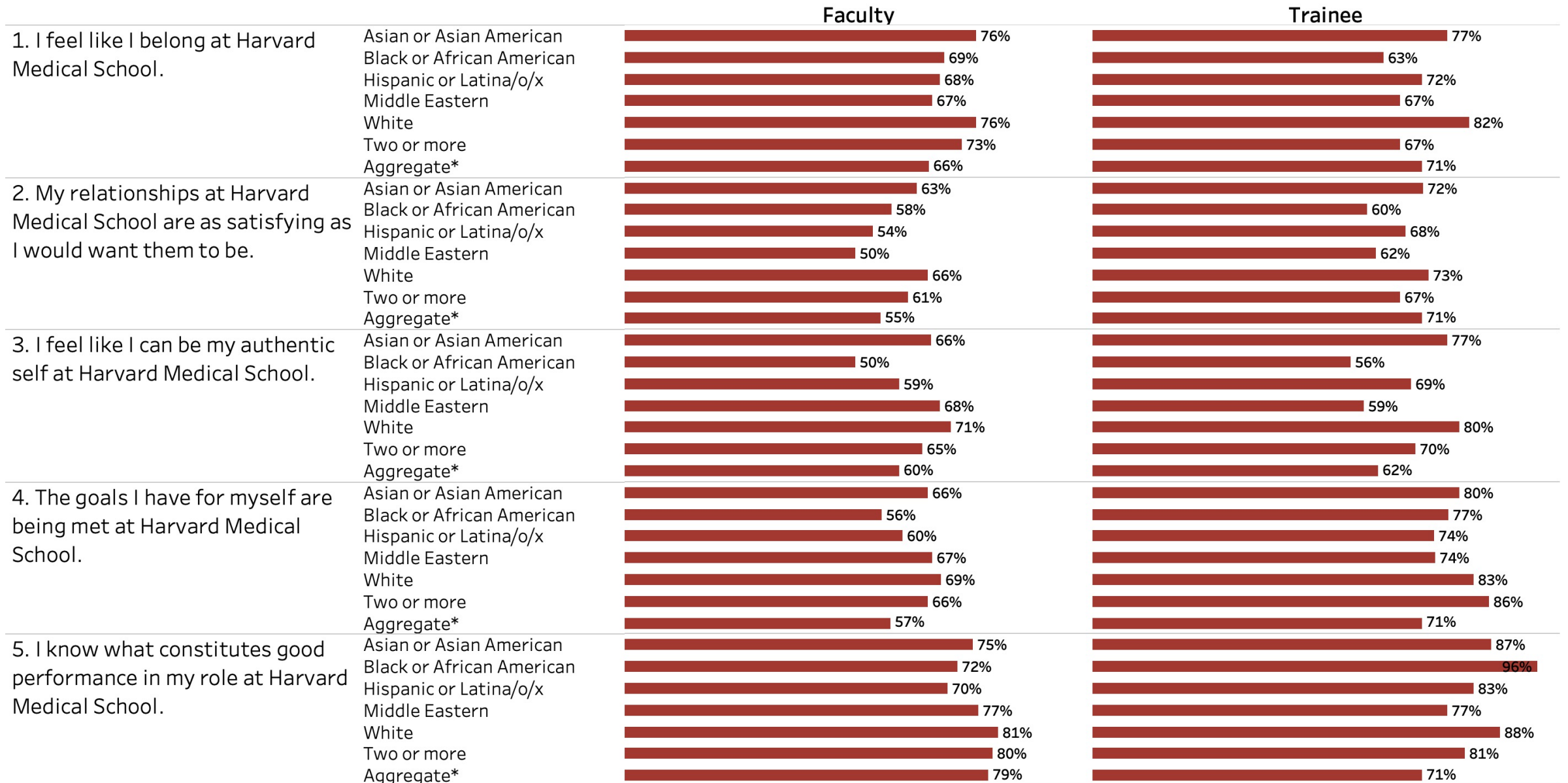
2. Results omit category of "I prefer not to say", "Another preference", and "Other".

3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions.

4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions.

5. "% Agree" calculation includes "Somewhat agree", "Agree", and "Strongly agree".

# Faculty or Trainee % Agree by Race/Ethnicity Q1 - Q5



1. Results omit "neither agree nor disagree" in scale

2. Results omit category of "I prefer not to say"

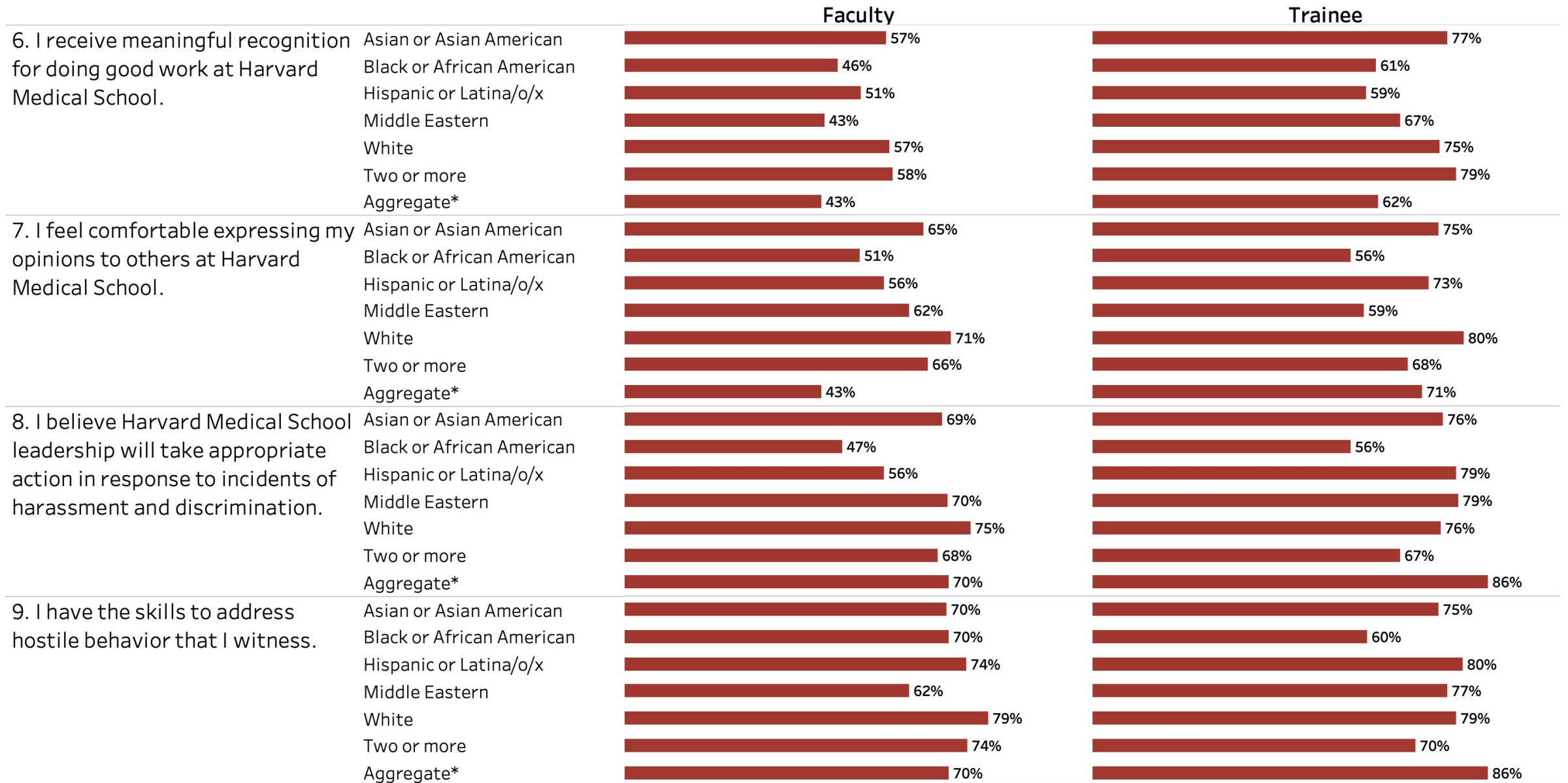
3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions

4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions

5. "% Agree" calculation includes 'Somewhat agree,' 'Agree,' or 'Strongly agree'

6. Race Aggregate includes: "American Indian or Alaskan Native", "Native Hawaiian or Other Pacific Islander", and "Other".

# Faculty or Trainee % Agree by Race/Ethnicity Q6 - Q9



1. Results omit "neither agree nor disagree" in scale

2. Results omit category of "I prefer not to say"

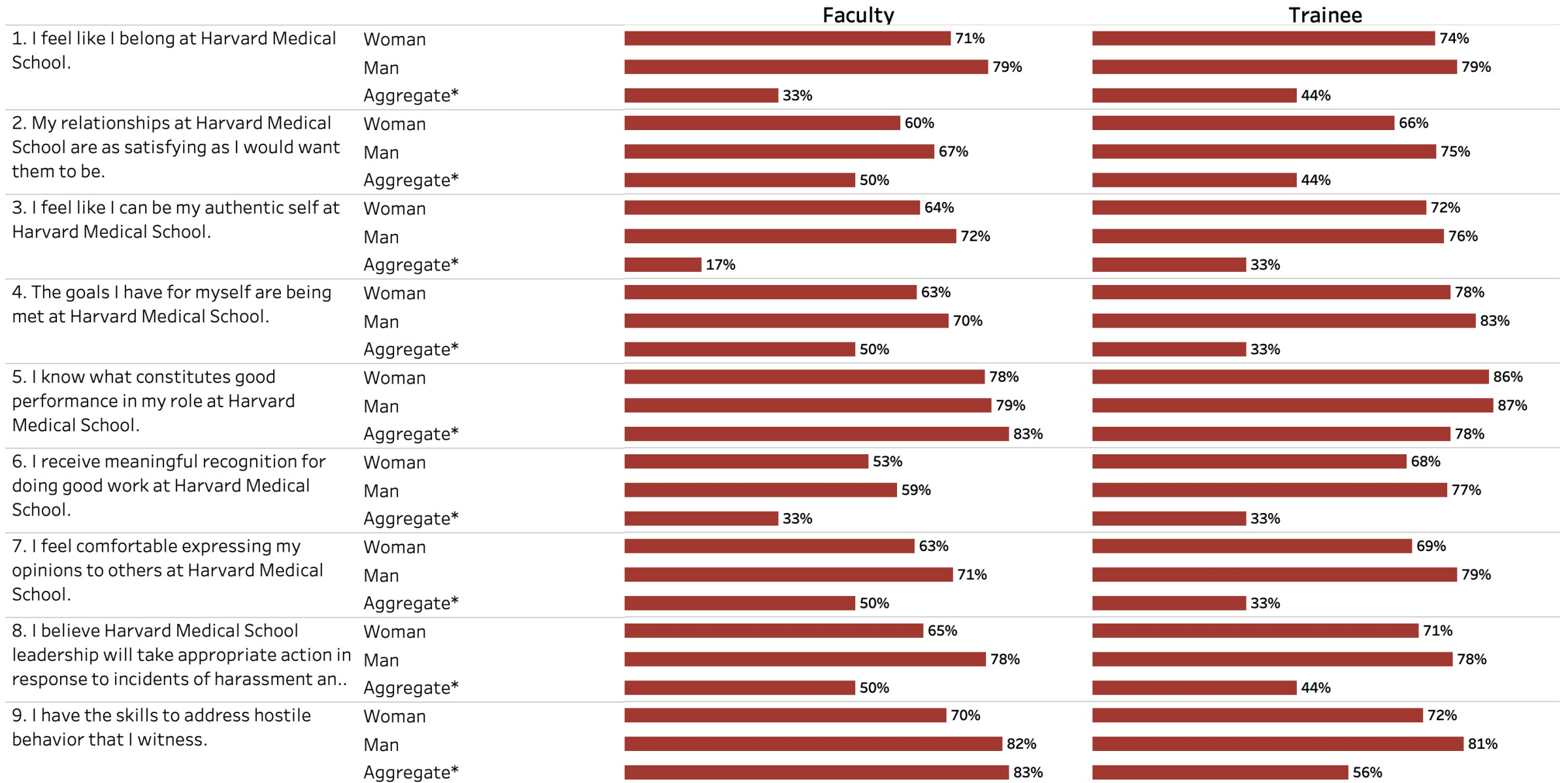
3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions

4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions

5. "% Agree" calculation includes 'Somewhat agree,' 'Agree,' or 'Strongly agree'

6. Race Aggregate includes: "American Indian or Alaskan Native", "Native Hawaiian or Other Pacific Islander", and "Other".

