



**The Harvard Crimson**

*The University Daily Since 1873*

# 2021 Staff Diversity Report

The Harvard Crimson  
14 Plympton Street  
Cambridge, Mass.

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**Diversity and Inclusivity Chairs**

*Prepared 11.3.2021 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.

Each year since 2017, The Crimson has distributed a census to gather demographic data and a climate survey to examine building culture for its staff and gather qualitative feedback from Crimeds about current organization practices and culture. Since 2019, the census and climate surveys have been administered separately to maintain confidentiality and encourage candid responses to questions on building climate. To gather responses, two separate Google Forms — one for the census, one for the climate survey — were sent out to the building and heavily publicized over virtual communication channels within The Crimson (including email lists and Slack). The forms remained open for a duration of 2 weeks.

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

In 2021, 169 Crimeds responded to the census, compared to 183 in 2020 and 168 in 2019. At the time of circulation of the 2021 census survey, The Crimson's staff comprised around 330 Crimeds. Percentage breakdowns are shown on each graph where applicable. Questions remained the same as last year unless otherwise noted, and any wording changes were made in consultation with the full Diversity and Inclusivity Committee in early spring.

For gender and ethnicity data, comparisons are drawn to the general Harvard College student body using the publicly available [Common Dataset](#). To draw comparisons in other demographics, view The Crimson's most recent Freshman Survey [here](#).

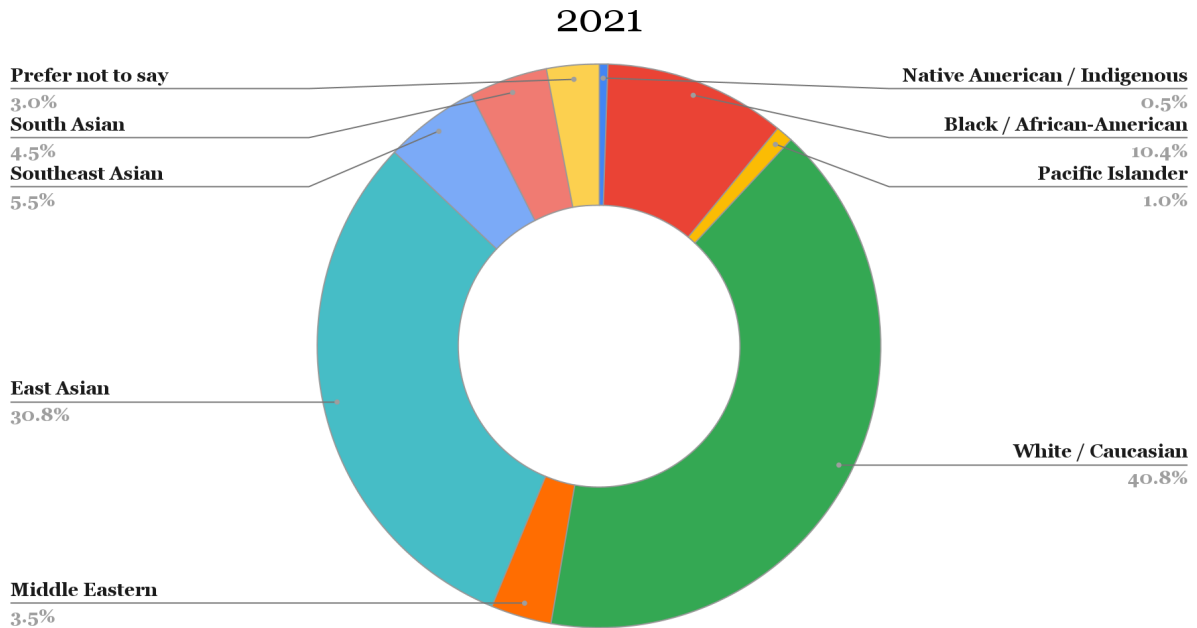
The report will be divided into 7 sections:

- I. Race and Ethnicity.
- II. Gender Identity and Sexual Orientation.
- III. Annual Household Income.
- IV. Religious and Political Affiliation.
- V. High School Background.
- VI. Primary Academic Interest.
- VII. Workload
- VIII. Masthead Demographics.

### 1. Race and Ethnicity [Percentages and Totals]

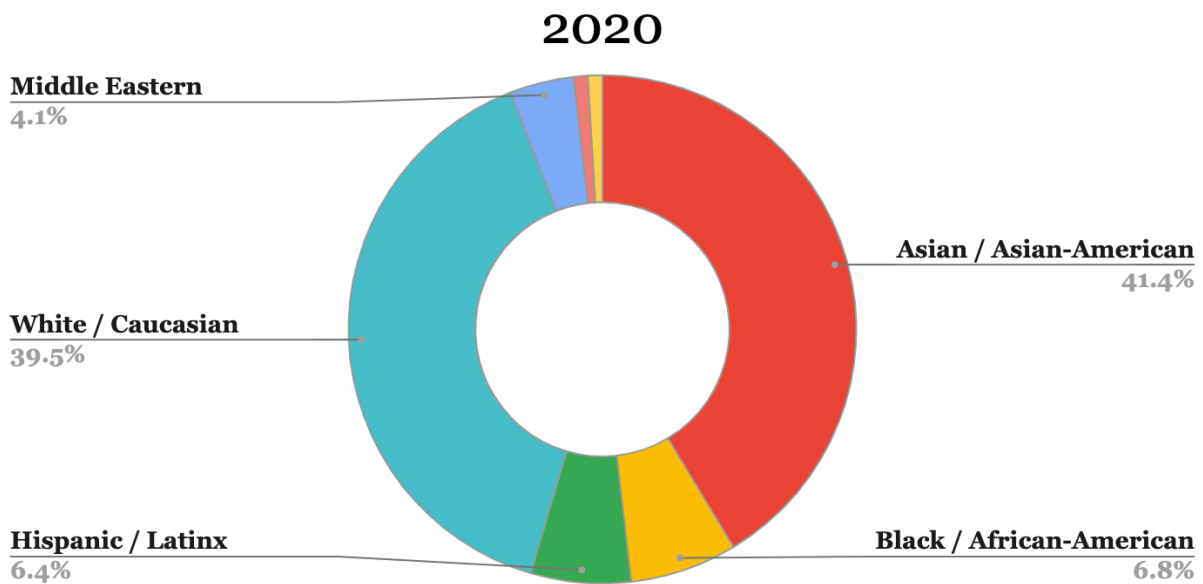
*In 2021, this question was changed from a previous wording, “With which race(s)/ethnicit(ies) do you identify?”*

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



Source: The Crimson's 2021 Census Survey

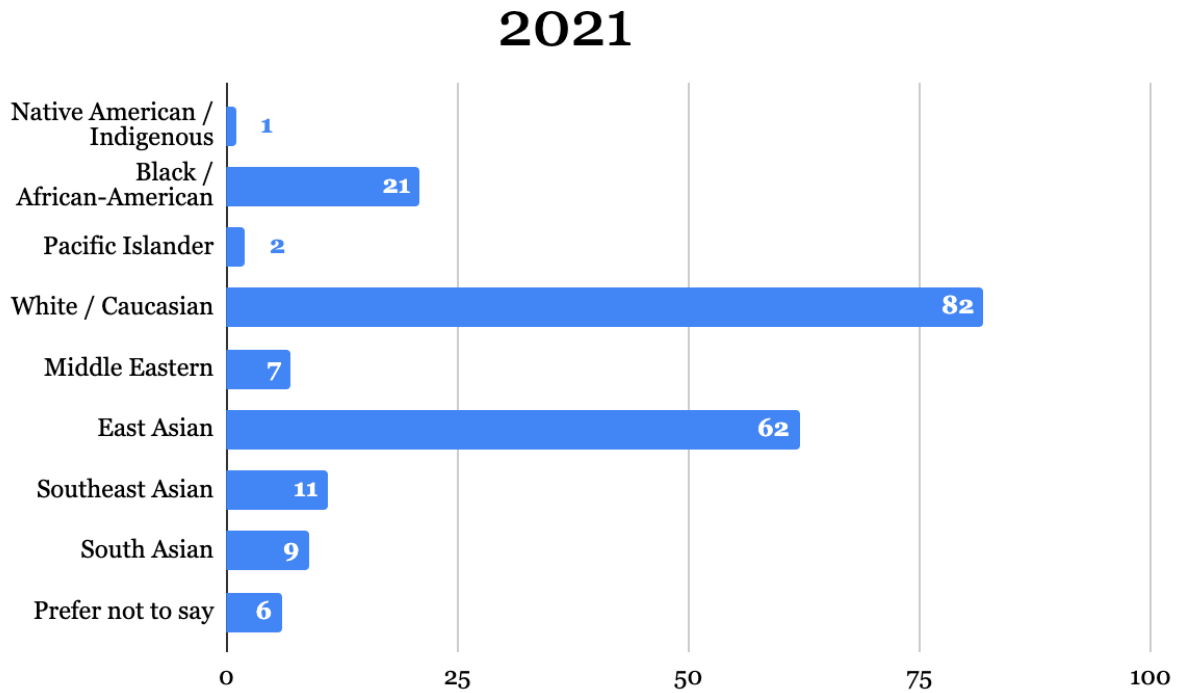
*In 2021, we implemented a more detailed breakdown of self-identifiers for Asian / Asian-American staffers.*



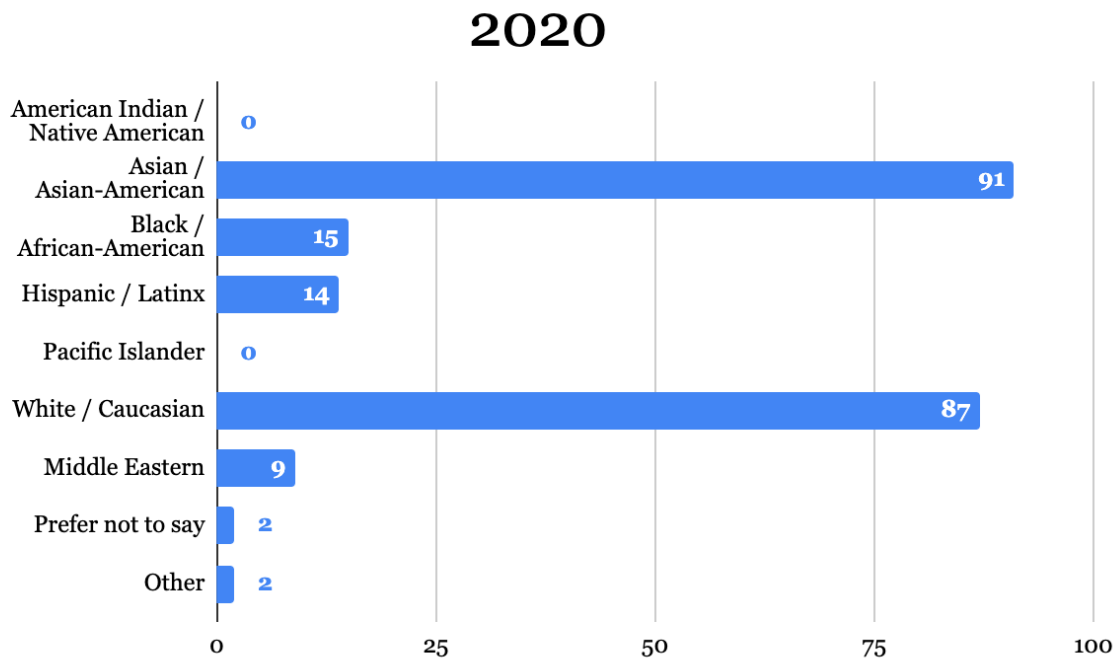
Source: The Crimson's 2020 Census Survey

