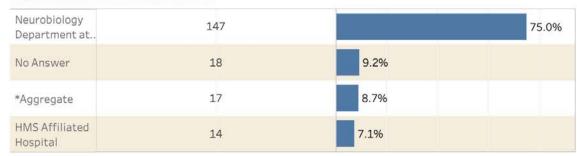
## Figure 1. Response Rates by Respondent Categories.

### by Department Role

Grand Total	196		100.0%
Technician	11	5.6%	
Tenure-Track Faculty	17	8.7%	
Staff	21	10.7%	
*Aggregate	25	12.8%	
Postdoc	57	29.1%	
PhD Student	65	33.2%	

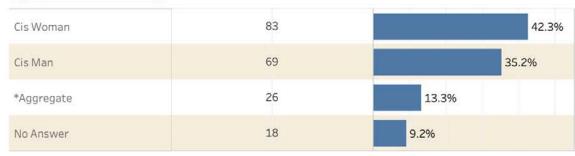
 $<sup>{}^*\!</sup>Aggregate\ contains\ respondents\ who\ number\ less\ than\ 10,\ including:\ {}^*\!Non-tenure\ Track\ Faculty\ Member",$ 

### by Department Location



<sup>\*</sup>Aggregate contains respondents who number less than 10, including: "Cambridge Campus", "I prefer not to say", multiple selections, "Other", or "Other Quad Departments".

### by Gender Identity



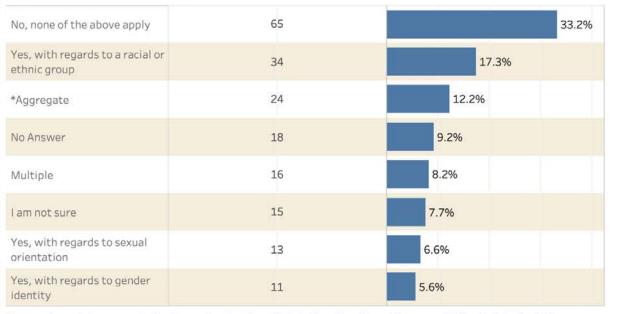
<sup>\*</sup>Aggregate contains respondents who number less than 10, including: "Another Identity", "I prefer not to say", "Trans Man", "Unsure", or "Multiple".

### by Race/Ethnicity

White	87	44.4%
Asian	40	20.4%
*UiM	30	15.3%
No Answer	18	9.2%
**Aggregate	11	5.6%
I prefer not to say	10	5.1%

<sup>\*&</sup>quot;UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

### by Minoritized Status

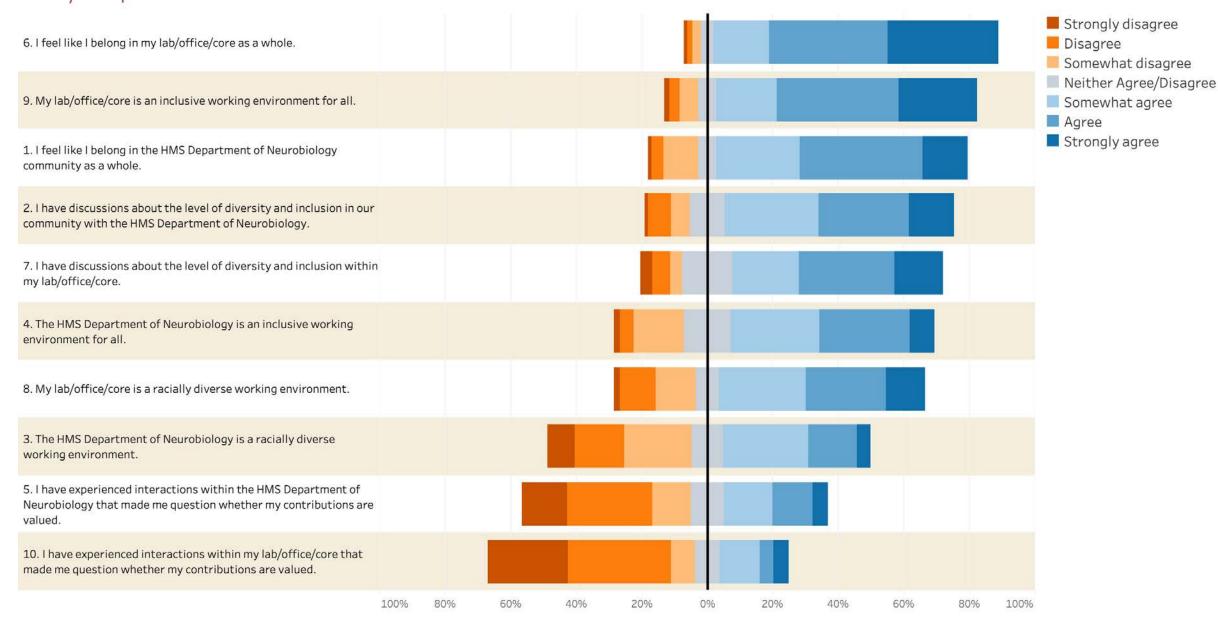


<sup>\*</sup>Aggregate contains respondents who number less than 10, including: "I prefer not to answer", "Yes, but don't wish to specify", or "Yes, I do for other reasons".

<sup>&</sup>quot;Undergraduate Student", "I prefer not to say", "Other", no answer, or those who chose multiple positions.

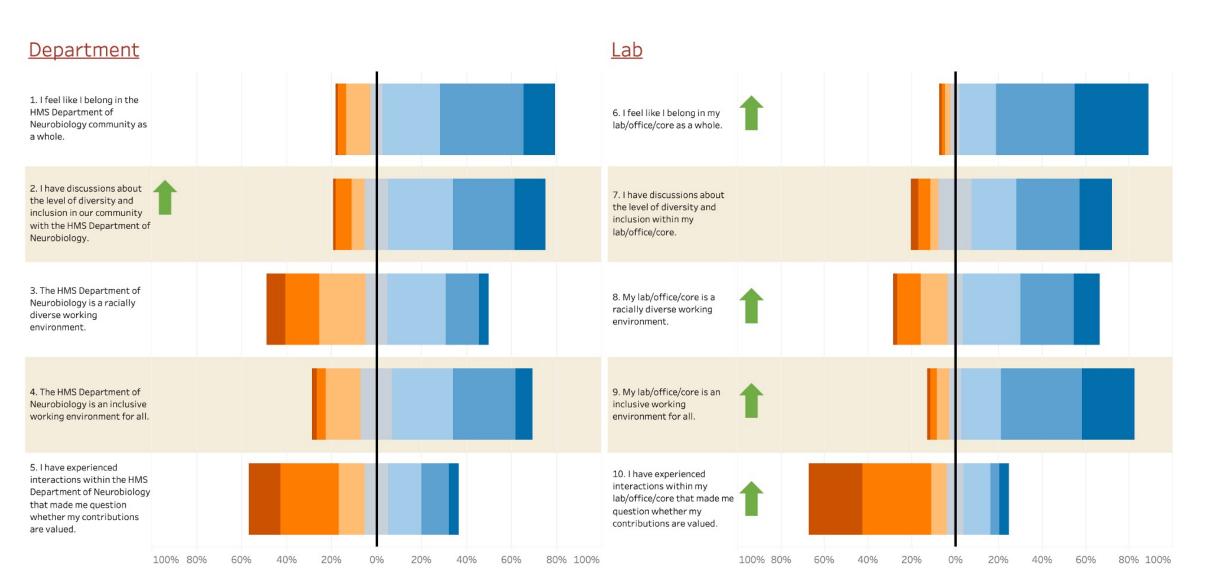
<sup>\*\*</sup>Aggregate contains respondents who number less than 10, including: "Middle Eastern/North African", and those who chose multiple responses.

