

# MAGIC DEI survey 2022

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There are 61 questions in this survey.

## Demographics

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### Which gender do you identify most with?

Please choose **only one** of the following:

- I don't want to answer this question
- Woman
- Man
- Other gender representation

### Which of the following best describes you?

Please choose **only one** of the following:

- Caucasian/European
- Latino/Hispanic
- Middle Eastern
- African
- Caribbean
- South Asian
- East Asian/Southeast Asian
- Pacific Islander
- American Indian
- I don't want to answer this question
- Other

### Do you consider yourself a member of the LGBTQ+ community?

Please choose **only one** of the following:

- Yes
- No
- I don't want to answer this question.

### Do you consider yourself to have a disability (visible or invisible)?

Please choose **only one** of the following:

- Yes
- No
- I don't know
- I don't want to answer this question

### What is your year of birth?

Please choose **only one** of the following:

- after 2000
- 1995-1999
- 1990-1994
- 1985-1989
- 1980-1984
- 1975-1979
- 1970-1974
- 1965-1969
- 1960-1964
- 1955-1959
- 1950-1954
- before 1950
- I don't want to answer this question

### Do you have caring responsibilities (e.g. children, parents,...)?

Please choose **only one** of the following:

- Yes and they take up more than half of my non-working time
- Yes and they take up less than half of my non-working time
- No
- I don't want to answer this question

### During the last year, to which of the following groups of people did you belong?

Check all that apply

Please choose **all** that apply:

- Executive Board member
- Collaboration Board member
- Software Board member
- Technical Board member
- Speaker, Analysis and Publication Office (SAPO) member
- Time Allocation Committee (TAC) member
- Safety and Operations Committee member
- Scheduler
- Working Group Convener
- Outreach Group member
- Flare advocate
- Burst advocate
- Data Check responsible
- Shifter
- Diversity, Equity and Inclusion Task Force member
- Early Career Committee member
- No I did not belong to any of the groups
- I don't want to answer this question

**In total, for how many years have you been a member of the MAGIC collaboration?**

Please choose **only one** of the following:

- less than 1 year
- 1-5 years
- 5-10 years
- more than 10 years
- I don't want to answer this question

**Anything regarding this section you would like to tell us?**

Please write your answer here:

## Working conditions

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**Which is your current employment level?**

Please choose **only one** of the following:

- I don't want to answer this question
- Bachelor Student
- Master Student
- PhD Student
- Post-doc
- Staff Scientist
- Staff Technician
- Other

**Are you on a temporary position?**

Please choose **only one** of the following:

- Yes
- No
- I don't want to answer this question.

**Are you currently working in a country in which you are a foreigner?**

Please choose **only one** of the following:

- Yes
- No
- I don't want to answer this question.

**Do you speak the language in the country you work in?**

Please choose **only one** of the following:

- Only a few words
- Beginner
- Intermediate
- Advanced
- Mother-tongue
- No
- I don't want to answer this question.

**For you personally, is language an obstacle for communication with other people inside the MAGIC collaboration?**

Please choose **only one** of the following:

- Very much
- To some extent
- Rather not
- Not at all
- I don't want to answer this question

**Does one of the following negatively affect your work within the MAGIC collaboration?**

Check all that apply

Please choose **all** that apply:

- The funding situation in my institute
- The funding situation in my country
- Teaching responsibilities in my institute
- Inflexible working hours
- Time zones
- Limited funding periods
- Covid-19
- There are no negative factors affecting my collaboration within MAGIC
- I don't want to answer this question
- Other:

**In general, how satisfied are you with the collaboration with other MAGIC members?**

Please choose **only one** of the following:

- Very satisfied
- Satisfied
- Neither satisfied nor unsatisfied
- Unsatisfied
- Very unsatisfied
- I don't want to answer this question.

**In the last 2 years, have you felt excluded as a corresponding author despite considering your contribution to a MAGIC paper as significant?**

Please choose **only one** of the following:

- Never
- Rarely
- Occasionally
- Often
- I don't want to answer this question

**In the last 2 years, have you ever witnessed a colleague being excluded as a corresponding author although you considered their contribution to a MAGIC paper as significant?**

Please choose **only one** of the following:

- Never
- Rarely
- Occasionally
- Often
- I don't want to answer this question

**In the last 2 years, have you witnessed a colleague being a corresponding author although you considered their contribution to a MAGIC paper as not significant?**

Please choose **only one** of the following:

- Never
- Rarely
- Occasionally
- Often
- I don't want to answer this question

**In the last 2 years, have you ever felt excluded from presenting your work (e.g. in conferences, workshops, etc.) despite you considering your contribution to that work as significant?**

Please choose **only one** of the following:

- Never
- Rarely
- Occasionally
- Often
- I don't want to answer this question

## Do you feel that MAGIC publication/conference contribution policies serve the purpose to give proper recognition and credit for your work?

