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**Q57**

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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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**Man**

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Yes 72 28.8%

No 177 70.8%

- 1 0.4%

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**Woman**

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Yes 47 24.7%

No 143 75.3%

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**N** = 440. *Missing Responses* = 10.

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**Q58**

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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

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**Man**

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Yes 119 47.6%

No 128 51.2%

- 3 1.2%

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**Woman**

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Yes 96 50.5%

No 94 49.5%

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**N** = 440. *Missing Responses* = 10.

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## Q59 N=204

What is your current gender identity?	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.	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
Man	Minimum of 6 weeks of paid leave (at 100% salary) for qualified medical, parental, or caregiver leave at any point during training	92	45.1%
Man	Clean and private facilities for lactation that have refrigeration capabilities	55	27.0%
Man	Clinic breaks for lactating mothers	47	23.0%
Man	Onsite childcare	20	9.8%
Man	Backup coverage for childcare emergencies	54	26.5%
Man	Insurance benefits for reproductive endocrinology services (e.g., intrauterine insemination or in vitro fertilization)	31	15.2%
Man	Other (please specify)	3	1.5%
Woman	Minimum of 6 weeks of paid leave (at 100% salary) for qualified medical, parental, or caregiver leave at any point during training	77	37.7%
Woman	Clean and private facilities for lactation that have refrigeration capabilities	60	29.4%
Woman	Clinic breaks for lactating mothers	38	18.6%
Woman	Onsite childcare	16	7.8%
Woman	Backup coverage for childcare emergencies	39	19.1%
Woman	Insurance benefits for reproductive endocrinology services (e.g., intrauterine insemination or in vitro fertilization)	23	11.3%
Woman	Other (please specify)	3	1.5%

Q59 N=204

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.			
What is your current gender identity?		N	Pct

**N Unique Respondents = 204**

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**Q60**

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

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Yes	41	16.4%
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No	207	82.8%
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-	2	0.8%
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**Woman**

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Yes	40	21.1%
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No	150	78.9%
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**N** = 440. *Missing Responses* = 10.

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## Q61

How would you describe your training program leadership's response to your consideration of taking, or decision to take, parental leave?			n	Pct
Man				
Somewhat supportive			5	2.0%
Supportive			10	4.0%
Very supportive			11	4.4%
Extremely supportive			15	6.0%
-			209	83.6%
Woman				
Not supportive at all			2	1.1%
Somewhat supportive			5	2.6%
Supportive			4	2.1%
Very supportive			10	5.3%
Extremely supportive			19	10.0%
-			150	78.9%

**N** = 440. *Missing Responses* = 10.

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**Q62**

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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

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**Man**

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Yes	7	2.8%
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No	34	13.6%
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-	209	83.6%
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**Woman**

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Yes	10	5.3%
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No	29	15.3%
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-	151	79.5%
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**N** = 440. *Missing Responses* = 10.

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**Q63**

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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

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**Man**

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Yes

2 0.8%

No

39 15.6%

–

209 83.6%

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**Woman**

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Yes

5 2.6%

No

35 18.4%

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150 78.9%

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**N** = 440. *Missing Responses* = 10.

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