# **Figure 2.** Respondent Agreement Towards Inclusion & Belonging within Lab/Department.

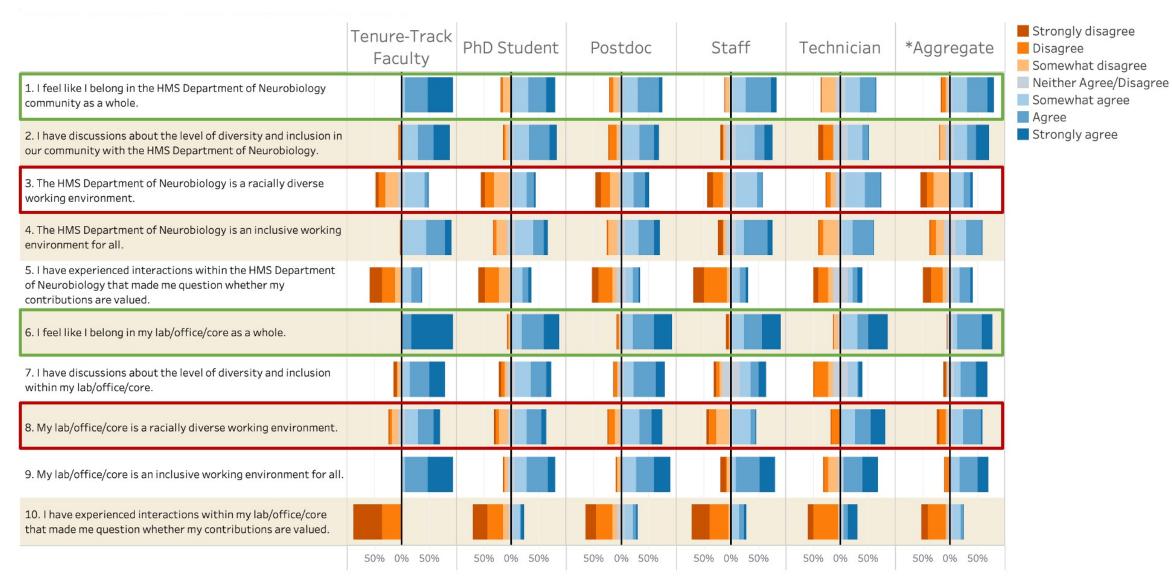


1. Likert scale omits "Null", "I prefer not to answer", and "Not applicable"

# Figure 2b. Positive perception & agreeability tends to be higher within the lab environment.



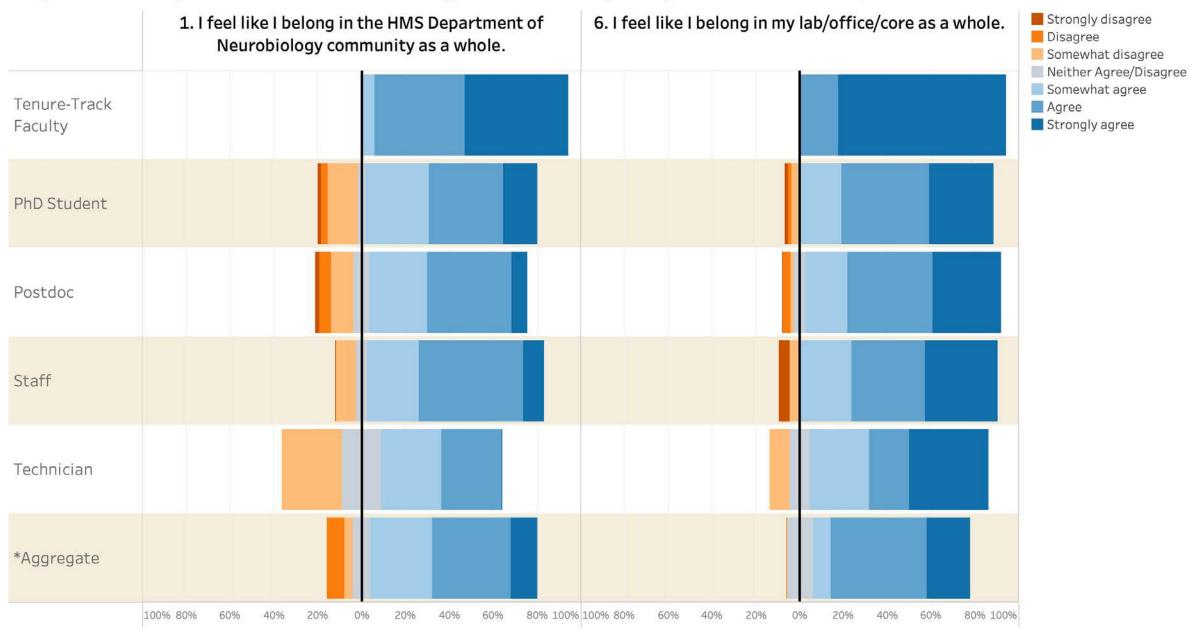
# **Figure 3**. Department and Lab Agreement by Department Role.



<sup>1. \*</sup>Aggregate contains respondents who number less than 10, including: "Non-tenure Track Faculty Member", "Undergraduate Student", "I prefer not to say", "Other", no answer, or those who chose multiple positions.

<sup>2.</sup> Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

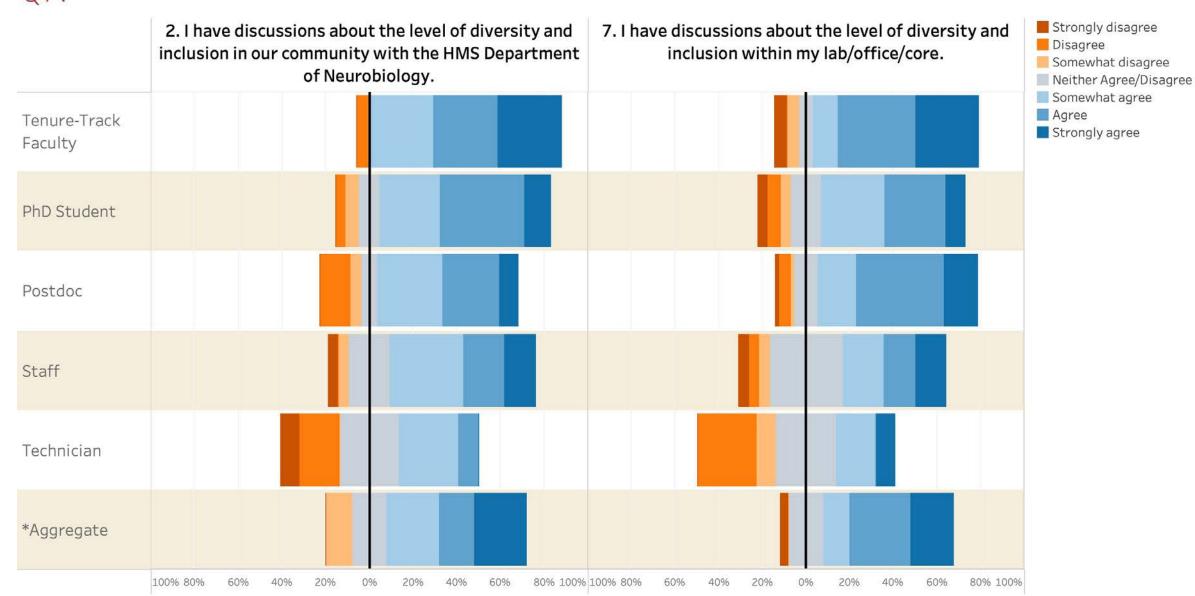
Figure 4. Department and Lab Agreement by Department Role, Q1 vs. Q6.



<sup>1. \*</sup>Aggregate contains respondents who number less than 10, including: "Non-tenure Track Faculty Member", "Undergraduate Student", "I prefer not to say", "Other", no answer, or those who chose multiple positions.

<sup>2.</sup> Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

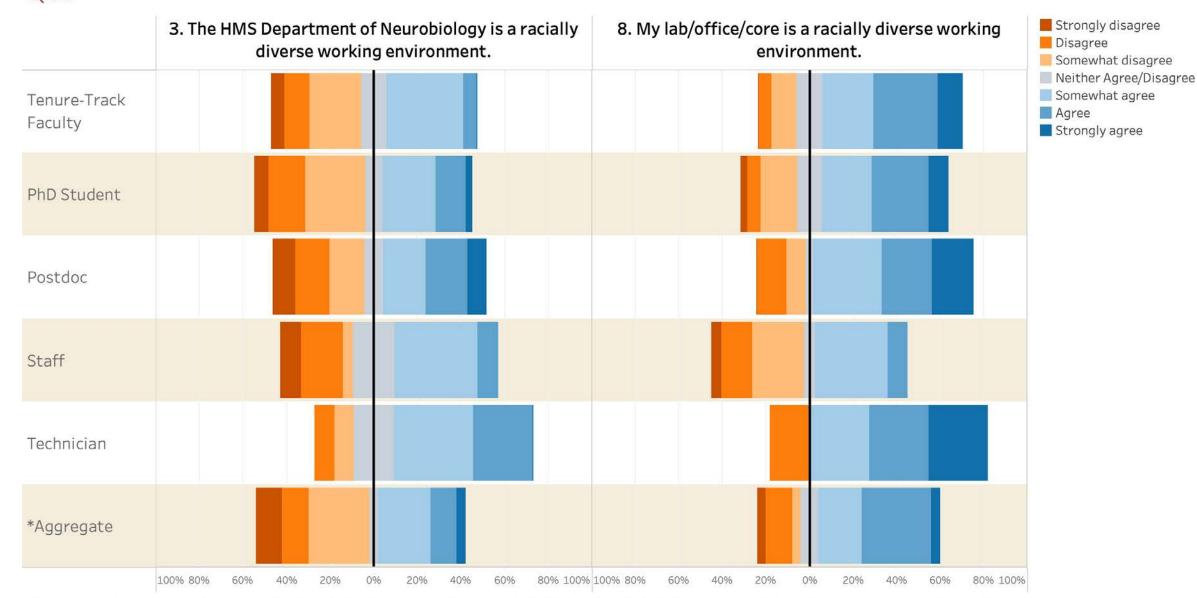
**Figure 5.** Department and Lab Agreement by Department Role, Q2 vs. Q7.



<sup>1. \*</sup>Aggregate contains respondents who number less than 10, including: "Non-tenure Track Faculty Member", "Undergraduate Student", "I prefer not to say", "Other", no answer, or those who chose multiple positions.

