**IPiB DEI Climate Survey 2023 - For Distribution**

**Survey Flow**

| **Standard: Introduction (1 Question)**  **Block: Section 1: IPiB Climate (20 Questions)**  **Standard: Section 2: Microaggressions (11 Questions)**  **Standard: Section 3: Hostile Behavior (11 Questions)**  **Standard: Section 4: Accommodations (9 Questions)**  **Standard: Section 5: Suggestions for Improvement (4 Questions)**  **Standard: Section 6: Signs of Progress (5 Questions)**  **Standard: Section 7: Leaving IPiB (3 Questions)**  **Standard: Section 8: Assessing attitudes (longitudinal question) (3 Questions) Standard: Section 9: Demographic Information (12 Questions)** |
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**Start of Block: Introduction**

Introduction The Integrated Program in Biochemistry (IPiB) Diversity, Equity, and Inclusion (DEI) Committee is surveying the IPiB community of students, faculty, and staff to assess the climate for all its members. The goal of this survey is to provide all IPiB-associated community members (a.k.a. the Biochemical Sciences Community at UW-Madison) an opportunity to share honest experiences, thoughts, and feelings about the climate anonymously. These anonymous data will be used to evaluate policies and activities of IPiB and determine the degree to which trainees, faculty, and staff feel supported within the Biochemical Sciences community at UW-Madison.

Participation in this survey is voluntary. If you do not want to answer any question, you may skip it. This survey is anonymous, and you are not required to provide any personally identifiable information. **To provide anonymity, the University of Wisconsin-Madison Survey Center will gather your responses using their Qualtrics account. All responses will be anonymized by the survey center prior to releasing the data to the DEI committee.** We provide the opportunity for you to share basic demographic information at the end of the survey to help us identify potential group trends in the data. However, the extent to which you share any of this information is up to you.

We ask that, unless otherwise noted, responses reflect at maximum the last 5 years in the program. For example, a first year student should reflect on their experience in the last year in IPiB. However, a faculty member associated with the program 10+ years should limit responses to experiences in the last 5 years.

Our goal is to have everyone participate insofar as they are comfortable so that we can have as accurate a picture as possible of our community. This survey has 9 sections, should take approximately 15 minutes to complete, and must be completed in one sitting. Thank you for your participation. We greatly appreciate your feedback and your perspectives.

**End of Block: Introduction**

**Start of Block: Section 1: IPiB Climate**

Q4 **Section 1: IPiB Community Climate**

Please reflect upon the actions, communications, and initiatives of IPiB leadership and program-

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wide experiences. Please respond to questions reflecting on your time in the IPiB/Biochemical Sciences Community at UW-Madison in the last 5 years.

Q1 In your opinion, how committed is IPiB to diversity and inclusion?

o Extremely committed (1)

o Very committed (2)

o Somewhat committed (3)

o Not at all committed (4)

Q2 How important is it to you that IPiB is committed to diversity and inclusion? o Extremely important (5)

o Very important (4)

o Moderately important (3)

o Slightly important (2)

o Not at all important (1)

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Q3 In the last 5 years, how often have you felt welcomed and respected by trainees, faculty, and staff in the program?

o Extremely often (1)

o Very often (2)

o Sometimes (3)

o Rarely (4)

o Never (5)

Q4 In the last 5 years, how often have you felt included and that you belong in the IPiB/ Biochemical Sciences community?

o Extremely often (1)

o Very often (2)

o Sometimes (3)

o Rarely (4)

o Never (5)

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Q5 Please indicate the degree to which you agree with this statement: "When I share thoughts, opinions, or questions at IPiB/Biochemical Sciences community functions (e.g. staff or lab meetings, program receptions, colloquia), I feel they are respected and valued." o Strongly agree (1)

o Agree (2)

o Neutral (3)

o Disagree (4)

o Strongly disagree (5)

Q6 What currently makes you feel valued in the IPiB/ Biochemical Sciences community? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q7 What else could make you feel valued in the IPiB/ Biochemical Sciences community? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Q8 Please indicate the extent to which you agree with the following statement: "I have someone in the IPiB/ Biochemical Sciences community with whom I feel comfortable talking about my problems/concerns."

