

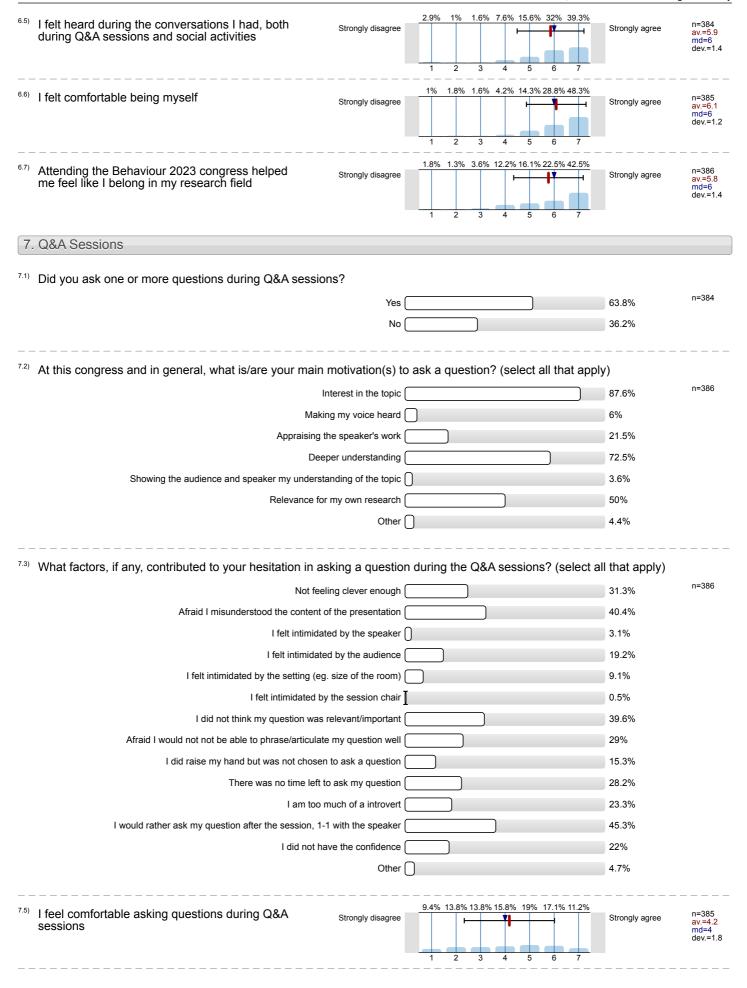
Tuba Rizvi
Behaviour 2023 Post Congress Survey ()
No. of responses = 391

Survey Results

	Our vey recor	arto		
Legend	Relative Frequencies of answers Std. Dev.	Mean Median		
Question text	Left pole	2 3 4 5	Right pole	n=No. of responses av.=Mean md=Median dev.=Std. Dev. ab.=Abstention
	Scale	Histogram		
4 Diverse and Occasion				
Privacy and Consent				
participation in this study ar	ormation provided in this document and by nd the associated processing of my persor suffer any disadvantages if my consent is	nal data. I am aware tl	questionnaire, I consonat my participation in	ent to my the study is
	I consent		100%	n=391
2. Personal Details				
21)				
Which gender identity do yo	• •			n=389
	Female		66.6%	
	Male		29.3%	
	Non-binary	U	1.8%	
	Gender fluid Other		0%	
	Prefer not to say		2.3%	
	Troid list to cay	V	2.070	
2.2) What are your preferred pro	onouns?			
	She/her		64.5%	n=391
	He/him		27.9%	
	They/them	0	1.5%	
	She/them		1.3%	
	He/them	I	0.8%	
	Other		0%	
	Prefer not to say	0	4.1%	
^{2.5)} What is your career stage?				
	BSc/MSc Student		9.3%	n=389
	PhD Student		38.6%	
	Post-doctorate		23.9%	
	Researcher		8.2%	
	Lecturer	0	4.1%	
	Associate Professor		5.7%	
	Professor	_	6.4%	
	Other	U	3.9%	

