GSC Non-Discrimination and Anti-Harassment Survey

Divisional Highlights

November 14, 2019
Respondent Demographics

Response rate:
497 responses of
4521 GSAS students

Dissemination:
- GSC Newsletter
- Meeting Minutes
- Engage News Post
Rate of Subtle Harassment by Division and G-year

Instances of microaggressions most common in SEAS and Natural Sciences
Rate of Overt Harassment by Division and G-year

Have you ever experienced overt discrimination or harassment as a GSAS Student at Harvard?

- Yes, ten times or more
- Yes, five to ten times
- Yes, two to five times
- Yes, once
- No, never
- Prefer not to say

4. Indicate your G-year

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1. Please indicate your Division of GSAS

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Hostile Experiences and Encounters

“I was not allowed to enroll in a required course while pregnant…”

“The harassment I faced here almost pushed me out of my program…”

“I feel particularly hassled by the security staff...if I don't show my ID…”

“Microaggressions against women in STEM are prevalent at Harvard…”

“A professor belittled me in front of classmates in office hours and claimed I did not have the right background…”

*GSC ND/AH Survey Questions 11 and 13
Hostile Experiences and Encounters

“Was harassed by a professor about my sexuality in seminar. Have experienced frequent microaggressions from faculty and colleagues related to race, gender, and sexuality.”

“My (ethnic) field is ignored and trivialized in my department.”

“I am misgendered by my peers, my students, and faculty virtually every day...”

“A colleague in my department complained to me about a professor singling her out for a disability that required accommodation.”
Use of Harvard Resources

Top 3 most commonly used resources (<10% for others)
1) Counseling and Mental Health Services (CAMHS) - 50%
2) A Title IX Coordinator - 28%
3) Other administrators in your department - 25%

*GSC ND/AH Survey Question 14
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Student experiences with CAMHS are variable
- “It was great to talk to a therapist of color about my experiences”
- “Great” “Good and supportive” “Excellent”
- “Making an appointment...was difficult”
- “My HUHS psychiatrist told me to ‘tone my visible queerness down’”
- “It’s helpful to do mental counseling, but that doesn’t solve the real discrimination/harassment problem in the university.”
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Student experiences with Title IX are largely negative
- “There was nothing they could do to help me because of the professor’s status”
- “Their role is to protect the institution, not the students”
How have GSAS departments or programs addressed issues of harassment and discrimination?

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*GSC ND/AH Survey Question 17*
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**Engineering and Applied Sciences**
- “In the past, my department has failed to address a culture of microaggressions and hostility to certain groups, but I am hopeful that this is changing.”
- “The department was unhelpful.”

**Humanities**
- “We have a regular climate survey and climate meeting.”
- “Really, really poorly, with one-off trainings that mainly fall on unlistening ears.”

**Social Sciences**
- “Our department formed a climate change committee which established a Title IX liaison in addition to reviewing several other policies. We also formed a graduate students association within the department.”
- “It's very unclear how they have addressed these issues.”

**InterFaculty**
- “Private meetings between students & faculty that have produced no results or policy changes, just more reports characterizing the extent of the problem”
- “…nothing was done, for example, when I was singled out in class for my race in front of the entire class, and otherwise made to feel extremely uncomfortable. That was never addressed.”

**Natural Sciences**
- “They did nothing, even though they know about what’s happening.”
- “Created a Mental Health Committee and a Diversity Inclusion and Belonging Committee. The students and staff on the DIB committee are working hard, but it feels like that faculty are just doing it for show, and act totally differently in private.”

*GSC ND/AH Survey Question 17*
Likelihood of participating in a DEI workshop, if offered

- Very Likely
- Somewhat Likely
- Unlikely
- Unsure