

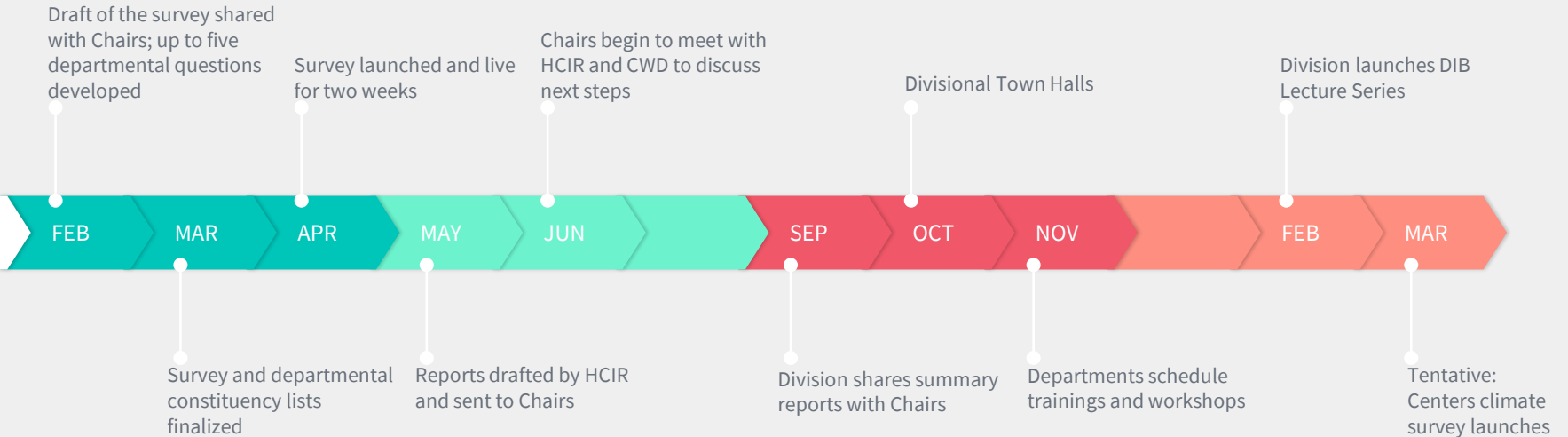


Division of Arts & Humanities
Climate Survey:
Graduate Student Results

A&H Climate Survey

- Survey tool developed by the Office of Harvard College Institutional Research (HCIR)
 - Base survey model used for all FAS Divisions
 - A&H Departments able to add supplemental questions for their communities
- A&H faculty, staff, graduate students, and undergraduate concentrators in 21 departments and programs invited to participate

A&H Climate Survey Timeline



A&H Climate Survey Response Rate

Role	Invited	Responders	Response Rate
Staff	106	96	90.6%
Faculty	482	326	67.6%
Graduate Student	738	353	47.8%
Undergraduate Student	811	185	22.8%
Total	2,137	960	44.9%

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Focus On

- Job satisfaction
- Inclusion and belonging
- Interpersonal justice
- Diversity
- Communication and civil discourse
- Workplace incivility
- Accountability for wrongdoing
- Organizational support