			i, Behaviour 2023 Post (
Do you identify as LGBTQIA+?				
20 ,00 .00, 00 202 . Q	Yes		16.1%	n=38
	No (79.2%	
Prefer no	t to say		4.7%	
Which are asked and the same below to 2		. – – – – -		
Which age category do you belong to?	5		CO 40/	n=39
	5 years (0 years ()		60.4% 30.9%	
	0 years 0		8.7%	
	o years		0.776	
. Conference Questions				
Did you attend the congress?				
	Yes		98.7%	n=38
	No 🛚		1.3%	
Did you read our inclusivity and accessibility page before making information about childcare, special needs, safe-space measure Yes, I	ng your decision to atte es and the Code of Co	nd the Congre nduct)	ess? (this page inc	
	I read it	nd the Congre nduct)		
Yes, I	read it No		43.5% 30.6%	
Yes, I	t read it No Street the congression to attend the congression.		43.5% 30.6% 25.9%	n=3
Yes, I	read it No		43.5% 30.6%	n=3
Yes, I saw it but did not Did our inclusivity and accessibility page play a role in your dec	read it No sision to attend the congress Yes		43.5% 30.6% 25.9% 25.6%	n=3
Yes, I	read it No cision to attend the cong Yes No		43.5% 30.6% 25.9% 25.6% 74.4%	n=3
Yes, I saw it but did not Did our inclusivity and accessibility page play a role in your dec	read it No cision to attend the cong Yes No Yes		43.5% 30.6% 25.9% 25.6% 74.4%	n=3i
Yes, I saw it but did not Did our inclusivity and accessibility page play a role in your dec	read it No cision to attend the cong Yes No		43.5% 30.6% 25.9% 25.6% 74.4%	n=3
Yes, I saw it but did not Did our inclusivity and accessibility page play a role in your decomposition. Did you convene a symposium?	read it No cision to attend the cong Yes No Yes No o rejected the invitation	gress?	43.5% 30.6% 25.9% 25.6% 74.4% 12.7% 87.3%	n=3
Yes, I saw it but did not Did our inclusivity and accessibility page play a role in your decomposition. Did you convene a symposium?	read it No cision to attend the congress No Yes No orejected the invitation Yes	gress?	43.5% 30.6% 25.9% 25.6% 74.4% 12.7% 87.3%	n=3i
Yes, I saw it but did not Did our inclusivity and accessibility page play a role in your decomposition. Did you convene a symposium?	read it No cision to attend the cong Yes No Yes No o rejected the invitation	gress?	43.5% 30.6% 25.9% 25.6% 74.4% 12.7% 87.3%	n=36
Yes, I saw it but did not Did our inclusivity and accessibility page play a role in your decomposition. Did you convene a symposium?	read it No cision to attend the congress No Yes No orejected the invitation Yes	gress?	43.5% 30.6% 25.9% 25.6% 74.4% 12.7% 87.3%	n=38

4.1)	Why did you not participate? (select all that apply)			
	I had other commitments during the timeframe of the congress		20%	n=5
	My university/institutional funding did not cover this and I did not manage to secure additional funding		40%	
	The programme was not within my scope of research		0%	
	The location was too far		0%	
	The location was not attractive enough		0%	
	Visa related issues		0%	
	Caring duties		0%	
	I did not feel comfortable being at such a large international scientific event		0%	
	My abstract got rejected for the type of presentation that I wanted to give		0%	
	Other		60%	
5.	Self-assessment			
		2 40/ 0 40/ 0 40/ 42 70/ 22 40/ 26 70/ 450/		
5.1)	I am an expert in my field Strongly disagree	3.4% 9.1% 9.1% 13.7% 23.1% 26.7% 15%	Strongly agree	n=386 av.=4.8
				md=5 dev.=1.6
		1 2 3 4 5 6 7	_ 	
5.2)	I fully understand the work presented in the talks Strongly disagree	1.3% 2.8% 5.7% 15% 27.7% 31.3% 16.1%	Strongly agree	n=386
	that I attended		Strongly agree	av.=5.2 md=5 dev.=1.3
		1 2 3 4 5 6 7		ucv1.5
		0% 1.3% 0.8% 2.6% 9.2% 22.3% 63.9%		
5.3)	I feel comfortable speaking in English Strongly disagree	030 0300 0300 0300 03000	Strongly agree	n=391 av.=6.4 md=7
				dev.=1
		1 2 3 4 5 6 7		
6.	Conference Experience			
6.1)				
0.1)	Did you experience discrimination and/or harassment (of any sort) at	_		n=386
	Yes	U	2.8%	11-300
	No		96.4%	
	Prefer not to say		0.8%	
6.2)	Did you report the case to the Awareness team?			
	Yes		20%	n=10
	No		80%	
6.3)	Did you witness someone else experience discrimination and/or hara	ssment at the congress?		
	Yes	0	2.3%	n=384
	No		96.9%	
	Prefer not to say	Ī	0.8%	
6.4)	Did you report the case to the Awareness Team?			
	Yes		13.3%	n=15
	No		86.7%	
	NU		00.1 /0	