Please choose **only one** of the following:

- Yes
- No
- I don't know
- I don't want to answer this question

## Why do you think the MAGIC publication/conference contribution policies do not serve to give proper recognition and credit for your work?

Only answer this question if the following conditions are met:

Do you feel that MAGIC publication/conference contribution policies serve the purpose to

Please write your answer here:

## Do you perceive the following changes inside MAGIC as positive?

Please choose the appropriate response for each item:

	I fully agree	I partly agree	I neither agree nor disagree	I partly disagree	I fully disagree	I don't know	I don't want to answer this question
The rule of having a maximum of three (and a recommendation of having two) corresponding authors							
The newly introduced dedicated paragraph ("Author Contributions"-paragraph) giving credit to all main authors for each paper							
The reinforced distinction made between all main authors and its subset of authors being named as corresponding authors							

## Do you agree with the following statements?

**Within the MAGIC collaboration ...**

Please choose the appropriate response for each item:

	I fully agree	I partly agree	I neither agree nor disagree	I partly disagree	I fully disagree	I don't want to answer this question.	Does not apply
... my research is recognized.							
... my engagement in the committees* that I am a part of is recognized.							
... my service work** for the collaboration is recognized.							
... my contributions to the collaboration are taken into account when electing or appointing new representatives***							

\*Committees: CB, EB, SoBo, TB, SAPO, TAC, Early Career Committee

\*\*Service work: Work you are doing for the collaboration which does not give you a duty, either because the work does not qualify as duty or because you are doing more than one task qualify as duty (flare or burst advocate, reviews, outreach, surveys, multiple duties....)

\*\*\*Representatives: Coordinators and working group conveners

## Do you feel like your opinion is considered inside the committees you are part of?

Only answer this question if the following conditions are met:

Please choose **only one** of the following:

- Always
- Often
- Rarely
- Never
- I don't want to answer

## Do you agree with the following statements?

I have sufficient possibilities to give my opinion ...

Please choose the appropriate response for each item:

	I fully agree	I partly agree	I neither agree nor disagree	I partly disagree	I fully disagree	I don't want to answer this question.	Does not apply
...when appointing members of committees.							
...when appointing conveners of physics working groups.							
...when decisions are made that affect the entire collaboration.							
...when decisions are made that can directly affect my work.							

## On average, how many hours do you typically work per week in total?

Please choose **only one** of the following:

- < 20
- 20-30
- 30-40
- 40-50
- 50-60
- > 60
- I don't know.
- I don't want to answer this question.

Explanation: Working time - that is both for your research and all other tasks you have to perform at your institute or university or in the MAGIC collaboration. For instance, project work or meetings (in your office as well as at other places), teaching, tasks within a committee of the collaboration, ...

## Approximately which percentage of your working time per year do you spend on:

The sum must equal 100.

Each answer must be between 0 and 100

The sum must equal 100

Only integer values may be entered in these fields.

Please write your answer(s) here:

- Research within the MAGIC collaboration:
- Research outside of the MAGIC collaboration:
- Other engagement within the MAGIC collaboration:
- Other engagement outside of the MAGIC collaboration:
- Teaching:
- Supervision of students:
- Administrative Tasks
- Other:

## How many of your holidays did you take in the past year?

Only numbers may be entered in 'Number of holidays:' accompanying text field.

Please choose **only one** of the following:

- My funding does not specify the number of holidays
- None
- Less than half
- Roughly half

- More than half
- All
- I don't know
- I don't want to answer this question.