o Strongly agree (1)

o Agree (2)

o Neutral (3)

o Disagree (4)

o Strongly disagree (5)

*Display This Question:*

*If Q8 = 1*

*Or Q8 = 2*

*Or Q8 = 3*

Q9 Who is this person in relation to you?

o A supervisor (1)

o A colleague or peer (2)

o A non-supervisory faculty member (3)

o Other (4)

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Q10 Please indicate the extent to which you agree with this statement: "My supervisor/advisor genuinely cares about and supports my chosen path (including career goals)." o Strongly agree (1)

o Agree (2)

o Neutral (3)

o Disagree (4)

o Strongly disagree (5)

Q11 Please indicate the extent to which you agree with this statement: "My supervisor/advisor genuinely cares about and supports my well-being."

o Strongly agree (1)

o Agree (2)

o Neutral (3)

o Disagree (4)

o Strongly disagree (5)

Q12 Are there any specific instances you would like to share regarding your responses to the questions above?

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Q15 Please answer this question if you are a student or faculty member of IPiB: Does IPiB provide you with appropriate access to resources for furthering a mission for diversity and inclusivity?

o Yes (4)

o Maybe (5)

oI don't know (6)

o No (7)

Q16 Please indicate the extent to which you feel you have good information about mental health services available to you (as a trainee, faculty, or staff member) through the University of Wisconsin-Madison.

oI have all the information I need about this. (1)

oI have heard about some resources, but do not know how to engage with them. (2) oI totally lack information about this. (3)

Q17 Please indicate the extent to which you feel you have good information about the process for reporting sexual harassment and hostile or intimidating behavior at the University of Wisconsin-Madison.

oI have all the information I need about this. (1)

oI have heard about some resources, but do not know how to engage with them. (2) oI totally lack information about this. (3)

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Q18 Please indicate the extent to which you feel you have good information about the process for reporting incidents of bias or discrimination at the University of Wisconsin-Madison. oI have all the information I need about this. (1)

oI have heard about some resources, but do not know how to engage with them. (2) oI totally lack information about this. (3)

Q92 One way you can report hostilities is to the Dean of Students Office. You can do so at this link: https://doso.students.wisc.edu/

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Q19 Do you have any suggestions for IPiB to make program activities more welcoming or inclusive?

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Q20 Do you have any suggestions for the IPiB/Biochemical Sciences community to make reporting hostilities more transparent/resources more readily available?

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**End of Block: Section 1: IPiB Climate**

**Start of Block: Section 2: Microaggressions**

Introduction 2 **Section 2: Microaggressions**

Microaggressions are statements or actions of subtle discrimination. These can be unconscious or unintentional, but they can nonetheless take a real psychological toll on the mental health of their targets. People who engage in microaggressions are ordinary people who view themselves as good, moral, decent individuals.

Microaggressions generally occur because they are outside the level of conscious awareness of the perpetrator. This is how psychologist Derald W. Sue defines the term: "The everyday slights, indignities, put downs and insults that people of color, women, LGBT populations or those who are marginalized experience in their day-to-day interactions with people."

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Please reflect on your experiences with microaggressions in IPiB/the Biochemical Sciences community at UW-Madison during your time here (please limit to the last 5 years).

Q20 Have you personally experienced microaggressions by people in the IPiB/ Biochemical Sciences community at UW-Madison that made you feel uncomfortable, unwelcome, or slighted (in the last 5 years)?

o Yes, very much so (1)

o Yes, somewhat (2)

o Neutral (3)

o No, I don't think so (4)

o No, not at all (5)

*Display This Question:*

*If Q20 = 1*

*Or Q20 = 2*

*Or Q20 = 3*

*Or Q20 = 4*

Q21 At what frequency have you experienced these behaviors?

o Extremely often (>5 times) (1)

o Very often (4 times) (2)

o Sometimes (2-3 times) (3)

o Rarely (once) (4)

o Never (0 times) (5)

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*Display This Question:*

*If Q20 = 1*

*Or Q20 = 2*

*Or Q20 = 3*

*Or Q20 = 4*

Q22 Why do you think you were targeted? Check all that apply. ▢ Race or ethnicity (1)