If each more comfortable asking questions when the audience 3roxgy disagree 375 % at 1% 3 20% 272 % 10.7% 7% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0%	7.6)	I feel more comfortable asking questions to a speaker who is of my own gender	ngly disagree	41.8% 12.5% 6.3% 25.3% 8.6% 2.6% 2.9%	Strongly agree	n=383 av.=2.7 md=2 dev.=1.7
1 Tele more comfortable asking questions when the session host of my own gender 1 2 3 4 5 6 7	7.7)		ngly disagree		Strongly agree	av.=3.1 md=4
8. Equity, Diversity and Inclusion (EDI) Measures 8.1) Did you attend Symposium AL- Equity, Diversity and Inclusion in Behaviour, Ecology and Evolution? Yes	7.8)	I feel more comfortable asking questions when the audience is smaller	ngly disagree		Strongly agree	av.=4.7 md=5
Relative to the position of the diversity related workshops on Saturday, August 19th? Yes, Unconscious Blas and Diversity in Research by Wolfgang Jokusch Yes, Unconscious Blas and Diversity in Research by Wolfgang Jokusch Yes, Unconscious Blas and Diversity in Research by Wolfgang Jokusch Yes, Unconscious Blas and Diversity in Research by Wolfgang Jokusch Yes, Unconscious Blas and Diversity in Research by Wolfgang Jokusch Yes, Unconscious Blas and Inclusive Teaching workshops I Strongly agree ***Strongly agree ***Carbon of the Strongly agree ***	7.9)	I feel more comfortable asking questions when the session host of my own gender	ngly disagree		Strongly agree	av.=2.5 md=2
8.1) Did you attend Symposium AL- Equity, Diversity and Inclusion in Behaviour, Ecology and Evolution? Yes	7.10)	I feel more comfortable asking questions when I know the speaker	ngly disagree		Strongly agree	av.=4.3 md=5
8.1) Did you attend Symposium AL- Equity, Diversity and Inclusion in Behaviour, Ecology and Evolution? Yes	Q	Equity Diversity and Inclusion (EDI) Measures				
No 82.9% 17.1% 17.1% 18.29% No 82.9% 17.1% 18.29% No 82.9% 17.1% 18.29% No 82.9% 17.1% No 82.9% 17.1% No 82.9% 18.29% 18.	0.	Equity, Diversity and inclusion (EDI) weasures				
No 82.9% 8.2) What was your motivation to join the symposium? (select all that apply) To learn more about EDI related issues in our field 92.5% n=67 To talk about EDI related issues I am currently experiencing 10.4% To talk about EDI related issues that I know others are experiencing 17.9% To improve the way I do research 59.7% Other 7.5% 8.4) Do you think attending the symposium will change the way you do research in one way or the other? Yes 40.9% n=66 No 19.7% Maybe 39.4% 8.5) Did you attend one of the diversity related workshops on Saturday, August 19th? Yes, Unconscious Bias and Diversity in Research by Wolfgang Jokusch 04.5% n=382 Yes, Inclusive Teaching in Higher Education by Joelyn de Lima 0.8% Yes, both the Unconscious Bias and Inclusive Teaching workshops [0.3%	8.1)	Did you attend Symposium AL- Equity, Diversity and Inclusion	on in Beha	viour, Ecology and Evolution?		
8.2) What was your motivation to join the symposium? (select all that apply) To learn more about EDI related issues in our field 92.5% 92.5% To talk about EDI related issues I am currently experiencing 10.4% To talk about EDI related issues that I know others are experiencing 59.7% Other 7.5% 8.4) Do you think attending the symposium will change the way you do research in one way or the other? Yes 40.9% 19.7% No 19.7% Maybe 39.4% 8.5) Did you attend one of the diversity related workshops on Saturday, August 19th? Yes, Unconscious Bias and Diversity in Research by Wolfgang Jokusch 4.5% Yes, Inclusive Teaching in Higher Education by Joelyn de Lima 70.8% Yes, both the Unconscious Bias and Inclusive Teaching workshops 10.3%			Yes		17.1%	n=385
To learn more about EDI related issues in our field 92.5% To talk about EDI related issues I am currently experiencing 10.4% To talk about EDI related issues that I know others are experiencing 55.7% To improve the way I do research 55.7% Other 7.5% 8.4) Do you think attending the symposium will change the way you do research in one way or the other? Yes 40.9% No 19.7% Maybe 39.4% 8.5) Did you attend one of the diversity related workshops on Saturday, August 19th? Yes, Unconscious Bias and Diversity in Research by Wolfgang Jokusch 75es, Inclusive Teaching in Higher Education by Joelyn de Lima 75es 10.3% Yes, both the Unconscious Bias and Inclusive Teaching workshops 75es 10.3%			No [82.9%	