## Do you feel free to take holidays?

Check all that apply

Please choose **all** that apply:

- Yes
- No, because of pressure from my superior in the MAGIC collaboration
- No, because of high workload within the MAGIC collaboration
- No, because my colleagues within the MAGIC collaboration rely on my work
- No, because of the competitive work environment (peer pressure, other colleagues in the MAGIC collaboration don't take holidays either)
- No, because of general high work load / work load outside of the MAGIC collaboration
- No, because of reasons specific to the work environment in my institution
- No, because I am saving up time for a longer period of vacation
- No, because of no special reason
- I don't want to answer this question
- Other, please specify::

## Have you ever considered quitting academia?

Please choose **only one** of the following:

- Never
- Rarely
- Occasionally
- Often
- I don't know
- I don't want to answer this question

## What was/were the reason(s) for considering to quit your academia? (multiple answers possible)

Check all that apply

Please choose **all** that apply:

- I do not like scientific work.
- I do not like my topic.
- I have problems getting by financially.
- I do not like my working conditions.
- I have work-related difficulties with my boss/supervisor/students/peers.
- I don't like the social environment at my workplace.
- I have personal difficulties with my boss/supervisor/students/peers.
- I find my career prospective unattractive.
- I have personal reasons.
- I do not feel qualified enough.
- I have no or poor academic results.
- I find other jobs more interesting.
- High workload.
- My academic life is not compatible with my family responsibilities.
- My project is not funded anymore.
- I have administrative problems.
- Health (Mental or physical).
- Ethics in the scientific environment.
- I don't want to answer this question.
- I don't know.
- Other, please specify::

## If you think about your own situation as a MAGIC member, how satisfied are you with the following aspects inside the MAGIC collaboration?

Please choose the appropriate response for each item:

	Very satisfied	Satisfied	Neither satisfied nor unsatisfied	Unsatisfied	Very unsatisfied	I don't want to answer this question.	Does not apply
Bureaucratic and administrative support - e.g.: logins, travel details, where to find information (RS forum, superplots, OSA,...)							
Information about the organizational structure about the collaboration (which committee is in charge of what? Who is part of which committee?)							

etc.)							
Transparency of decisions taken in different committees of the collaboration?	Very satisfied	Satisfied	Neither satisfied nor unsatisfied	Unsatisfied	Very unsatisfied	I don't want to answer this question.	Does not apply
Technical support (e.g. using/installing MARS, help with data analysis, help with lab equipment ...)							
Information about duties							
Career development							
Workshops/Schools/Seminars and Skill training							
Contribution to science							
Science communication and outreach							
Scientific support							
Family support							

Anything regarding this section you would like to tell us?

Please write your answer here:

## Conflicts and Discrimination

### Content warning:

The next questions concerning sexualized harassment and bullying could be perceived as sensitive and very personal and could trigger unwanted memories. However, they will help us to understand what is happening inside our collaboration and how to better prevent or address it. You will also always have the option "I don't want to answer this question" for each single question in case you feel uncomfortable answering it.

### Would you like to be presented with these questions?

Please choose **only one** of the following:

- Yes
- No

### During the last 5 years, have you at any point experienced unwanted behavior that you would call "sexualized harassment"?

Please choose **all** that apply:

- I don't want to answer this question
- I experienced explicit forms of sexualized harassment (e.g., touching, catcalling, unwanted looks/physical contact)
- I experienced subtle forms of sexualized harassment (e.g., exclusion from projects/conversations as result of a rejection, my opinion ignored as a punishment for not accepting advances, rumors spread about my intimate life)
- I have not been subject to sexualized harassment

"Sexualized" includes harassment of sexual nature and unwanted behavior because of your sexual orientation or gender.

Examples of "sexualized harassment" would be: Inappropriate touching, sending suggestive notes/emails, inappropriate jokes,...

### How often have you experienced unwanted behavior that you would call "sexualized harassment" from a superior/colleague?

Please choose **only one** of the following:

- I don't want to answer
- Rarely
- Occasionally
- Often
- I don't know

### Was one of the persons in question a member of the MAGIC collaboration?

Please choose **only one** of the following:

- Yes
- No
- I don't know
- I don't want to answer this question

### What was your relationship with the perpetrator(s) of sexualized harassment?

Please choose **all** that apply:

- I don't want to answer this question
- In my perception the perpetrator had a higher position than me within the MAGIC collaboration
- In my perception the perpetrator had a lower position than me within the MAGIC collaboration
- In my perception the perpetrator had a similar position than me within the MAGIC collaboration
- In my perception the perpetrator had a higher position than me within the academic system
- In my perception the perpetrator had a lower position than me within the academic system
- In my perception the perpetrator had a similar position than me within the academic system
- We directly worked with each other

## Where did the sexualized harassment take place?

Please choose **all** that apply:

- I don't want to answer
- At my institute
- At a MAGIC meeting (e.g. collaboration or working group meeting,...)
- On MAGIC shift
- At a conference
- Virtual (e.g. mails, zoom meetings, social media,...)
- At an institute I visited
- At an after-work social event with colleagues

## During the last 5 years, have you at any point witnessed unwanted behavior that you would call "sexualized harassment"?