# Faculty or Trainee % Agree by Gender Identity Q1 - Q9



1. Results omit "neither agree nor disagree" in scale

2. Results omit category of "I prefer not to say"

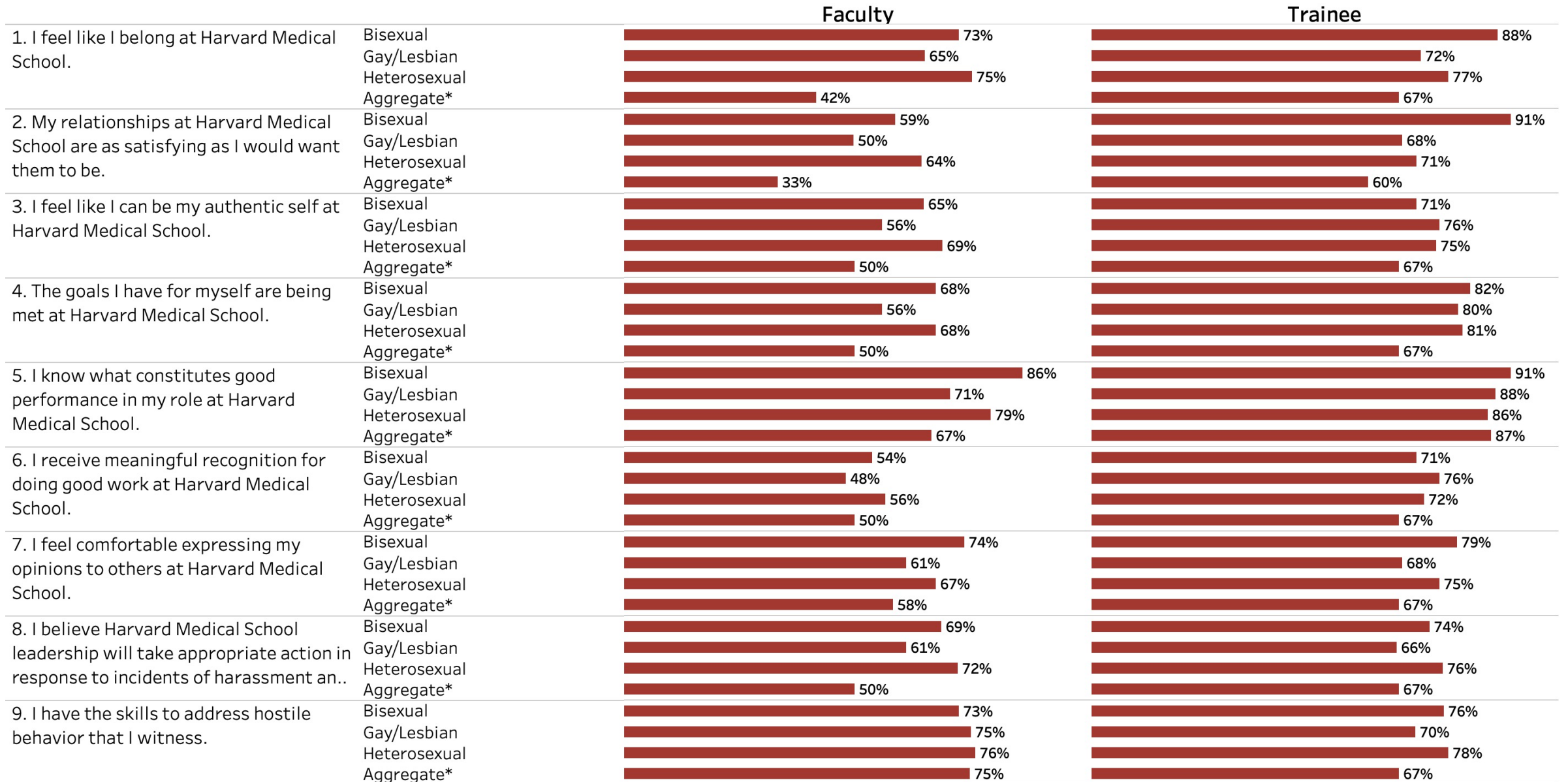
3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions

4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions

5. "% Agree" calculation includes 'Somewhat agree,' 'Agree,' or 'Strongly agree'

6. Gender Identity Aggregate includes: "Another Identity", "Unsure", and multiple selections.

# Faculty or Trainee % Agree by Sexual Orientation Q1 - Q9



1. Results omit "neither agree nor disagree" in scale

2. Results omit category of "I prefer not to say"

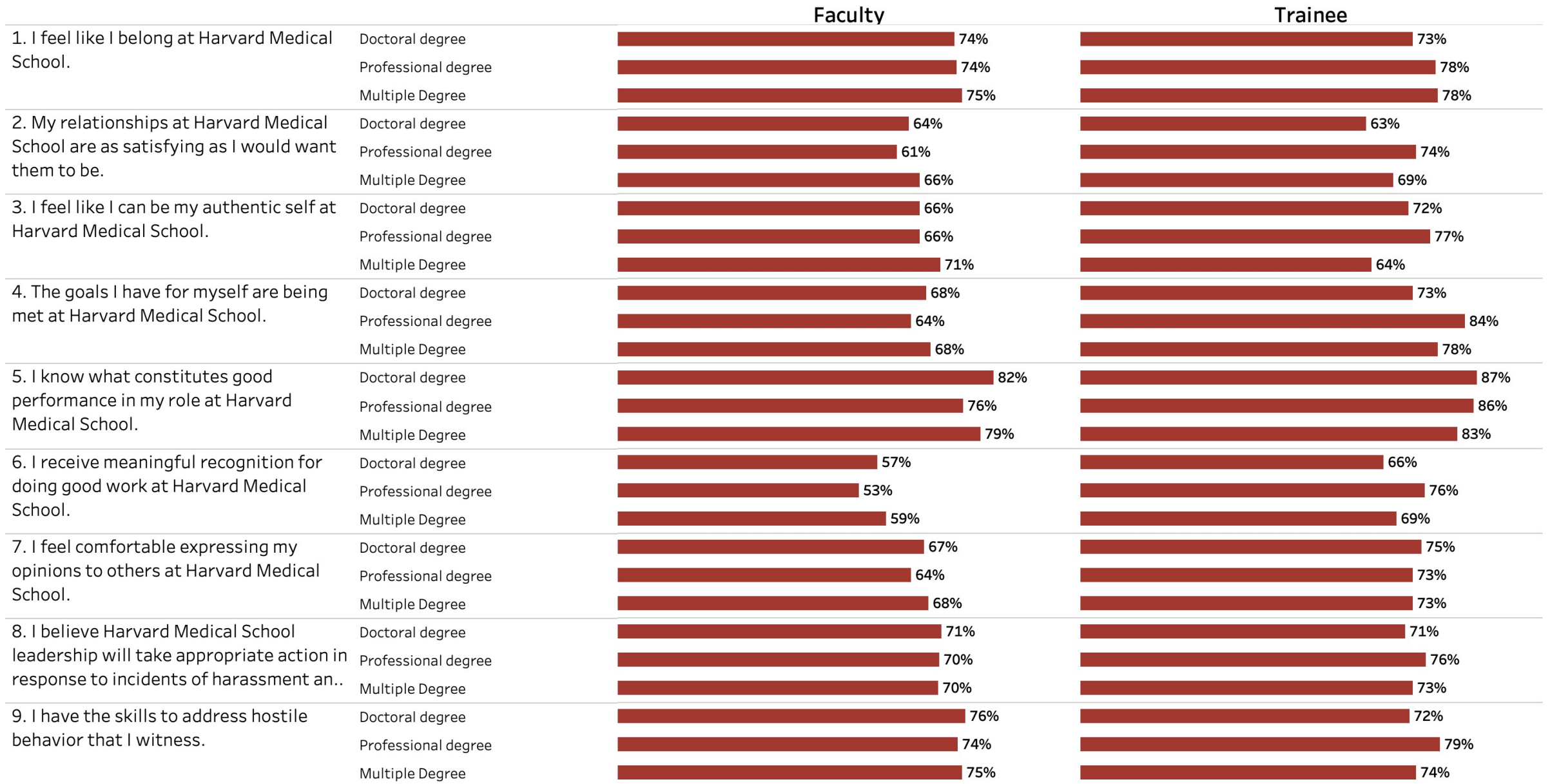
3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions

4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions

5. "% Agree" calculation includes 'Somewhat agree,' 'Agree,' or 'Strongly agree'

6. Sexual Orientation Aggregate includes: "Another identity", "Unsure", and multiple selections.

# Faculty or Trainee % Agree by Education Q1 - Q9



1. Results omit "neither agree nor disagree" in scale

2. Results omit category of "Other"

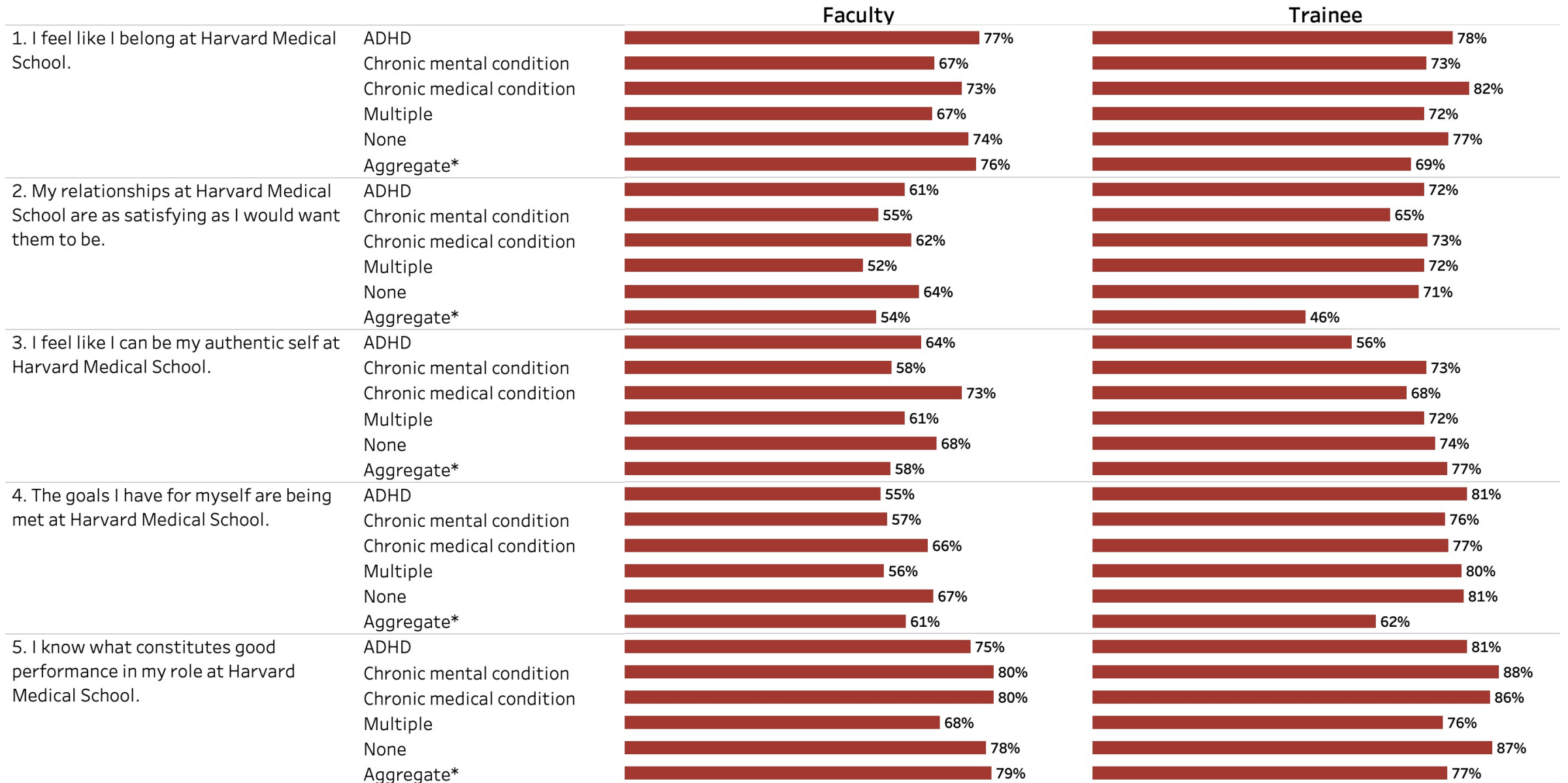
3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions

4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions

5. "% Agree" calculation includes 'Somewhat agree,' 'Agree,' or 'Strongly agree'