<sup>2.</sup> Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

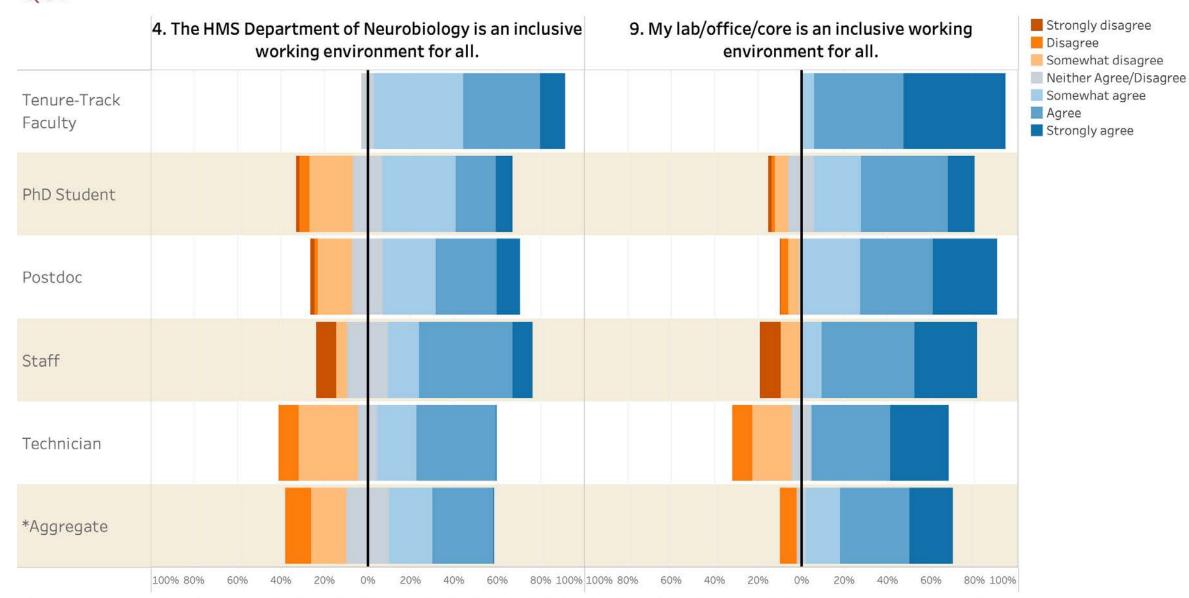
**Figure 6.** Department and Lab Agreement by Department Role, Q3 vs. Q8.



<sup>1. \*</sup>Aggregate contains respondents who number less than 10, including: "Non-tenure Track Faculty Member", "Undergraduate Student", "I prefer not to say", "Other", no answer, or those who chose multiple positions.

<sup>2.</sup> Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

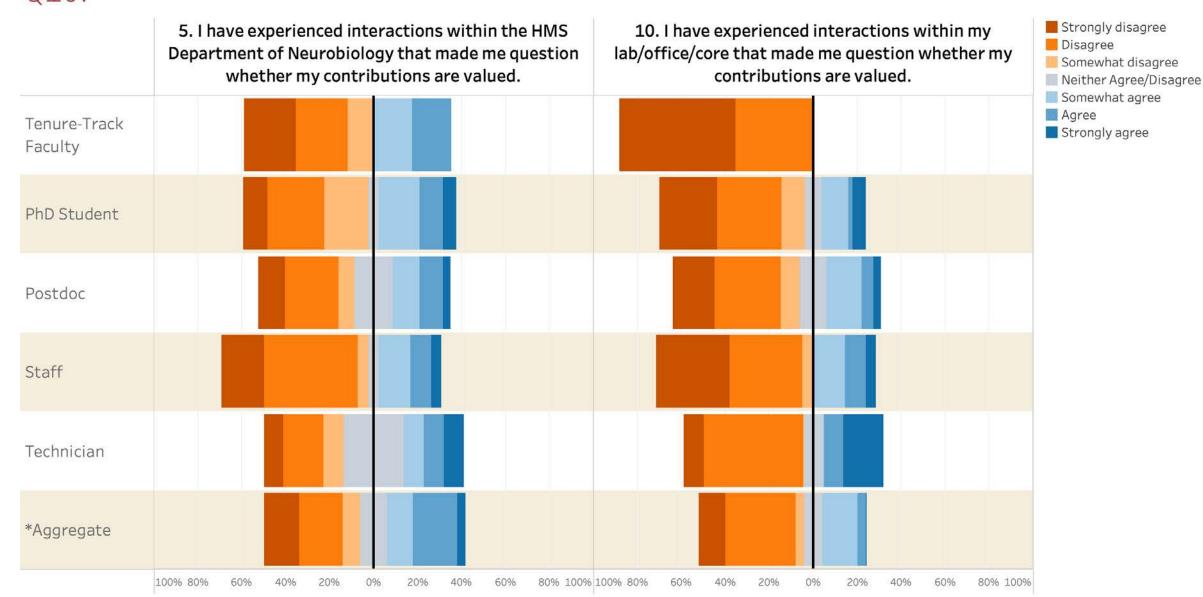
**Figure 7.** Department and Lab Agreement by Department Role, Q4 vs. Q9.



<sup>1. \*</sup>Aggregate contains respondents who number less than 10, including: "Non-tenure Track Faculty Member", "Undergraduate Student", "I prefer not to say", "Other", no answer, or those who chose multiple positions.

<sup>2.</sup> Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

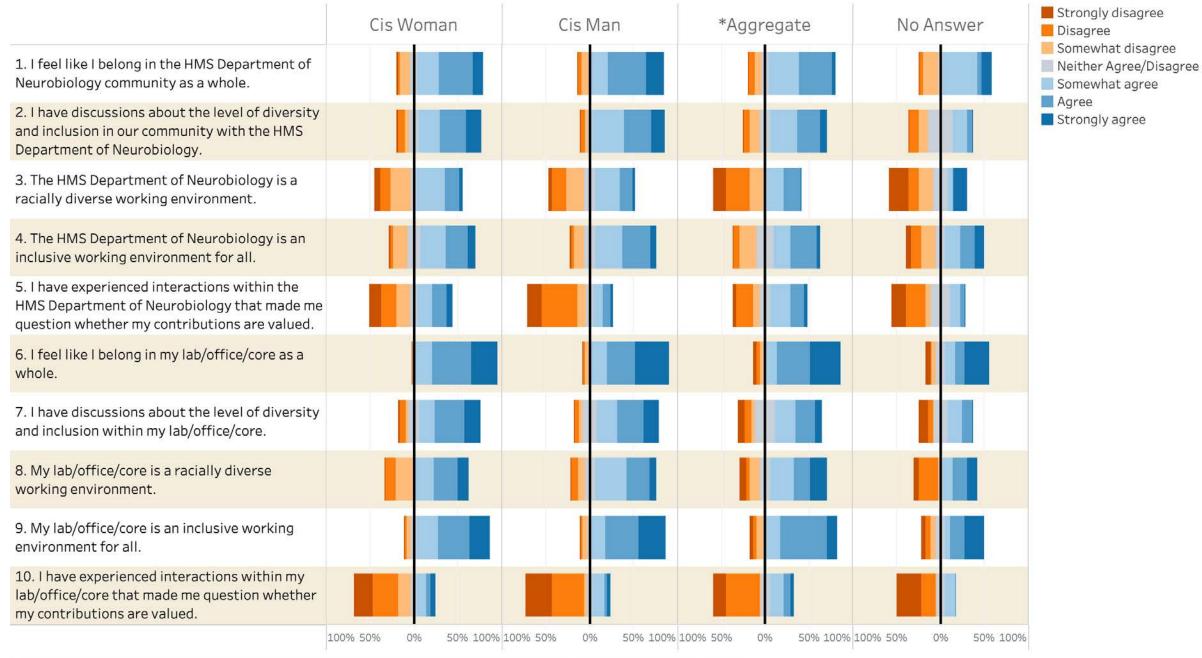
**Figure 8.** Department and Lab Agreement by Department Role, Q5 vs. Q10.



<sup>1. \*</sup>Aggregate contains respondents who number less than 10, including: "Non-tenure Track Faculty Member", "Undergraduate Student", "I prefer not to say", "Other", no answer, or those who chose multiple positions.