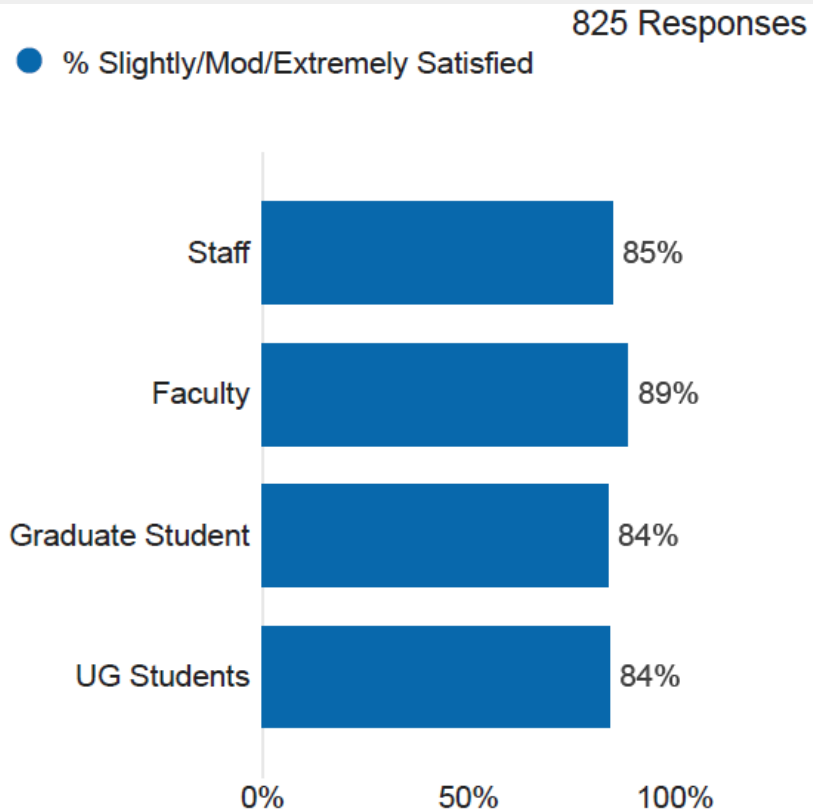
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Survey Results



Overall Satisfaction



Overall Satisfaction

	N	How satisfied are you with your position?	How satisfied are you with your department as a welcoming and respectful environment?	If I had to do it again, I would choose to be here.
G1 - G2	72	92%	92%	93%
G3 - G5	144	83%	75%	77%
G6 +	70	80%	76%	78%
Did not disclose	67	72%	67%	61%
Female	145	86%	80%	77%
Male	105	86%	81%	86%
Nonbinary/Self-Describe	12	92%	83%	92%
Did not disclose	91	68%	68%	76%
URM	39	89%	87%	84%
Asian	39	97%	85%	85%
White	178	82%	78%	80%
Did not disclose	97	72%	70%	77%

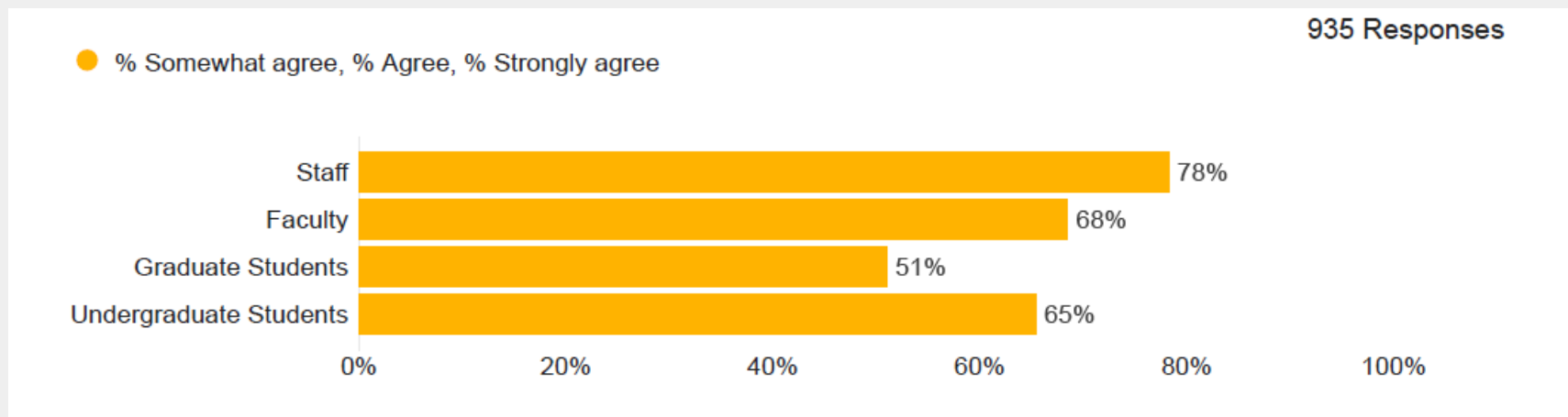
Inclusion & Belonging

The experience of feeling valued, part of a community, needed and accepted by other people, groups or environments