# Faculty or Trainee % Agree by Disability Q1 - Q5



1. Results omit "neither agree nor disagree" in scale

2. Results omit category of "I prefer not to say"

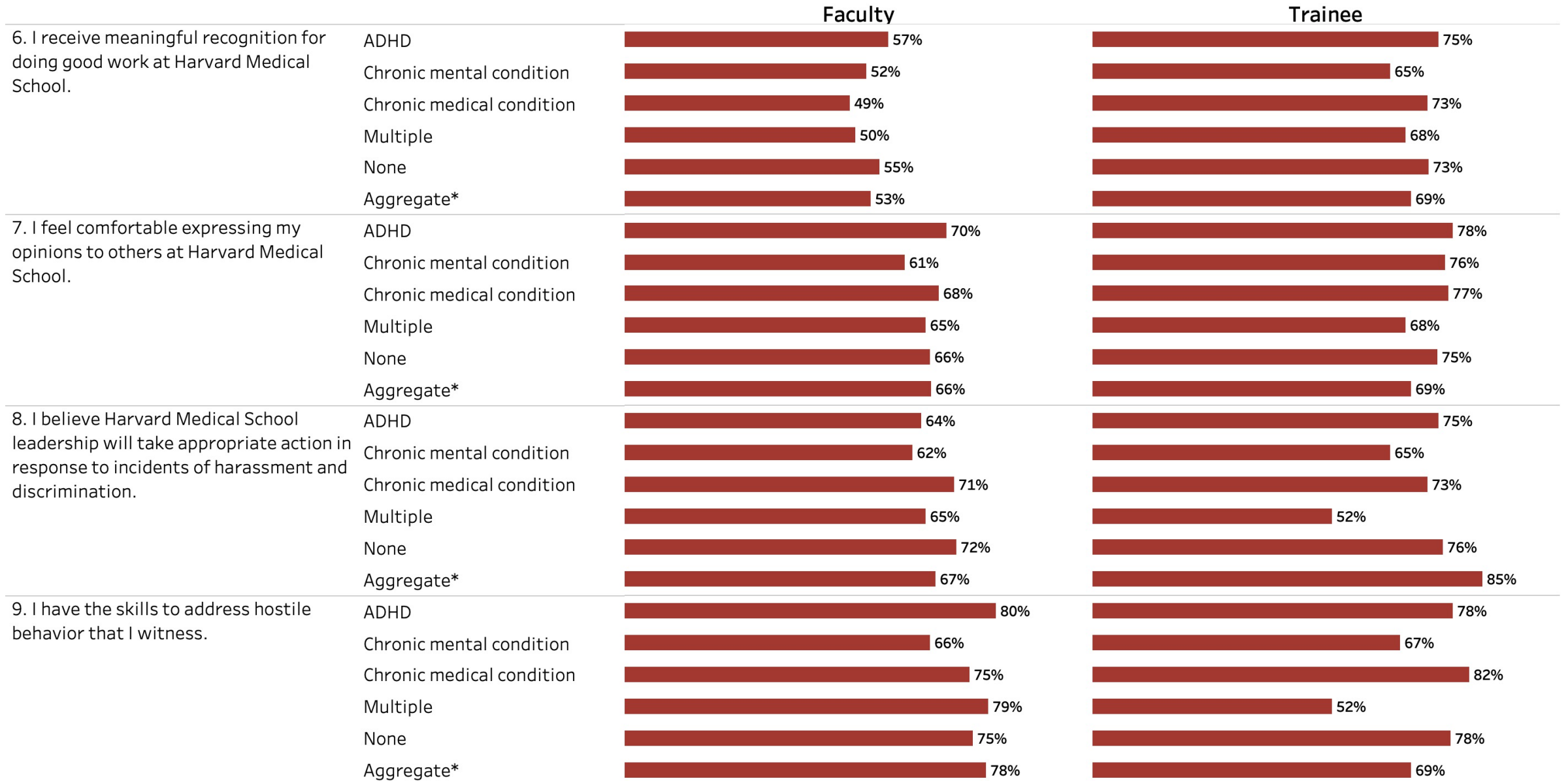
3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions

4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions

5. "% Agree" calculation includes 'Somewhat agree,' 'Agree,' or 'Strongly agree'

6. Disability Aggregate includes: "Autism Spectrum Disorder", "Learning Disability", "Mobility-related disability", "Other disability, functional impairment, or chronic condition", and "Sensory disability".

# Faculty or Trainee % Agree by Disability Q6 - Q9



1. Results omit "neither agree nor disagree" in scale

2. Results omit category of "I prefer not to say"

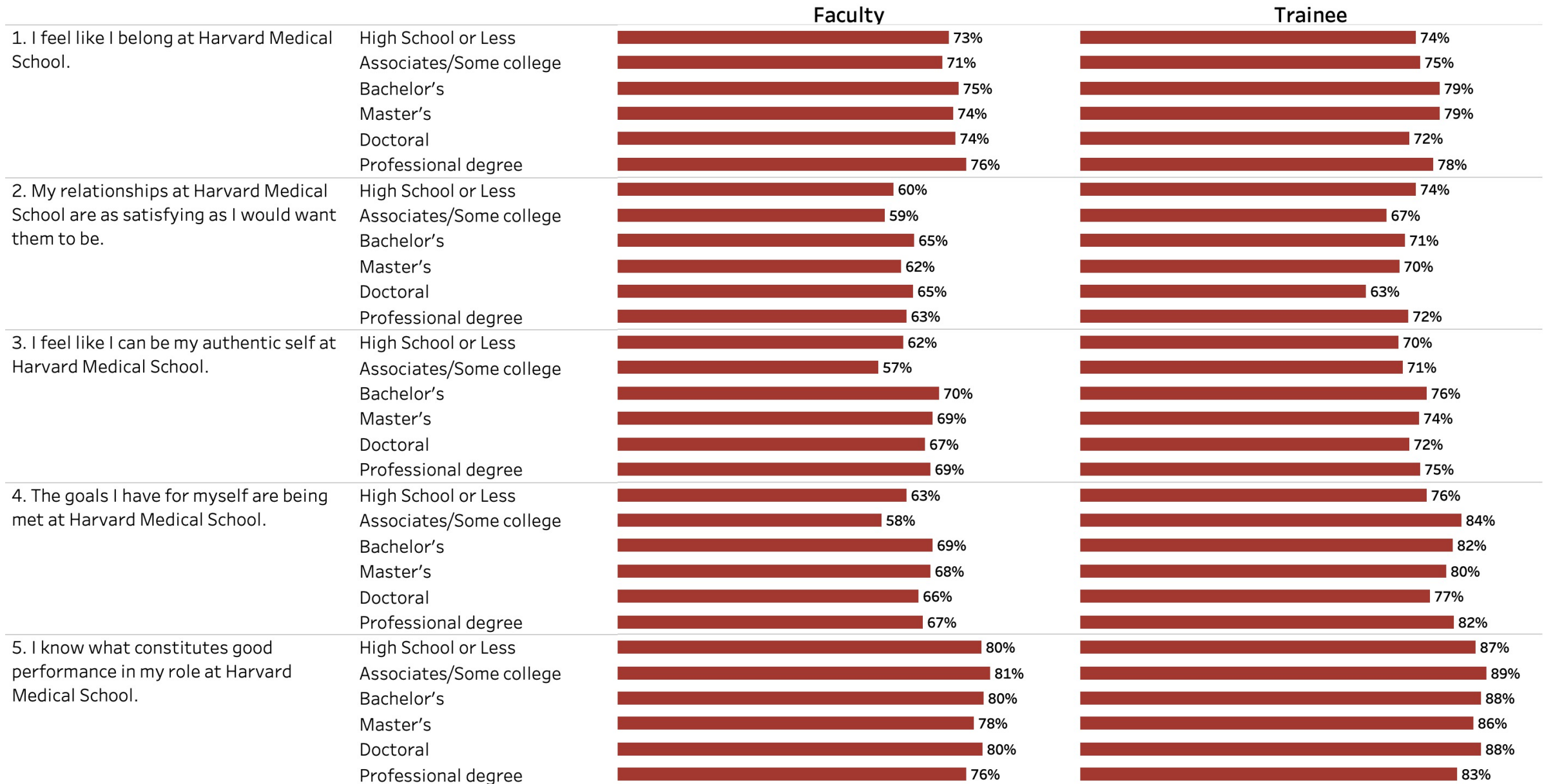
3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions

4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions

5. "% Agree" calculation includes 'Somewhat agree,' 'Agree,' or 'Strongly agree'

6. Disability Aggregate includes: "Autism Spectrum Disorder", "Learning Disability", "Mobility-related disability", "Other disability, functional impairment, or chronic condition", and "Sensory disability".

# Faculty or Trainee % Agree by Parent Education Q1 - Q5



1. Results omit "neither agree nor disagree" in scale

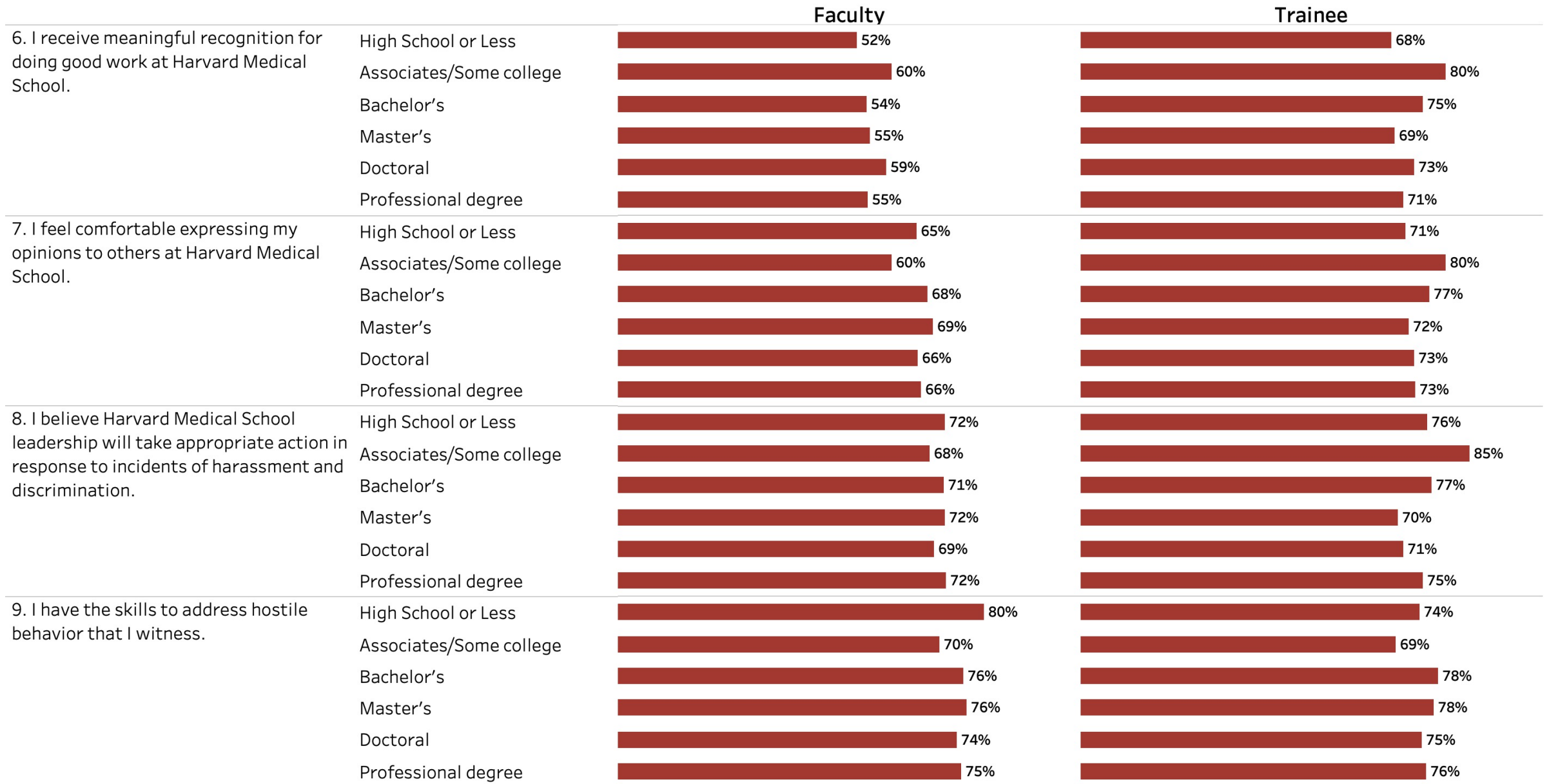
2. Results omit category of "I prefer not to say"

3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions

4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions

5. "% Agree" calculation includes 'Somewhat agree,' 'Agree,' or 'Strongly agree'