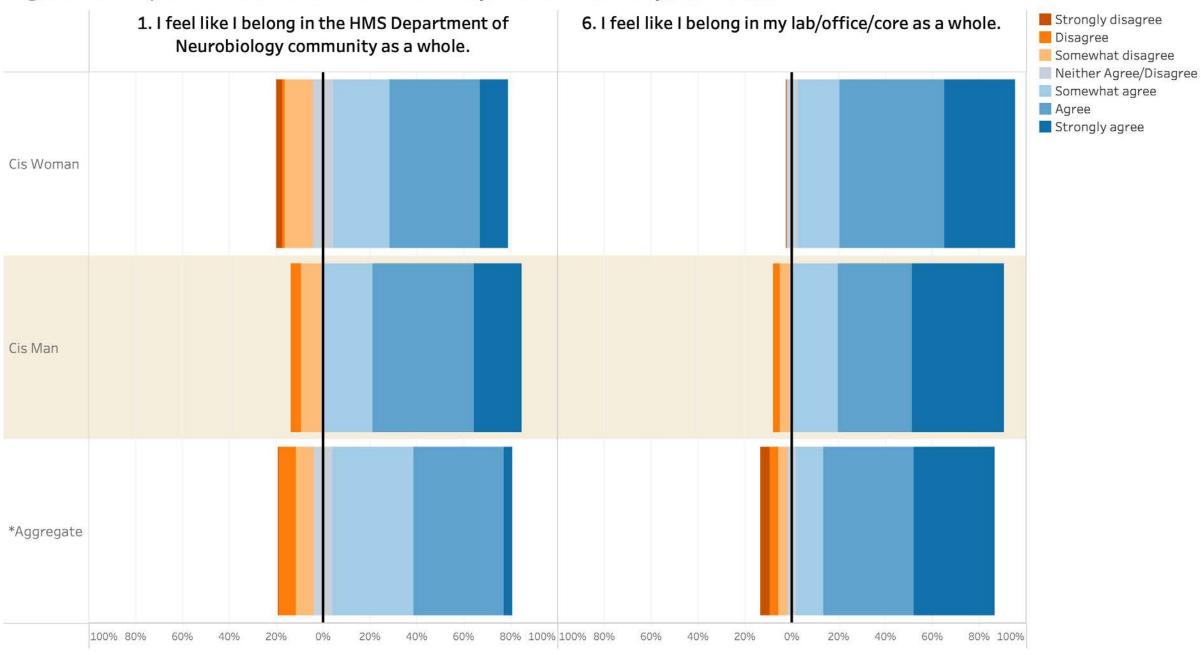
<sup>2.</sup> Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

# Figure 9. Department and Lab Sentiment by Gender Identity



<sup>1. \*</sup>Aggregate contains respondents who number less than 10, including: "Another Identity", "I prefer not to say", "Trans Man", "Unsure", or "Multiple".

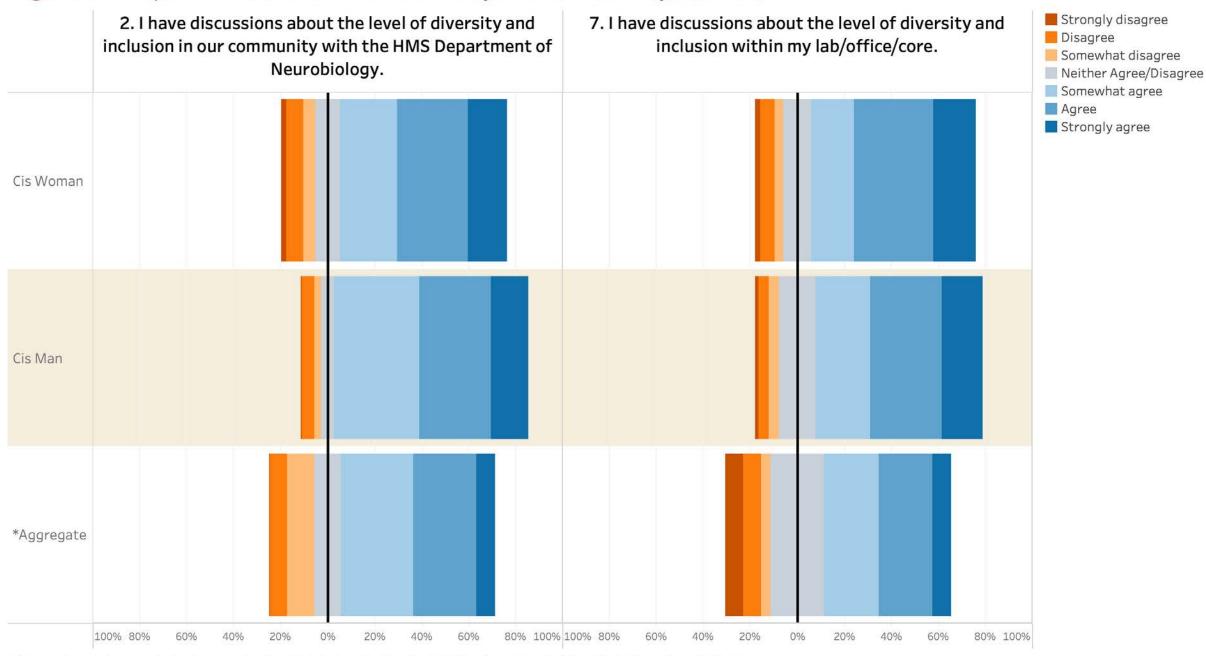
Figure 10. Department and Lab Sentiment by Gender Identity, Q1 vs Q6.



<sup>1. \*</sup> Aggregate contains respondents who number less than 10, including: "Another Identity", "I prefer not to say", "Trans Man", "Unsure", or "Multiple".

<sup>2.</sup> Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

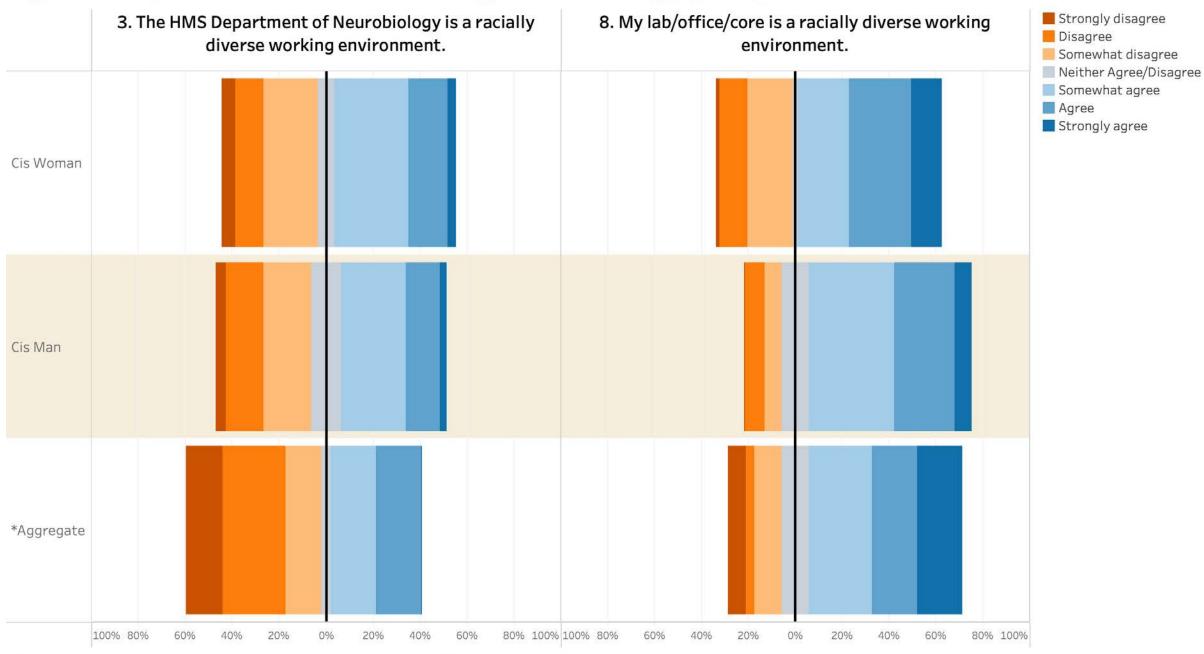
Figure 11. Department and Lab Sentiment by Gender Identity, Q2 vs Q7.



<sup>1. \*</sup> Aggregate contains respondents who number less than 10, including: "Another Identity", "I prefer not to say", "Trans Man", "Unsure", or "Multiple".

<sup>2.</sup> Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

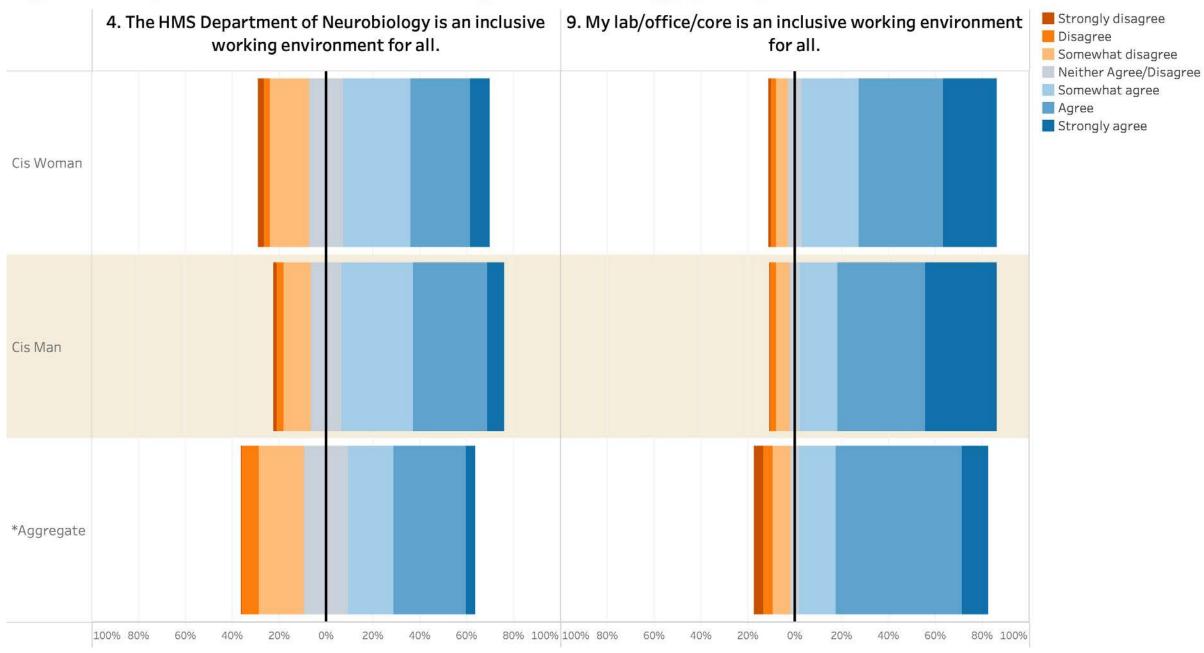
Figure 12. Department and Lab Sentiment by Gender Identity, Q3 vs Q8.