Inclusion & Belonging

	N	I feel valued by others in the community	I feel accepted by others in the community	I feel connected to others in the community	There is a strong sense of community in the department
G1 - G2	72	79%	88%	60%	63%
G3 - G5	144	76%	80%	65%	48%
G6 +	70	75%	83%	67%	57%
Did not disclose	67	57%	68%	60%	38%
Female	145	78%	81%	66%	55%
Male	105	83%	89%	69%	57%
Nonbinary/Self-Describe	12	58%	67%	50%	33%
Did not disclose	91	56%	68%	54%	40%
URM	39	85%	87%	74%	56%
Asian	39	84%	79%	66%	53%
White	178	78%	85%	66%	54%
Did not disclose	97	55%	67%	52%	41%

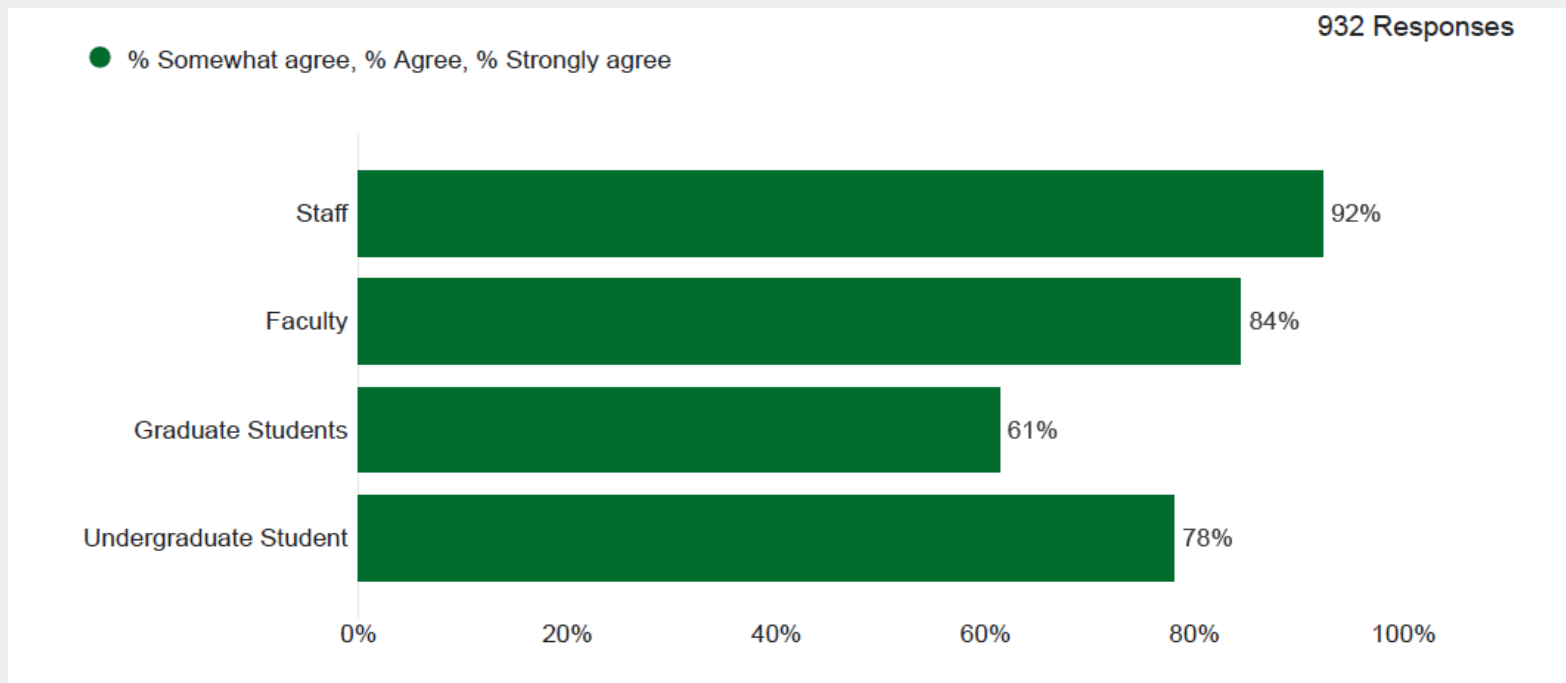
There is a strong sense of community...