# Faculty or Trainee % Agree by Parent Education Q6 - Q9



1. Results omit "neither agree nor disagree" in scale

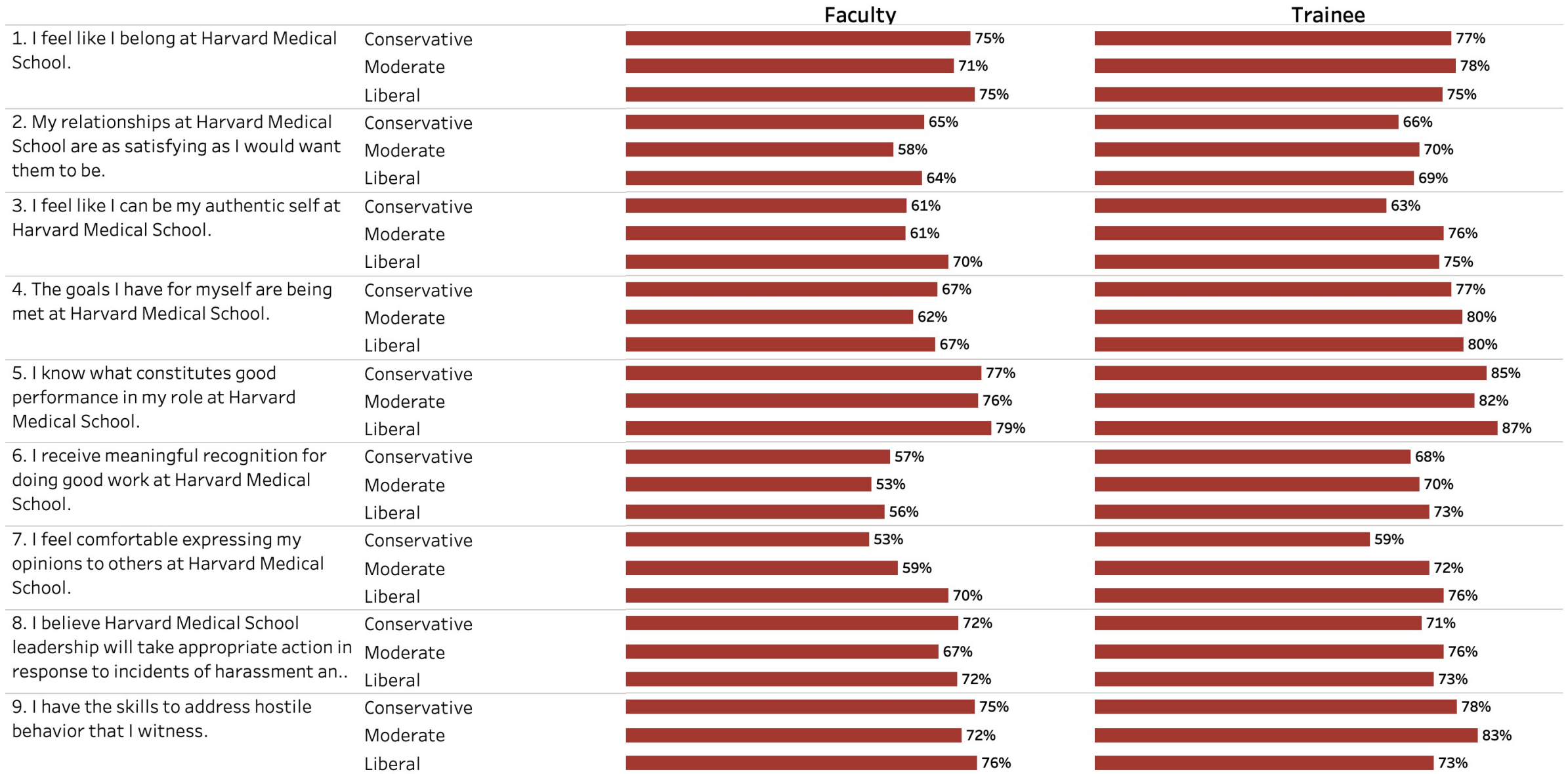
2. Results omit category of "I prefer not to say"

3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions

4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions

5. "% Agree" calculation includes 'Somewhat agree,' 'Agree,' or 'Strongly agree'

# Faculty or Trainee % Agree by Political Scale Q1 - Q9



1. Results omit "neither agree nor disagree" in scale

2. Results omit category of "I prefer not to say" and "Other"

3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions

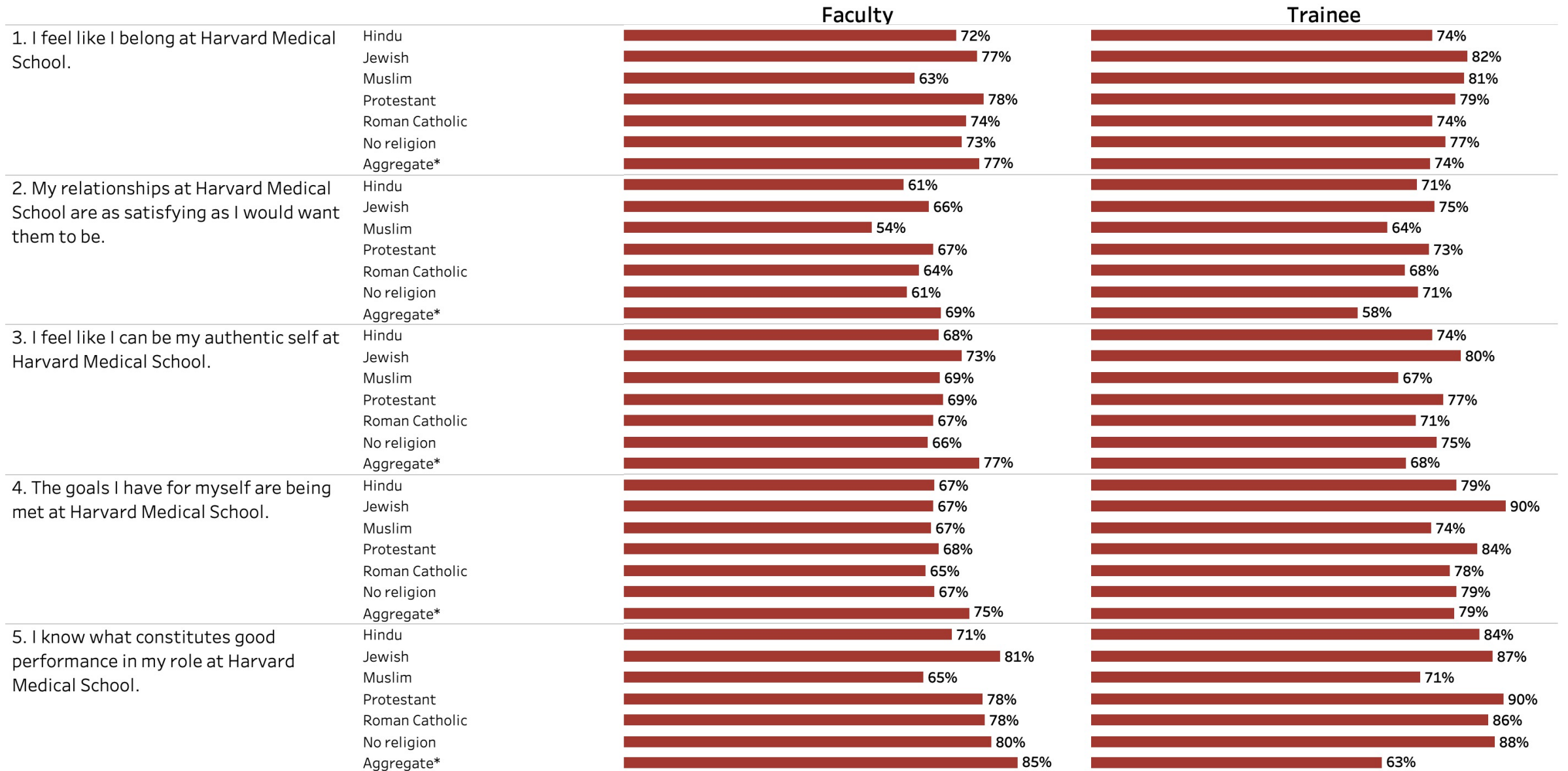
4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions

5. "% Agree" calculation includes "Somewhat agree," "Agree," or "Strongly agree"

6. "Conservative" is an aggregate of all responses ranging from "Slightly Conservative" to "Very Conservative".

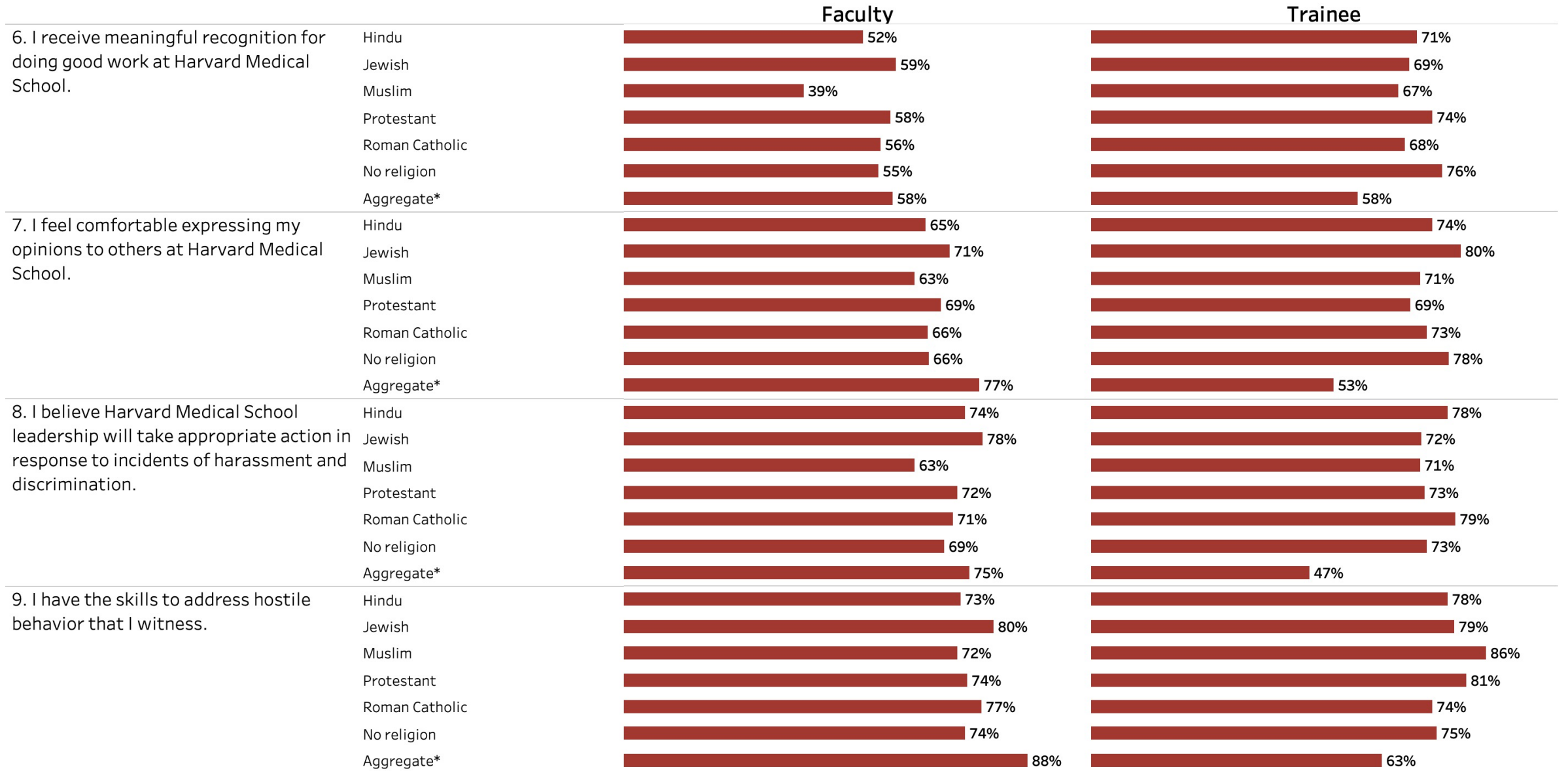
7. "Liberal" is an aggregate of all responses ranging from "Slightly Liberal" to "Very Liberal".

# Faculty or Trainee % Agree by Religious Preference Q1 - Q5



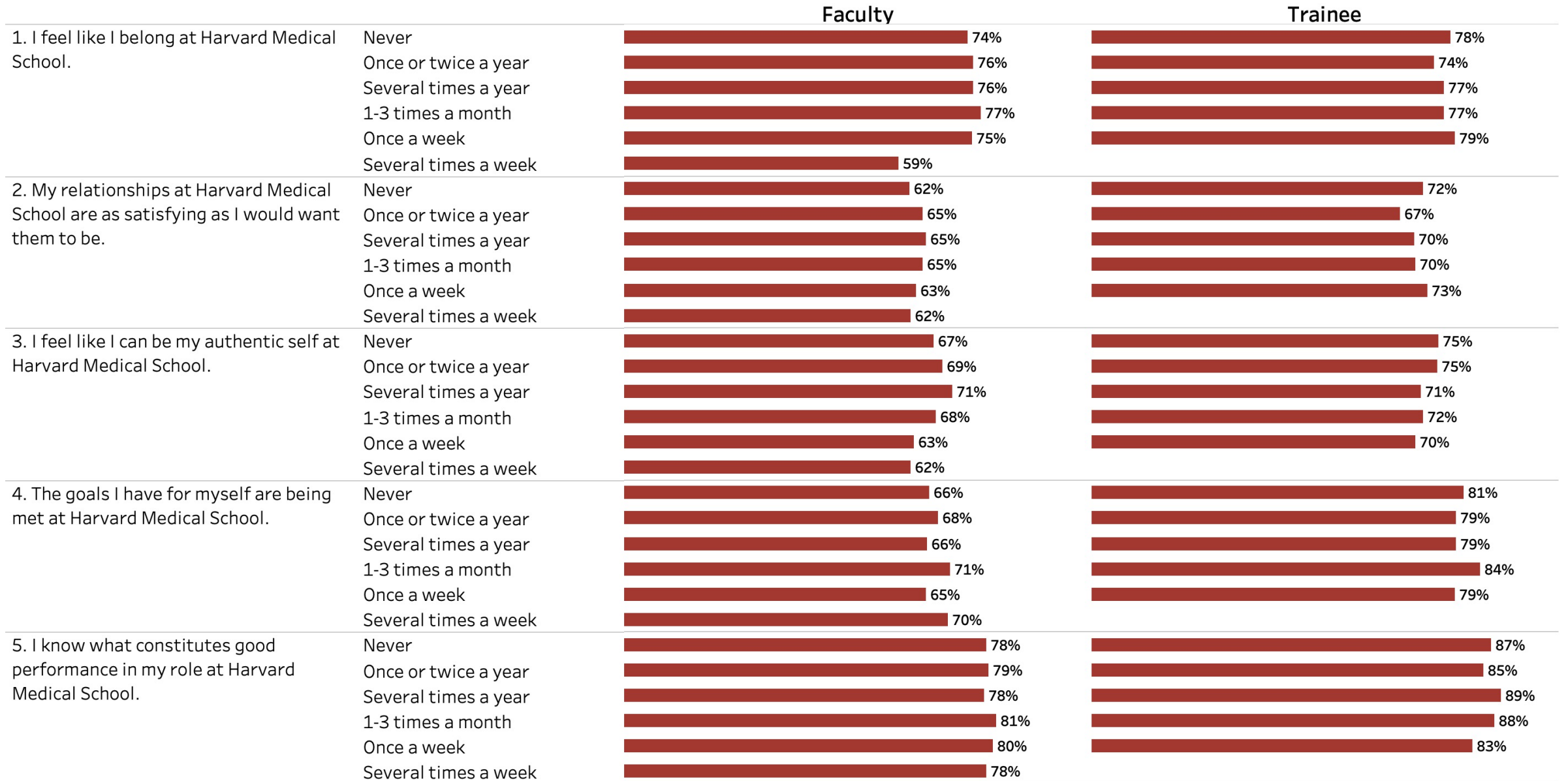
1. Results omit "neither agree nor disagree" in scale  
 2. Results omit category of "I prefer not to say" and "Another preference"  
 3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions  
 4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions  
 5. "% Agree" calculation includes 'Somewhat agree,' 'Agree,' or 'Strongly agree'  
 6. Religious Preference Aggregate includes: "Mormon" and "Multiple"  
 7. "Buddhist" omitted due to being below reporting threshold