<sup>1. \*</sup> Aggregate contains respondents who number less than 10, including: "Another Identity", "I prefer not to say", "Trans Man", "Unsure", or "Multiple".

<sup>2.</sup> Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

Figure 13. Department and Lab Sentiment by Gender Identity, Q4 vs Q9.



<sup>1. \*</sup> Aggregate contains respondents who number less than 10, including: "Another Identity", "I prefer not to say", "Trans Man", "Unsure", or "Multiple".

<sup>2.</sup> Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

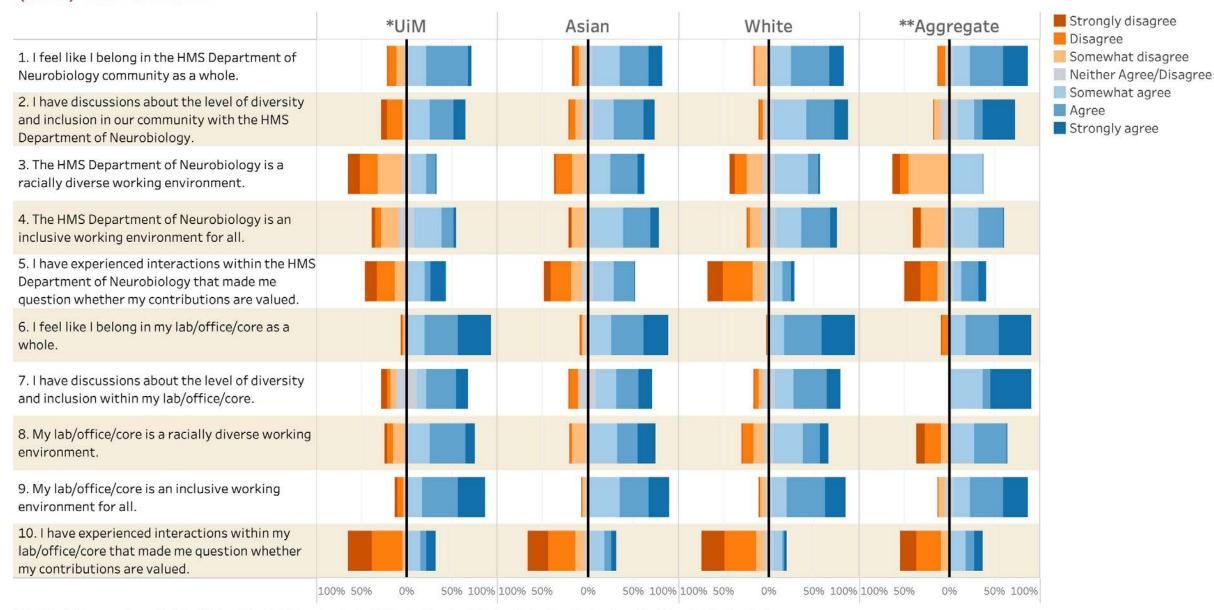
Figure 14. Department and Lab Sentiment by Gender Identity, Q5 vs Q10.



<sup>1. \*</sup> Aggregate contains respondents who number less than 10, including: "Another Identity", "I prefer not to say", "Trans Man", "Unsure", or "Multiple".

<sup>2.</sup> Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

Figure 15. Department and Lab Sentiment by Race/Ethnicity: Underrepresented in Medicine (UiM) vs. Non-UiM

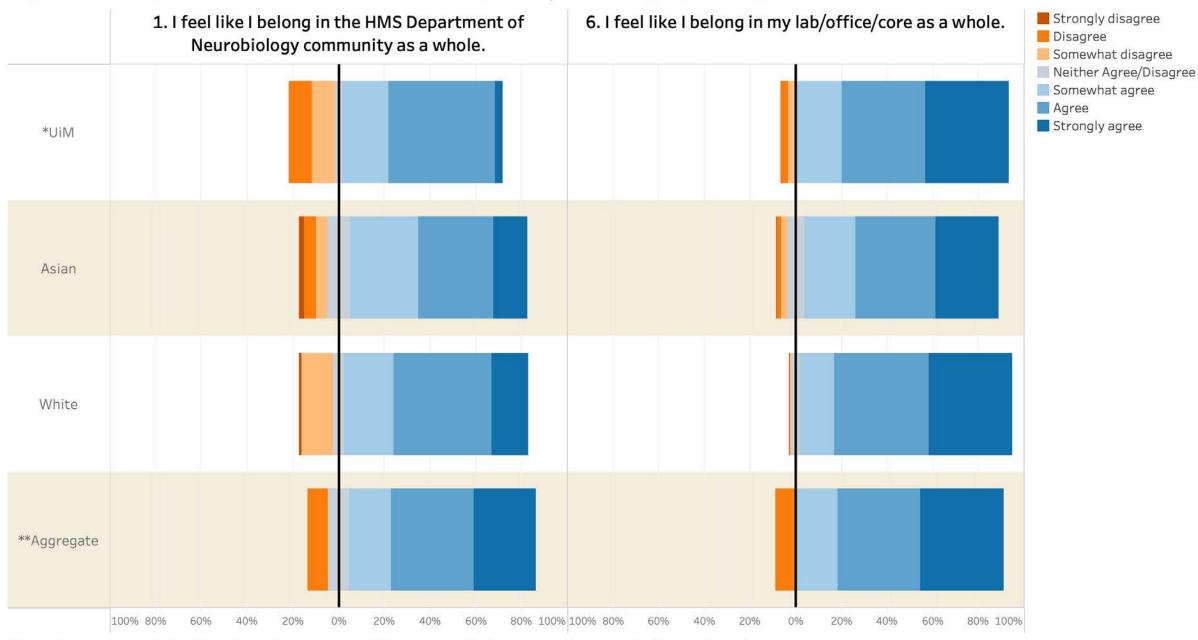


<sup>\*&</sup>quot;UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

<sup>\*\*</sup> Aggregate contains respondents who number less than 10, including: "Middle Eastern/North African", and those who chose multiple selections.

<sup>1. &</sup>quot;I prefer not to say" and "No Answer" excluded above.

Figure 16. Department and Lab Sentiment by Race/Ethnicity, Q1 vs. Q6.

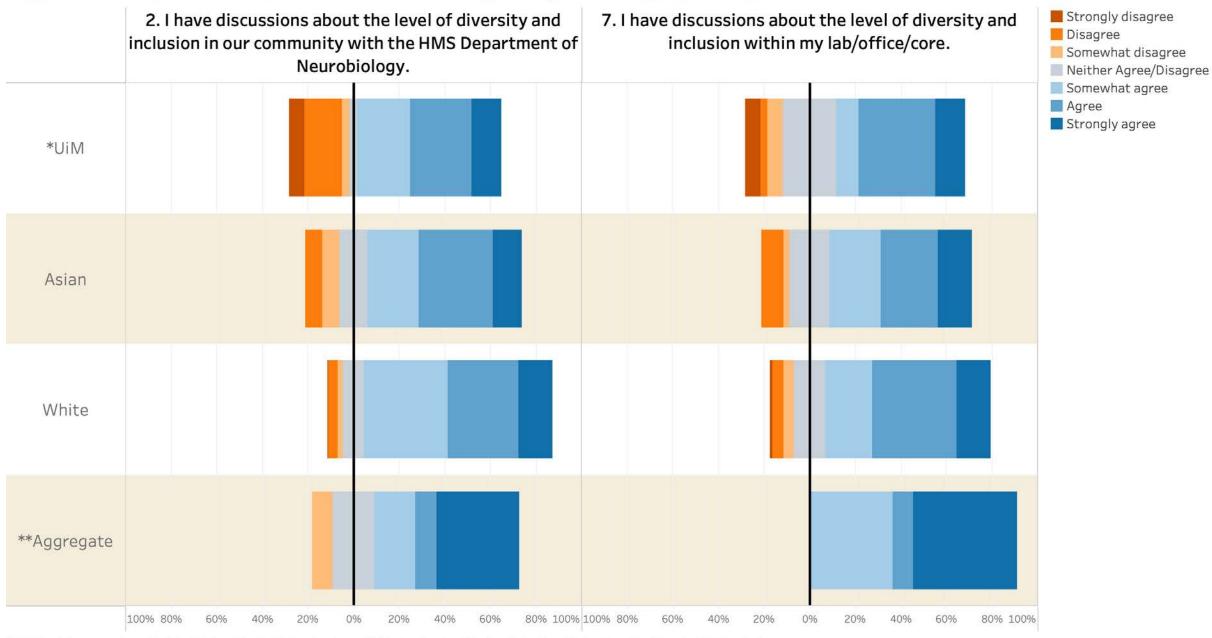


<sup>\*&</sup>quot;UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

<sup>\*\*</sup> Aggregate contains respondents who number less than 10, including: "Middle Eastern/North African", and those who chose multiple selections.