Diversity

The FAS is committed to creating and maintaining a workplace community that is as diverse as our student and global populations, where all may feel at home, whatever their race, gender, age, sexual orientation, faith, abilities, work status, or other identifying characteristics.

There is a demonstrated commitment to diversity...



Identity

	N	There is a demonstrated commitment to diversity and inclusion	I am treated differently by others in my community because of my identity
G1 – G2	72	77%	15%
G3 – G5	144	53%	34%
G6+	70	64%	28%
Did not disclose	67	58%	48%
Female	145	58%	34%
Male	105	68%	19%
Nonbinary/Self-Describe	12	67%	33%
Did not disclose	91	58%	42%
URM	39	72%	44%
Asian	39	59%	33%
White	178	59%	23%
Did not disclose	97	62%	41%

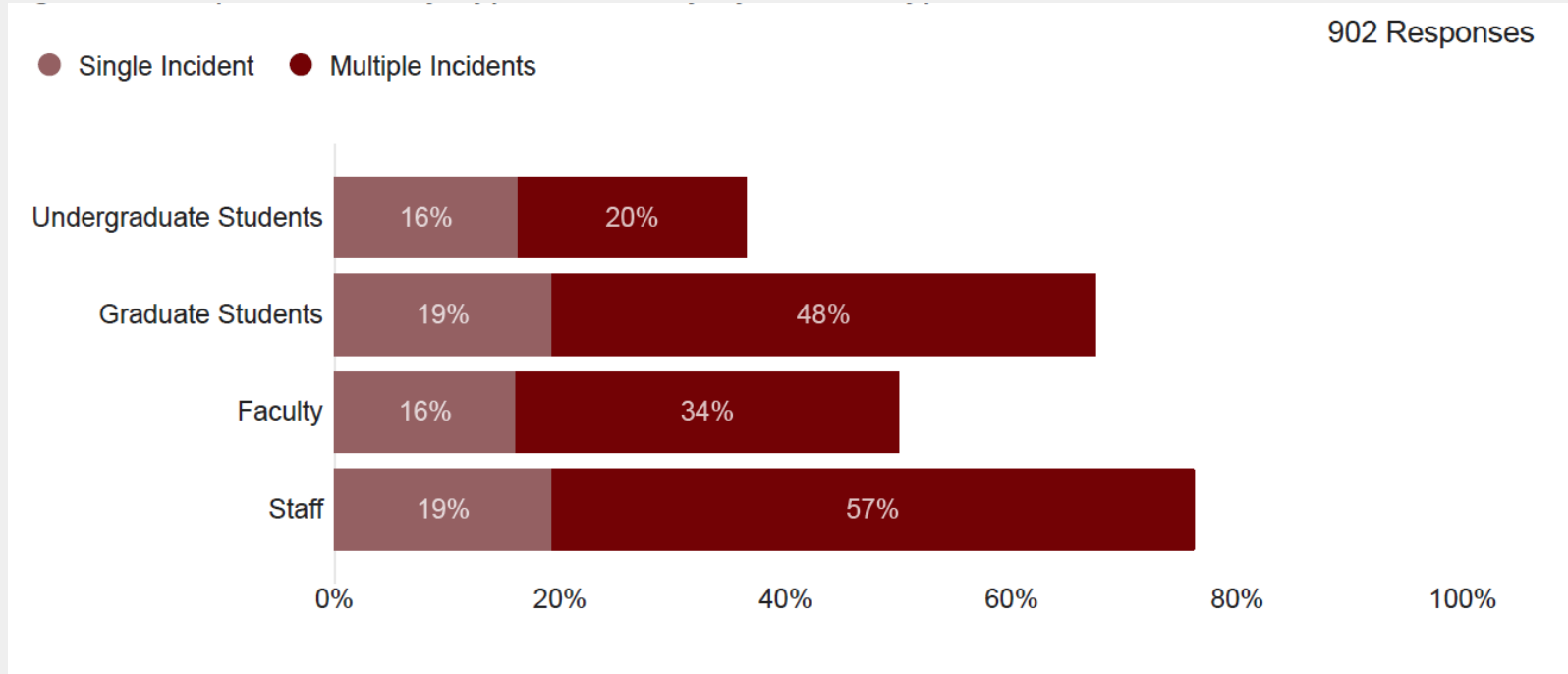
Points of View

	N	Individuals' differing points-of-view and opinions are respectfully heard and considered	When I disagree with the majority opinion, I feel comfortable with dissenting	I feel comfortable/safe sharing my ideas and points-of-view openly	I feel like my opinions are being respectfully heard and considered as opposed to being ignored or shot down
G1 – G2	72	88%	71%	79%	85%
G3 – G5	144	76%	52%	64%	71%
G6+	70	79%	56%	66%	71%
Did not disclose	67	61%	17%	26%	44%
Female	145	79%	52%	67%	75%
Male	105	83%	65%	73%	76%
Nonbinary/Self-Describe	12	83%	58%	58%	75%
Did not disclose	91	63%	39%	45%	54%
URM	39	77%	51%	67%	85%
Asian	39	79%	54%	64%	74%
White	178	81%	60%	71%	73%
Did not disclose	97	68%	43%	48%	60%

Incivility

The exchange of seemingly inconsequential, inconsiderate words and deeds that violate conventional norms of workplace conduct.

Experienced Any Type of Incivility



Types of Incivility (Graduate Student Experience)

	N	Put you down or been condescending to you	Made demeaning or derogatory remarks about you	Showed little interest in your opinion/paid little attention to your remarks	Excluded or ignored you	Addressed you in unprofessional terms	Bullied or harassed you