To learn more about EDI related issues in our field 92.5% To talk about EDI related issues I am currently experiencing 10.4% To talk about EDI related issues that I know others are experiencing 55.7% To improve the way I do research 55.7% Other 7.5% 8.4) Do you think attending the symposium will change the way you do research in one way or the other? Yes 40.9% No 19.7% Maybe 39.4% 8.5) Did you attend one of the diversity related workshops on Saturday, August 19th? Yes, Unconscious Bias and Diversity in Research by Wolfgang Jokusch 75es, Inclusive Teaching in Higher Education by Joelyn de Lima 75es 10.3% Yes, both the Unconscious Bias and Inclusive Teaching workshops 75es 10.3%						
To talk about EDI related issues I am currently experiencing 10.4% To talk about EDI related issues that I know others are experiencing 59.7% To improve the way I do research 59.7% Other 7.5% 8.4) Do you think attending the symposium will change the way you do research in one way or the other? Yes 40.9% No 19.7% Maybe 39.4% 8.5) Did you attend one of the diversity related workshops on Saturday, August 19th? Yes, Unconscious Bias and Diversity in Research by Wolfgang Jokusch 4.5% Yes, Inclusive Teaching in Higher Education by Joelyn de Lima 7.8% Yes, both the Unconscious Bias and Inclusive Teaching workshops 7.3%	8.2)	What was your motivation to join the symposium? (select al	I that apply)		
To talk about EDI related issues that I know others are experiencing 17.9% To improve the way I do research 59.7% Other 7.5% 8.4) Do you think attending the symposium will change the way you do research in one way or the other? Yes 40.9% No 19.7% Maybe 39.4% 8.5) Did you attend one of the diversity related workshops on Saturday, August 19th? Yes, Unconscious Bias and Diversity in Research by Wolfgang Jokusch 4.5% Yes, Inclusive Teaching in Higher Education by Joelyn de Lima 6.8% Yes, both the Unconscious Bias and Inclusive Teaching workshops 6.3%		To learn more about EDI related issues	s in our field		92.5%	n=67
To improve the way I do research Other 7.5% 8.4) Do you think attending the symposium will change the way you do research in one way or the other? Yes No 19.7% Maybe 39.4% 8.5) Did you attend one of the diversity related workshops on Saturday, August 19th? Yes, Unconscious Bias and Diversity in Research by Wolfgang Jokusch Yes, Inclusive Teaching in Higher Education by Joelyn de Lima Yes, both the Unconscious Bias and Inclusive Teaching workshops I 0.8%		To talk about EDI related issues I am currently e	xperiencing		10.4%	
Other		To talk about EDI related issues that I know others are e	xperiencing		17.9%	
Other		To improve the way I o	do research		59.7%	
Yes 40.9% 19.7% No 39.4% 8.5) Did you attend one of the diversity related workshops on Saturday, August 19th? Yes, Unconscious Bias and Diversity in Research by Wolfgang Jokusch 4.5% Yes, Inclusive Teaching in Higher Education by Joelyn de Lima 0.8% Yes, both the Unconscious Bias and Inclusive Teaching workshops 0.3%					7.5%	
Yes 40.9% 19.7% No 39.4% 8.5) Did you attend one of the diversity related workshops on Saturday, August 19th? Yes, Unconscious Bias and Diversity in Research by Wolfgang Jokusch 4.5% Yes, Inclusive Teaching in Higher Education by Joelyn de Lima 0.8% Yes, both the Unconscious Bias and Inclusive Teaching workshops 0.3%				_		
Yes 40.9% 19.7% No 39.4% 8.5) Did you attend one of the diversity related workshops on Saturday, August 19th? Yes, Unconscious Bias and Diversity in Research by Wolfgang Jokusch 4.5% Yes, Inclusive Teaching in Higher Education by Joelyn de Lima 0.8% Yes, both the Unconscious Bias and Inclusive Teaching workshops 0.3%	8.4)	Do you think attending the symposium will change the way	vou do res	earch in one way or the other?		
No			_	,	40.9%	n=66
Maybe						
Pid you attend one of the diversity related workshops on Saturday, August 19th? Yes, Unconscious Bias and Diversity in Research by Wolfgang Jokusch Yes, Inclusive Teaching in Higher Education by Joelyn de Lima Yes, both the Unconscious Bias and Inclusive Teaching workshops 0.3%						
Yes, Unconscious Bias and Diversity in Research by Wolfgang Jokusch Yes, Inclusive Teaching in Higher Education by Joelyn de Lima Yes, both the Unconscious Bias and Inclusive Teaching workshops 0.3%			,25 [30.170	
Yes, Inclusive Teaching in Higher Education by Joelyn de Lima Yes, both the Unconscious Bias and Inclusive Teaching workshops 0.3%	8.5)	Did you attend one of the diversity related workshops on Sa	aturday, Au	gust 19th?		
Yes, Inclusive Teaching in Higher Education by Joelyn de Lima Yes, both the Unconscious Bias and Inclusive Teaching workshops 0.8%		Yes, Unconscious Bias and Diversity in Research by Wolfga	ng Jokusch		4.5%	n=382
Yes, both the Unconscious Bias and Inclusive Teaching workshops 0.3%			_		0.8%	
			_		0.3%	
			_		94.5%	