Please choose **only one** of the following:

- I don't want to answer this question
- Never
- Rarely
- Occasionally
- Often
- I don't know

## During the last 5 years, have you at any point been subjected to any of these forms of bullying?

Please choose **all** that apply:

- I don't want to answer this question
- I experienced explicit forms of bullying (e.g., pushing, name-calling, yelling,...)
- I experienced subtle forms of bullying (e.g. spreading rumors, constant non-constructive criticism, impossible deadlines, degrading one's opinion,...)
- I have not been subject to bullying

Bullying and mobbing includes amongst other things:

insults and sarcastic remarks (verbal aggression); exclusion from projects, e-mail lists, or meetings; ideas or suggestions being ignored by coworkers/supervisors; gossip or revealing of irrelevant personal information (embarrassing); physical exclusion (e.g. desk in a remote corner); physical aggression;...

## How often have you been subjected to bullying/mobbing by a superior/colleague?

Please choose **only one** of the following:

- I don't want to answer this question
- Rarely
- Occasionally
- Often
- I don't know

## Was one of the persons in question a member of the MAGIC collaboration?

Please choose **only one** of the following:

- I don't want to answer this question
- Yes
- No
- I don't know

## What was your relationship with the perpetrator(s) of bullying?

Please choose **all** that apply:

- I don't want to answer this question
- In my perception the perpetrator had a higher position than me within the MAGIC collaboration
- In my perception the perpetrator had a lower position than me within the MAGIC collaboration
- In my perception the perpetrator had a similar position than me within the MAGIC collaboration
- In my perception the perpetrator had a higher position than me within the academic system
- In my perception the perpetrator had a lower position than me within the academic system
- In my perception the perpetrator had a similar position than me within the academic system
- We directly worked with each other

## Where did the bullying take place?



Please choose **all** that apply:

- I don't want to answer
- At my institute
- At a MAGIC meeting (e.g. collaboration or working group meeting,...)
- On MAGIC shift
- At a conference
- Virtual (e.g. mails, zoom meetings, social media,...)
- At an institute I visited
- At an after-work social event with colleagues

**During the last 5 years, have you at any point witnessed bullying/mobbing by a superior/colleague?**

Choose one of the following answers

Please choose **only one** of the following:

- Never
- Rarely
- Occasionally
- Often
- I don't know
- I don't want to answer this question

**Have you ever felt discriminated against in you work environment because of one or more of the following?**

Check all that apply

Please choose **all** that apply:

- I have never felt discriminated against.
- Nationality
- Ethnicity
- Age
- Sexual orientation
- Gender identity
- Religion
- Physical disability
- Parenthood
- Mental health
- I don't want to answer this question.
- Other:

**Have you ever felt discriminated against inside the MAGIC collaboration because of one or more of the following?**

Check all that apply

Please choose **all** that apply:

- I have never felt discriminated against.
- Nationality
- Ethnicity
- Age
- Sexual orientation
- Gender identity
- Religion
- Physical disability
- Parenthood
- Mental health
- I don't want to answer this question.
- Other:

**During the last 5 years, have you at any point witnessed discrimination inside the MAGIC collaboration?**

Please choose **only one** of the following:

- I don't want to answer this question
- Never
- Rarely
- Occasionally
- Often
- I don't know

**Have you been addressed with the wrong gender identity at any point inside the MAGIC collaboration?**

Please choose **only one** of the following:

- I don't want to answer this question
- Never
- Rarely
- Occasionally
- Often
- I don't know

## Have you ever been subjected to microaggressions in your work environment?

Choose one of the following answers

Please choose **only one** of the following:

- I don't want to answer this question
- Never
- Once
- Occasionally
- Often
- I don't know

**Microaggressions**—subtle, indirect, and sometimes unintentional acts of prejudice e.g. being complimented for having a certain quality not stereotypically associated with your identity (You're so smart for a woman!), or being asked where you're "really" from after you already stated your home country.