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

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



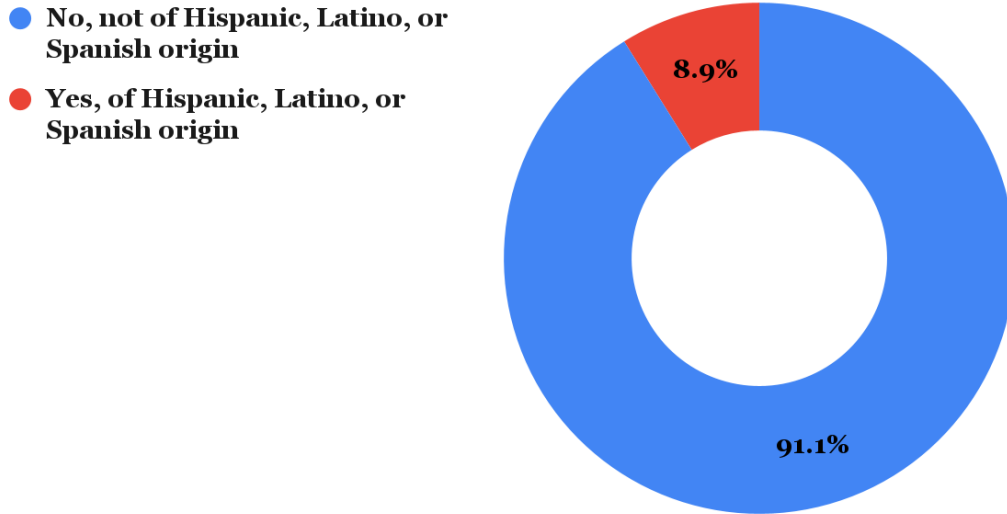
Source: The Crimson's 2021 Census Survey



Source: The Crimson's 2020 Census Survey

### Are you of Hispanic, Latino, or Spanish origin?

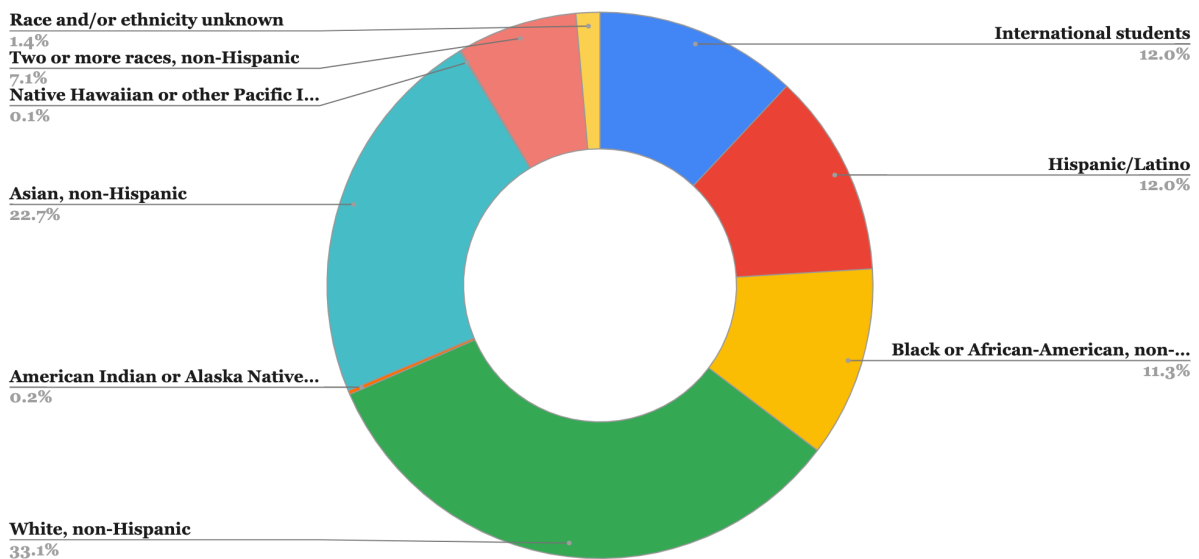
2021



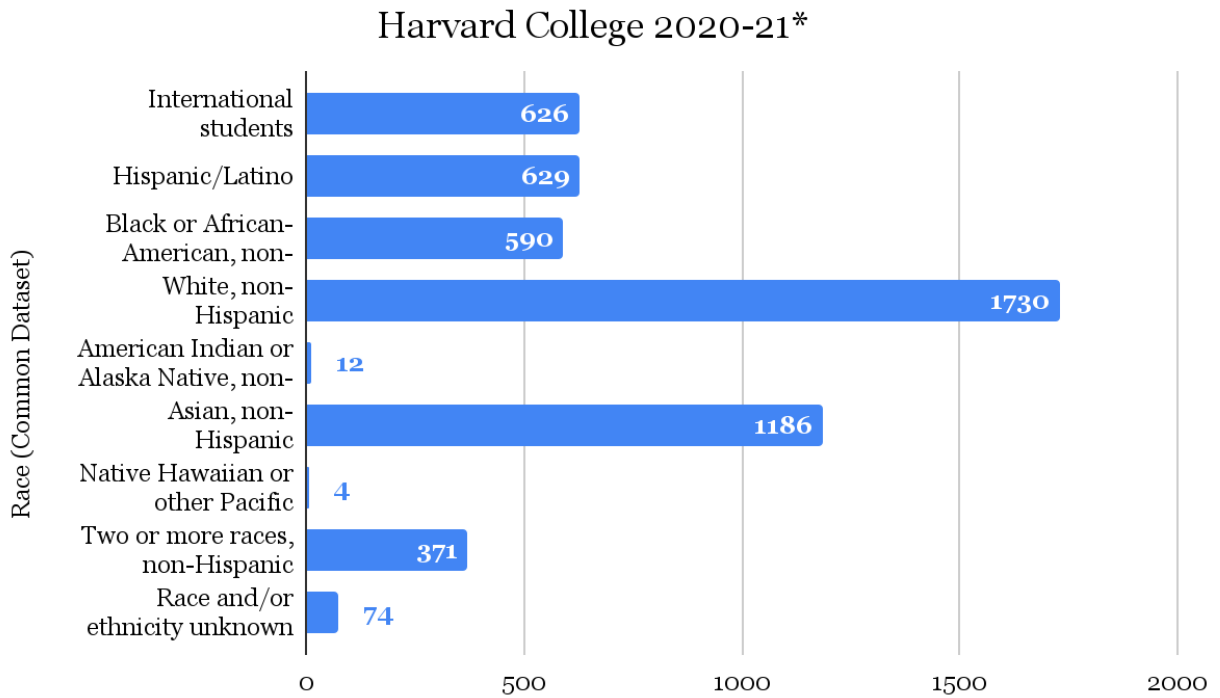
Source: The Crimson's 2021 Census Survey

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

### Harvard College 2020-21\*



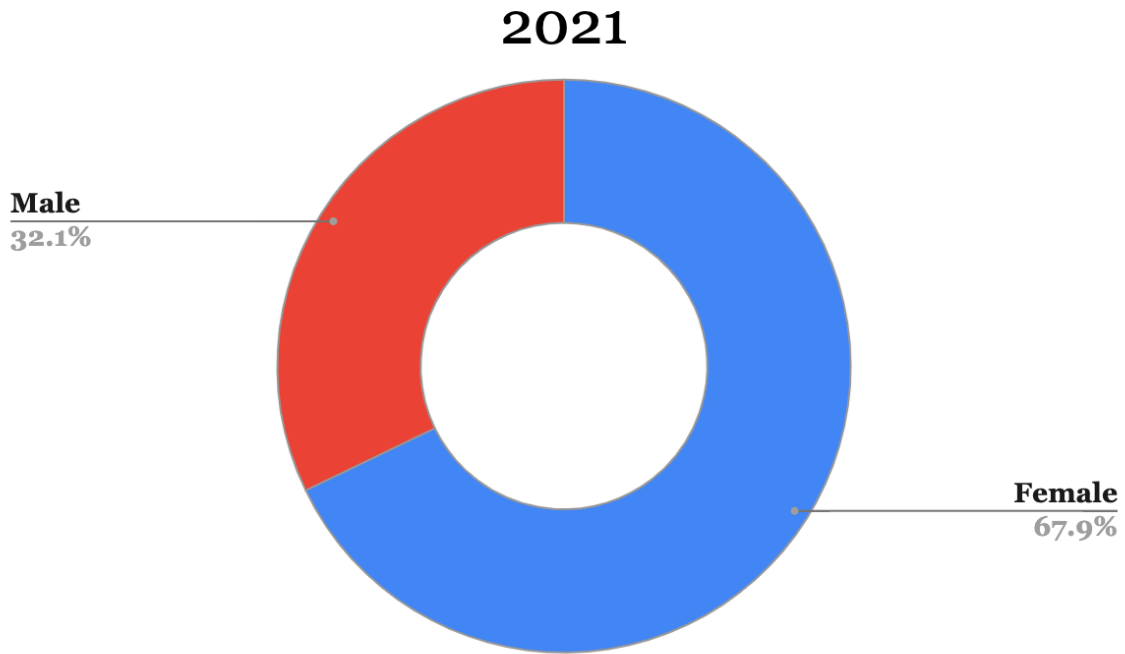
\*Note categories used in the Common Dataset differ from The Crimson's survey. For example, the Common Dataset includes a category for "two or more races" and groups international students as a separate racial/ethnic category.



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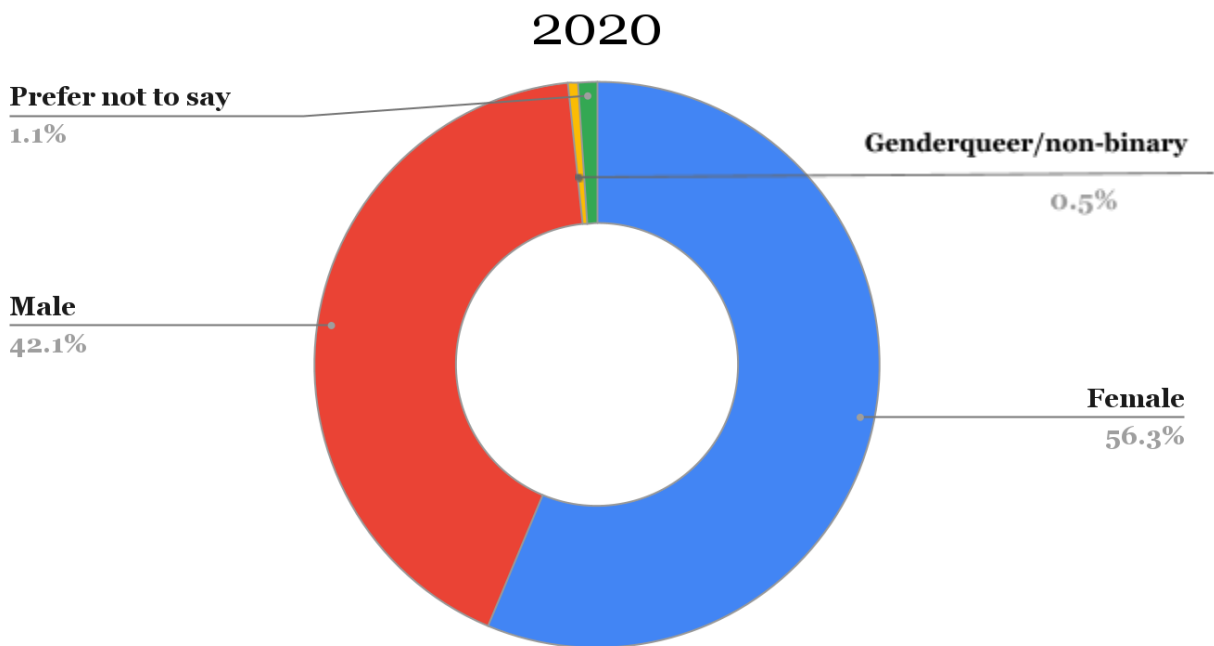
### 3. Gender Identity and Sexual Orientation

How would you describe your gender identity?