<sup>1. &</sup>quot;I prefer not to say" and "No Answer" excluded above.

Figure 17. Department and Lab Sentiment by Race/Ethnicity, Q2 vs. Q7.

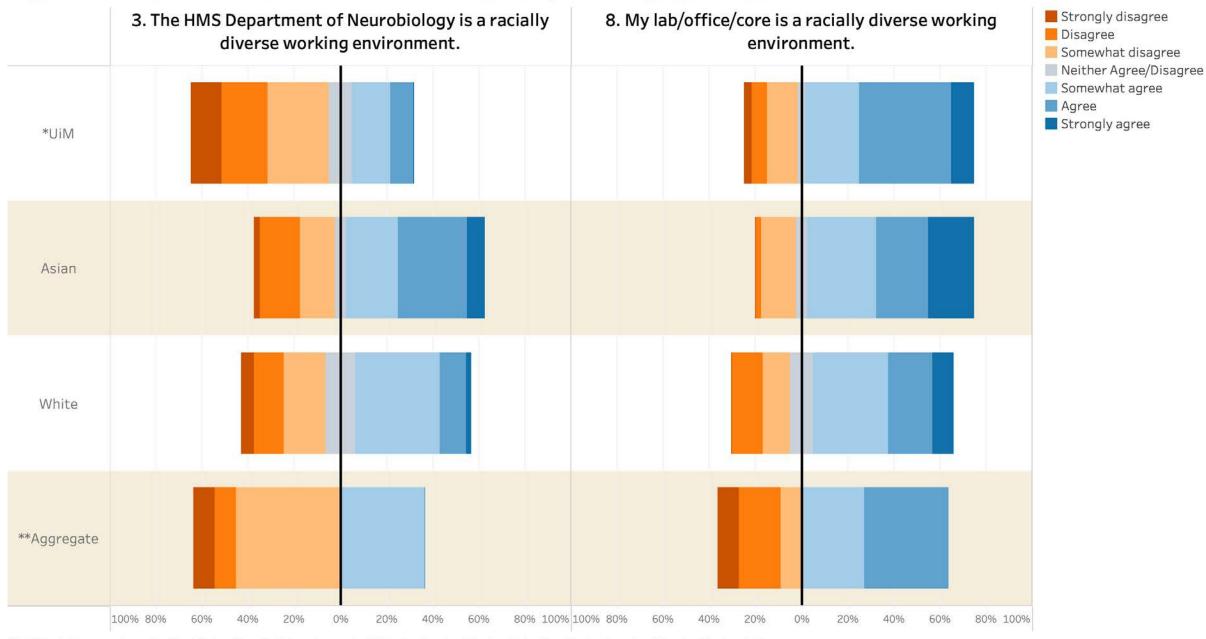


<sup>\*&</sup>quot;UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

<sup>\*\*</sup> Aggregate contains respondents who number less than 10, including: "Middle Eastern/North African", and those who chose multiple selections.

<sup>1. &</sup>quot;I prefer not to say" and "No Answer" excluded above.

Figure 18. Department and Lab Sentiment by Race/Ethnicity, Q3 vs. Q8.

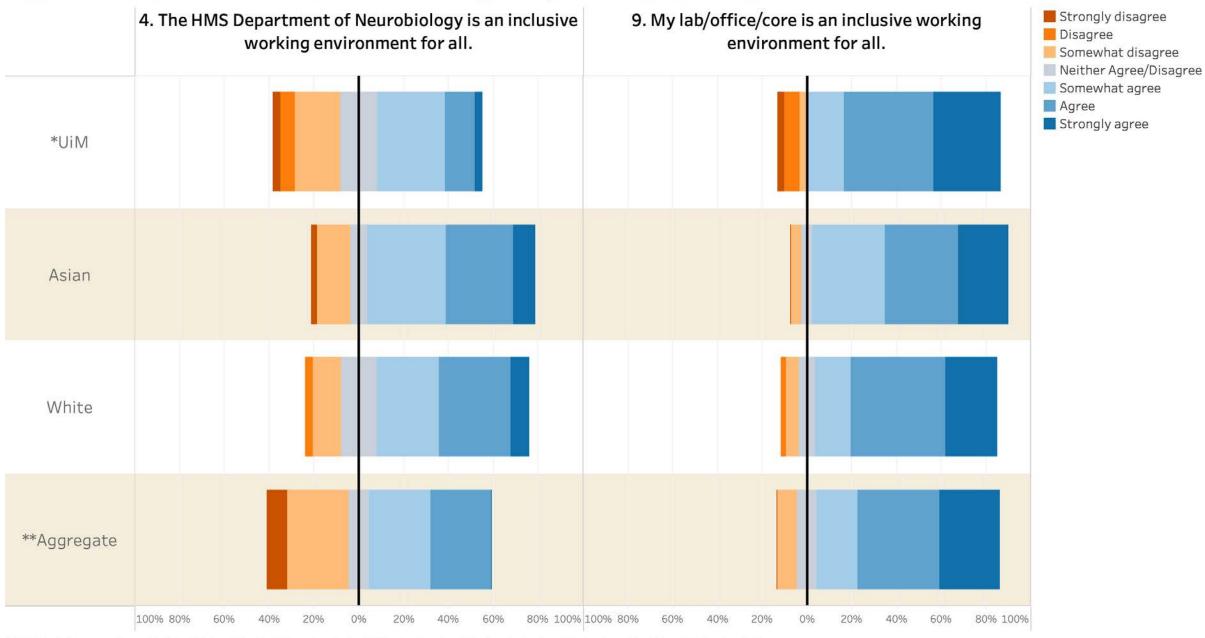


<sup>\*&</sup>quot;UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

<sup>\*\*</sup> Aggregate contains respondents who number less than 10, including: "Middle Eastern/North African", and those who chose multiple selections.

<sup>1. &</sup>quot;I prefer not to say" and "No Answer" excluded above.

Figure 19. Department and Lab Sentiment by Race/Ethnicity, Q4 vs. Q9.

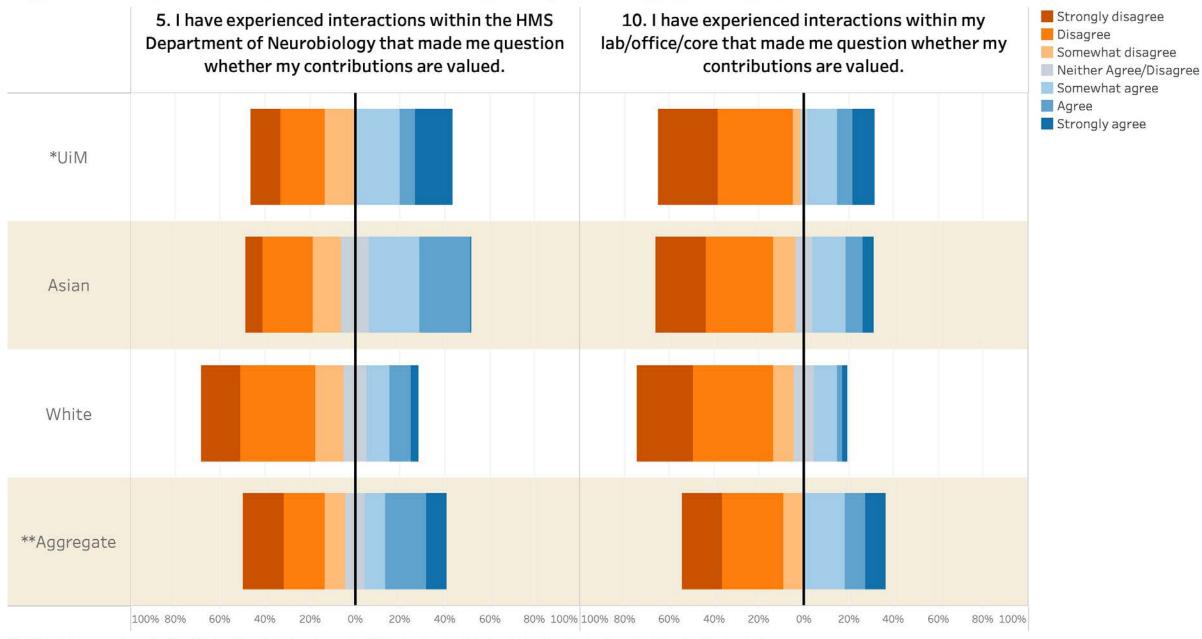


<sup>\*&</sup>quot;UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

<sup>\*\*</sup> Aggregate contains respondents who number less than 10, including: "Middle Eastern/North African", and those who chose multiple selections.

<sup>1. &</sup>quot;I prefer not to say" and "No Answer" excluded above.

Figure 20. Department and Lab Sentiment by Race/Ethnicity, Q5 vs. Q10.



<sup>\*&</sup>quot;UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

<sup>\*\*</sup> Aggregate contains respondents who number less than 10, including: "Middle Eastern/North African", and those who chose multiple selections.

<sup>1. &</sup>quot;I prefer not to say" and "No Answer" excluded above.