8.6)	What was your motivation to join the workshop(s)? (select all that app	oly)		
	To learn more about the EDI realated issues in our field		80%	n=25
	To learn more about EDI related issues I am experiencing		20%	
	To learn more about EDI related issues that I know others are experiencing		52%	
	To improve the way I do research		56%	
	Other		0%	
8.8)	Do you think attending the workshop(s) will change the way you do re	esearch one way or the other?		
	Yes	,	28.6%	n=21
	Maybe		61.9%	
	No		9.5%	
9.	Perceived Equality			
0.	1 0/00/voa Equanty			
9.1)	I think the Congress attendees represented the diversity of researchers in our field Strongly disagree	1.6% 4.2% 8.1% 16.9% 23.7% 29.9% 15.6%	Strongly agree	n=384 av.=5.1 md=5 dev.=1.4
9.2)	Our research field experiences equity, diversity and inclusion related issues (eg. racism, homophobia, harrassment, bullying etc)	2.9% 8.1% 8.4% 23.6% 24.7% 18.9% 13.4%	Strongly agree	n=381 av.=4.7 md=5 dev.=1.6
9.3)	I think the questions asked after the talks were equally divided across genders Strongly disagree	4.7% 5.2% 11.5% 28.6% 17.7% 19.8% 12.5%	Strongly agree	n=384 av.=4.6 md=4.5 dev.=1.6
10). Childcare			
10.1)	Did you use the childcare service provided by the Congress?			
	Yes	\cap	2.9%	n=385
	No		60.5%	
	Not applicable		36.6%	
10.2)	Would you have attended the Congress if there was no childcare serv	vice?		
	Yes, but I would not have been able to attend as much		25%	n=12
	Yes, I would have found another solution		0%	
	No		58.3%	
	I don't know		16.7%	
	Other		0%	
10.4)	Does a lack of childcare prevent you from attending congresses in ge	eneral? (select all that apply)		
	I would be able to attend more if (free) childcare was a standard		66.7%	n=12
Yes	, I would be able to attend more important congresses for my academic progression (eg. mational ones, niche meetings, large congresses) if (free) childcare was a standard		25%	
	I will always find a way to ensure I can attend the congresses I want to go to		16.7%	
Oth	er		8.3%	

