
Q57

Did your plans to start/grow your family (i.e., through pregnancy or adoption) influence your choice of nephrology training program?		n	Pct
Adult			
	Yes	115	28.7%
	No	284	71.0%
	NA	1	0.2%
Pediatric			
	Yes	7	14.0%
	No	43	86.0%

N = 449. *Missing Responses* = 1.

Q58

Do you know your nephrology training program policies regarding family planning, parental leave (i.e., for pregnancy or adoption), and available support for lactation and childcare?

n Pct

Adult

Yes 198 49.5%

No 199 49.8%

NA 3 0.8%

Pediatric

Yes 20 40.0%

No 30 60.0%

N = 447. *Missing Responses* = 3.

Q59 N=207

Please indicate which of the following benefits for family planning, parental leave (i.e., for pregnancy or adoption), and available support for lactation and childcare are provided by your fellowship.

	N	Pct
Adult		
Minimum of 6 weeks of paid leave (at 100% salary) for qualified medical, parental, or caregiver leave at any point during training	157	30.7%
Clean and private facilities for lactation that have refrigeration capabilities	103	20.1%
Clinic breaks for lactating mothers	79	15.4%
Onsite childcare	31	6.1%
Backup coverage for childcare emergencies	86	16.8%
Insurance benefits for reproductive endocrinology services (e.g., intrauterine insemination or in vitro fertilization)	50	9.8%
Other (please specify)	6	1.2%

Pediatric

Minimum of 6 weeks of paid leave (at 100% salary) for qualified medical, parental, or caregiver leave at any point during training	14	26.4%
Clean and private facilities for lactation that have refrigeration capabilities	13	24.5%
Clinic breaks for lactating mothers	7	13.2%
Onsite childcare	6	11.3%
Backup coverage for childcare emergencies	9	17.0%
Insurance benefits for reproductive endocrinology services (e.g., intrauterine insemination or in vitro fertilization)	4	7.5%
Other (please specify)	0	0.0%

N Unique Respondents = 207

Q60

Have you considered taking or have you taken parental leave during your nephrology training?	n	Pct
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Adult

Yes	71	17.8%
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No	327	81.8%
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NA	2	0.5%
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Pediatric

Yes	12	24.0%
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No	38	76.0%
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N = 448. *Missing Responses* = 2.

Q61

How would you describe your training program leadership's response to your consideration of taking, or decision to take, parental leave?

n Pct

Adult

Not supportive at all	2	0.5%
Somewhat supportive	10	2.5%
Supportive	13	3.2%
Very supportive	19	4.8%
Extremely supportive	27	6.8%
NA	329	82.2%

Pediatric

Somewhat supportive	1	2.0%
Supportive	2	4.0%
Very supportive	2	4.0%
Extremely supportive	7	14.0%
NA	38	76.0%

N = 83. *Missing Responses* = 367.

Q62

Have you experienced microaggressions (i.e., subtle, indirect, or unintentional statements or actions of discrimination) regarding your consideration of taking, or decision to take, parental leave during your nephrology training?

n Pct

Adult

Yes	14	3.5%
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No	56	14.0%
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NA	330	82.5%
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Pediatric

Yes	3	6.0%
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No	9	18.0%
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NA	38	76.0%
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N = 82. *Missing Responses* = 368.

Q63

Have you experienced explicit bias (i.e., intentional statements or acts of discrimination) regarding your consideration of taking, or decision to take, parental leave during your nephrology training?

n Pct

Adult

Yes	5	1.2%
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No	66	16.5%
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NA	329	82.2%
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Pediatric

Yes	2	4.0%
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No	10	20.0%
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NA	38	76.0%
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N = 83. *Missing Responses* = 367.