▢ Sex (14)

▢ Sexual orientation (2)

▢ Gender identity (3)

▢ Age (4)

▢ Disability (5)

▢ Religion or belief systems (6)

▢ Political ideology (7)

▢ Socioeconomic status (8)

▢ Language or accent (9)

▢ National origin (10)

▢ Not related to personal identity (11)

▢ Unsure (12)

▢ Other, please explain (13)

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*Display This Question:*

*If Q20 = 1*

*Or Q20 = 2*

*Or Q20 = 3*

*Or Q20 = 4*

Q23 Who engaged in the microaggression(s)? Check all that apply. ▢ Faculty trainer in IPiB (1)

▢ Faculty outside of IPiB (2)

▢ Student in IPiB (3)

▢ Student outside of IPiB (4)

▢ Staff (Research, teaching, or administrative) (5)

▢ Post-doc (6)

▢ Other (please explain) (7)

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*Display This Question:*

*If Q20 = 1*

*Or Q20 = 2*

*Or Q20 = 3*

*Or Q20 = 4*

Q24 Please add any comments you wish to share about these experiences. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Q25 Have you observed microaggressions or behaviors among people in the IPiB/ Biochemical Sciences community that made others (those around you) feel uncomfortable, unwelcome, or slighted (in the last 5 years)?

o Yes, very much so (1)

o Yes, somewhat (2)

o Neutral (3)

o No, I don't think so (4)

o No, not at all (5)

*Display This Question:*

*If Q25 = 1*

*Or Q25 = 2*

*Or Q25 = 3*

*Or Q25 = 4*

Q26 At what frequency have you observed these behaviors?

o Extremely often (>5 times) (1)

o Very often (4 times) (2)

o Sometimes (2-3 times) (3)

o Rarely (once) (4)

o Never (0 times) (5)

*Display This Question:*

*If Q25 = 1*

*Or Q25 = 2*

*Or Q25 = 3*

*Or Q25 = 4*

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Q27 Why do you think the other person/group was targeted? Check all that apply. ▢ Race or ethnicity (1)

▢ Sex (2)

▢ Sexual orientation (3)

▢ Gender identity (4)

▢ Age (5)

▢ Disability (6)

▢ Religion or belief systems (7)

▢ Political ideology (8)

▢ Socioeconomic status (9)

▢ Language or accent (10)

▢ National origin (11)

▢ Not related to personal identity (12)

▢ Unsure (13)

▢ Other (please explain) (14)

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*Display This Question:*

*If Q25 = 1*

*Or Q25 = 2*

*Or Q25 = 3*

*Or Q25 = 4*

Q28 Who engaged in the microaggression(s)? Check all that apply. ▢ Faculty trainer in IPiB (1)

▢ Faculty outside of IPiB (2)

▢ Student in IPiB (3)

▢ Student outside of IPiB (4)

▢ Staff (Research, teaching, or administrative) (5)

▢ Post-doc (6)

▢ Other (Please explain) (7)

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*Display This Question:*

*If Q25 = 1*

*Or Q25 = 2*

*Or Q25 = 3*

*Or Q25 = 4*

Q29 Please add any comments you wish to share about these experiences. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**End of Block: Section 2: Microaggressions**

**Start of Block: Section 3: Hostile Behavior**

Section 3 Intro

**Section 3: Hostile Behavior**

Hostile behavior includes any action that makes the target of the behavior feel unsafe or deeply uncomfortable. Behaviors that are prejudicial, especially as an indication of bias related to age, color, national origin, religion, sex, or other form of identity, would be considered hostile. Intimidating behavior and bullying can take many forms, including cyber-bullying, sexual harassment, insults and put-downs, lashing out by yelling and cursing, and threats of violence.

Hostile behavior is often intended to demean, diminish, or frighten the target.

For more definitions, see these links:https://www.wisconsin.edu/regents/policies/sexual violence-and-sexual-harassment and https://hr.wisc.edu/hib/.

Please reflect and respond to these questions based on your experiences in the past 5 years.