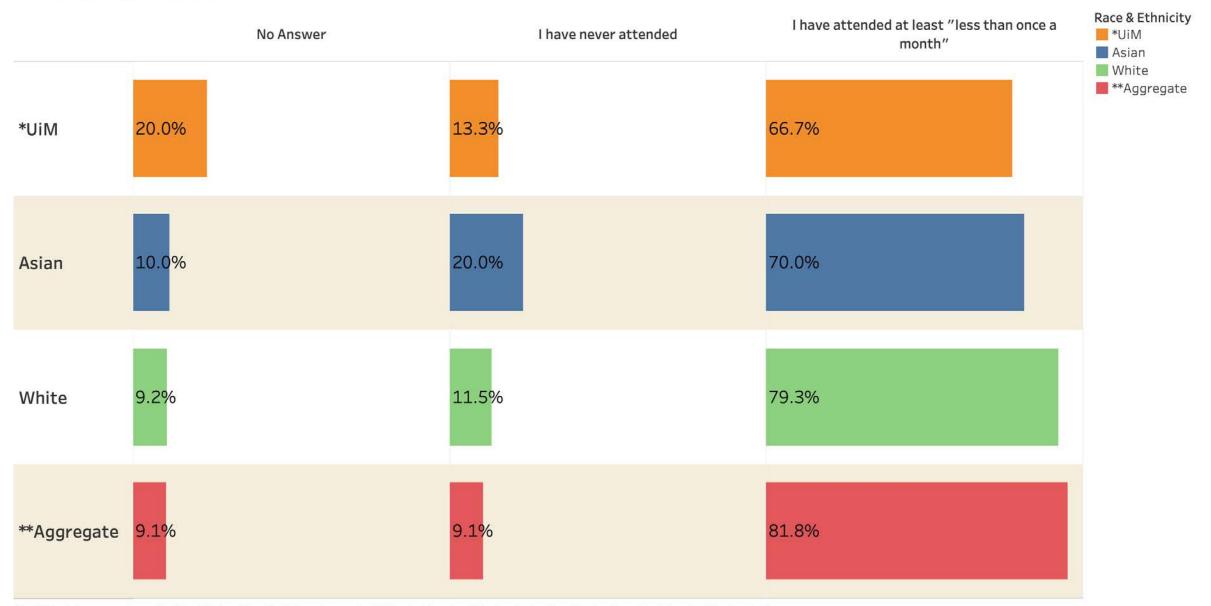
## Figure 21. Department and Lab Sentiment by Minoritized Status

	*		T	The state of the s	
	Yes, with regards to gender identity	Yes, with regards to sexual orientation	Yes, with regards to a racial or ethnic group	No, none of the above apply	*Aggregate
L. I feel like I belong in the HMS Department of Neurobiology community as a whole.					
2. I have discussions about the level of diversity and nclusion in our community with the HMS Department of Neurobiology.					
3. The HMS Department of Neurobiology is a racially diverse working environment.					
1. The HMS Department of Neurobiology is an inclusive working environment for all.					
5. I have experienced interactions within the HMS Department of Neurobiology that made me question whether my contributions are valued.					
5. I feel like I belong in my lab/office/core as a whole.					
7. I have discussions about the level of diversity and nclusion within my lab/office/core.					
3. My lab/office/core is a racially diverse working environment.					
9. My lab/office/core is an inclusive working environment for all.					
LO. I have experienced interactions within my ab/office/core that made me question whether my contributions are valued.					

<sup>1. \*</sup>Aggregate contains respondents who number less than 10, including: "I prefer not to answer", "Yes, but don't wish to specify", or "Yes, I do for other reasons".

<sup>2.</sup> Omits "Multiple", "No Answer", and "I am not sure".

**Figure 22.** How often do you attend Beer Hour? Frequency by Race/Ethnicity: Underrepresented in Medicine (UiM) vs. Non-UiM

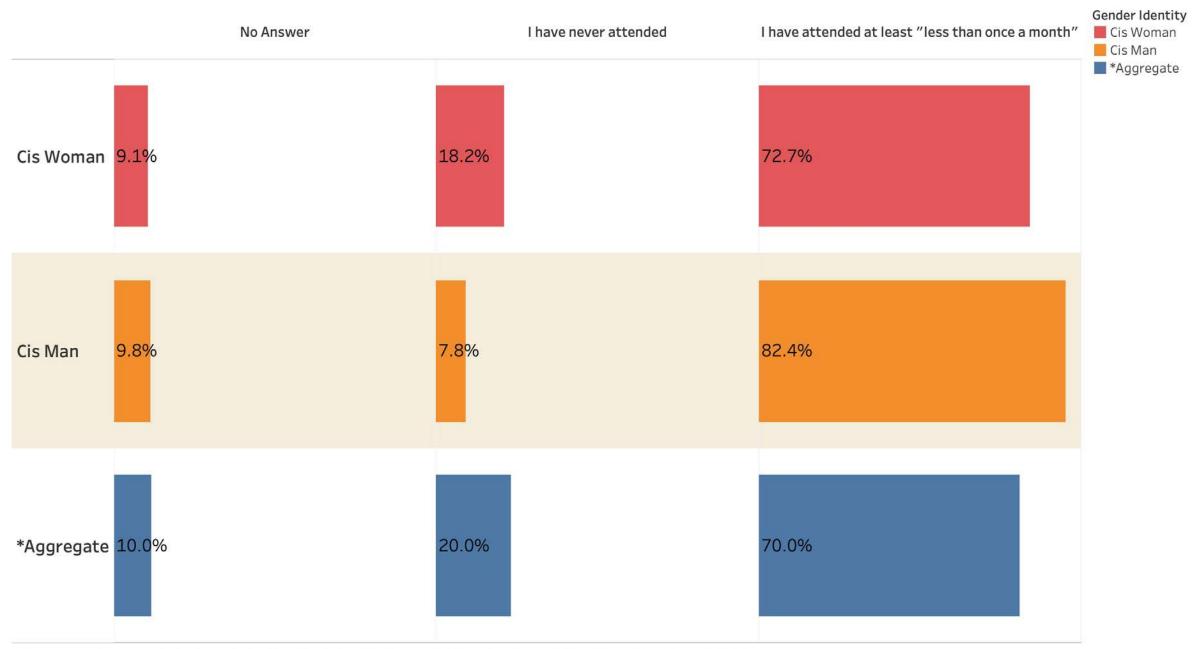


<sup>\*&</sup>quot;UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

<sup>\*\*</sup> Aggregate contains respondents who number less than 10, including: "Middle Eastern/North African", and those who chose multiple selections.

<sup>1. &</sup>quot;I prefer not to say" and "No Answer" excluded above.

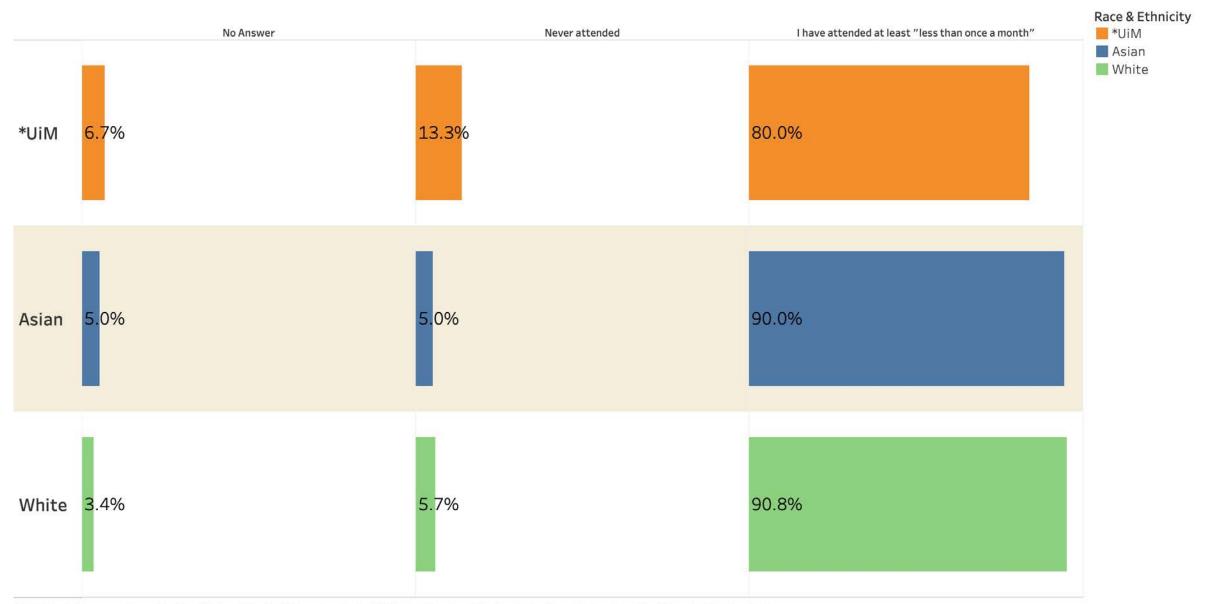
Figure 23. How often do you attend Beer Hour? Frequency by Gender Identity.



<sup>1. \*</sup>Aggregate contains respondents who number less than 10, including: "Another Identity", "I prefer not to say", "Trans Man", "Unsure", or "Multiple".