G1 – G2	72	36.1%	9.7%	39.4%	16.9%	12.5%	10.0%
G3 – G5	144	61.3%	31.0%	54.5%	43.7%	30.3%	19.7%
G6+	70	62.7%	26.5%	55.9%	35.8%	26.1%	19.1%
Did not disclose	67	60.4%	28.3%	50.0%	40.4%	31.3%	14.6%
Female	145	59.4%	29.4%	55.6%	33.6%	27.8%	18.2%
Male	105	50.5%	19.2%	41.9%	35.2%	18.3%	12.6%
Nonbinary/Self-Describe	12	66.7%	16.7%	83.3%	33.3%	25.0%	27.3%
Did not disclose	91	54.9%	26.1%	49.3%	41.4%	32.4%	18.3%
URM	39	69.2%	20.5%	56.4%	35.9%	23.1%	20.5%
Asian	39	39.5%	26.3%	44.7%	23.7%	21.1%	16.7%
White	178	56.6%	23.9%	52.8%	36.2%	23.7%	14.8%
Did not disclose	97	55.8%	29.3%	46.8%	40.8%	33.8%	19.5%

Accountability for Wrongdoing

Targets of incivility will not attempt to resolve issues or report bad behavior due to fear of retaliation by offenders, lack of support from leadership, and a lack of institutional policy or procedures for addressing incivility.

24%

**Agreed that there is a clear process for resolving
grievances surrounding incivility**

Accountability for Wrongdoing

	N	There is a willingness to correct discourteous or offensive behavior	Clear channels for reporting discourteous or offensive behavior	Clear process for resolving conflicts	Department leadership would ignore a complaint from me	Comfortable (not fear retaliation) coming forward with grievances	All members of the community are held to the same standard
G1 – G2	72	64%	50%	31%	11%	63%	65%
G3 – G5	144	55%	31%	19%	21%	39%	37%
G6+	70	55%	38%	28%	16%	54%	41%
Did not disclose	67	39%	42%	21%	11%	16%	11%
Female	145	50%	30%	15%	19%	40%	43%
Male	105	66%	50%	38%	12%	62%	45%
Nonbinary/Self-Describe	12	67%	33%	8%	17%	33%	17%
Did not disclose	91	49%	33%	21%	22%	36%	43%
URM	39	61%	42%	29%	59%	62%	39%
Asian	39	56%	41%	31%	44%	44%	56%
White	178	55%	37%	20%	47%	47%	40%
Did not disclose	97	55%	35%	27%	19%	38%	46%

Organizational Support

Poor doctoral student-adviser relationships can lead to doctoral student attrition

My Adviser...