Q30 In the last 5 years in the IPiB/Biochemical Sciences community, have you personally experienced anything that you would consider to be an act of hostile, intimidating, and/or discriminatory behavior (including sexual harassment)?

o Yes, more than once (1)

o Yes, once (2)

o No (3)

o Not sure (4)

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*Display This Question:*

*If Q30 = 1*

*Or Q30 = 2*

*Or Q30 = 4*

Q31 Why do you think you were targeted? Check all that apply. ▢ Race or ethnicity (1)

▢ Sex (2)

▢ Sexual orientation (3)

▢ Gender identity (4)

▢ Age (5)

▢ Disability (6)

▢ Religion or belief systems (7)

▢ Political ideology (8)

▢ Socioeconomic status (9)

▢ Language or accent (10)

▢ National origin (11)

▢ Not related to personal identity (12)

▢ Unsure (13)

▢ Other, please explain (14)

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*Display This Question:*

*If Q30 = 1*

*Or Q30 = 2*

*Or Q30 = 4*

Q32 Who displayed the hostile behavior? Check all that apply.

▢ Faculty trainer in IPiB (1)

▢ Faculty outside IPiB (2)

▢ Student in IPiB (3)

▢ Student outside IPiB (4)

▢ Staff (Research, teaching, or administrative) (5)

▢ Post-doc (6)

▢ Other (please explain) (7)

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*Display This Question:*

*If Q30 = 1*

*Or Q30 = 2*

*Or Q30 = 4*

Q33 If you would like to elaborate on how this experience affected you, please do so here. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Q34 In the past 5 years in the IPiB/Biochemical Sciences community, have you personally witnessed anything that you would consider to be an act of hostile, intimidating, and/or discriminatory behavior toward another person?

o Yes, more than once (1)

o Yes, once (2)

o No (3)

o Not sure (4)

*Display This Question:*

*If Q34 = 1*

*Or Q34 = 2*

*Or Q34 = 4*

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Q35 Why do you think the person was targeted? Check all that apply. ▢ Race or ethnicity (1)

▢ Sexual orientation (2)

▢ Sex (3)

▢ Gender identity (4)

▢ Age (5)

▢ Disability (6)

▢ Religion or belief systems (7)

▢ Political ideology (8)

▢ Socioeconomic status (9)

▢ Language or accent (10)

▢ National origin (11)

▢ Not related to personal identity (12)

▢ Unsure (13)

▢ Other, please explain (14)

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*Display This Question:*

*If Q34 = 1*

*Or Q34 = 2*

*Or Q34 = 4*

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Q36 Who displayed the hostile behavior? Check all that apply.

▢ Faculty trainer in IPiB (1)

▢ Faculty outside IPiB (2)

▢ Student in IPiB (3)

▢ Student outside IPiB (4)

▢ Staff (Research, teaching, or administrative) (5)

▢ Post-doc (6)

▢ Other (please explain) (7)

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Q37 Is there anything else you would like to share regarding experiences with hostile, harassing, or discriminatory behavior in IPiB/the Biochemical Sciences community at UW Madison?

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Q38 If you were to experience microaggressions or hostile behavior, would fear of retaliation hold you back from reporting?

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o Yes (8)

o No (9)

oI don't know (10)

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Q39 Based on what you have witnessed and/or experienced, to what extent do you agree that IPiB provides a comfortable and welcoming climate for:

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Strongly disagree (1)

Disagree (2)

Neither agree nor disagree (3)

Somewhat agree (4)

Strongly agree (5)

I don't know (6)

