
Q57

Did your plans to start/grow your family (i.e., through pregnancy or adoption) influence your choice of nephrology training program?		n	Pct
<30			
	Yes	5	17.9%
	No	23	82.1%
30-35			
	Yes	76	27.2%
	No	203	72.8%
>35			
	Yes	29	27.6%
	No	75	71.4%
	NA	1	1.0%
NA			
	Yes	12	31.6%
	No	26	68.4%

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
<30		
Yes	10	35.7%
No	18	64.3%
30–35		
Yes	142	50.9%
No	135	48.4%
NA	2	0.7%
>35		
Yes	48	45.7%
No	56	53.3%
NA	1	1.0%
NA		
Yes	18	47.4%
No	20	52.6%

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
<30		
Minimum of 6 weeks of paid leave (at 100% salary) for qualified medical, parental, or caregiver leave at any point during training	7	26.9%
Clean and private facilities for lactation that have refrigeration capabilities	7	26.9%
Clinic breaks for lactating mothers	5	19.2%
Onsite childcare	1	3.8%
Backup coverage for childcare emergencies	4	15.4%
Insurance benefits for reproductive endocrinology services (e.g., intrauterine insemination or in vitro fertilization)	2	7.7%
Other (please specify)	0	0.0%

30–35

Minimum of 6 weeks of paid leave (at 100% salary) for qualified medical, parental, or caregiver leave at any point during training	119	31.1%
Clean and private facilities for lactation that have refrigeration capabilities	80	20.9%
Clinic breaks for lactating mothers	54	14.1%
Onsite childcare	26	6.8%
Backup coverage for childcare emergencies	68	17.8%
Insurance benefits for reproductive endocrinology services (e.g., intrauterine insemination or in vitro fertilization)	34	8.9%
Other (please specify)	2	0.5%

>35

Minimum of 6 weeks of paid leave (at 100% salary) for qualified medical, parental, or caregiver leave at any point during training	32	27.8%
Clean and private facilities for lactation that have refrigeration capabilities	22	19.1%

N Unique Respondents = 207

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
Clinic breaks for lactating mothers	20	17.4%
Onsite childcare	8	7.0%
Backup coverage for childcare emergencies	15	13.0%
Insurance benefits for reproductive endocrinology services (e.g., intrauterine insemination or in vitro fertilization)	14	12.2%
Other (please specify)	4	3.5%

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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<30

Yes	6	21.4%
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No	22	78.6%
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30-35

Yes	53	19.0%
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No	225	80.6%
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NA	1	0.4%
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>35

Yes	17	16.2%
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No	87	82.9%
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NA	1	1.0%
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NA

Yes	7	18.4%
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No	31	81.6%
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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
<30			
	Supportive	1	3.6%
	Very supportive	3	10.7%
	Extremely supportive	2	7.1%
	NA	22	78.6%
30-35			
	Somewhat supportive	7	2.5%
	Supportive	9	3.2%
	Very supportive	12	4.3%
	Extremely supportive	25	9.0%
	NA	226	81.0%
>35			
	Not supportive at all	2	1.9%
	Somewhat supportive	3	2.9%
	Supportive	4	3.8%
	Very supportive	3	2.9%
	Extremely supportive	5	4.8%
	NA	88	83.8%
NA			
	Somewhat supportive	1	2.6%
	Supportive	1	2.6%
	Very supportive	3	7.9%
N = 83. Missing Responses = 367.			

Q61

How would you describe your training program leadership's response to your consideration of taking, or decision to take, parental leave?	n	Pct
Extremely supportive	2	5.3%
NA	31	81.6%

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
<30			
	No	6	21.4%
	NA	22	78.6%
30–35			
	Yes	10	3.6%
	No	42	15.1%
	NA	227	81.4%
>35			
	Yes	6	5.7%
	No	11	10.5%
	NA	88	83.8%
NA			
	Yes	1	2.6%
	No	6	15.8%
	NA	31	81.6%

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
<30			
	No	6	21.4%
	NA	22	78.6%
30–35			
	Yes	4	1.4%
	No	49	17.6%
	NA	226	81.0%
>35			
	Yes	3	2.9%
	No	14	13.3%
	NA	88	83.8%
NA			
	No	7	18.4%
	NA	31	81.6%

N = 83. *Missing Responses* = 367.