## What do you know about the conflict reporting inside the MAGIC collaboration?

Please choose the appropriate response for each item:

	Yes	No	I don't know	I don't want to answer this question
I know who the ombudsperson is				
I know what the ombudsperson is responsible for				
I know how to contact the ombudsperson				
I feel comfortable contacting the ombudsperson				

Only answer this question if the following conditions are met:

Please write your answer here:

**Anything regarding this section you would like to tell us?**

Please write your answer here:

## Have you ever been subjected to microaggressions inside the MAGIC collaboration?

Please choose **only one** of the following:

- I don't want to answer this question
- Never
- Once
- Occasionally
- Often
- I don't know

**Microaggressions**—subtle, indirect, and sometimes unintentional acts of prejudice e.g. being complimented for having a certain quality not stereotypically associated with your identity (You're so smart for a woman!), or being asked where you're "really" from after you already stated your home country.

## Mental Health

During our last survey many people showed interest in the topic of Mental health. That is why we decided to evaluate our well-being within the MAGIC collaboration.

We are using the PHQ-8 (Kroenke et al. 2010\*) questionnaire to evaluate the levels of depressive symptoms. (more information on the bottom if you are interested)

PHQ-8 is largely used to measure current depressive symptoms in the clinical and epidemiological studies and in health surveys. The score on PHQ-8 cannot be corresponded as a diagnosis of a major depressive disorders, it mainly serves a statistical evaluation of the situation in a certain population. Since the symptoms are not just connected to depression, it usually correlated with other mental well-being indicators and can give an impression of the overall picture.

Studies were it was used:

- Germany 2018 General German population: S. Bundesamt. Kinderlosigkeit, Geburten und Familien: Ergebnisse des Mikrozensus 2018. [https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bevoelkerung/Geburten/\\_inhalt.html](https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bevoelkerung/Geburten/_inhalt.html), 2019.
- Mental health of PhDs in non-university organizations in Germany 2019: [https://www.universitaetsverlagwebler.de/\\_files/ugd/7bac3c\\_6974dfc41c054e3b94ff8590718fe819.pdf](https://www.universitaetsverlagwebler.de/_files/ugd/7bac3c_6974dfc41c054e3b94ff8590718fe819.pdf)
- US 2006: <https://pubmed.ncbi.nlm.nih.gov/18752852/>
- 2013-2015 in EU countries: [https://www.thelancet.com/pdfs/journals/lanpub/PIIS2468-2667\(21\)00047-5.pdf](https://www.thelancet.com/pdfs/journals/lanpub/PIIS2468-2667(21)00047-5.pdf)
- Spain during pandemic (2020): <https://annals-general-psychiatry.biomedcentral.com/articles/10.1186/s12991-022-00385-3>
- Students during pandemic (2020, different countries): <https://www.nature.com/articles/s41598-021-97697-3.pdf?origin=ppub>

\*Kroenke, K., Spitzer, R. L., Williams, J. B., and Löwe, B. (2010): The patient health questionnaire somatic, anxiety, and depressive symptom scales: a systematic review. In: General hospital psychiatry, 32 (4), P. 345-359. DOI: <https://doi.org/10.1016/j.genhosppsych.2010.03.006>.

### Content warning:

The next question could be perceived as sensitive and very personal and could trigger unwanted memories. However, it will help us to understand what is happening inside our collaboration and how to better prevent or address it.

Would you like to be presented with these question?

Choose one of the following answers

Please choose **only one** of the following:

- Yes, it is okay for me.
- No, I prefer not to see it.

Over the last two weeks, how often have you been bothered by any of the following problems?

Please choose the appropriate response for each item:

	Not at all	Several days	More than half the days	Nearly every day	I don't want to answer this question
Little interest or pleasure in doing things					
Feeling down, depressed or hopeless					
Trouble falling or staying asleep, or sleeping too much					
Feeling tired or having little energy					
Poor appetite or overeating					
Feeling bad about yourself - or that you are a failure or have let yourself or your family down					
Trouble concentrating on things, such as reading the newspaper or watching television					
Moving or speaking so slowly that other people could have noticed? Or the opposite - being so fidgety or restless that you have been moving around a lot more than usual					

## One last thing

What do you think/know about the Diversity, Equity & Inclusion (DEI) task force in the MAGIC collaboration?

Please choose the appropriate response for each item:

	Yes	No	I don't know	I don't want to answer this question
I know the DEI task force				
I know what the DEI task force does				
I know how to get in touch with the DEI task force				
I appreciate the work of the DEI task force				

A seminar about which topic would you most likely attend?

Check all that apply

Please choose **all** that apply:

- Diversity
- Mental health
- Gender balance
- How to deal with conflicts
- How can we as MAGIC members influence the scientific environment?
- None of the above
- I don't want to answer this question
- Other:

Any last things you would like to tell us?

Please write your answer here: