

This document contains the questions and options from the 2018 Demographic Survey copied verbatim from the Google Form. A back of of the questions is saved in the file menu. Changes can be made to this document, but please flag them in **bold**.

Each section is a specific section (a page) in the overall survey as one would see while taken the survey. Each section will start on its own page for separation purposes. In each section, the subsection title is the question with a lists giving the options. The type of response is also indicated.

## 2021 SDSS-IV Demographics

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Welcome!

Once again, the SDSS is surveying the demographics of its membership. This is our fifth demographic survey. The results of these and future surveys will (1) assist the Collaboration in understanding the involvement of its members, and (2) assist all members in taking maximum advantage of the opportunities offered within SDSS.

We welcome and appreciate the help of ALL SDSS participants, regardless of the level of involvement, in sharing their experiences.

All questions are optional. Each question was designed to help address specific concerns of the Sloan Foundation and the SDSS's leadership, and project committees, as well as responding to concerns from the broader STEM community. We emphasize that the only information besides the responses provided in this survey being recorded is the timestamp of submission – no other identifying information is transmitted.

All the information provided is strictly confidential. Statistical considerations based on the aggregate data from the survey will be shared with the collaboration, but access to the anonymous responses will be strictly limited to the members of COINS (Committee on Inclusiveness in SDSS), who have committed to utmost confidentiality on the matter.

The length of the survey depends on your participation in SDSS-III, SDSS-IV, SDSS-V, or all three, and if you have held leadership role(s) in the survey.

The Survey has the following sections and the number of questions in each section is given in parentheses: Career Information (3)  
Experience with SDSS (9)  
Demographic Information (10)  
SDSS-III Specific (2)  
SDSS-IV Specific (12)

SDSS-V Specific (12)

Impact of COVID19 (5)

Question Asking (9)

E/PO Attitudes (4)

Thank you for your help!

The Committee on INclusiveness in SDSS (demographic\_survey@sdss.org)

## Career Information

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All questions are optional.

All information is strictly confidential.

If you want to skip this section, scroll to the bottom, and click Go to Next Section.

1. My highest professional degree is: Prefer not to Answer

**[Multiple Choice]**

- High School
- Associates Degree (or equivalent)
- Bachelors Degree (or equivalent)
- Masters Degree (or equivalent)
- Doctorate
- Other Post-Baccalaureate or Professional Degree

2. My current career position is best described as:

**[Multiple Choice]**

- Prefer not to answer
- Undergraduate student
- Graduate Student
- Postdoc
- Junior faculty (less than 10 FTE years as a faculty/staff member)
- Senior faculty (more than 10 FTE years as a faculty/staff member)
- Research scientist
- Emeritus
- Administration
- Other (please specify if you feel comfortable doing so)

3. I received my highest professional degree <x> years ago.

**[Multiple Choice]**

- Prefer not to answer
- Still in degree program 0-5 years
- 6-10 years
- 11-15 years
- 16+ years
- Other (please specify if you feel comfortable doing so)

## Experience with SDSS

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These questions refer to any of SDSS-III, SDSS-IV, or SDSS-V.

All questions are optional.

All information is strictly confidential.

If you want to skip this section, scroll to the bottom, and click Go to Next Section.

1. Compared with 2018 (the timing of the last survey), my general involvement with SDSS has:

**[Multiple Choice]**

- Prefer not to answer
- Decreased
- Remained roughly the same Increased

2. My participation in SDSS has been helpful for the advancement of my career:

**[Multiple Choice]**

- Prefer not to answer
- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree
- Unsure

3. I have missed all or part of a telecon or collaboration meeting because it conflicted with family constraints:

**[Multiple Choice]**

- Prefer not to answer Never
- Rarely
- Frequently

4. Have you read the SDSS Principles of Operation and Publications Policy?

**[Multiple Choice]**

- Prefer not to answer
- Yes
- Partially
- I read an older version some time ago
- No

5. Have you read the SDSS Code of Conduct, Code of Conduct FAQ, and Best Practices documents?

**Code of Conduct:**

<http://www.sdss.org/collaboration/the-sloan-digital-sky-survey-code-of-conduct/>

**FAQ:**

[trac.sdss.org/wiki/CoCo/CodeofConduct/FAQ](http://trac.sdss.org/wiki/CoCo/CodeofConduct/FAQ)