# Faculty or Trainee % Agree by Religious Preference Q6 - Q9



1. Results omit "neither agree nor disagree" in scale  
 2. Results omit category of "I prefer not to say" and "Another preference"  
 3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions  
 4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions  
 5. "% Agree" calculation includes "Somewhat agree," "Agree," or "Strongly agree"  
 6. Religious Preference Aggregate includes: "Mormon" and "Multiple"  
 7. "Buddhist" omitted due to being below reporting threshold

# Faculty or Trainee % Agree by Religious Service Q1 - Q5



1. Results omit "neither agree nor disagree" in scale

2. Results omit category of "I prefer not to say"

3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions

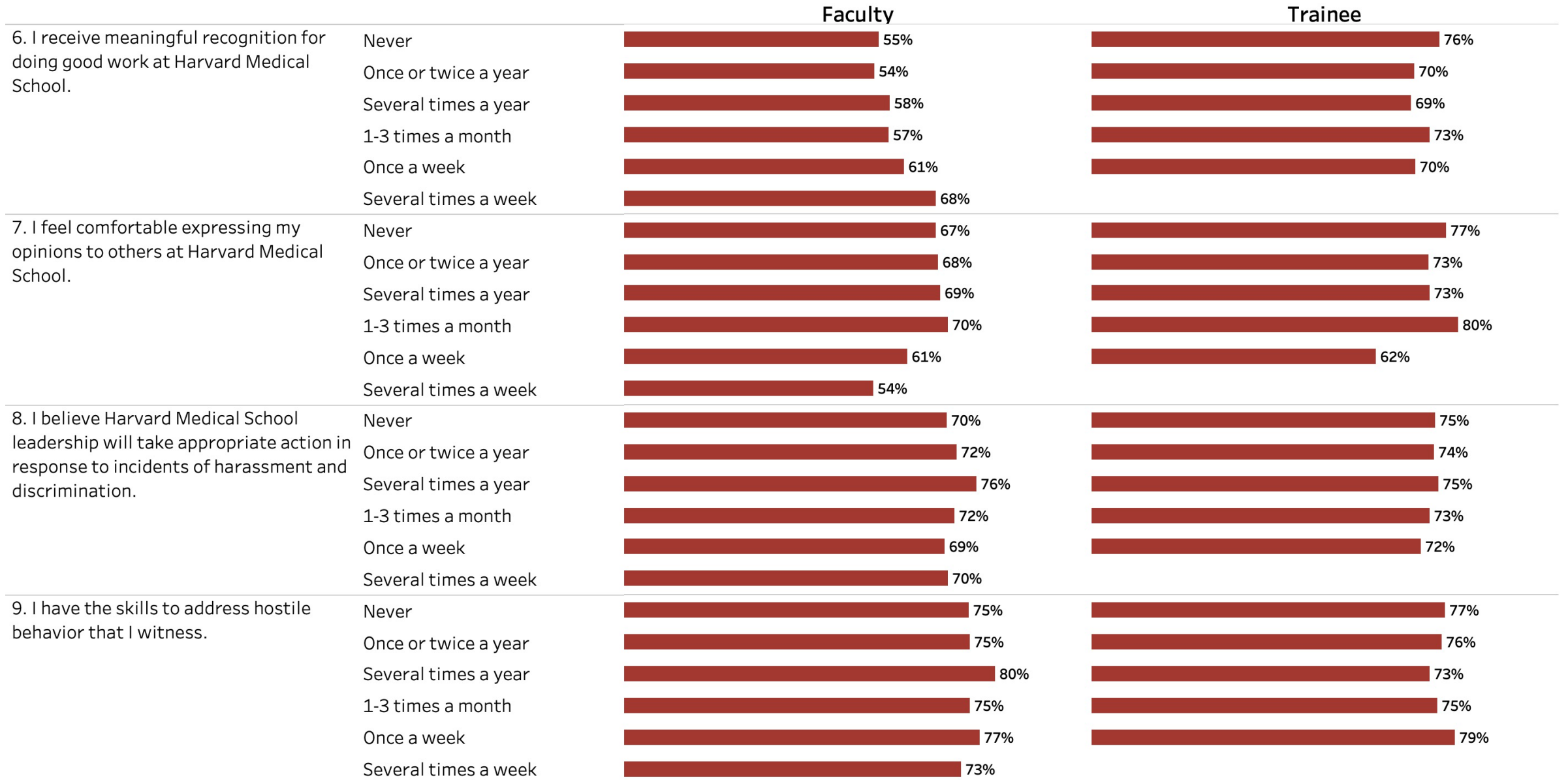
4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions

5. "% Agree" calculation includes 'Somewhat agree,' 'Agree,' or 'Strongly agree'

6. Trainee responses for "Several times a week" omitted due to being below reporting threshold



# Faculty or Trainee % Agree by Religious Service Q6 - Q9



1. Results omit "neither agree nor disagree" in scale

2. Results omit category of "I prefer not to say"

3. "Faculty" refers to both clinical and research faculty across HMS affiliate institutions

4. "Trainee" refers to both clinical and research trainees across HMS affiliate institutions

5. "% Agree" calculation includes 'Somewhat agree,' 'Agree,' or 'Strongly agree'

6. Trainee responses for "Several times a week" omitted due to being below reporting threshold

Question 10: "Please suggest one or two concrete actions that you believe would improve the climate for all members of the Harvard Medical School community."

Analysis of Question 10 faculty responses using computational topic modeling derived 4 topics:

### Topic 1: Institutional Focus

Top Keywords:

Behavior  
WomanSupport Faculty  
Minority Leadership People  
Student Staff Community  
Position Hospital

### Faculty Select Comments

1. "Problem is that HMS is such a heterogeneous entity that it would be hard to know where to begin. Clearly there is a vast chasm before the med school "proper," (i.e., real Harvard) and the hospitals. The curriculum was a mess before the pandemic--did it really go from new pathways to pathways with cropping out large amounts of physiology/pharmacology and basic mechanisms. There is egregious lack of mentoring in some hospitals. I do not know the remedies, unfortunately."
2. "a) Salaries adaptations: Increases in post-docs and junior faculty members (Instructor, Assistants), reductions or no increase in full Professors. More and better starting packages for new faculty members. b) Increase meritocracy in promotions."
3. "Greater recognition of clinical and teaching accomplishments and contributions of faculty. Currently, the climate seems mostly in favor of research and less within the realm of teaching or clinical innovation. 2. Room for academic promotion of women and minorities who remain under represented within leadership roles and within the tenure track system (at ranks above instructor)."

## Topic 2 : Experiential Focus

Top Keywords:

Department  
People Speak Environment  
Action Diversity Inclusion  
Race Gender Concern Experience  
Report

### Faculty Select Comments

1. "I have a faculty position at the medical school and I am involved with training but this survey makes me realize that I really don't think about my relationship with the medical school---I think about the issues mentioned above in relation to the institution where I work"
2. "teaching faculty are not prepared to cope with aggressive behavior from students. students do not understand that HMS does not employ nearly any of the teaching faculty and faculty are practically volunteering since hours worked are only compensated by hours of face time. students want faculty to be all things to all people. teaching faculty feel expendable. also, HMS does not do anything to make faculty feel like they are part of something. very few teaching faculty are on the website. there is no central "home" webpage where faculty can "go" to see what is going on."
3. "Broaden the definitions of success for Harvard faculty. If success is only measured in terms of research/publications/grants, then a diverse faculty will stagnate or leave. 2. Be more inclusive in search committees, even (or especially) for Professors, and especially for Department Chairs of clinical departments. The idea that only Professors can sit on search committees for Professors means like is choosing like. It is the definition of a self-perpetuating, highly hierarchical power structure. And token women or URiM committee members aren't sufficient."

### Topic 3 : Process Focus

Top Keywords:

Value Process  
System Hospital Faculty  
Work Promotion Research  
Academic Increase Clinical  
Base

#### Faculty Select Comments

1. "Because sometimes there could be micro aggressions at work and in the academic community at the hospital where I belong, that I cannot talk about due to fear of repercussions, bullying and dismissive attitude, I think there should be some mechanisms in place where leaders should be evaluated by employees and subordinates In anonymous surveys. Nobody has ever asked me to evaluate my supervisors where I work for the whole time here. It is an area that is not addressed, and I have seen some leaders freely acting as if they are kings in the departments that they lead, in a very toxic environment, where just a very benign difference in opinions leads often to singling out and never being considered as a real contributor in the department. I think there should be another supervisory authority over leaders, who can check the work of the leaders with the employees every once in a while in order not to miss out on any inappropriate and unethical leadership."

2. "Promote acceptance and tolerance of different viewpoints. Sometimes it seems the pendulum swings so far to one side that people who in good faith espouse differing opinions are automatically branded as intolerant or bigoted and "inclusion" or "diversity" only applies to certain perspectives and not others."

3. "I would recommend publication of a clear statement of diversity inclusiveness and justice for the Medical School that recognizes the need to address the social determinants of health and the negative effects of racism, sexism, and all "other-isms" on our well-being as a community of scholars and healers. This should not only be stated as an ethical principle, but codified in bylaws. I would also recommend a clear statement of sanctions and penalties for violating the principles of inclusiveness."

## Topic 4 : Expression Focus

Top Keywords:

Question Welcome  
Viewpoint Chief Conservative  
Black Political Difference  
Deal View Opinion Feel

### Faculty Select Comments

1. "The community has become increasingly intolerant of non-liberal points of view. As a liberal, I need people to be comfortable expressing viewpoints that are not in agreement with the orthodox liberal dogma that of the med school and university. No one should be punished for ANY point of view."
2. "Leave politics out of everything (emails, etc.)...even subtle references. Especially now, politics is divisive and we need a sense of community. It doesn't matter whether I'm liberal or conservative, I don't want to hear about politics at work. Plus, I would bet that there are conservatives at Harvard who feel very much in the minority in liberal academia and by politics being infused at work, they may feel this is not an inclusive environment. Harvard goes out of their way to be inclusive of those of different genders, different races, etc. but not different political views. A good first step is to be conscious to just leave politics, even subtle undertones of it, out of communications and other forums."
3. "We have swung the pendulum to the point of silencing the voices of people with different views, whether politically or otherwise from the mainstream. Men are being censored or self-censored tremendously. The current movement, which I support, of acknowledging challenges facing women/minorities and seeking to root out offenders has been hijacked by people seeking to silence others with different views. Any suggestion that the current direction that things are going is not ideal is seen as misogynistic and predatory. This is not the right environment for thoughtful academic discussion and debate."

Question 10: "Please suggest one or two concrete actions that you believe would improve the climate for all members of the Harvard Medical School community."

Analysis of Question 10 trainee responses using computational topic modeling derived 3 topics:

### Topic 1: Program Focus

Top Keywords:

Would  
Increase Student  
Address People Diversity  
Training Transparency  
Faculty Program

### Trainee Select Comments

1. "Min training at the start of each year that teaches any trainees patient facing how to respond to racist sexist comments from patients. This is not an uncommon experience and the best of us freeze up. Could use training that allows us to practice what and how to say something."
2. "Workshop for medical trainees in how to deal with bias/hostility etc. in everyday practice."
3. "While seemingly not at the forefront of general thinking along these lines I would suggest that creating an atmosphere of inclusiveness and tolerance of those with a range of religious backgrounds all encompassing is an area that could use some work."

## Topic 2 : Mentorship Focus

Top Keywords:

Recruit Class Improve  
Black Resident Dedicate  
Candidate Give Mentor  
Famous

### Trainee Select Comments

1. "Some PIs need to learn how to motivate their students and postdocs. It would be very helpful if HMS could implement a more inclusive academic and public policy to promote the carriers [*sic*] of students and postdocs from underrepresented communities such as latinos, indigenous, black, etc. For instance, to use Harvard's web sites and awards to highlight their carriers [*sic*] and from where they are coming from, this will definitely help them to promote their carriers to better impact the live of other people around the world, as well as the scientific development of their home countries."

