
Q57

Did your plans to start/grow your family (i.e., through pregnancy or adoption) influence your choice of nephrology training program?	n	Pct
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Citizen/Permanent Resident

Yes	83	27.0%
No	223	72.6%
NA	1	0.3%

Visa

Yes	37	26.4%
No	103	73.6%

N = 446. *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

Citizen/Permanent Resident

Yes	163	53.1%
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No	143	46.6%
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NA	1	0.3%
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Visa

Yes	53	37.9%
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No	85	60.7%
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NA	2	1.4%
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N = 444. *Missing Responses* = 3.

Q60

Have you considered taking or have you taken parental leave during your nephrology training?	n	Pct
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Citizen/Permanent Resident

Yes	66	21.5%
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No	239	77.9%
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NA	2	0.7%
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Visa

Yes	15	10.7%
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No	125	89.3%
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N = 445. *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
Citizen/Permanent Resident		
Not supportive at all	2	0.7%
Somewhat supportive	8	2.6%
Supportive	10	3.3%
Very supportive	16	5.2%
Extremely supportive	30	9.8%
NA	241	78.5%
Visa		
Somewhat supportive	3	2.1%
Supportive	4	2.9%
Very supportive	5	3.6%
Extremely supportive	3	2.1%
NA	125	89.3%

N = 80. *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

Citizen/Permanent Resident

Yes	15	4.9%
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No	50	16.3%
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NA	242	78.8%
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Visa

Yes	2	1.4%
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No	13	9.3%
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NA	125	89.3%
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N = 79. *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

Citizen/Permanent Resident

Yes	7	2.3%
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No	59	19.2%
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NA	241	78.5%
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Visa

No	15	10.7%
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NA	125	89.3%
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N = 80. *Missing Responses* = 367.