**Best Practices:**

<http://www.sdss.org/collaboration/coins/coins-best-practices>

**[Multiple Choice]**

- Prefer not to answer
- Yes
- Partially
- I read an older version some time ago
- No

6. Are you aware that SDSS has ombuds?

**[Multiple Choice]**

- Prefer not to answer
- Yes
- No

7. Have you ever interacted with the Ombuds?

**[Multiple Choice]**

- Prefer not to Answer
- Yes
- No

8. The SDSS fosters an inclusive climate:

**[Multiple Choice]**

- Prefer not to answer
- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree
- Unsure

9. Do you have any suggestions for how the climate of SDSS could be improved?

(skip if no comments)

Some potential topics include improving mentoring, better policy enforcement, improving transparency, reducing harassment, reducing bullying, among many others.

**[Free Response]**

## Demographic Information

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All questions are optional.

All information is strictly confidential.

If you want to skip this section, scroll to the bottom, and click Go to Next Section.

1. My primary home institution is located in:

**[Multiple Choice]**

- Prefer not to answer
- Africa
- Asia
- Australia / Pacific Islands

- Europe
- Canada or US
- Latin America: Mexico, Central, and South America

For the **next question**, we provide some additional information.

In the United States, a good definition for an underrepresented group can be found here (<https://diversity.ucsf.edu/URM-definition>) and we repeat below for ease.

At UCSF, our working definition of an underrepresented minority (URM) is someone whose racial or ethnic makeup is from one of the following:

- African American / Black
- Asian: Filipino, Hmong, or Vietnamese only
- Hispanic / Latinx
- Native American / Alaskan Native
- Native Hawaiian / Other Pacific Islander
- Two or more races, when one or more are from the preceding racial and ethnic categories in this list.

We recognize that these definitions may be different at your institution and country – for instance Aboriginal (Australia), First Nations (Canada), Mapuche (Chile), but perhaps the definition provides some guidance.

2. I identify my ethnicity (or nationality, if more appropriate) as:

**[Free Response]**

3. At my current institution, I am considered part of an underrepresented group in terms of my racial or ethnic identity:

**[Multiple Choice]**

- Prefer not to answer
- Yes
- No
- Unsure

4. I identify my gender as:

**[Multiple Choice]**

- Prefer not to answer

- Female
- Male
- Non-binary

5. I consider myself a part of the transgender community:

**[Multiple Choice]**

- Prefer not to answer
- Yes
- No

6. I consider myself a member of the LGBTQ+ (lesbian, gay, bisexual, transgender, queer) community:

**[Multiple Choice]**

- Prefer not to answer
- Yes
- No

For the **next question**, we also provide some guidance following the Americans with Disabilities Act (ADA; [https://www.ada.gov/ada\\_intro.htm](https://www.ada.gov/ada_intro.htm))

*... which is defined by the ADA as a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment.*

7. I identify as having a sensory, physical, or mental disability:

**[Multiple Choice]**

- Prefer not to answer
- Yes
- No
- Unsure

8. I consider my partnership status to be:

**[Multiple Choice]**

- Prefer not to answer
- Single
- Married

- Unmarried partnership

9. I have children:

**[Multiple Choice]**

- Prefer not to answer
- Yes
- No

10. The highest level of education completed by my parent or guardian:

(Please select for the parent with the highest level of education)

**[Multiple Choice]**

- Prefer not to answer
- Did not complete primary school
- Primary school
- High school
- Some college
- College graduate
- Master's degree
- Professional degree
- PhD / Doctoral degree
- Other (please specify if you feel comfortable doing so)

## Questions specific to SDSS-III

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All questions are optional.

All information is strictly confidential.

If you want to skip this section, scroll to the bottom, and click Go to Next Section.

1. I was also involved in SDSS-III:

**[Multiple Choice]**

- Prefer not to answer
- Yes
- No (you may go to the next page)



For the **next question**, we provide some information.

For the purposes of this survey, we intend the terms leadership and leadership role to refer to any role whose tasks or responsibilities include making decisions that affect other people and the survey, organizing regular project discussions or meetings, professional mentoring, or influencing/directing others in their tasks.

The next question is meant to include leadership at any level in SDSS-III: the overall project, committees, and within BOSS, SEGUE-II, MARVELS, and/or APOGEE-1.

2. While participating in SDSS-III, I considered myself to be in a leadership or decision-making role (official or unofficial) within SDSS-III:

- Did not participate in SDSS-III Prefer not to answer
- Yes
- No

## Questions Specific to SDSS-IV

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These questions are specific to those who participated or are active in SDSS-IV.

If you have not participated in SDSS-IV, scroll to the bottom of the page and click Go To Next Section.

All questions are optional.

All information is strictly confidential.

1. I am a participant in the following aspects of SDSS-IV:

**[Check all that apply.]**

- I am not involved with SDSS-IV (you may go to the next page)
- Prefer not to Answer
- eBOSS
- TDSS
- SPIDERS
- MaNGA
- APOGEE-2
- Instrumentation (incl. development, building, deploying, etc.)
- Observatory Operations (observations, management, etc.)
- Software Development or Software Management

- Data Archive or Data Management
- Pan-Survey Activities (Management, Administration, Survey Development)
- Other Role (please specify if you feel comfortable doing so)

2. I enjoy the following aspects of SDSS-IV:

**[Check all that apply.]**

- Prefer not to answer.
- Access to data
- Access to expertise
- Access to other resources
- Access to financial support
- Opportunities for personal growth
- Opportunities to gain leadership experience
- Opportunities to learn technical skills
- Opportunities for Education and Public Outreach (E/PO)
- Opportunities to share my work (including, Collaboration Meetings)
- Opportunities to gain experience in Diversity, Equity, and Inclusion work
- Opportunities to collaborate
- Opportunities for career advancement
- Other (please specify if you feel comfortable doing so)

For the **next question**, we provide some information.

For the purposes of this survey, we intend the terms leadership and leadership role to refer to any role whose tasks or responsibilities include making decisions that affect other people and the survey, organizing regular project discussions or meetings, professional mentoring, or influencing/directing others in their tasks.

The next question is meant to include leadership at any level in SDSS-IV: the overall project, committees, and within eBOSS, MaNGA, and/or APOGEE-2 (or major sub-components).

3. I currently consider myself to be in a leadership or decision-making role, official or unofficial, within SDSS- IV:

**[Multiple Choice]**

- Prefer not to answer
- Unsure
- Yes
- No

4. If you do not hold a leadership position or decision-making role in SDSS-IV, which statement best describes why this is the case?

**[Multiple Choice]**

- Prefer not to answer
- Not applicable
- I did not know what roles were available or how to fill them.
- I applied for a role(s) but was unsuccessful.
- I was offered a role(s) but turned it down because I do not have time.
- I was offered a role(s) but turned it down because it would not benefit my career.
- I did not seek out a role(s) because I do not have time.
- I did not seek out a role(s) because it would not benefit my career.
- I am new and do not feel qualified/experienced enough to take on a leadership role(s).
- Other (please specify if you feel comfortable doing so)

5. Compared with the previous survey in 2018, my involvement with SDSS-IV leadership activities has:

**[Multiple Choice]**

- Prefer not to answer
- Decreased
- Remained roughly the same
- Increased

6. I have been offered or explicitly encouraged to fill a leadership or decision-making role in SDSS-IV:

**[Multiple Choice]**

- Prefer not to answer
- Yes

- No
- Unsure

7. Do you have any suggestions for how to leadership opportunities in SDSS-IV could have been made more inclusive and be more encouraging for early-career scientists? (optional)

**[Free Response]**

The following questions are specific to those holding leadership positions.

If you are not in a leadership position, you may go to the next section by scrolling to the bottom of the page.

7. The primary role in which I lead others in SDSS-IV is officially recognized within the survey (e.g., a named position on an org chart):

**[Multiple Choice]**

- Prefer not to answer
- I do not consider myself in a leadership role.
- Yes
- No
- Unsure

8. My leadership role is a funded (or partially funded) position in SDSS-IV:

**[Multiple Choice]**

- Prefer not to answer
- I do not consider myself in a leadership role
- Yes, full or partial salary (direct or buy-in)
- No

9. Which activity(ies) best describes your leadership role in SDSS-IV?

**[Check all that apply.]**

- Prefer not to answer
- I do not consider myself in a leadership role
- Making decisions that affect other people's tasks
- Making decisions that affect funding or operations
- Professional mentorship of junior colleagues

- Organization of regular scientific or technical meetings or discussions
- Other (please specify if comfortable doing so)

10. I ended up in this leadership role in SDSS-IV via:

**[Multiple Choice]**

- Prefer not to answer
- I do not consider myself in a leadership role
- Was explicitly encouraged to apply for the position
- Responded to open call for applications
- Was asked to fill the position without a formal applications
- The position was defined around work I was already doing
- Was asked by others to take on tasks that ended up defining this role
- Other (please specify if comfortable doing so)

11. My decision to take on this leadership role in SDSS-IV has been beneficial for my career:

**[Multiple Choice]**

- Prefer not to answer
- I do not consider myself in a leadership role.
- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree
- Unsure

## Questions Specific to SDSS-V

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These questions are specific to those who participated or are active in SDSS-IV.

If you have not participated in SDSS-IV, scroll to the bottom of the page and click Go To Next Section.

All questions are optional.

All information is strictly confidential.

1. I am a participant in the following aspects of SDSS-IV:

**[Check all that apply.]**

- I am not involved with SDSS-V (you may go to the next page)
- Prefer not to Answer
- Black Hole Mapper
- Local Volume Mapper
- Milky Way Mapper
- Instrumentation (incl. development, building, deploying, etc.)
- Observatory Operations (observations, management, etc.)
- Software Development or Software Management
- Data Archive or Data Management
- Pan-Mapper Activities (Management, Administration, Survey Development)
- Other Role (please specify if you feel comfortable doing so)

2. I enjoy the following aspects of SDSS-IV:

**[Check all that apply.]**

- Prefer not to answer.
- Access to data
- Access to expertise
- Access to other resources
- Access to financial support
- Opportunities for personal growth
- Opportunities to gain leadership experience
- Opportunities to learn technical skills
- Opportunities for Education and Public Outreach (E/PO)
- Opportunities to share my work (including, Collaboration Meetings)
- Opportunities to gain experience in Diversity, Equity, and Inclusion work
- Opportunities to collaborate

- Opportunities for career advancement
- Other (please specify if you feel comfortable doing so)

For the **next question**, we provide some information.

For the purposes of this survey, we intend the terms leadership and leadership role to refer to any role whose tasks or responsibilities include making decisions that affect other people and the survey, organizing regular project discussions or meetings, professional mentoring, or influencing/directing others in their tasks.

The next question is meant to include leadership at any level in SDSS-IV: the overall project, committees, and within eBOSS, MaNGA, and/or APOGEE-2 (or major sub-components).

3. I currently consider myself to be in a leadership or decision-making role, official or unofficial, within SDSS- V:

**[Multiple Choice]**

- Prefer not to answer
- Unsure
- Yes
- No

4. If you do not hold a leadership position or decision-making role in SDSS-V, which statement best describes why this is the case?

**[Multiple Choice]**

- Prefer not to answer
- Not applicable
- I did not know what roles were available or how to fill them.
- I applied for a role(s) but was unsuccessful.
- I was offered a role(s) but turned it down because I do not have time.
- I was offered a role(s) but turned it down because it would not benefit my career.
- I did not seek out a role(s) because I do not have time.
- I did not seek out a role(s) because it would not benefit my career.
- I am new and do not feel qualified/experienced enough to take on a leadership role(s).
- Other (please specify if you feel comfortable doing so)

5. Compared with the inception of SDSS-V, my involvement with SDSS-V leadership activities has:

**[Multiple Choice]**

- ☐ Prefer not to answer
- ☐ Decreased
- ☐ Remained roughly the same
- ☐ Increased

6. I have been offered or explicitly encouraged to fill a leadership or decision-making role in SDSS-V:

**[Multiple Choice]**

- ☐ Prefer not to answer
- ☐ Yes
- ☐ No
- ☐ Unsure

7. Do you have any suggestions for how to leadership opportunities in SDSS-V could have been made more inclusive and be more encouraging for early-career scientists? (optional)

**[Free Response]**

The following questions are specific to those holding leadership positions.

If you are not in a leadership position, you may go to the next section by scrolling to the bottom of the page.

8. The primary role in which I lead others in SDSS-V is officially recognized within the survey (e.g., a named position on an org chart):

**[Multiple Choice]**

- ☐ Prefer not to answer
- ☐ I do not consider myself in a leadership role.
- ☐ Yes
- ☐ No
- ☐ Unsure

9. My leadership role is a funded (or partially funded) position in SDSS-V:

**[Multiple Choice]**

- ☐ Prefer not to answer



- I do not consider myself in a leadership role
- Yes, full or partial salary (direct or buy-in)
- No

10. Which activity(ies) best describes your leadership role in SDSS-V?

**[Check all that apply.]**

- Prefer not to answer
- I do not consider myself in a leadership role
- Making decisions that affect other people's tasks
- Making decisions that affect funding or operations
- Professional mentorship of junior colleagues
- Organization of regular scientific or technical meetings or discussions
- Other (please specify if comfortable doing so)

11. I ended up in this leadership role in SDSS-V via:

**[Multiple Choice]**

- Prefer not to answer
- I do not consider myself in a leadership role
- Was explicitly encouraged to apply for the position
- Responded to open call for applications
- Was asked to fill the position without a formal applications
- The position was defined around work I was already doing
- Was asked by others to take on tasks that ended up defining this role
- Other (please specify if comfortable doing so)

12. My decision to take on this leadership role in SDSS-V has been beneficial for my career:

**[Multiple Choice]**

- Prefer not to answer
- I do not consider myself in a leadership role.
- Strongly Disagree

- Disagree
- Neutral
- Agree
- Strongly Agree
- Unsure

## Impact of COVID19 and your Interaction with SDSS

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All questions are optional.

All information is strictly confidential.

If you want to skip an entire page, scroll down to the bottom, and click NEXT.

1. Has the COVID19 pandemic affected any of your answers to the survey? and, if so, how?

### **[Multiple Choice]**

- Prefer not to answer
- Unsure
- No
- Yes (please comment further if you feel comfortable)

2. Have you felt included or accommodated during the COVID19 pandemic with regards to the following:

### **[Options for each choice]**

- Not applicable.
- More Accommodated
- Neutral
- Less Accommodated
- Prefer not to Answer.

### **[Choices]**

- Virtual collaboration Meeting
- Shutdown or closing of SDSS facilities
- Shutdown or closing of non-SDSS facilities
- Working from home
- Balancing work and family responsibilities

3. Since the COVID19 pandemic began,

**[Options for each choice]**

- Not applicable
- Increased
- More or less the
- same Decreased
- Prefer not to answer

**[Choices]**

- My time for SDSS activities has
- My responsibilities in SDSS have
- My overall productivity
- My SDSS-focused productivity

4. Due to the impacts of the COVID19 pandemic in my area or at my institution, I:

**[Options for each choice]**

- Not applicable
- Never
- Sometimes
- Frequently

**[Choices]**

- Miss SDSS Activities due to Family Responsibilities
- Miss SDSS Activities due to Teaching Responsibilities
- Miss SDSS Activities due to computer/internet limitations
- Felt like I need more time to complete my SDSS Responsibilities
- Felt like I have not been able to complete my SDSS Responsibilities
- Felt uncertain or anxious about SDSS Responsibilities

5. Other comments/thoughts regarding the impact of the COVID19 pandemic and your participation in SDSS.

**[Free Repsonse]**

# Question Asking

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1. How often do you ask questions at SDSS collaboration or team meetings?

**[Multiple Choice]**

- Not applicable (e.g., have not attended a collaboration or team meeting)
- Prefer not to answer
- All or most sessions
- Some sessions
- Only a few sessions
- I never ask questions

2. How often do you ask questions during teleconferences?

**[Multiple Choice]**

- Not applicable (e.g., do not attend teleconferences)
- Prefer not to answer
- All or most teleconferences
- Some teleconferences
- Only a few teleconferences
- I never ask questions at teleconferences

3. At the collaboration or team meetings, how comfortable are you asking questions through one of the following means?

(you may skip the question if you have not attended a collaboration or team meeting)

**[Options for each choice]**

- comfortable
- neutral
- uncomfortable
- prefer not to answer

**[Choices]**

- Interrupting a speaker during a talk to ask a question
- Asking a speaker a question at the end of their talk

- Asking a speaker a question in person before or after a science session
- Emailing a speaker a question before or after a science session
- Posing a question through social media that may be answered during a science session
- Posing a question anonymously that may be answered during a science session

4. During teleconferences, how comfortable are you asking questions through one of the following means?

(you may skip the question if you have not attended a collaboration or team meeting)

**[Options for each choice]**

- comfortable
- neutral
- uncomfortable
- prefer not to answer

**[Choices]**

- Interrupting a speaker during to ask a question
- Asking a speaker a question at the end of their presentation
- Asking a speaker a question through chat
- Emailing a speaker a question before or after a teleconference
- Posing a question through social media that may be answered during a teleconference
- Bringing up new topics through a question