2. "Increasing diversity within Harvard Medical School community is not enough if different group of people don't interact with each other. Let's be honest here, people feel more comfortable among others that are from similar background/race/culture/country etc. Maybe 1) setup a platform that encourage and allow people from different background to interact with each other comfortably? Like give someone an option to be a mentor/mentee with someone different from themselves? 2) Hire/promote people of colour into leadership position ?"

3. "There should be a better way that residents and fellows can communicate with educational leaders about the leadership and teaching of various attendings. One action would be to meet after either every or every other rotation (so there are 2 trainees who have completed the rotation) with one of the leaders (eg program director) and discuss if there could be ways to improve the rotation from the perspective of trainee-attending interaction, teaching, and mentorship."

### Topic 3 : Leadership Focus

Top Keywords:

Opinion Sense      Foster  
Integration  
Activity Faculty Behavior  
Purpose Recognition  
Power

#### Trainee Select Comments

1. "Leaders should strive to ensure openness to diverse points of view and dissenting opinions. This is done by fostering dialogue rather than taking sides. There is a difference between psychological "safety" and psychological "comfort." Psychological safety is the feeling that we can speak our mind without fear of retribution--physically, physiologically, mentally, emotionally, and socially. It's about giving candid feedback, openly admitting mistakes, and learning from each other. The foundation of a "psychologically safe" culture is trust, which allows individuals to show vulnerability, thus revealing their true selves, thoughts, and ideas. Vulnerability is inherently uncomfortable, yet it is essential for learning and growth. When discussing polarizing topics, it is important for Leaders to facilitate conversations in a responsible way--this means modeling respectful behavior, leading through discomfort, encouraging dialogue, and actively seeking divergent points of view. Because there is no growth in the comfort zone."

2. "As a female resident, I am more prone to be written up for actions that will normally be ignored for my male peers. The leadership in my department is not aware of this and treats us differently compared to our male colleagues."

3. "Involve fellows from the same subspecialty across HMS in integration activities. Invest in starter packages for young URM faculty trying to go into a physician-scientist pathway."



Table 1.1: Overall agreement per question

	N	% Agr	% Dis
1. I feel like I belong at Harvard Medical School.	4,558	74.2%	14.9%
2. My relationships at Harvard Medical School are as satisfying as I would want them to be.	4,558	64.1%	22.6%
3. I feel like I can be my authentic self at Harvard Medical School.	4,558	68.3%	19.3%
4. The goals I have for myself are being met at Harvard Medical School.	4,558	69.3%	18.0%
5. I know what constitutes good performance in my role at Harvard Medical School.	4,558	79.9%	10.6%
6. I receive meaningful recognition for doing good work at Harvard Medical School.	4,558	59.2%	25.7%
7. I feel comfortable expressing my opinions to others at Harvard Medical School.	4,558	67.6%	19.9%
8. I believe Harvard Medical School leadership will take appropriate action in response to incidents of harassment and discrimination.	4,558	71.1%	14.2%
9. I have the skills to address hostile behavior that I witness.	4,558	75.2%	13.6%

Note:

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'.

% Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'.

% Agree and % Disagree columns do not sum to 100%. The remainder is % 'Neither agree nor disagree.'

Table 2.1: I feel like I belong at Harvard Medical School

	Faculty		Trainee	
	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	74.0%	14.9%	76.3%	14.2%
<b>Gender Identity</b>				
Woman	70.7%	16.6%	74.4%	16.0%
Man	78.8%	12.0%	79.2%	11.8%
Aggregated*	33.3%	50.0%	44.4%	33.3%
<b>Race/ethnicity</b>				
Asian or Asian American	76.0%	12.5%	76.9%	14.4%
Black or African American	69.2%	19.2%	63.2%	21.1%
Hispanic or Latina/o/x	68.3%	20.3%	71.6%	17.3%
Middle Eastern	66.7%	21.7%	66.7%	23.1%
White	76.0%	13.3%	81.8%	10.1%
Aggregated*	66.0%	19.1%	71.4%	14.3%
Two or more	73.1%	18.3%	66.7%	19.3%
<b>Sexual Orientation</b>				
Bisexual	72.5%	16.3%	88.2%	5.9%
Heterosexual	75.3%	13.8%	77.5%	13.3%
Gay/Lesbian	65.9%	23.6%	71.8%	14.1%
Aggregated*	53.3%	26.7%	55.6%	44.4%
<b>Education</b>				
Doctoral degree	73.6%	14.7%	73.1%	17.5%
Professional degree (e.g., medical or dental)	74.2%	15.2%	78.0%	12.3%
Multiple	75.5%	13.7%	78.5%	13.9%
Aggregated*	52.2%	30.4%	68.8%	12.5%
<b>Disability</b>				
Attention Deficit/Hyperactivity Disorder	76.8%	12.5%	78.1%	12.5%
Chronic medical condition	73.1%	16.8%	81.8%	18.2%
Chronic mental health condition	67.0%	22.9%	72.5%	15.7%
Multiple	66.7%	24.2%	72.0%	20.0%
Aggregated*	76.1%	14.1%	69.2%	15.4%
None	74.4%	14.5%	77.3%	13.4%
<b>Parent education level</b>				
Technical or Trade School	72.5%	9.8%	90.5%	0.0%
Professional degree (e.g., medical or dental)	76.3%	14.0%	77.5%	14.1%
Elementary School	76.1%	19.6%	76.9%	15.4%
Bachelor's Degree	74.8%	15.5%	78.9%	12.0%
Master's Degree	73.5%	14.3%	78.9%	11.5%
Middle School	75.7%	16.2%	72.2%	22.2%
Doctoral degree	74.0%	13.5%	72.2%	16.2%
Associate Degree/Some College	71.1%	18.5%	74.5%	18.2%
High School/Equivalency or GED	71.5%	15.4%	68.8%	22.1%
<b>Political Perspective</b>				
Conservative	74.5%	13.5%	77.2%	16.5%
Moderate	70.8%	17.5%	78.3%	11.8%
Liberal	75.4%	14.1%	75.4%	15.0%
<b>Religious Preference</b>				
Buddhist	(c)	(c)	(c)	(c)
Hindu	72.1%	14.4%	74.1%	19.0%

Jewish	76.5%	12.5%	81.7%	9.9%
Muslim	63.0%	18.5%	81.0%	11.9%
No Religion	73.3%	15.4%	77.0%	13.6%
Protestant	78.0%	13.1%	79.0%	13.7%
Roman Catholic	74.2%	14.3%	74.3%	15.0%
Other	78.2%	12.8%	73.0%	14.3%
Aggregated*	72.2%	19.4%	86.7%	0.0%

**Frequency of attendance at religious service**

Never	74.4%	14.2%	77.9%	12.9%
Once or twice a year	75.5%	13.1%	74.4%	14.6%
Several times a year	75.7%	14.5%	76.6%	14.9%
1-3 times a month	77.2%	15.4%	76.6%	14.1%
Once a week	75.4%	12.0%	79.0%	14.8%
Several times a week	59.5%	24.3%	100.0%	0.0%

Note:

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'.

% Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'.

% Agree and % Disagree columns do not sum to 100%. The remainder is %

'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed, and categories with fewer than

30 observations within any role were aggregated. Indicated with "(c)".

Table 2.2: My relationships at Harvard Medical School are as satisfying as I would want them to be

	Faculty		Trainee	
	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	62.7%	23.9%	69.5%	18.2%
<b>Gender Identity</b>				
Woman	59.7%	26.5%	65.7%	19.6%
Man	67.0%	20.4%	74.6%	15.8%
Aggregated*	50.0%	33.3%	44.4%	44.4%
<b>Race/ethnicity</b>				
Asian or Asian American	63.3%	22.1%	71.9%	16.8%
Black or African American	57.7%	30.8%	59.6%	26.3%
Hispanic or Latina/o/x	53.7%	31.7%	67.9%	18.5%
Middle Eastern	50.0%	26.7%	61.5%	23.1%
White	65.5%	22.2%	72.9%	16.4%
Aggregated*	55.3%	25.5%	71.4%	14.3%
Two or more	61.3%	25.8%	66.7%	21.1%
<b>Sexual Orientation</b>				
Bisexual	58.8%	22.5%	91.2%	2.9%
Heterosexual	64.4%	22.7%	70.6%	17.1%
Gay/Lesbian	49.6%	35.0%	67.6%	23.9%
Aggregated*	46.7%	33.3%	44.4%	44.4%
<b>Education</b>				
Doctoral degree	63.7%	23.7%	62.8%	22.3%
Professional degree (e.g., medical or dental)	61.2%	24.8%	73.6%	15.3%
Multiple	66.2%	21.5%	68.8%	20.8%
Aggregated*	43.5%	26.1%	75.0%	12.5%
<b>Disability</b>				
Attention Deficit/Hyperactivity Disorder	60.7%	28.6%	71.9%	21.9%
Chronic medical condition	62.2%	25.2%	72.7%	22.7%
Chronic mental health condition	55.0%	28.4%	64.7%	19.6%
Multiple	51.5%	37.9%	72.0%	8.0%
Aggregated*	54.3%	28.3%	46.2%	23.1%
None	63.7%	23.1%	70.9%	17.7%
<b>Parent education level</b>				
Technical or Trade School	51.0%	27.5%	85.7%	9.5%
Professional degree (e.g., medical or dental)	63.2%	24.1%	71.9%	17.7%
Elementary School	60.9%	32.6%	69.2%	23.1%
Bachelor's Degree	64.9%	20.7%	71.3%	17.2%
Master's Degree	62.1%	24.6%	70.2%	18.3%
Middle School	64.9%	18.9%	77.8%	22.2%
Doctoral degree	64.7%	22.6%	62.6%	22.2%
Associate Degree/Some College	58.5%	29.6%	67.3%	20.0%
High School/Equivalency or GED	61.5%	23.1%	70.1%	14.3%
<b>Political Perspective</b>				
Conservative	64.5%	19.5%	65.8%	21.5%
Moderate	57.9%	27.5%	70.4%	21.7%
Liberal	63.9%	23.4%	69.3%	18.1%
<b>Religious Preference</b>				
Buddhist	(c)	(c)	(c)	(c)
Hindu	60.6%	24.0%	70.7%	19.0%

Jewish	66.2%	21.7%	74.6%	9.9%
Muslim	53.7%	27.8%	64.3%	28.6%
No Religion	61.3%	25.4%	71.0%	16.8%
Protestant	67.0%	19.6%	73.4%	16.1%
Roman Catholic	64.0%	22.9%	68.3%	21.6%
Other	66.4%	24.2%	65.1%	27.0%
Aggregated*	61.1%	19.4%	73.3%	13.3%

**Frequency of attendance at religious service**

Never	61.8%	24.5%	72.0%	17.4%
Once or twice a year	64.7%	20.8%	66.9%	20.1%
Several times a year	65.4%	23.6%	70.1%	16.2%
1-3 times a month	64.7%	23.9%	70.3%	15.6%
Once a week	63.4%	24.3%	72.8%	22.2%
Several times a week	62.2%	32.4%	75.0%	15.0%

Note:

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'.

% Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'.

% Agree and % Disagree columns do not sum to 100%. The remainder is %

'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed, and categories with fewer than

30 observations within any role were aggregated. Indicated with "(c)".

Table 2.3: I feel like I can be my authentic self at Harvard Medical School

	Faculty		Trainee	
	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	66.9%	20.1%	73.5%	16.9%
<b>Gender Identity</b>				
Woman	64.0%	22.4%	72.4%	16.8%
Man	71.8%	16.1%	76.3%	15.5%
Aggregated*	16.7%	83.3%	33.3%	55.6%
<b>Race/ethnicity</b>				
Asian or Asian American	66.2%	18.6%	76.9%	12.6%
Black or African American	50.0%	39.4%	56.1%	35.1%
Hispanic or Latina/o/x	59.3%	33.3%	69.1%	18.5%
Middle Eastern	68.3%	28.3%	59.0%	25.6%
White	70.6%	16.2%	79.6%	13.2%
Aggregated*	59.6%	34.0%	61.9%	23.8%
Two or more	64.5%	25.8%	70.2%	22.8%
<b>Sexual Orientation</b>				
Bisexual	65.0%	22.5%	70.6%	20.6%
Heterosexual	68.9%	18.6%	74.9%	15.3%
Gay/Lesbian	56.1%	29.3%	76.1%	18.3%
Aggregated*	53.3%	33.3%	55.6%	33.3%
<b>Education</b>				
Doctoral degree	66.1%	21.4%	71.9%	17.8%
Professional degree (e.g., medical or dental)	66.2%	20.1%	76.7%	15.6%
Multiple	70.7%	17.7%	63.9%	19.4%
Aggregated*	73.9%	4.3%	75.0%	18.8%
<b>Disability</b>				
Attention Deficit/Hyperactivity Disorder	64.3%	19.6%	56.3%	31.3%
Chronic medical condition	73.1%	19.3%	68.2%	27.3%
Chronic mental health condition	57.8%	33.0%	72.5%	19.6%
Multiple	60.6%	31.8%	72.0%	28.0%
Aggregated*	57.6%	23.9%	76.9%	15.4%
None	67.5%	19.1%	74.4%	15.5%
<b>Parent education level</b>				
Technical or Trade School	60.8%	19.6%	85.7%	14.3%
Professional degree (e.g., medical or dental)	68.6%	18.5%	74.7%	15.3%
Elementary School	63.0%	21.7%	84.6%	15.4%
Bachelor's Degree	70.3%	17.4%	76.1%	12.0%
Master's Degree	69.1%	18.1%	74.3%	16.1%
Middle School	64.9%	27.0%	66.7%	22.2%
Doctoral degree	67.3%	19.6%	72.2%	18.2%
Associate Degree/Some College	57.0%	31.9%	70.9%	23.6%
High School/Equivalency or GED	62.3%	25.0%	63.6%	24.7%
<b>Political Perspective</b>				
Conservative	60.6%	27.1%	63.3%	25.3%
Moderate	60.5%	23.9%	75.7%	15.1%
Liberal	69.6%	17.9%	74.5%	16.3%
<b>Religious Preference</b>				
Buddhist	(c)	(c)	(c)	(c)
Hindu	68.3%	22.1%	74.1%	15.5%

Jewish	73.3%	13.9%	80.3%	14.1%
Muslim	68.5%	25.9%	66.7%	19.0%
No Religion	65.8%	21.8%	75.2%	15.2%
Protestant	69.3%	17.1%	76.6%	19.4%
Roman Catholic	67.1%	21.5%	70.7%	17.4%
Other	65.4%	22.3%	68.3%	23.8%
Aggregated*	72.2%	25.0%	80.0%	6.7%

**Frequency of attendance at religious service**

Never	67.0%	20.8%	75.4%	15.6%
Once or twice a year	69.0%	17.1%	75.2%	15.4%
Several times a year	71.1%	15.7%	71.4%	16.9%
1-3 times a month	67.6%	19.5%	71.9%	18.8%
Once a week	62.7%	26.8%	70.4%	21.0%
Several times a week	62.2%	29.7%	85.0%	10.0%

Note:

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'.

% Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'.

% Agree and % Disagree columns do not sum to 100%. The remainder is %

'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed, and categories with fewer than

30 observations within any role were aggregated. Indicated with "(c)".

Table 2.4: The goals I have for myself are being met at Harvard Medical School

	Faculty		Trainee	
	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	65.9%	20.3%	79.8%	11.2%
<b>Gender Identity</b>				
Woman	63.3%	22.5%	77.8%	13.1%
Man	70.1%	16.6%	83.2%	8.2%
Aggregated*	50.0%	33.3%	33.3%	55.6%
<b>Race/ethnicity</b>				
Asian or Asian American	65.7%	20.8%	79.6%	11.4%
Black or African American	55.8%	32.7%	77.2%	15.8%
Hispanic or Latina/o/x	60.2%	30.1%	74.1%	14.8%
Middle Eastern	66.7%	21.7%	74.4%	12.8%
White	68.5%	17.4%	82.7%	9.2%
Aggregated*	57.4%	29.8%	71.4%	9.5%
Two or more	65.6%	20.4%	86.0%	8.8%
<b>Sexual Orientation</b>				
Bisexual	67.5%	18.8%	82.4%	14.7%
Heterosexual	67.6%	19.0%	80.7%	10.5%
Gay/Lesbian	55.3%	27.6%	80.3%	7.0%
Aggregated*	66.7%	13.3%	66.7%	11.1%
<b>Education</b>				
Doctoral degree	67.6%	20.1%	73.1%	14.9%
Professional degree (e.g., medical or dental)	64.2%	20.5%	84.4%	8.0%
Multiple	68.4%	20.2%	78.5%	13.9%
Aggregated*	60.9%	17.4%	75.0%	18.8%
<b>Disability</b>				
Attention Deficit/Hyperactivity Disorder	55.4%	30.4%	81.3%	12.5%
Chronic medical condition	65.5%	25.2%	77.3%	4.5%
Chronic mental health condition	56.9%	29.4%	76.5%	11.8%
Multiple	56.1%	31.8%	80.0%	12.0%
Aggregated*	60.9%	25.0%	61.5%	23.1%
None	66.8%	19.3%	80.6%	10.6%
<b>Parent education level</b>				
Technical or Trade School	49.0%	25.5%	85.7%	9.5%
Professional degree (e.g., medical or dental)	66.7%	20.2%	81.9%	12.4%
Elementary School	63.0%	23.9%	61.5%	0.0%
Bachelor's Degree	69.0%	19.3%	81.8%	9.1%
Master's Degree	68.4%	17.3%	80.3%	10.6%
Middle School	59.5%	24.3%	72.2%	11.1%
Doctoral degree	65.9%	20.2%	76.8%	13.1%
Associate Degree/Some College	57.8%	26.7%	83.6%	9.1%
High School/Equivalency or GED	66.5%	18.8%	76.6%	10.4%
<b>Political Perspective</b>				
Conservative	67.3%	20.3%	77.2%	16.5%
Moderate	62.0%	23.2%	79.6%	11.2%
Liberal	66.8%	19.3%	79.9%	11.0%
<b>Religious Preference</b>				
Buddhist	(c)	(c)	(c)	(c)
Hindu	67.3%	19.2%	79.3%	13.8%



Jewish	67.1%	17.6%	90.1%	2.8%
Muslim	66.7%	25.9%	73.8%	11.9%
No Religion	67.4%	18.4%	79.3%	11.0%
Protestant	68.4%	21.2%	83.9%	11.3%
Roman Catholic	65.4%	20.9%	77.8%	10.2%
Other	65.4%	22.7%	76.2%	15.9%
Aggregated*	69.4%	19.4%	80.0%	13.3%

**Frequency of attendance at religious service**

Never	66.1%	19.2%	80.8%	8.8%
Once or twice a year	67.9%	16.5%	79.1%	13.4%
Several times a year	65.6%	22.7%	79.2%	11.0%
1-3 times a month	70.6%	20.6%	84.4%	9.4%
Once a week	65.5%	22.9%	79.0%	14.8%
Several times a week	70.3%	21.6%	85.0%	5.0%

Note:

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'.

% Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'.

% Agree and % Disagree columns do not sum to 100%. The remainder is %

'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed, and categories with fewer than

30 observations within any role were aggregated. Indicated with "(c)".

Table 2.5: I know what constitutes good performance in my at Harvard Medical School

	Faculty		Trainee	
	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	78.3%	11.8%	86.2%	6.4%
<b>Gender Identity</b>				
Woman	78.0%	12.3%	89.0%	6.5%
Man	79.4%	10.6%	87.0%	5.9%
Aggregated*	83.3%	16.7%	77.8%	11.1%
<b>Race/ethnicity</b>				
Asian or Asian American	75.3%	12.4%	86.5%	6.9%
Black or African American	72.1%	18.3%	96.5%	2.0%
Hispanic or Latina/o/x	69.9%	14.6%	82.7%	9.9%
Middle Eastern	76.7%	15.0%	76.9%	7.7%
White	80.8%	10.6%	88.3%	4.9%
Aggregated*	78.7%	14.9%	71.4%	9.5%
Two or more	79.6%	9.7%	80.7%	5.3%
<b>Sexual Orientation</b>				
Bisexual	86.3%	8.8%	91.2%	2.9%
Heterosexual	79.3%	11.1%	86.0%	6.4%
Gay/Lesbian	69.1%	20.3%	87.3%	5.6%
Aggregated*	93.3%	6.7%	88.9%	11.1%
<b>Education</b>				
Doctoral degree	82.2%	9.7%	87.1%	7.4%
Professional degree (e.g., medical or dental)	75.6%	12.9%	86.3%	5.0%
Multiple	79.5%	12.7%	82.6%	9.0%
Aggregated*	73.9%	13.0%	938.0%	6.3%
<b>Disability</b>				
Attention Deficit/Hyperactivity Disorder	75.0%	23.2%	81.3%	9.4%
Chronic medical condition	79.8%	15.1%	86.4%	9.1%
Chronic mental health condition	79.8%	12.8%	88.2%	5.9%
Multiple	68.2%	21.2%	76.0%	12.0%
Aggregated*	79.3%	14.1%	76.9%	7.7%
None	78.3%	11.5%	86.8%	5.9%
<b>Parent education level</b>				
Technical or Trade School	76.5%	13.7%	100.0%	0.0%
Professional degree (e.g., medical or dental)	76.4%	13.0%	82.7%	8.0%
Elementary School	76.1%	21.7%	61.5%	15.4%
Bachelor's Degree	80.2%	9.9%	88.0%	6.2%
Master's Degree	78.0%	11.5%	86.2%	5.0%
Middle School	83.8%	13.5%	88.9%	5.6%
Doctoral degree	79.8%	10.7%	87.9%	6.1%
Associate Degree/Some College	81.5%	13.3%	89.1%	7.3%
High School/Equivalency or GED	80.4%	10.4%	87.0%	3.9%
<b>Political Perspective</b>				
Conservative	76.9%	9.2%	84.8%	8.9%
Moderate	76.1%	14.4%	82.2%	7.9%
Liberal	79.0%	11.7%	87.3%	5.7%
<b>Religious Preference</b>				
Buddhist	(c)	(c)	(c)	(c)
Hindu	71.2%	14.4%	84.5%	8.6%

Jewish	81.5%	8.4%	87.3%	4.2%
Muslim	64.8%	20.4%	71.4%	14.3%
No Religion	79.6%	12.4%	87.8%	4.8%
Protestant	77.7%	12.7%	89.5%	4.8%
Roman Catholic	78.3%	11.2%	86.2%	7.2%
Other	77.7%	11.4%	87.3%	6.3%
Aggregated*	83.3%	11.1%	66.7%	6.7%

**Frequency of attendance at religious service**

Never	78.4%	12.5%	86.7%	5.6%
Once or twice a year	79.1%	9.8%	85.0%	6.3%
Several times a year	77.9%	11.6%	89.0%	4.5%
1-3 times a month	80.5%	11.0%	87.5%	1.6%
Once a week	79.9%	12.3%	82.7%	12.3%
Several times a week	78.4%	13.5%	90.0%	5.0%

Note:

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'.

% Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'.

% Agree and % Disagree columns do not sum to 100%. The remainder is %

'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed, and categories with fewer than

30 observations within any role were aggregated. Indicated with "(c)".

Table 2.6: I receive meaningful recognition for doing good work at Harvard Medical School

	Faculty		Trainee	
	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	55.1%	29.3%	71.8%	14.9%
<b>Gender Identity</b>				
Woman	52.9%	31.2%	68.1%	16.8%
Man	59.0%	26.1%	76.9%	11.5%
Aggregated*	33.3%	16.7%	33.3%	44.4%
<b>Race/ethnicity</b>				
Asian or Asian American	56.6%	26.6%	76.9%	12.6%
Black or African American	46.2%	33.7%	61.4%	17.5%
Hispanic or Latina/o/x	51.2%	35.8%	59.3%	22.2%
Middle Eastern	43.3%	36.7%	66.7%	20.5%
White	57.3%	27.6%	75.3%	11.7%
Aggregated*	42.6%	42.6%	61.9%	33.3%
Two or more	58.1%	29.0%	78.9%	7.0%
<b>Sexual Orientation</b>				
Bisexual	53.8%	26.3%	70.6%	8.8%
Heterosexual	56.5%	27.8%	72.1%	14.5%
Gay/Lesbian	48.0%	39.0%	74.6%	15.5%
Aggregated*	60.0%	20.0%	77.8%	22.2%
<b>Education</b>				
Doctoral degree	56.8%	28.1%	66.5%	17.8%
Professional degree (e.g., medical or dental)	52.9%	30.3%	75.5%	13.2%
Multiple	58.7%	28.9%	69.4%	15.3%
Aggregated*	52.2%	26.1%	75.0%	12.5%
<b>Disability</b>				
Attention Deficit/Hyperactivity Disorder	57.1%	33.9%	75.0%	15.6%
Chronic medical condition	48.7%	37.0%	72.7%	18.2%
Chronic mental health condition	52.3%	29.4%	64.7%	15.7%
Multiple	50.0%	34.8%	68.0%	12.0%
Aggregated*	53.3%	29.3%	69.2%	23.1%
None	55.2%	29.4%	72.9%	14.3%
<b>Parent education level</b>				
Technical or Trade School	51.0%	31.4%	76.2%	4.8%
Professional degree (e.g., medical or dental)	54.7%	29.9%	70.7%	14.5%
Elementary School	47.8%	39.1%	46.2%	7.7%
Bachelor's Degree	54.4%	28.4%	75.1%	11.5%
Master's Degree	55.1%	30.6%	68.8%	19.3%
Middle School	51.4%	35.1%	77.8%	11.1%
Doctoral degree	58.7%	26.1%	73.2%	14.6%
Associate Degree/Some College	60.0%	29.6%	80.0%	14.5%
High School/Equivalency or GED	53.5%	26.5%	67.5%	16.9%
<b>Political Perspective</b>				
Conservative	57.0%	28.3%	68.4%	21.5%
Moderate	53.1%	31.8%	70.4%	14.5%
Liberal	55.9%	28.4%	72.5%	13.9%
<b>Religious Preference</b>				
Buddhist	(c)	(c)	(c)	(c)
Hindu	51.9%	33.7%	70.7%	13.8%

Jewish	59.1%	26.7%	69.0%	12.7%
Muslim	38.9%	38.9%	66.7%	26.2%
No Religion	55.2%	28.4%	76.3%	10.6%
Protestant	57.9%	27.4%	74.2%	14.5%
Roman Catholic	55.6%	28.8%	68.3%	16.8%
Other	56.9%	28.4%	68.3%	20.6%
Aggregated*	52.8%	36.1%	53.3%	20.0%

**Frequency of attendance at religious service**

Never	55.3%	28.7%	75.6%	10.8%
Once or twice a year	54.2%	28.2%	70.1%	16.5%
Several times a year	57.6%	28.5%	69.5%	16.9%
1-3 times a month	57.4%	28.3%	73.4%	12.5%
Once a week	60.6%	25.7%	70.4%	19.8%
Several times a week	67.6%	29.7%	70.0%	25.0%

Note:

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'.

% Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'.

% Agree and % Disagree columns do not sum to 100%. The remainder is %

'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed, and categories with fewer than

30 observations within any role were aggregated. Indicated with "(c)".

Table 2.7: I feel comfortable expressing my opinions to others at Harvard Medical School

	Faculty		Trainee	
	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	65.8%	21.2%	73.5%	16.0%
<b>Gender Identity</b>				
Woman	62.7%	23.8%	69.4%	17.0%
Man	71.2%	16.5%	79.2%	13.5%
Aggregated*	50.0%	50.0%	33.3%	55.6%
<b>Race/ethnicity</b>				
Asian or Asian American	64.6%	21.6%	75.1%	13.5%
Black or African American	51.0%	40.4%	56.1%	31.6%
Hispanic or Latina/o/x	56.1%	27.6%	72.8%	21.0%
Middle Eastern	61.7%	30.0%	59.0%	20.5%
White	70.7%	16.8%	80.5%	12.1%
Aggregated*	42.6%	40.4%	71.4%	14.3%
Two or more	65.6%	24.7%	68.4%	19.3%
<b>Sexual Orientation</b>				
Bisexual	73.8%	17.5%	79.4%	14.7%
Heterosexual	67.5%	19.7%	75.5%	14.4%
Gay/Lesbian	61.8%	26.8%	67.6%	21.1%
Aggregated*	60.0%	33.3%	55.6%	33.3%
<b>Education</b>				
Doctoral degree	67.1%	20.5%	74.8%	15.5%
Professional degree (e.g., medical or dental)	64.3%	21.8%	72.9%	15.3%
Multiple	68.1%	20.9%	72.9%	20.1%
Aggregated*	65.2%	21.7%	75.0%	18.8%
<b>Disability</b>				
Attention Deficit/Hyperactivity Disorder	69.6%	19.6%	78.1%	18.8%
Chronic medical condition	68.1%	20.2%	77.3%	13.6%
Chronic mental health condition	60.6%	20.2%	76.5%	9.8%
Multiple	65.2%	22.7%	68.0%	24.0%
Aggregated*	66.3%	22.8%	69.2%	23.1%
None	66.0%	21.3%	74.8%	15.1%
<b>Parent education level</b>				
Technical or Trade School	64.7%	17.6%	81.0%	14.3%
Professional degree (e.g., medical or dental)	66.3%	21.3%	73.5%	16.5%
Elementary School	67.4%	21.7%	69.2%	7.7%
Bachelor's Degree	67.7%	19.1%	76.6%	12.9%
Master's Degree	68.9%	20.1%	72.0%	17.0%
Middle School	59.5%	24.3%	77.8%	16.7%
Doctoral degree	65.7%	20.2%	73.2%	16.2%
Associate Degree/Some College	60.0%	27.4%	80.0%	12.7%
High School/Equivalency or GED	66.2%	20.0%	67.5%	23.4%
<b>Political Perspective</b>				
Conservative	52.6%	32.3%	59.5%	27.8%
Moderate	58.9%	26.3%	72.4%	13.8%
Liberal	69.7%	17.9%	75.6%	15.5%
<b>Religious Preference</b>				
Buddhist	(c)	(c)	(c)	(c)
Hindu	65.4%	21.2%	74.1%	15.5%

Jewish	70.6%	17.6%	80.3%	14.1%
Muslim	63.0%	24.1%	71.4%	9.5%
No Religion	66.1%	21.1%	77.7%	13.8%
Protestant	68.8%	18.5%	69.4%	20.2%
Roman Catholic	65.9%	21.1%	73.1%	17.4%
Other	64.9%	20.4%	66.7%	20.6%
Aggregated*	72.2%	22.2%	53.3%	26.7%

**Frequency of attendance at religious service**

Never	67.5%	20.8%	77.0%	14.7%
Once or twice a year	68.1%	17.5%	73.2%	13.8%
Several times a year	68.5%	19.7%	73.4%	15.6%
1-3 times a month	70.2%	15.8%	79.7%	18.8%
Once a week	61.3%	25.7%	61.7%	23.5%
Several times a week	54.1%	40.5%	75.0%	15.0%

Note:

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'.

% Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'.

% Agree and % Disagree columns do not sum to 100%. The remainder is %

'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed, and categories with fewer than

30 observations within any role were aggregated. Indicated with "(c)".

Table 2.8: I believe Harvard Medical School leadership will take appropriate action in response to incidents of harassment and discrimination

	Faculty		Trainee	
	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	70.5%	14.5%	73.9%	13.6%
<b>Gender Identity</b>				
Woman	64.7%	17.6%	70.7%	15.1%
Man	78.2%	9.7%	78.2%	10.9%
Aggregated*	50.0%	50.0%	44.4%	44.4%
<b>Race/ethnicity</b>				
Asian or Asian American	68.6%	15.7%	76.0%	12.6%
Black or African American	47.1%	29.8%	56.1%	29.8%
Hispanic or Latina/o/x	56.1%	27.6%	79.0%	12.3%
Middle Eastern	70.0%	10.0%	79.5%	10.3%
White	74.8%	11.0%	75.6%	11.4%
Aggregated*	70.2%	21.3%	85.7%	0.0%
Two or more	67.7%	16.1%	66.7%	15.8%
<b>Sexual Orientation</b>				
Bisexual	68.8%	13.8%	73.5%	14.7%
Heterosexual	72.3%	13.0%	76.4%	11.4%
Gay/Lesbian	60.2%	23.6%	66.2%	23.9%
Aggregated*	66.7%	33.3%	66.7%	33.3%
<b>Education</b>				
Doctoral degree	70.8%	12.8%	71.3%	15.2%
Professional degree (e.g., medical or dental)	70.5%	15.9%	75.9%	12.3%
Multiple	70.2%	12.7%	72.9%	13.2%
Aggregated*	60.9%	26.1%	68.8%	31.3%
<b>Disability</b>				
Attention Deficit/Hyperactivity Disorder	64.3%	17.9%	75.0%	18.8%
Chronic medical condition	71.4%	17.6%	72.7%	9.1%
Chronic mental health condition	62.4%	15.6%	64.7%	17.6%
Multiple	65.2%	27.3%	52.0%	36.0%
Aggregated*	67.4%	16.3%	84.6%	7.7%
None	71.7%	13.5%	76.0%	12.0%
<b>Parent education level</b>				
Technical or Trade School	70.6%	21.6%	85.7%	4.8%
Professional degree (e.g., medical or dental)	71.8%	14.4%	75.1%	14.5%
Elementary School	71.7%	13.0%	69.2%	15.4%
Bachelor's Degree	71.4%	13.6%	77.0%	12.0%
Master's Degree	71.5%	12.4%	69.7%	15.6%
Middle School	67.6%	8.1%	83.3%	5.6%
Doctoral degree	69.2%	14.7%	70.7%	14.1%
Associate Degree/Some College	68.1%	17.8%	85.5%	10.9%
High School/Equivalency or GED	72.3%	12.3%	72.7%	11.7%
<b>Political Perspective</b>				
Conservative	71.7%	12.0%	70.9%	15.2%
Moderate	67.5%	17.7%	75.7%	11.2%
Liberal	71.7%	13.7%	73.3%	14.2%
<b>Religious Preference</b>				
Buddhist	(c)	(c)	(c)	(c)
Hindu	74.0%	12.5%	77.6%	6.9%



Jewish	77.8%	9.8%	71.8%	14.1%
Muslim	63.0%	14.8%	71.4%	11.9%
No Religion	69.5%	15.0%	72.9%	13.3%
Protestant	72.4%	14.3%	72.6%	14.5%
Roman Catholic	71.2%	13.3%	79.0%	12.0%
Other	71.1%	13.7%	77.8%	17.5%
Aggregated*	75.0%	16.7%	46.7%	20.0%

**Frequency of attendance at religious service**

Never	69.9%	14.7%	74.7%	12.4%
Once or twice a year	72.1%	13.8%	74.4%	13.4%
Several times a year	76.2%	11.0%	75.3%	13.6%
1-3 times a month	71.7%	12.5%	73.4%	17.2%
Once a week	69.4%	13.7%	71.6%	16.0%
Several times a week	70.3%	21.6%	85.0%	0.0%

Note:

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'.

% Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'.

% Agree and % Disagree columns do not sum to 100%. The remainder is %

'Neither agree nor disagree.'

Cells with fewer than 30 observations concealed, and categories with fewer than

30 observations within any role were aggregated. Indicated with "(c)".

Table 2.9: I have the skills to address hostile behavior that I witness

	Faculty		Trainee	
	% Agr	% Dis	% Agr	% Dis
<b>Overall</b>	75.1%	14.0%	75.9%	12.4%
<b>Gender Identity</b>				
Woman	69.7%	18.0%	71.8%	16.8%
Man	81.9%	9.1%	80.5%	8.0%
Aggregated*	83.3%	16.7%	55.6%	11.1%
<b>Race/ethnicity</b>				
Asian or Asian American	69.7%	16.2%	75.1%	11.7%
Black or African American	70.2%	18.3%	59.6%	28.1%
Hispanic or Latina/o/x	74.0%	19.5%	80.2%	9.9%
Middle Eastern	61.7%	16.7%	76.9%	15.4%
White	78.8%	11.5%	78.9%	9.6%
Aggregated*	70.2%	23.4%	85.7%	14.3%
Two or more	74.2%	17.2%	70.2%	15.8%
<b>Sexual Orientation</b>				
Bisexual	72.5%	15.0%	76.5%	17.6%
Heterosexual	76.2%	13.3%	77.6%	11.1%
Gay/Lesbian	74.0%	13.8%	69.0%	14.1%
Aggregated*	80.0%	13.3%	77.8%	22.2%
<b>Education</b>				
Doctoral degree	76.1%	11.8%	72.2%	14.6%
Professional degree (e.g., medical or dental)	74.4%	15.4%	78.8%	10.9%
Multiple	75.5%	13.5%	73.6%	11.8%
Aggregated*	65.2%	30.4%	75.0%	18.8%
<b>Disability</b>				
Attention Deficit/Hyperactivity Disorder	80.4%	14.3%	78.1%	9.4%
Chronic medical condition	74.8%	16.0%	81.8%	9.1%
Chronic mental health condition	66.1%	20.2%	66.7%	19.6%
Multiple	78.8%	12.1%	52.0%	24.0%
Aggregated*	78.3%	14.1%	69.2%	15.4%
None	75.4%	13.8%	77.6%	10.9%
<b>Parent education level</b>				
Technical or Trade School	84.3%	7.8%	90.5%	4.8%
Professional degree (e.g., medical or dental)	75.1%	15.8%	75.9%	12.9%
Elementary School	78.3%	10.9%	61.5%	30.8%
Bachelor's Degree	75.7%	12.7%	78.5%	10.5%
Master's Degree	76.4%	16.2%	77.5%	11.5%
Middle School	78.4%	16.2%	66.7%	11.1%
Doctoral degree	74.2%	14.7%	74.7%	12.1%
Associate Degree/Some College	70.4%	16.3%	69.1%	16.4%
High School/Equivalency or GED	80.0%	11.5%	74.0%	16.9%
<b>Political Perspective</b>				
Conservative	75.3%	12.4%	78.5%	8.9%
Moderate	72.5%	14.1%	82.9%	9.2%
Liberal	76.0%	13.9%	73.5%	14.2%
<b>Religious Preference</b>				
Buddhist	(c)	(c)	(c)	(c)
Hindu	73.1%	17.3%	77.6%	15.5%

Jewish	80.2%	10.3%	78.9%	9.9%
Muslim	72.2%	14.8%	85.7%	4.8%
No Religion	73.9%	14.6%	75.2%	11.3%
Protestant	74.4%	14.9%	81.5%	9.7%
Roman Catholic	77.5%	14.1%	74.3%	15.0%
Other	76.8%	12.6%	73.0%	14.3%
Aggregated*	91.7%	5.6%	60.0%	20.0%

**Frequency of attendance at religious service**

Never	74.7%	14.9%	76.7%	11.5%
Once or twice a year	75.0%	13.5%	76.0%	12.6%
Several times a year	80.3%	11.0%	73.4%	17.5%
1-3 times a month	75.0%	15.4%	75.0%	10.9%
Once a week	77.1%	12.7%	79.0%	8.6%
Several times a week	73.0%	13.5%	90.0%	5.0%

Note:

% Agr = 'Somewhat agree', 'Agree', or 'Strongly agree'.

% Dis = 'Somewhat disagree', 'Disagree', or 'Strongly disagree'.

% Agree and % Disagree columns do not sum to 100%. The remainder is %

'Neither agree nor disagree.'

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