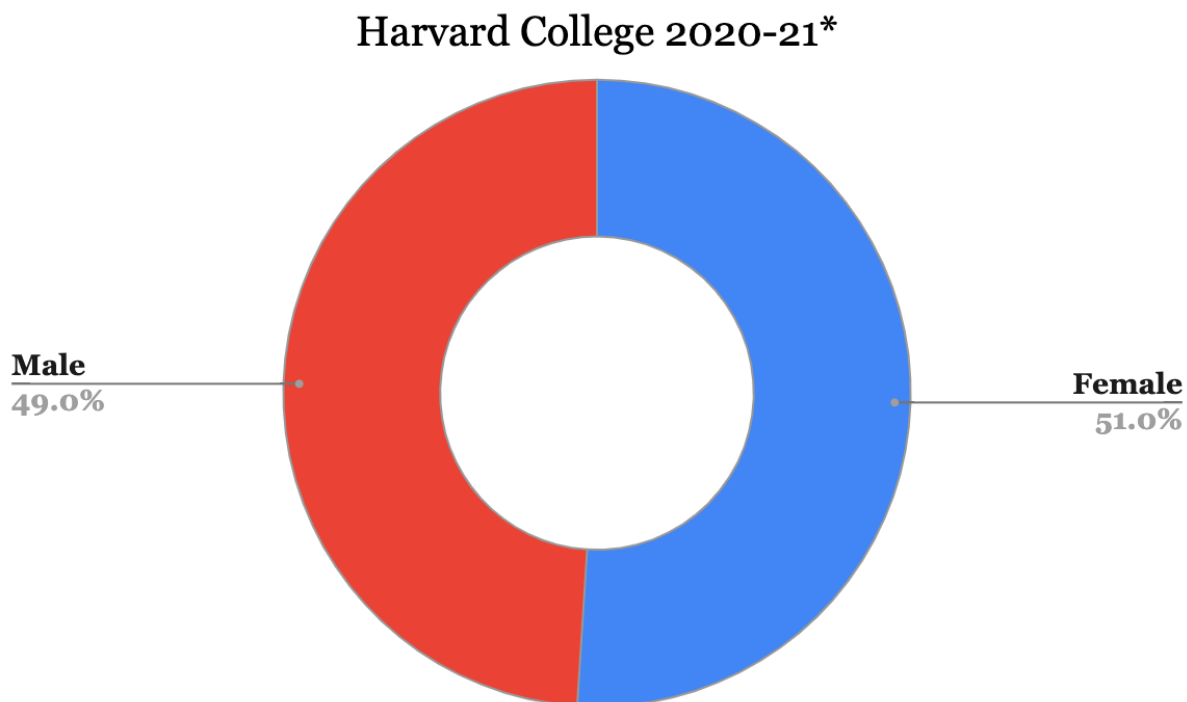
Source: The Crimson's 2021 Census Survey

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



Source: The Crimson's 2020 Census Survey

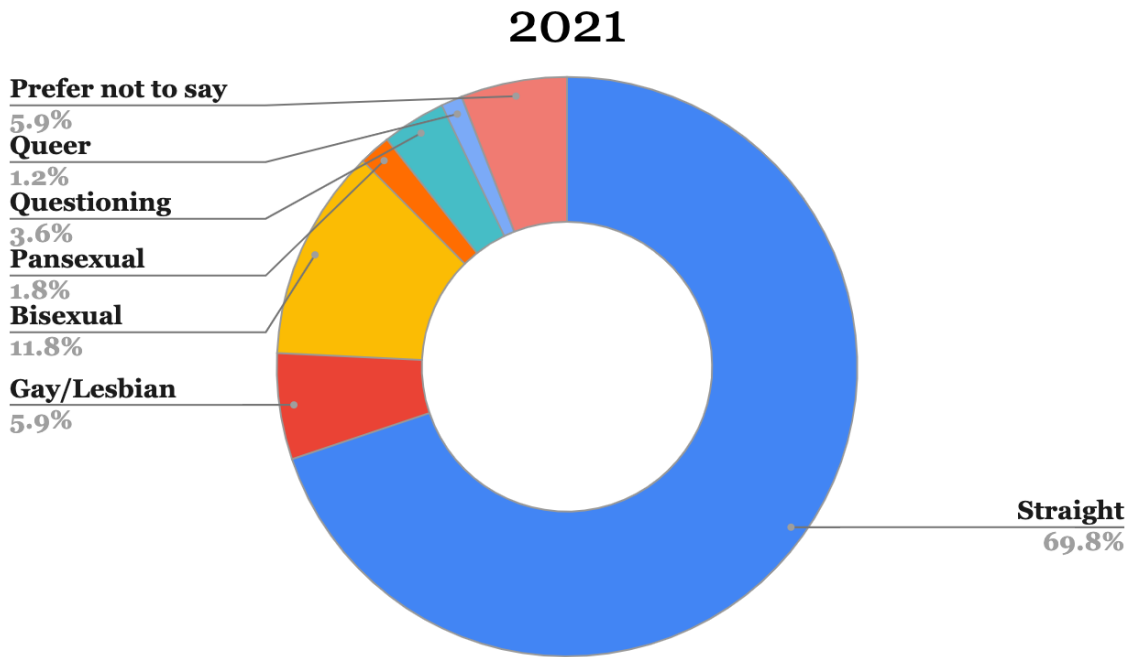
Female-identifying staff composed nearly two-thirds of our staff in 2021 compared to roughly half of the Harvard College student body identifying as female in the 2020-21 academic year.



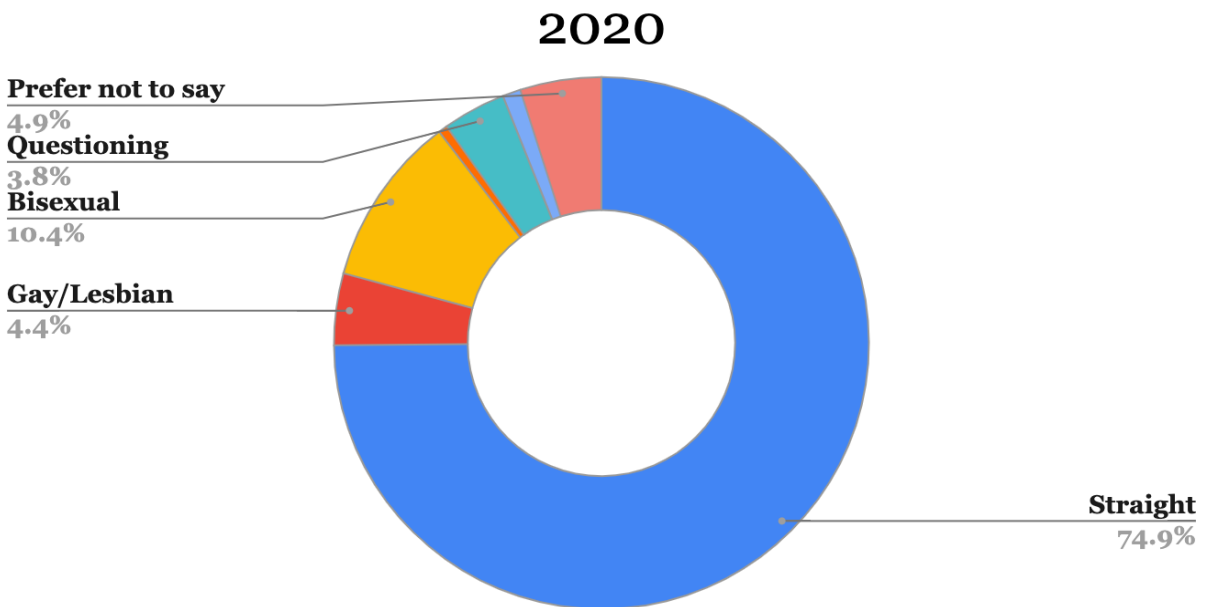
*\*Note categories used in the Common Dataset differ from The Crimson's survey. For example, the Common Dataset does not include a category of genderqueer or nonbinary.*



### How would you describe your sexual orientation?



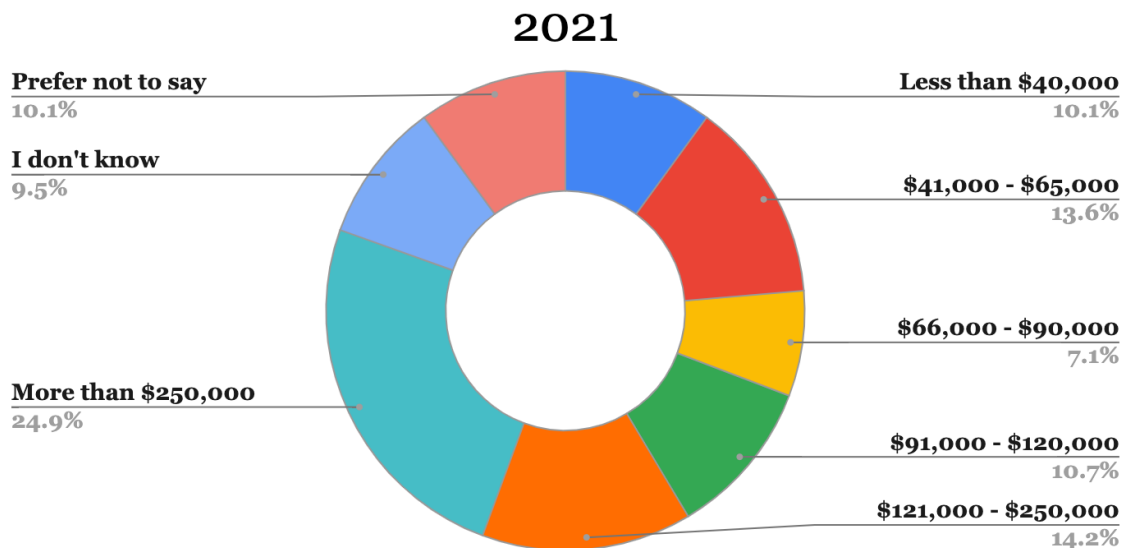
Source: The Crimson's 2021 Census Survey



Source: The Crimson's 2020 Census Survey

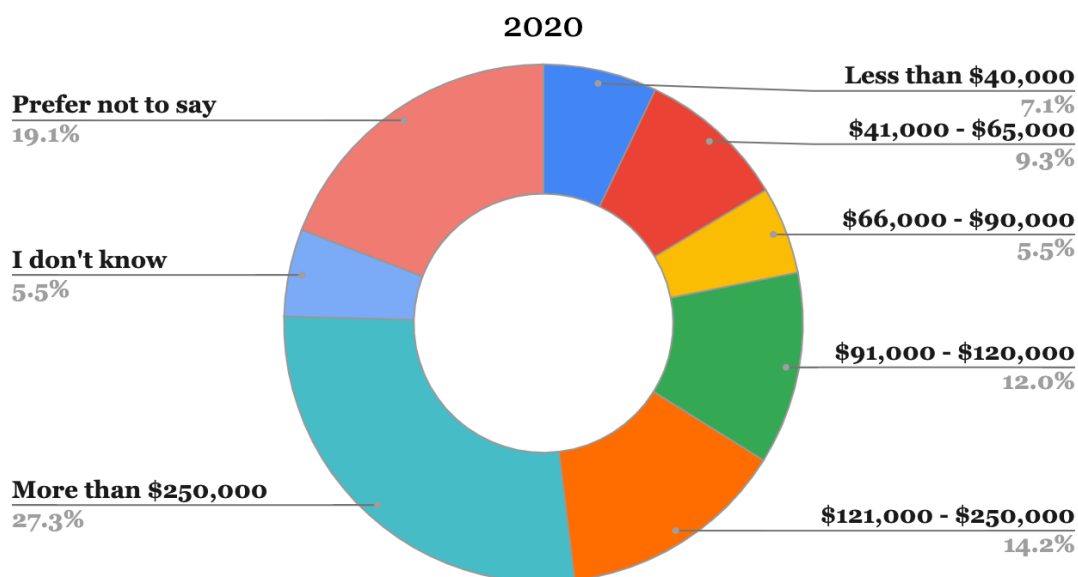
#### 4. Annual Household Income

What is your family's approximate annual household income?