Women (1) o o o o o o

Lesbian, gay,

bisexual, queer,

individuals (2) o o o o o o pansexual, asexual

Transgender or

individuals (3) o o o o o o genderqueer

Underrepresented

(4) o o o o o o racial/ethnic groups

Individuals with

beliefs (5) o o o o o o strong religious

Individuals from

religious groups (6) o o o o o o underrepresented

Individuals from

backgrounds (7) o o o o o o

financially

disadvantaged

International

docs (13) o o o o o o students and post

Individuals with

(8) o o o o o o physical disabilities

Individuals with

(9) o o o o o o learning disabilities

Individuals who are

neurotypical (15) o o o o o o neurodivergent/non

Individuals with

(10) o o o o o omental illnesses

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Individuals with

political beliefs (11) o o o o o o conservative

Individuals with

beliefs (14) o o o o o o liberal political

Other (please

explain) (12) o o o o o o

**End of Block: Section 3: Hostile Behavior**

**Start of Block: Section 4: Accommodations**

Section 4 Intro **Section 4: Accommodations**

Academic accommodations remove barriers to ensure equal access to learning. Workplace accommodations may include specialized equipment, modifications to the work environment, or adjustments to work schedules or responsibilities. UW-Madison and IPiB are committed to providing reasonable accommodations. Please respond to these questions after reflecting on your last 5 years in IPiB/the Biochemical Sciences community at UW-Madison.

Q40 In the last 5 years, have you requested an accommodation from an instructor, advisor, or staff member for a disability?

o Yes (1)

o No (2)

*Display This Question:*

*If Q40 = 1*

Q41 Were your requests for accommodation granted?

o Yes (1)

o No (2)

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Q42 In the last 5 years, have you requested an accommodation from an instructor, advisor, or staff member for a religious observance?

o Yes (1)

o No (2)

*Display This Question:*

*If Q42 = 1*

Q43 Were your requests for accommodation granted?

o Yes (1)

o No (2)

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Q44 In the last 5 years, have you requested an accommodation from an instructor, advisor, or staff member for a personal or family reason?

o Yes (1)

o No (2)

*Display This Question:*

*If Q44 = 1*

Q45 Were your requests for accommodations granted?

o Yes (1)

o No (2)

*Display This Question:*

*If Q45 = 1*

*Or Q43 = 1*

*Or Q41 = 1*

Q46 Were your request(s) addressed in a timely manner?

o Yes (1)

o No (2)

Q47 Is there anything else you would like to share about accommodations? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**End of Block: Section 4: Accommodations**

**Start of Block: Section 5: Suggestions for Improvement**

Section 5 Intro **Section 5: Suggestions for Improvement**

IPiB leadership values your input. We want to hear from everyone in the Biochemical Sciences community to help raise awareness of problems and implement solutions.

Q49 Do you have suggestions for future diversity, equity, and inclusion initiatives for the IPiB/Biochemical Sciences community?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q50 In what ways could IPiB/Biochemical Sciences community policies be changed to be more welcoming and inclusive?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q51 Do you have any other comments you would like to share?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**End of Block: Section 5: Suggestions for Improvement**

**Start of Block: Section 6: Signs of Progress**

Q91 **Section 6: Signs of Progress**

Q52 In the past 5 years, have you witnessed any member of the IPiB/Biochemical Sciences community calling out microaggressions or hostile behavior?

o Yes, repeatedly (1)

o Yes, occasionally (2)

o No, not really (3)

o No, never (4)

Q53 Have you witnessed any member of the IPiB/Biochemical Sciences community going above and beyond to ensure all members are respected, welcomed, and included? o Yes, repeatedly (1)

o Yes, occasionally (2)

o No, not really (3)

o No, never (4)

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Q54 Do you feel the environment in the IPiB/Biochemical Sciences community has improved over the past year in terms of welcoming and inclusive behavior?

o Yes, very much so (1)

o Yes, somewhat (2)

o No, not really (3)

o No, not at all (4)

Q55 Any other comments regarding progress toward making the IPiB/Biochemical Sciences community more welcoming and inclusive?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**End of Block: Section 6: Signs of Progress**

**Start of Block: Section 7: Leaving IPiB**

Q90 **Section 7: Leaving IPiB**

Q56 If you are a graduate student, have you considered leaving IPiB in the past year because you felt unwelcome or unsupported?

o Yes (1)

o No (2)

o Not applicable (3)

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*Display This Question:*

*If Q56 = 1*

Q57 Why did you choose to stay?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**End of Block: Section 7: Leaving IPiB**

**Start of Block: Section 8: Assessing attitudes (longitudinal question)**

Q87 **Section 8: Assessing attitudes in the IPiB/Biochemical Sciences community over time**

You are almost done with the survey! Even if you choose to not fill out the next two questions, **please** proceed to the following section on demographics.

Q13 Based on your perception, what percent of graduate students in IPiB laboratories do you think fall into each of the following six categories? Your responses should add up to 100%.