11. Disability		
11.1) Do you have a disability?		
Yes	4.7%	n=386
No	92.7%	
Prefer not to say ①	2.6%	
11.2) Did you think we were able to accommodate to your disability?		
Yes	10.7%	n=28
No 🗍	3.6%	
Yes, but could have been better	17.9%	
I did not inform you about my disability	67.9%	

Profile

Subunit: Freie Evaluation Name of the instructor: Tuba Rizvi

Name of the course:

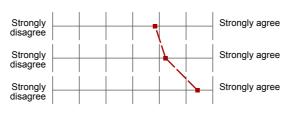
Behaviour 2023 Post Congress Survey

(Name of the survey)

Values used in the profile line: Mean

5. Self-assessment

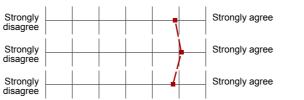
- 5.1) I am an expert in my field
- I fully understand the work presented in the talks that I attended
- 5.3) I feel comfortable speaking in English

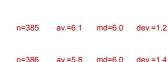


n=386 av = 4.8md=5.0dev = 1.6n=386 md=5.0 dev.=1.3 n=391 av.=6.4 md=7.0 dev.=1.0

6. Conference Experience

- I felt heard during the conversations I had, both during Q&A sessions and social activities 6.5)
- 6.6) I felt comfortable being myself
- Attending the Behaviour 2023 congress helped me feel like I belong in my research field





md = 6.0

md=4.0

md=40

md=5.0

md=2.0

dev.=1.4

dev.=1.8

dev.=2.0

dev.=1.8

dev.=1.6

md=5.0 dev.=2.0

av.=5.9

n=384

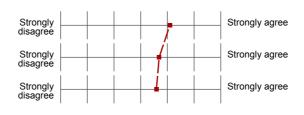
7. Q&A Sessions

- I feel comfortable asking questions during Q&A sessions
- I feel more comfortable asking questions to a speaker who is of my own gender
- I feel more comfortable asking question when my own gender is represented in the audience
- I feel more comfortable asking questions when the audience is smaller
- I feel more comfortable asking questions when the session host of my own gender
- $^{7.10)}\,$ I feel more comfortable asking questions when I know the speaker

Strongly disagree	Strongly agree	n=385	av.=4.2
Strongly disagree	Strongly agree	n=383	av.=2.7
Strongly disagree	Strongly agree	n=383	av.=3.1
Strongly disagree	Strongly agree	n=382	av.=4.7
Strongly disagree	Strongly agree	n=383	av.=2.5
Strongly disagree	Strongly agree	n=389	av.=4.3

9. Perceived Equality

- I think the Congress attendees represented the diversity of researchers in our field
- Our research field experiences equity, diversity and inclusion related issues (eg. racism, homophobia, harrassment, bullying etc)
- I think the questions asked after the talks were equally divided across genders



dev.=1.4	md=5.0	av.=5.1	n=384
dev.=1.6	md=5.0	av.=4.7	n=381
dev.=1.6	md=4.5	av.=4.6	n=384