Source: The Crimson's 2021 Census Survey

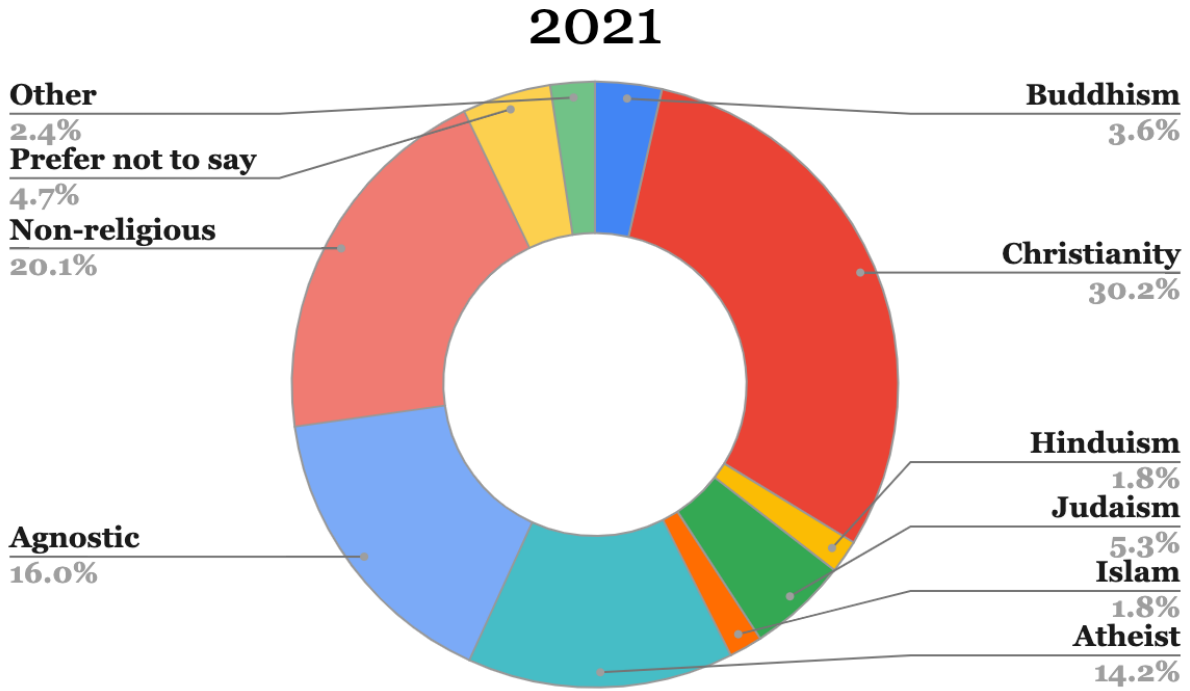
We became increasingly socioeconomically diverse this year, with an increase in the percentage of staff whose families reported an annual household income of less than \$120,000. Of note, The Crimson had a record-high number of students on our Financial Aid Program this year: 143 participants in the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



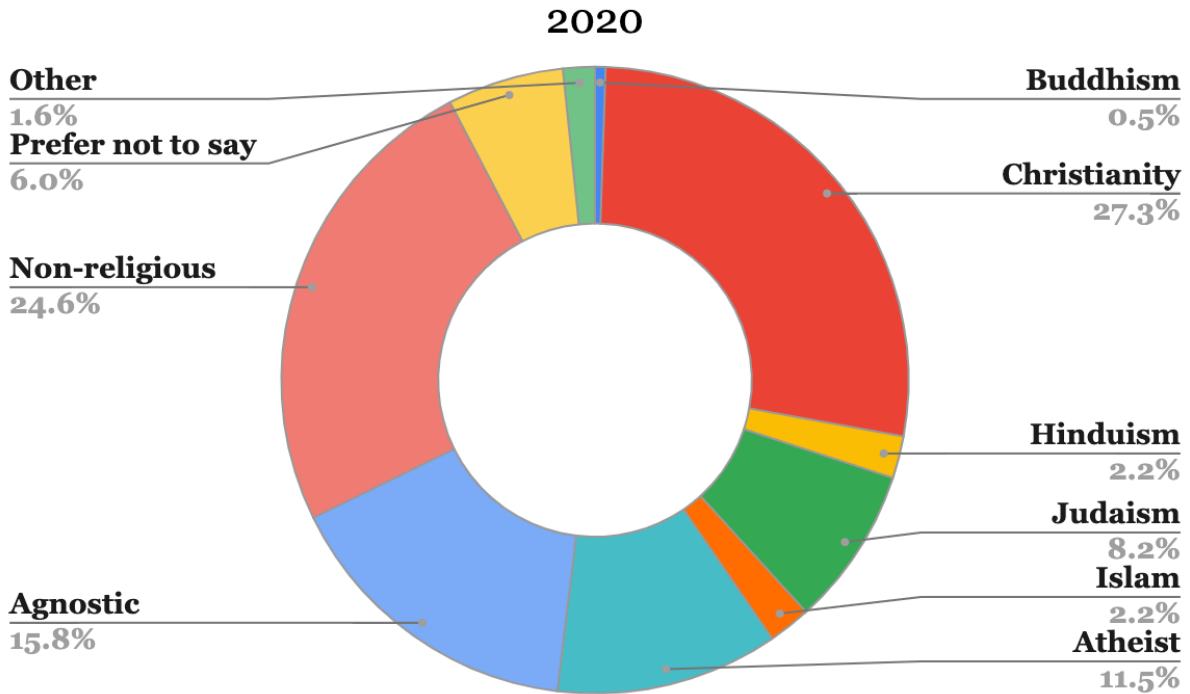
Source: The Crimson's 2020 Census Survey

### 5. Religious and Political Affiliation

What is your religious affiliation, if any?



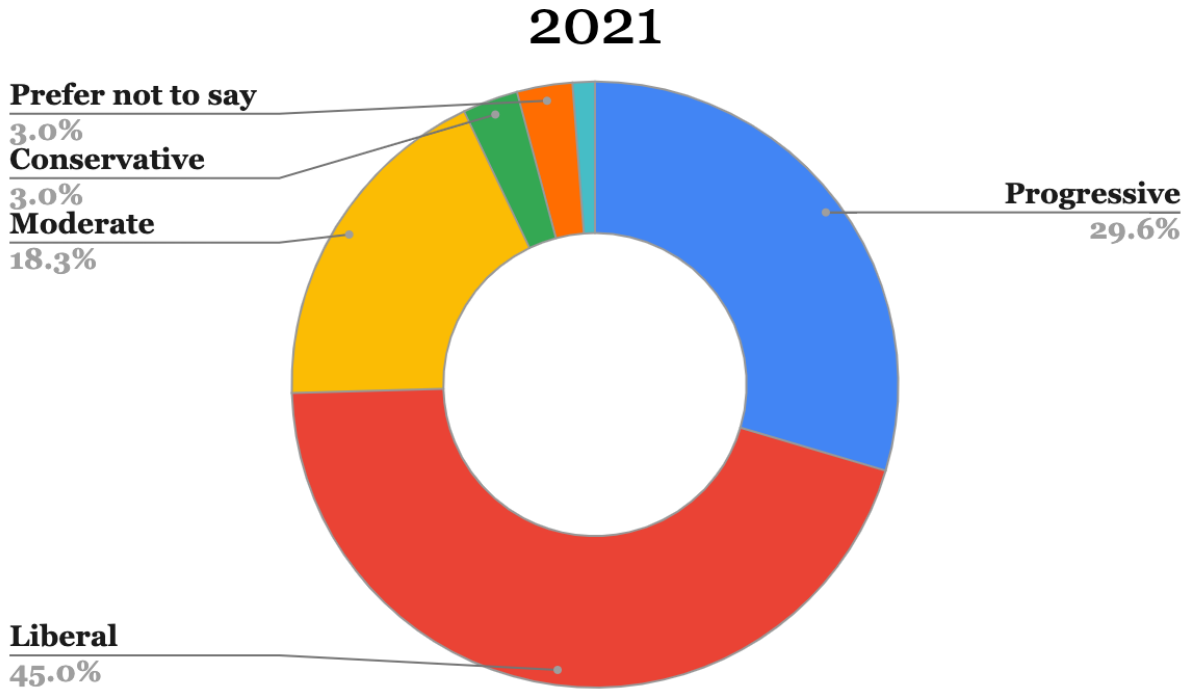
Source: The Crimson's 2021 Census Survey



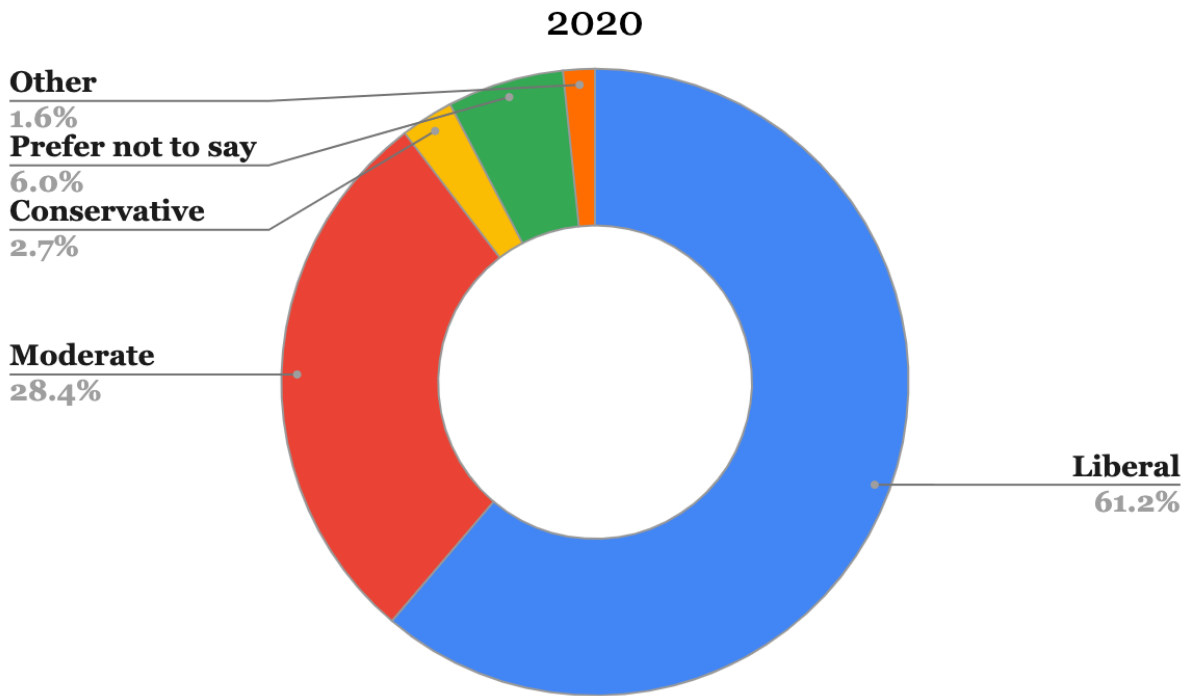
Source: The Crimson's 2020 Census Survey

**How would you describe your politics?**

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



Source: The Crimson's 2021 Census Survey

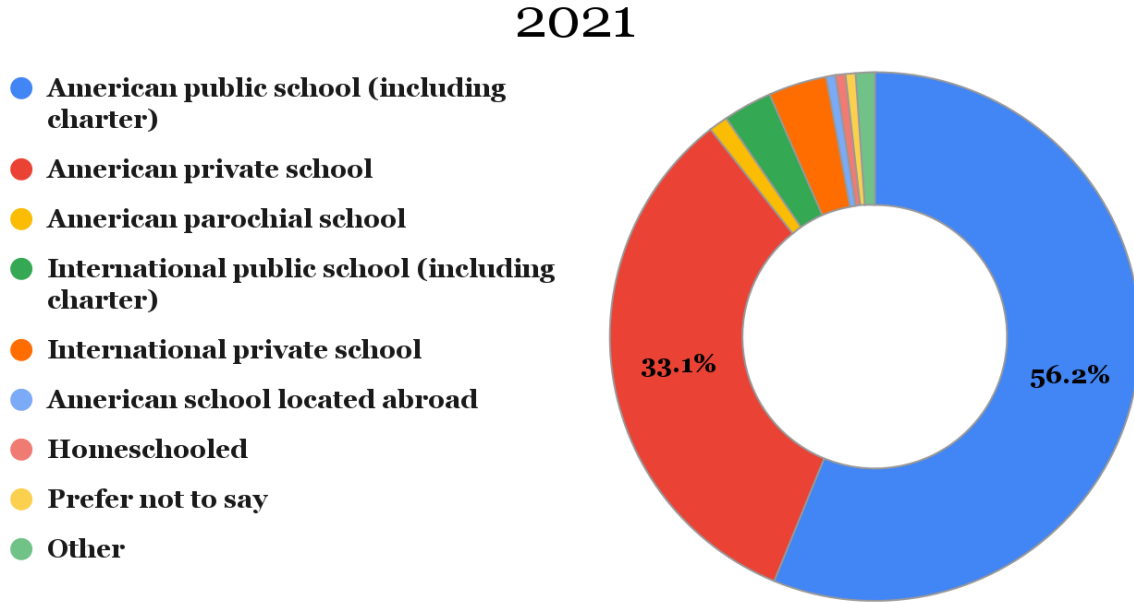


Source: The Crimson's 2020 Census Survey

## 6. High School Background

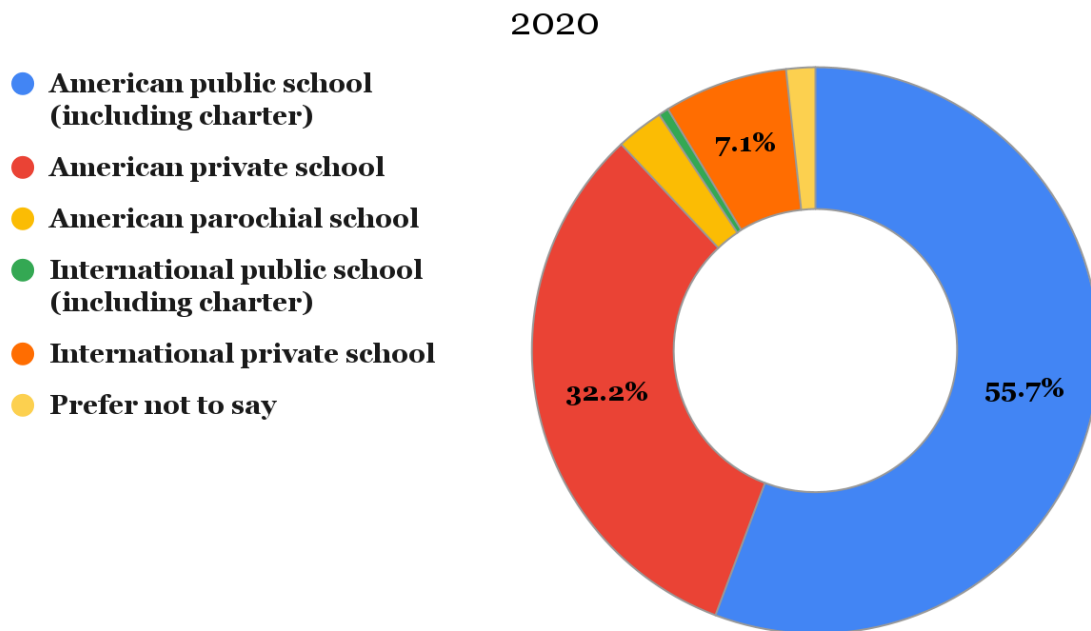
*In 2021, a new question was added: "Are you an international student?"*

**What type of high school did you attend?**

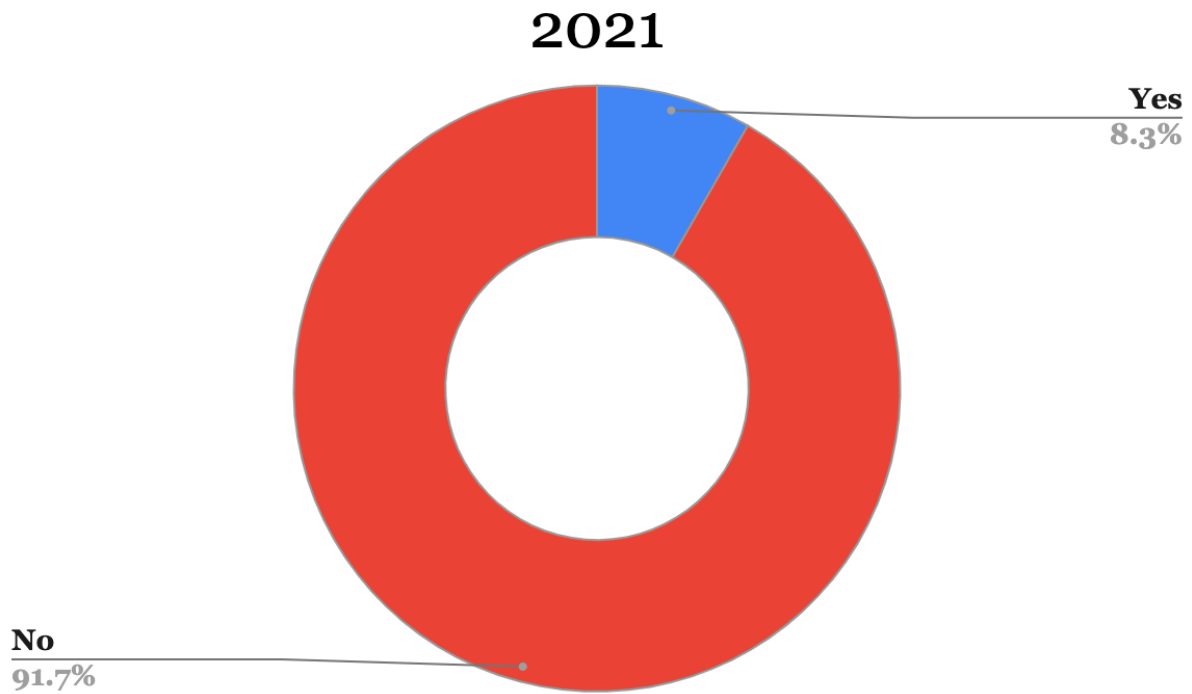


Source: The Crimson's 2021 Census Survey

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



Source: The Crimson's 2020 Census Survey

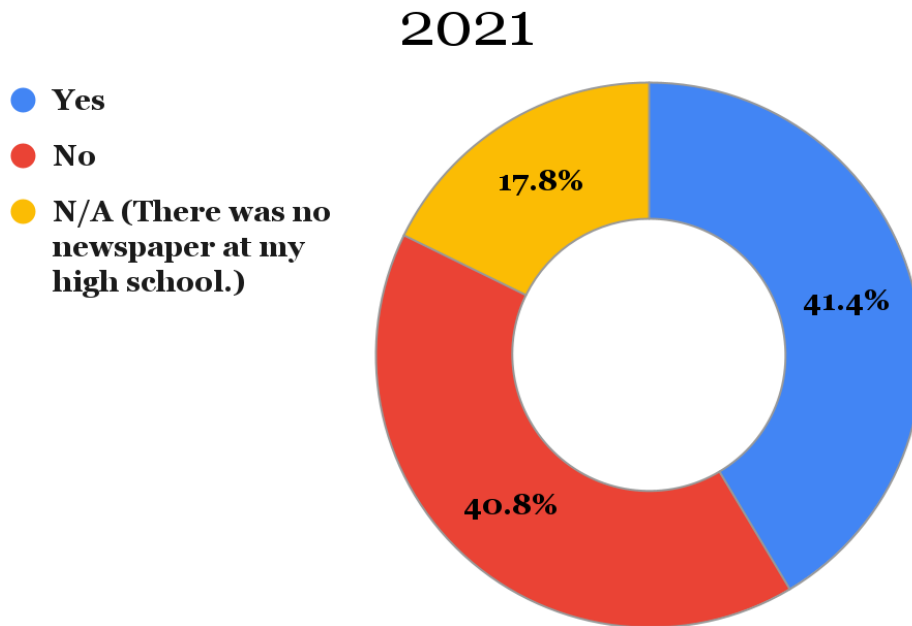
**Are you an international student?**

Source: The Crimson's 2021 Census Survey

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

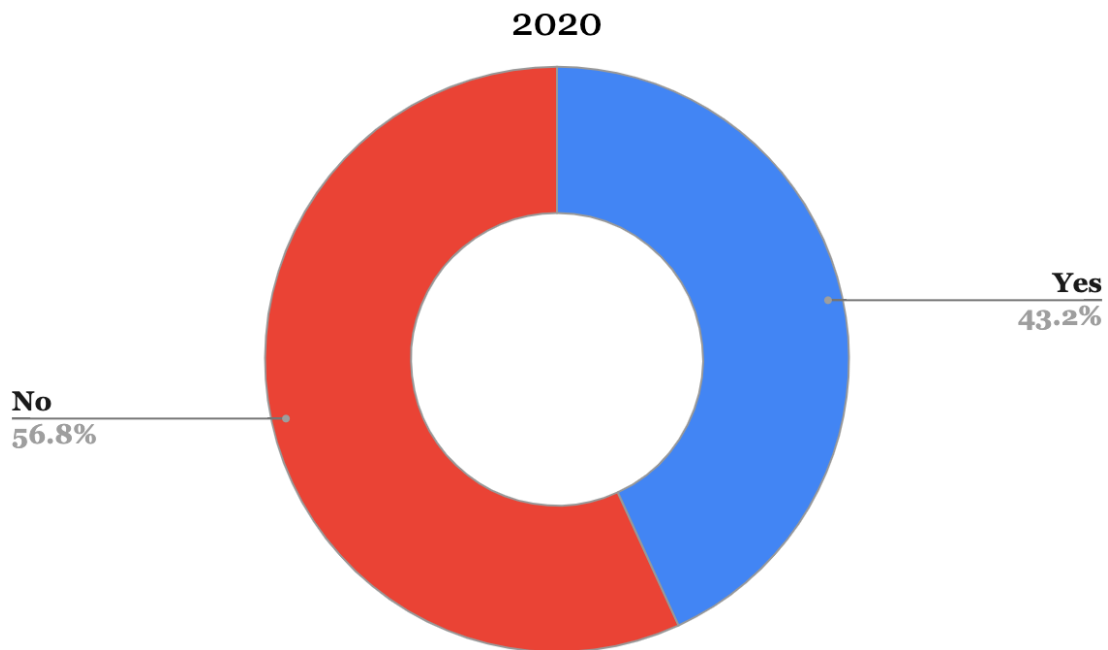
## Were you involved with your high school newspaper?

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



Source: The Crimson's 2021 Census Survey

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

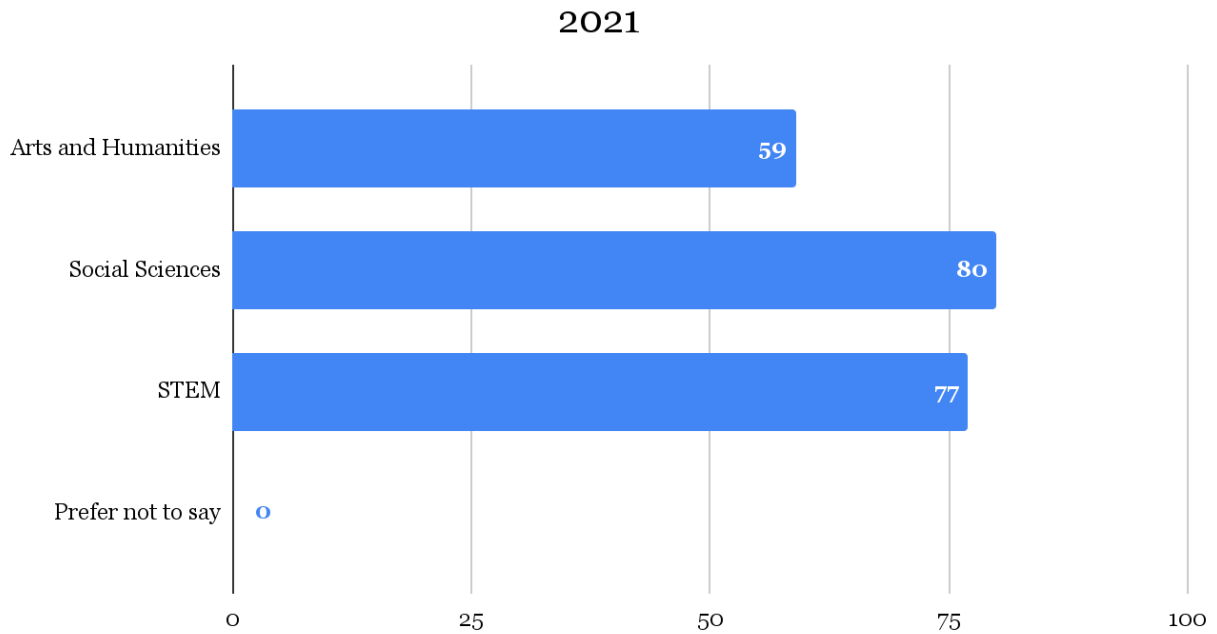


Source: The Crimson's 2020 Census Survey

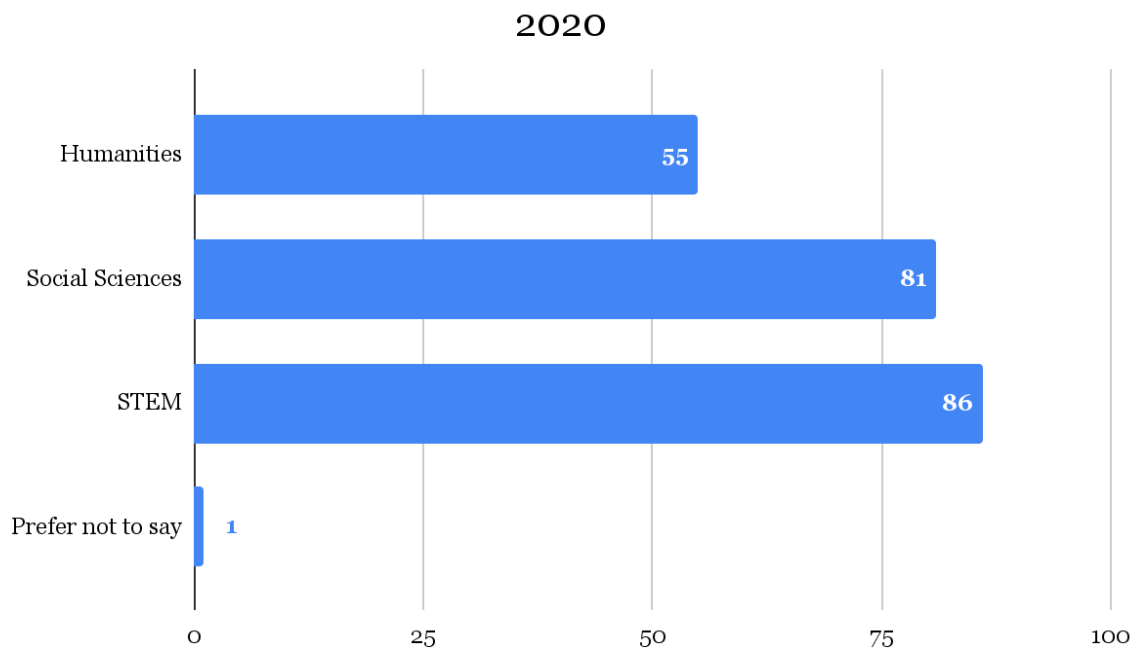
## 7. Primary Academic Interest

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

### Broadly speaking, what do you study?



Source: The Crimson's 2021 Census Survey



Source: The Crimson's 2020 Census Survey



## 8. Workload

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

**2021**

<b>Mean</b>	<b>Min</b>	<b>Q1</b>	<b>Median</b>	<b>Q3</b>	<b>Max</b>
<b>8.95</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>10</b>	<b>80</b>

Source: The Crimson's 2021 Census Survey

**2020**

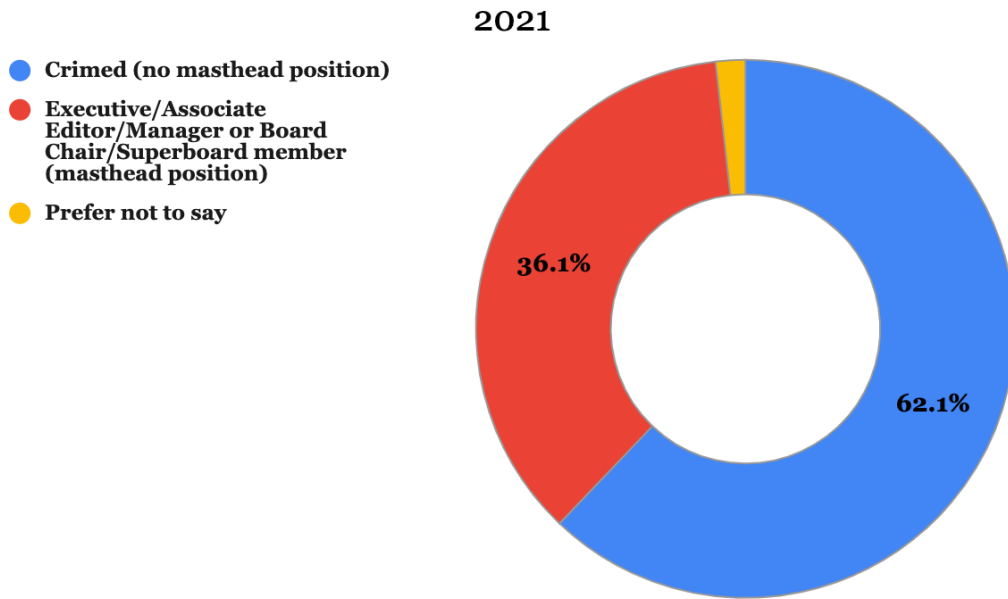
<b>Mean</b>	<b>Min</b>	<b>Q1</b>	<b>Median</b>	<b>Q3</b>	<b>Max</b>
<b>8.77</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>10</b>	<b>80</b>

Source: The Crimson's 2020 Census Survey

### 9. Masthead Demographics

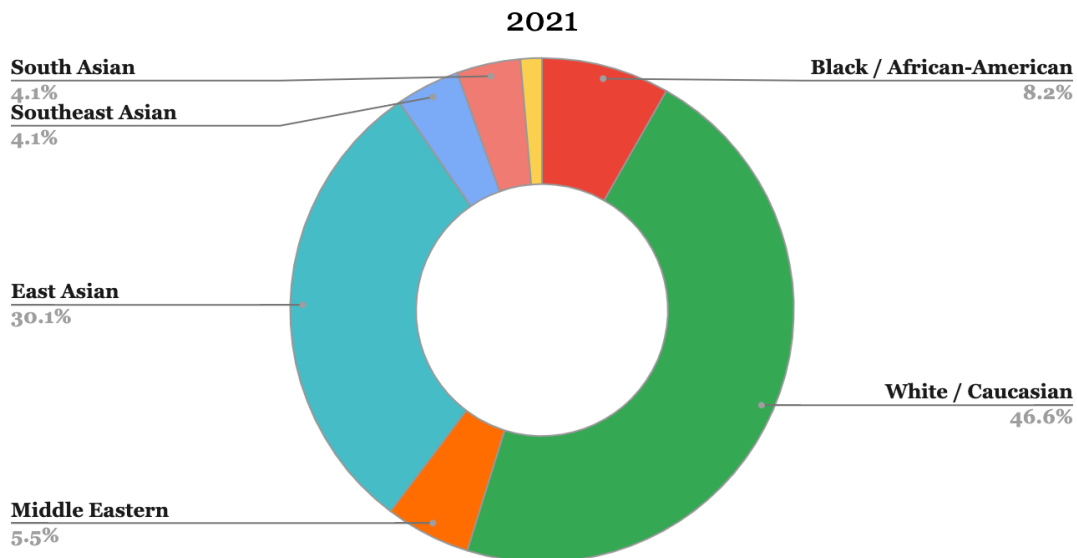
In this final section of the report, we compare the demographics of our leadership with the demographics of our staff overall. We chose to define Crimson leadership as those who have been appointed for masthead positions. You can find a full list of the current masthead [here](#).

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



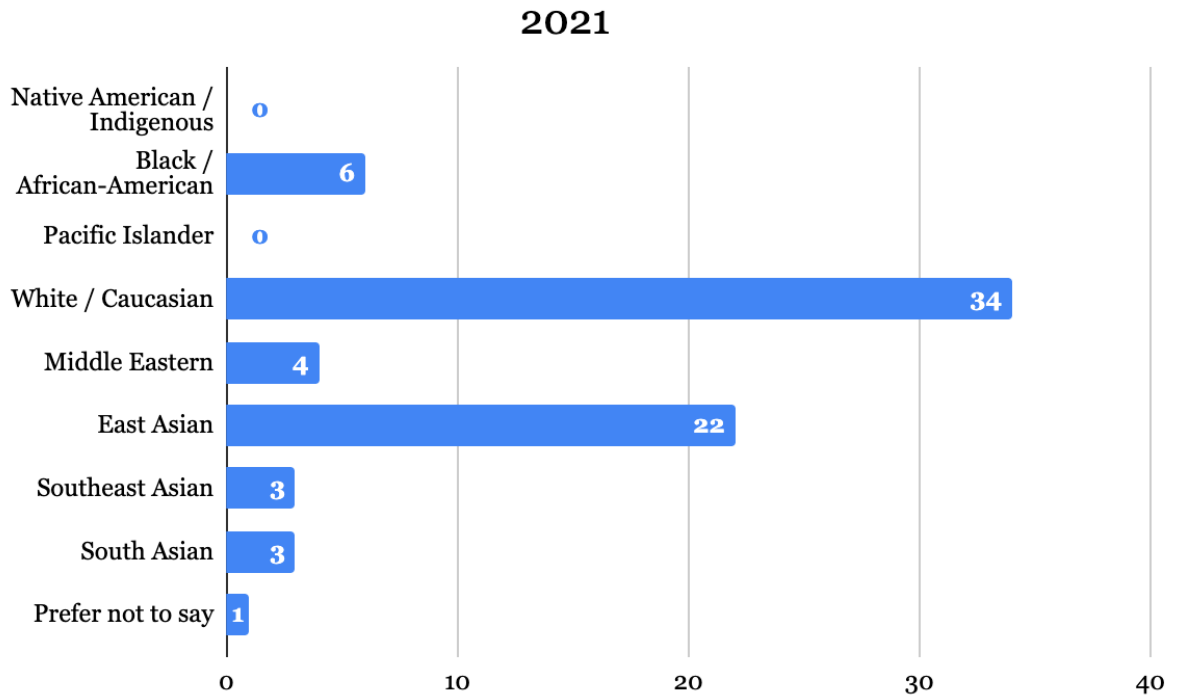
Source: The Crimson's 2021 Census Survey

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



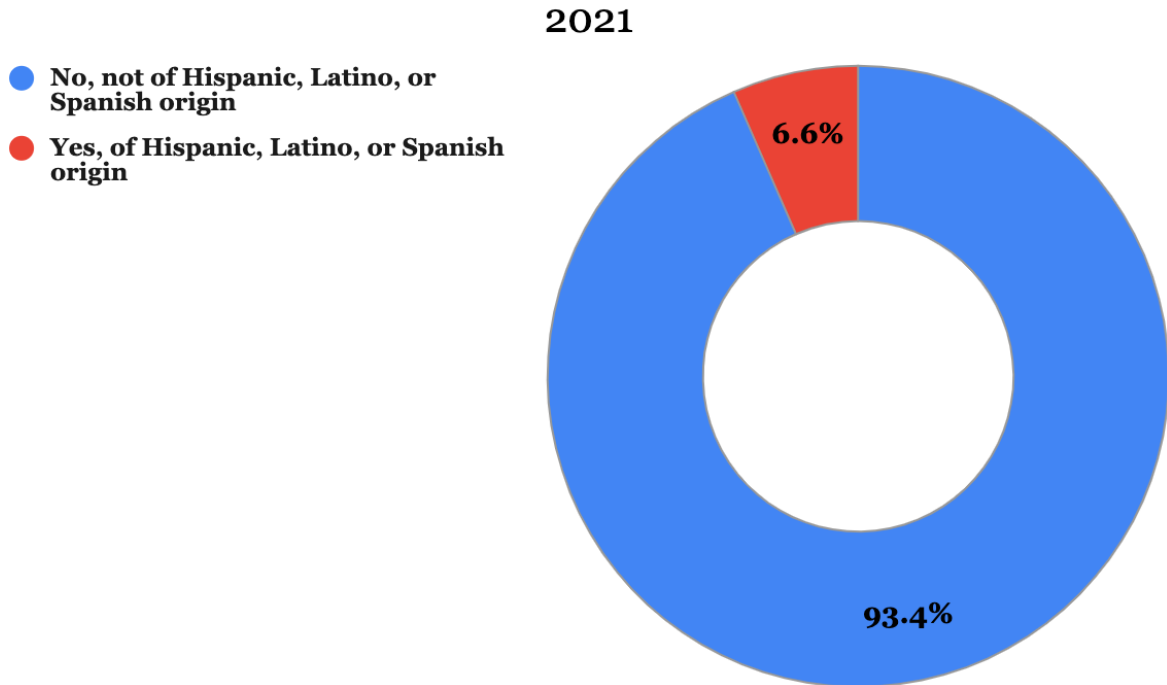
Source: The Crimson's 2021 Census Survey

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



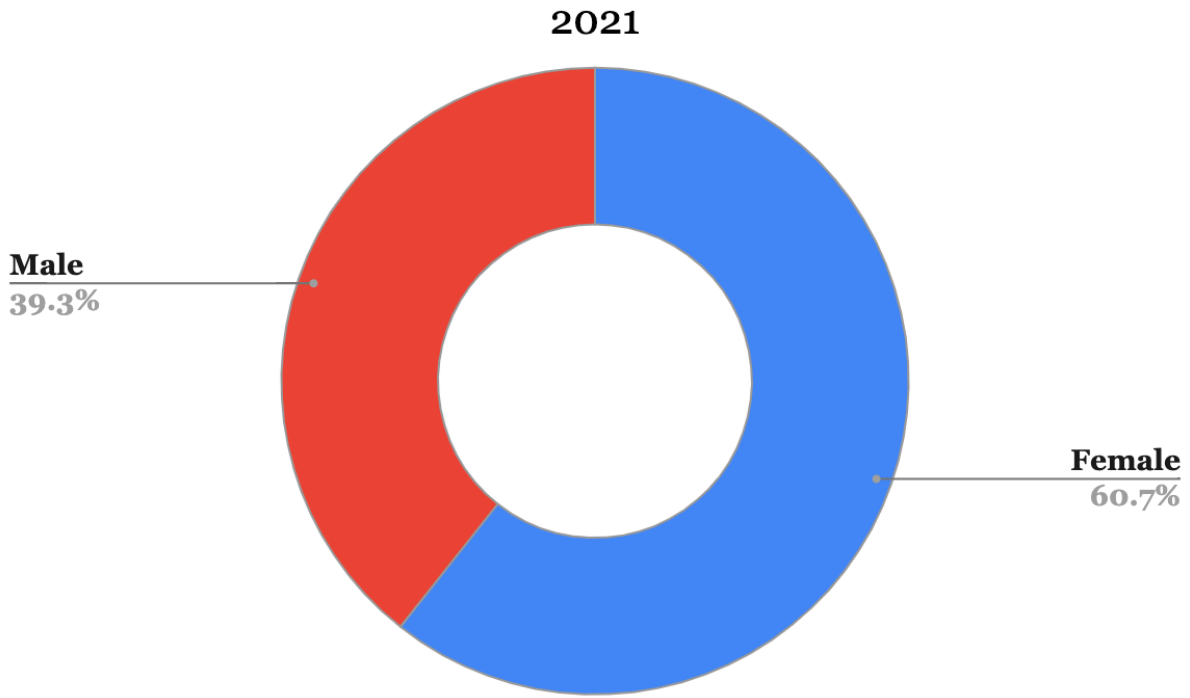
Source: The Crimson's 2021 Census Survey

**Are you of Hispanic, Latino, or Spanish origin?**



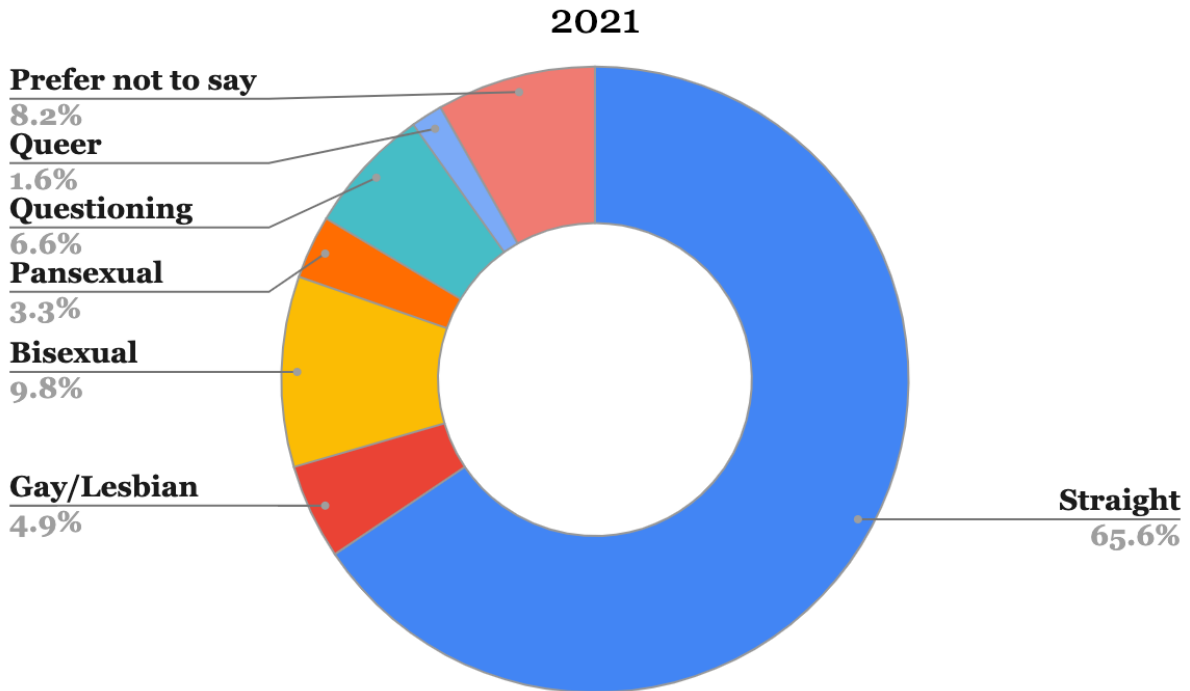
Source: The Crimson's 2021 Census Survey

### How would you describe your gender identity?



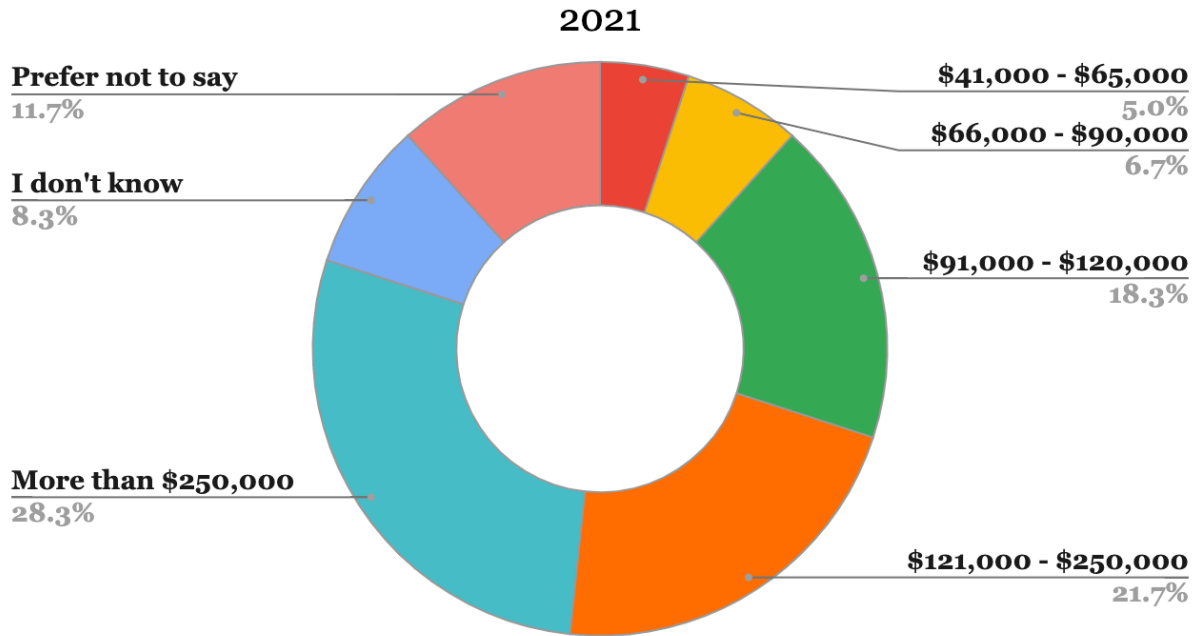
Source: The Crimson's 2021 Census Survey

### How would you describe your sexual orientation?



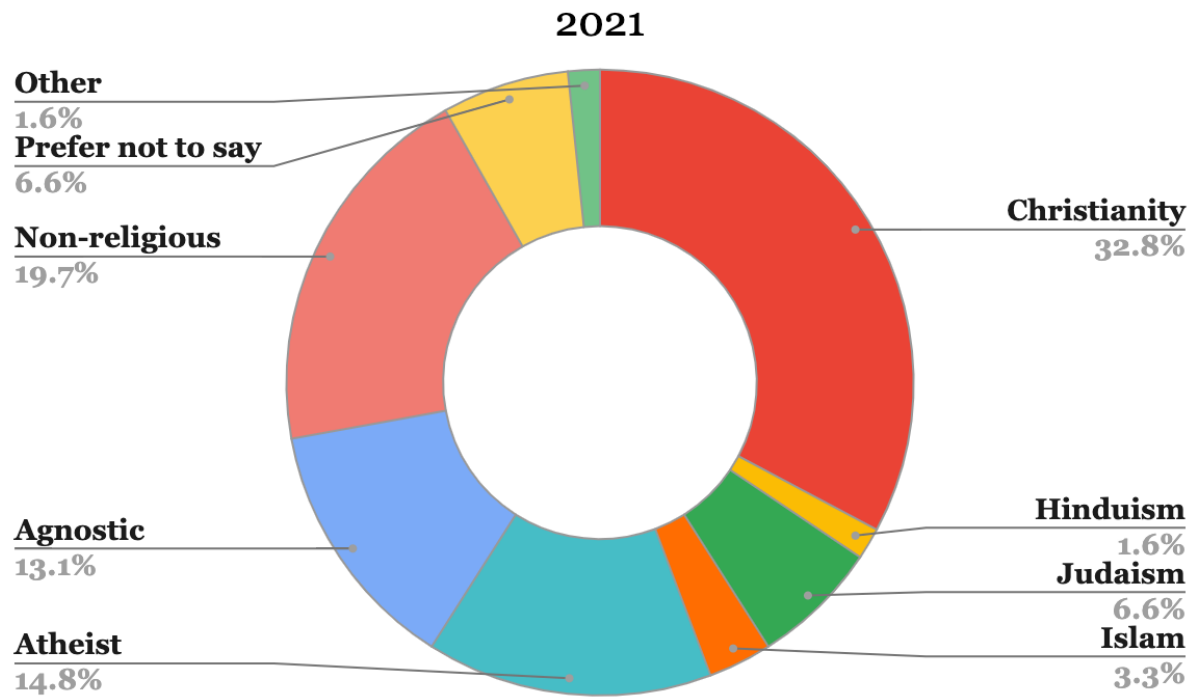
Source: The Crimson's 2021 Census Survey

**What is your family's approximate annual household income?**



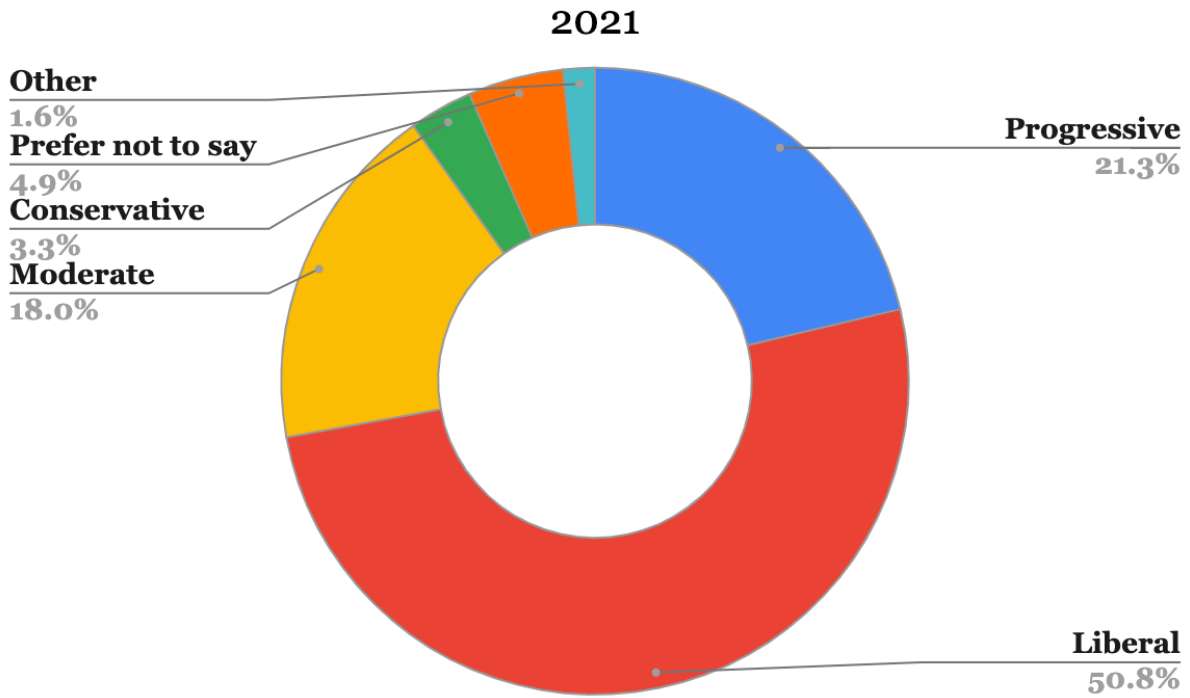
Source: The Crimson's 2021 Census Survey

**What is your religious affiliation, if any?**



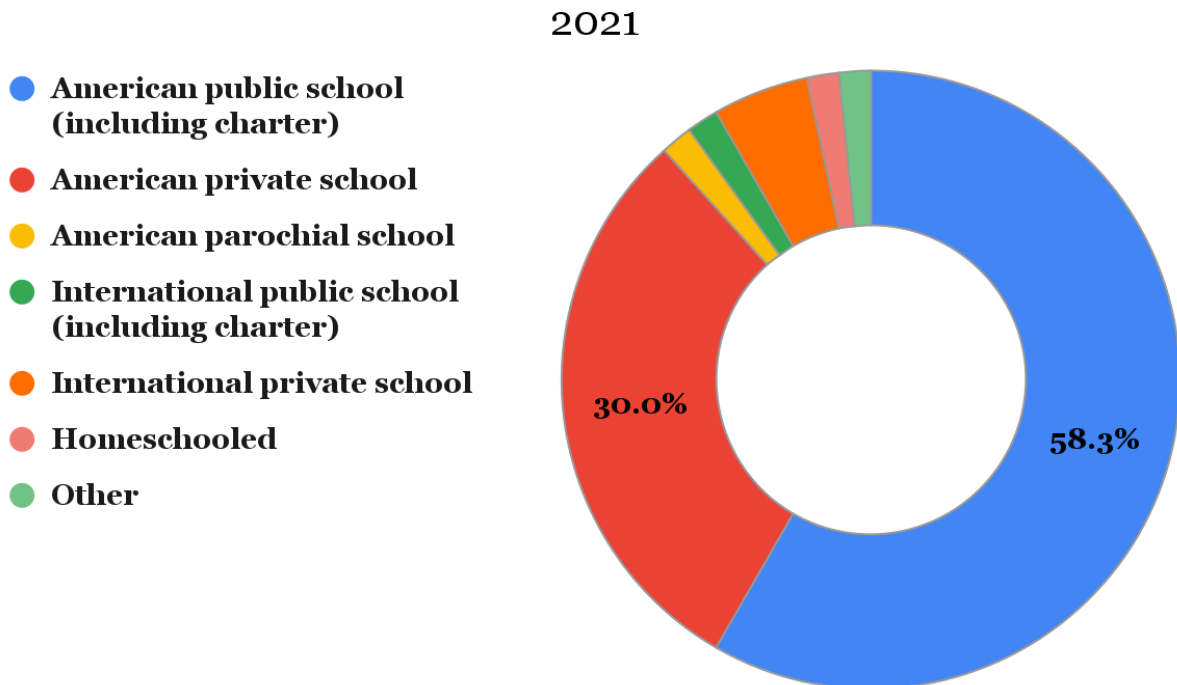
Source: The Crimson's 2021 Census Survey

**How would you describe your politics?**



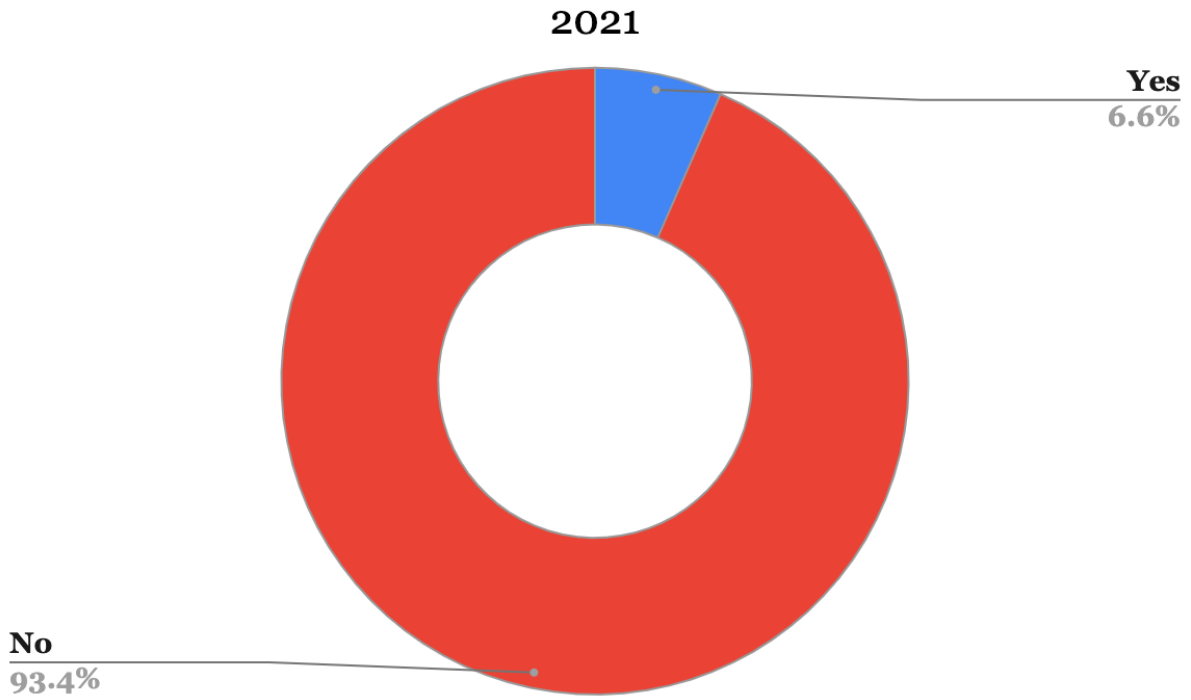
Source: The Crimson's 2021 Census Survey

**What type of high school did you attend?**



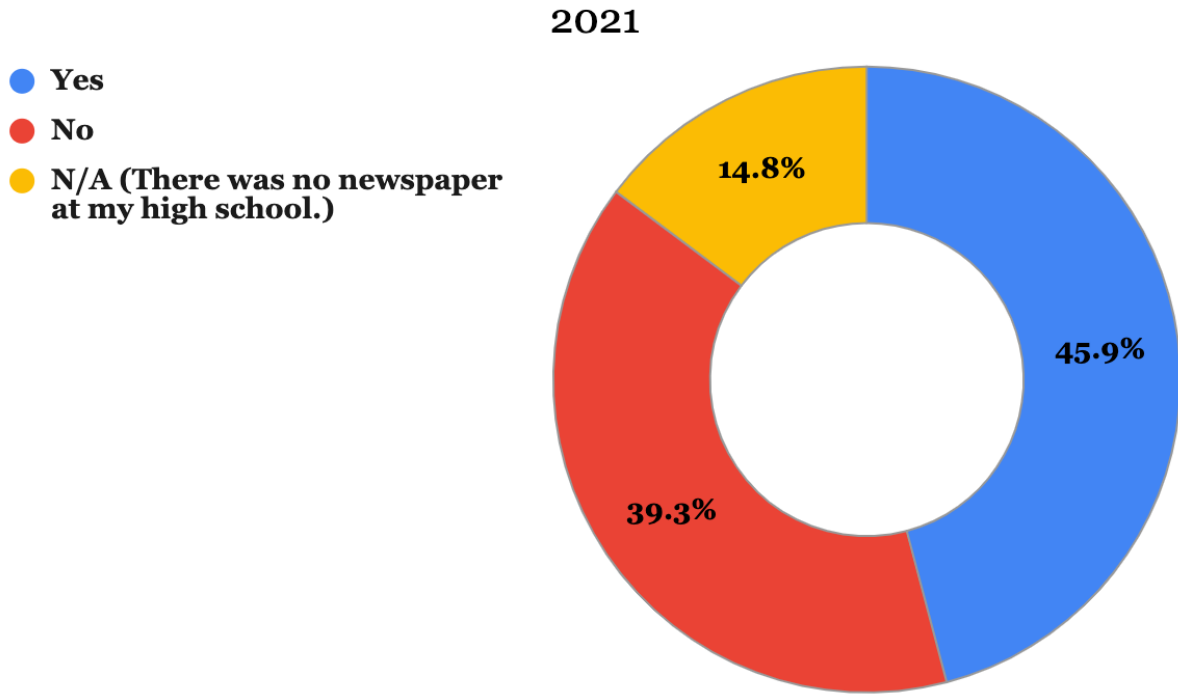
Source: The Crimson's 2021 Census Survey

### Are you an international student?



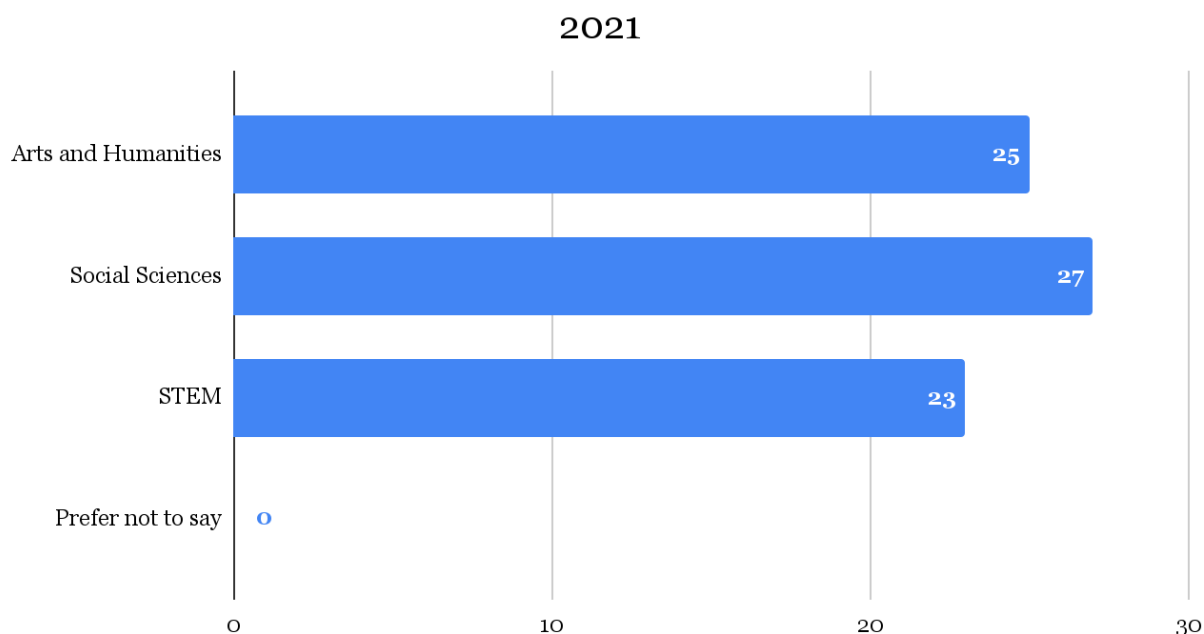
Source: The Crimson's 2021 Census Survey

### Were you involved with your high school newspaper?



Source: The Crimson's 2021 Census Survey

## Broadly speaking, what do you study?



Source: The Crimson's 2021 Census Survey

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

**2021**

Mean	Min	Q1	Median	Q3	Max
12.61	1	7	10	15	80

Source: The Crimson's 2021 Census Survey

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

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