
Q57

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

	n	Pct
Yes	122	27.2%
No	327	72.8%

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
Yes	218	48.8%
No	229	51.2%

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
Minimum of 6 weeks of paid leave (at 100% salary) for qualified medical, parental, or caregiver leave at any point during training	171	82.6%
Clean and private facilities for lactation that have refrigeration capabilities	116	56.0%
Clinic breaks for lactating mothers	86	41.5%
Onsite childcare	37	17.9%
Backup coverage for childcare emergencies	95	45.9%
Insurance benefits for reproductive endocrinology services (e.g., intrauterine insemination or in vitro fertilization)	54	26.1%
Other (please specify)	6	2.9%

N Unique Respondents = 207

Q60

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

	n	Pct
Yes	83	18.5%
No	365	81.5%

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
Not supportive at all	2	2.4%
Somewhat supportive	11	13.3%
Supportive	15	18.1%
Very supportive	21	25.3%
Extremely supportive	34	41.0%

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
Yes	17	20.7%
No	65	79.3%

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
Yes	7	8.4%
No	76	91.6%

N = 83. *Missing Responses* = 367.