5. In the following situations at a collaboration or team meeting, my comfort level is:

**[Drop downs for “Asking a Question” and “Answering a Question” with]**

- prefer not to answer
- uncomfortable
- neutral
- comfortable

**[Choices]**

- During an informal, 1-1 conversation

- While presenting a poster
- While reading a poster
- In a small, topical session
- In a large, conference-wide session
- When speaking with someone at a same professional level
- When speaking with someone at a more senior professional level
- When speaking with someone at a more junior professional level

6. What are the typical reasons why you do not ask questions at SDSS Collaboration, Team Meetings, or Teleconferences?

**[Check all that apply.]**

- Prefer not to answer
- Don't have a question.
- General anxiety or nervousness.
- Not enough time or too many other people asking questions
- Feel underappreciated.
- Attempted, but was not recognized.
- Worried question is stupid
- Feel too young/early career or new member
- Feel too old or out-of-date with the topic

7. How does your comfort level with asking questions change if the event is recorded?

**[Multiple Choice]**

- Prefer not to Answer
- More comfortable No change
- Less comfortable Unsure

8. How does your comfort level with asking questions change if the event is recorded?

**[Check all that apply.]**

- Prefer not to Answer
- anonymous question submission
- polling for questions (e.g., questions posed and upvoted)

- asking questions through the moderator or chair (e.g., through chat)
- Other (please specify if you feel comfortable doing so)

9. If you feel uncomfortable asking questions during a SDSS meeting, what would help you feel more confident to ask a question?

**[Long Answer Text]**

## Education and Public Outreach Involvement

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1. Thinking about public engagement with, and communicating about, science, have you done the following in the past 12 months?

- Worked with teachers / schools (including writing educational material)
- Participated in an institutional open day
- Given a public lecture, including being part of a panel
- Taken part in a public dialogue event / debate
- Been interviewed on radio
- Been interviewed by a newspaper journalist
- Written for the non-specialist public (including for the media, articles and books)
- Engaged with policy-makers
- Engaged with non-Governmental organisations (NGOs)
- Worked with science centres / museums
- Judged competitions
- Engaged with the non-specialist public at skygazing events (with or without telescopes), such as star parties or similar
- Managed or co-managed social media profiles that primarily focus on engaging with the non-specialist public on astronomy or science topics (select number of social media profiles you managed or co-managed)
- Other

2. In relation to the other things you have to do in your working life, how important is it to you that you find time to engage with the non-specialist public?

**[Multiple Choice]**

- Prefer not to answer
- Not at all important
- Somewhat important
- Very important
- Extremely important

3. Would you like to spend more time, less time or about the same amount of time as you do now engaging with the non-specialist public about science?

**[Multiple Choice]**

- Prefer not to answer
- I would like to spend more time
- I am content with the amount of time I spend on this now
- I would like to spend less time
- Not sure

4. What is stopping you from getting (more) involved in activities that engage the non-specialist public in your science? Please mark all that apply.

**[Checkboxes, multiple responses]**

- Prefer not to answer
- I am already involved enough
- I just do not want to
- I am too junior
- I work in an institution/country where EPO activities are carried out in a language I am not fully comfortable speaking
- I feel that I am encroaching on the Press Office work
- I do not have the training
- There is no senior level support
- Fear of negative reaction/self-promotion issues
- Not enough funding
- I need to spend more time on research
- I need to spend more time on teaching
- I need to spend more time on administration



- I need to spend more time getting funding for my research
- I would have to do it on my own time
- It is not a good use of my time
- Other (please specify if comfortable doing so)

## Thank you!

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Thank you for participating in the 2021 demographic survey!  
Your answers will be recorded when you click "Submit" below.

1. Is there anything else that you want to add? (optional)

### **[Free Response]**

In case you were unfamiliar with some of the SDSS policies, we include here the links to those policies and encourage you to review them now and bookmark them for the future. The links below all lead to public-facing pages on [www.sdss.org](http://www.sdss.org) for SDSS-IV or [www.sdss5.org](http://www.sdss5.org) for SDSS-V. Key People in SDSS-IV and SDSS-V, including the Ombuds.

The Code of Conduct SDSS-IV and SDSS-V

SDSS Best Practices Guide to accompany the Code of Conduct

The Committee on Inclusiveness in SDSS

The Collaboration Council in SDSS-IV and SDSS-V

A Broad Overview of the Collaboration and its Principles in SDSS-IV and SDSS-V