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**If you do not want to answer this question, please proceed to the following section on demographics.**

Have very positive attitudes toward members of different social groups and actively try to make the IPiB community more welcoming and inclusive. : \_\_\_\_\_\_\_ (1)

Have somewhat positive attitudes toward members of different social groups and sometimes behave inclusively. : \_\_\_\_\_\_\_ (2)

Have ambivalent attitudes toward members of different social groups and behave in neither an inclusive nor a discriminatory way. : \_\_\_\_\_\_\_ (3)

Have slightly negative attitudes toward members of different social groups and engage in indirect or subtle forms of discrimination (e.g., microaggressions). : \_\_\_\_\_\_\_ (4) Have very negative attitudes toward members of different social groups and engage in explicit forms of discrimination (e.g., using a racial slur). : \_\_\_\_\_\_\_ (5)

Individuals who do not fit into any of these categories. : \_\_\_\_\_\_\_ (6)

Total : \_\_\_\_\_\_\_\_

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Q14 Based on your perception, what percent of **IPiB faculty** do you think fall into each of the following six categories? Your responses should add up to 100%.

**If you do not want to answer this question, please proceed to the following section on demographics.**

Have very positive attitudes toward members of different social groups and actively try to make the IPiB community more welcoming and inclusive. : \_\_\_\_\_\_\_ (1)

Have somewhat positive attitudes toward members of different social groups and sometimes behave inclusively. : \_\_\_\_\_\_\_ (2)

Have ambivalent attitudes toward members of different social groups and behave in neither an inclusive nor a discriminatory way. : \_\_\_\_\_\_\_ (3)

Have slightly negative attitudes toward members of different social groups and engage in indirect or subtle forms of discrimination (e.g., microaggressions). : \_\_\_\_\_\_\_ (4) Have very negative attitudes toward members of different social groups and engage in explicit forms of discrimination (e.g., using a racial slur). : \_\_\_\_\_\_\_ (5)

Individuals who do not fit into any of these categories. : \_\_\_\_\_\_\_ (6)

Total : \_\_\_\_\_\_\_\_

**End of Block: Section 8: Assessing attitudes (longitudinal question) Start of Block: Section 9: Demographic Information**

Intro **Section 9: Demographic Information**

As indicated in the Introduction to this survey, you are not required to provide any demographic information. We provide an opportunity to report it here because the information may help us identify potential group trends in the data. You may choose to answer only the questions with which you are comfortable. You do not need to answer any questions if you do not wish to do so. The level of demographic information we ask for should not be identifying and should result in a sufficient number of individuals that nothing could be determined or ascribed to an individual. **Your responses are anonymous.**

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Q58 Your current status is:

o Undergraduate student (1)

o Pre-dissertator (2)

o Dissertator (3)

o Post-doc (4)

o Faculty trainer (5)

o Research staff (6)

o Teaching staff (9)

o Administrative staff (7)

o Other (please explain) (8)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q59 How long have you been in the IPiB/Biochemical Sciences community? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q60 With what gender do you currently identify?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q61 Do you identify as a member of the LGBTQ+ community?

o Yes (1)

o No (2)

o Prefer not to say (3)

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Q62 Do you identify as a member of a marginalized racial or ethnic group? o Yes (1)

o No (2)

o Prefer not to say (3)

Q65 Were you comfortable disclosing your experiences in this survey? o Yes, very much so (1)

o Yes, somewhat (2)

o Neutral (3)

o No, not really (4)

o No, not at all (5)

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Q88 This is the last section of the survey.

Q93 Are you currently a graduate student? o Yes (1)

o No (2)

*Skip To: Q89 If Q93 = 2*

*Display This Question:*

*If Q93 = 1*

Q63 Were you a first-generation college student? o Yes (1)

o No (2)

o Prefer not to say (3)

*Display This Question:*

*If Q93 = 1*

Q64 Are you an international graduate student? o Yes (1)

o No (2)

o Prefer not to say (3)

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Q89 Thank you for taking the 2023 IPiB Climate Survey! Please click the forward arrow below to submit your responses.

**End of Block: Section 9: Demographic Information**

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