Recommendations

Levels of Response

FAS

A&H

Science

SEAS

Social
Science

Depts

Prgrm



Improved Accountability System

Develop clear policies for standards of behavior as well as clear and safe channels for reporting

Office for Gender Equity

- OGE works to advance Harvard's commitment to providing an environment where each of us feels safe to participate fully in University life – whether studying, teaching, conducting research, or working to support our individual and collective goals.
- Existing resources for support and reporting, including Title IX violations
- FAS Program Officers
 - Seth Avakian – avakian@fas.harvard.edu
 - Moriah Silver – moriah_silver@harvard.edu
- <https://oge.harvard.edu/>

FAS Office for Diversity, Inclusion, and Belonging

- Equity engagement strategy in development
- Onboarding a new senior director to offer consultation and support to departmental leadership
- Developing a faculty resource library
- FAS-level pilot program of reporting structure for non-Title IX complaints of harassment and bias is being developed by ODIB Administrative Fellow for pilot launch in spring 2022
- [ODIB office](#) is available to triage issues in the meantime
 - Contact [Associate Dean Sheree Ohen](#)



Workshops/Trainings

Provide opportunities for coaching and other interventions addressing incivility, inclusivity, and sensitivity

Civility & Bystander Intervention Training

- 90-minute workshops offered by Moriah Silver, Program Officer for Title IX and Professional Conduct through the Office of Faculty Affairs and FAS HR
- Explore how our community can reflect its values through our actions and treatment of others.
- Participants gain tools to foster civility, address bullying behavior, and become active bystanders.
- Departmental sessions are held separately for faculty, staff, and graduate students.

Contact [Moriah Silver](#)

DIB Trainings Offered by GSAS

- Workshop on Identity & Privilege available for graduate students, faculty, and staff
 - Workshop on Implicit Bias available for faculty
- Contact [Dean Sheila Thomas](#)

GSAS Advising Project Workshops

- Mentoring Up: This workshop focuses on providing students with tools and skills to help have a productive relationship with their adviser(s).
- Mentoring Workshops: This is focused on equipping faculty with tools to help them be more effective in their advising relationships.

Contact [The Advising Project](#)



Ongoing Dialogue

Encourage continued departmental conversations, supported by funding for community events

Departmental Reports & Conversations

- Departments & programs are encouraged to hold community-wide conversations to address the findings of their individual reports.
- Departmental leadership is being asked to identify two to three achievable goals for improving climate, inclusion, and equity in each program in the next year.
- Continued conversations between departmental leadership and Divisional Dean.

Faculty Liaisons for Inclusive Excellence

- An ODIB initiative to help support faculty at the departmental level with diversity, equity, inclusion and belonging matters.
- FLIEs serve as department representatives that are committed to advancing sustainable inclusive excellence.
- FLIEs bring DIB-related departmental matters to the FLIE meetings and work with their respective department(s) to help implement best practices
- Arts & Humanities FLIEs can be found listed on the website of the [Division of Arts & Humanities](#)

DIB Divisional Innovation Fund

- Dean Kelsey has authorized use of a Divisional fund to be made available to assist departments in DIB efforts.
- Funds could be used to host trainings or workshops for department members, to invite DIB speakers, to host community events with the purpose of engaging on issues of diversity, inclusion, and belonging.
- Speak with your departmental Chair for more information

A&H Division Lecture Series on DIB

- A four-part monthly lecture series hosted by the Office of the Dean of Arts & Humanities.
- Open to all A&H Division community members.
- Lectures will feature prominent speakers on issues of diversity, inclusion, and belonging, with a focus on dynamic response to pressing issues
- Series launches in February 2022



Any Questions?

Write to us!

You can reach us at:

arts-hum@fas.harvard.edu

Divisional climate reports can be found on the [website of the Division of Arts & Humanities](#)