<sup>2.</sup> Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

**Figure 24.** How often do you attend Pizza Talks? Frequency by Race/Ethnicity: Underrepresented in Medicine (UiM) vs. Non-UiM

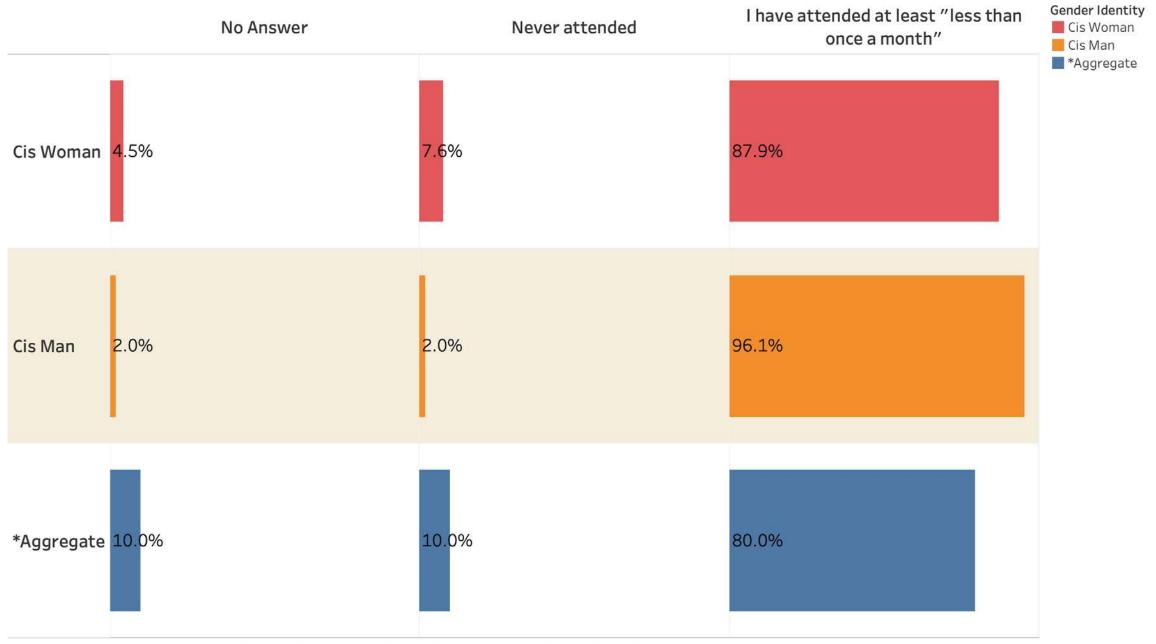


<sup>\*&</sup>quot;UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

<sup>\*\*</sup> Aggregate contains respondents who number less than 10, including: "Middle Eastern/North African", and those who chose multiple selections.

<sup>1. &</sup>quot;I prefer not to say" and "No Answer" excluded above.

Figure 25. How often do you attend Pizza Talks? Frequency by Gender Identity.



<sup>1. \*</sup>Aggregate contains respondents who number less than 10, including: "Another Identity", "I prefer not to say", "Trans Man", "Unsure", or "Multiple".

<sup>2.</sup> Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

Figure 26. How often do you attend USN Community Dinners? Frequency by Race/Ethnicity.



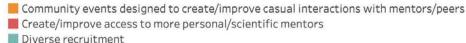
<sup>\*&</sup>quot;UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

<sup>\*\*</sup> Aggregate contains respondents who number less than 10, including: "Middle Eastern/North African", and those who chose multiple selections.

<sup>1. &</sup>quot;I prefer not to say" and "No Answer" excluded above.

**Figure 27.** Please rank your personal preference on what the diversity committee should focus on first by dragging and dropping your preference. 1 being the most urgent, while 6 being the least urgent.





Access to professional development resources

Mentorship training for PIs

Providing space to share experiences

## Figure 28.

Please give some examples of discussions about the level of diversity and inclusion within my lab/office/core

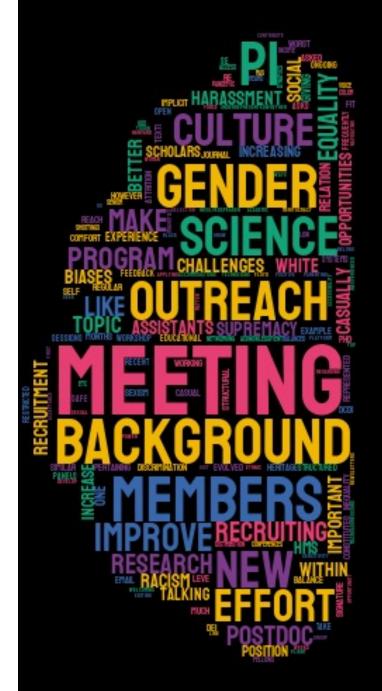




Figure 29.

What, if anything, would help increase your sense of belonging and inclusion?

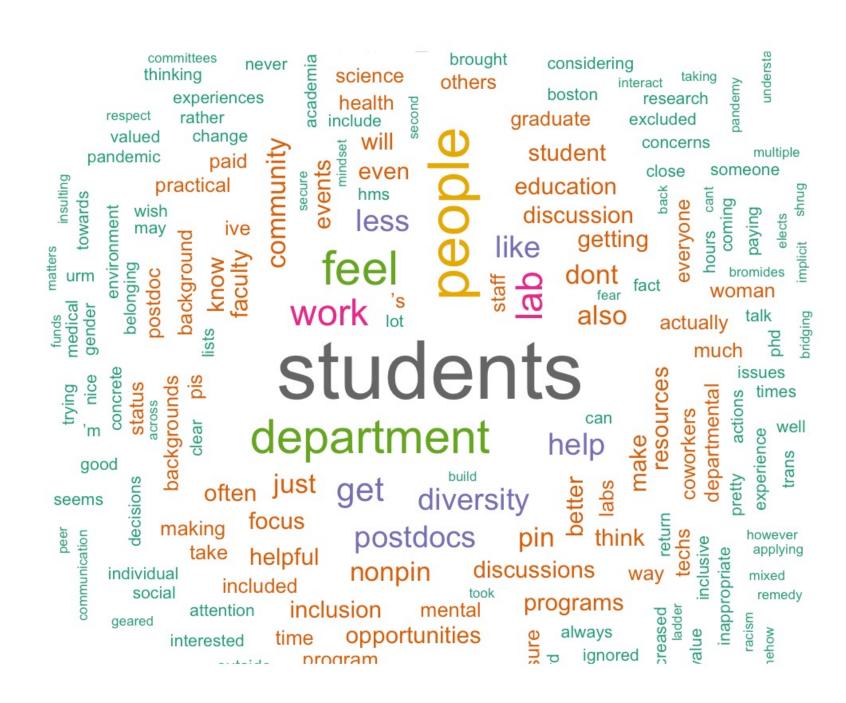


 Table 1.1. I feel like I belong in the HMS Department of Neurobiology community as a whole.

Demographic Categories	Demographic Responses	% Disagree	% Agree
Do you identify as a	Yes, with regards to a racial or ethnic group	12%	76%
nember of a minoritized or underrepresented	Yes, with regards to sexual	15%	85%
roup in science?	orientation  Yes, with regards to gender	9%	91%
	identity Yes, but don't wish to specify	10%	90%
	details  No, none of the above apply	11%	88%
		22%	56%
	No Answer	1396	78%
ease indicate the racial ethnic groups with	Asian	19%	69%
hich you identify.	Hispanic or Latino	15%	80%
	White		
	No Answer	22%	56%
ease indicate the gender	Cis Woman	16%	75%
entity with which you entify.	Cis Man	13%	84%
non-reservi	No Answer	22%	56%
o you currently identify	Mental health condition (e.g., depression, PTSD, anxiety disor	26%	68%
ith any of the following?	No Answer	11%	81%
e you currently a	No	23%	70%
cipient of a	No Answer	12%	77%
holarship/fellowship? here do you work?	HMS Affiliated Hospital	21%	79%
nere do you work.	Neurobiology Department at	13%	80%
	HMS	22%	56%
14-012	No Answer	14%	78%
you identify as an ternational member of	No	22%	56%
e department?	No Answer		
What is the highest level of formal education	High school or equivalent	18%	64%
tained by either of your	Bachelor's degree (e.g. BA, BS)	12%	76%
parent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	17%	83%
	Professional degree (e.g. MD, DDS, DVM)	696	89%
	Doctorate (e.g. PhD, EdD)	1196	87%
	No Answer	22%	56%
re you a primary	Yes-I am a parent/guardian	896	93%
regiver?	No.	15%	76%
	No Answer	22%	56%
oes one or more of your	No.	8%	92%
pendents have special	No Answer	1796	73%
eds? y religious beliefs are an		20%	60%
portant part of my life.		8%	85%
	Somewhat agree	25%	75%
	Agree	1196	78%
	Neither Agree nor Disagree		
	Disagree	8%	87%
	Somewhat disagree		100%
	Strongly disagree	19%	75%
	No Answer	22%	56%

**Table 1.2.** I have discussions about the level of diversity and inclusion in our community with the HMS Department of Neurobiology.

ine mino bep	artment of Neurobi	ology.	
Demographic Categories	Demographic Responses	% Disagree	% Agree
nember of a minoritized	Yes, with regards to a racial or ethnic group	15%	68%
	Yes, with regards to sexual orientation	8%	7796
roup in science?	Yes, with regards to gender	9%	9196
	identity Yes, but don't wish to specify	20%	70%
	details  No, none of the above apply	8%	85%
	No Answer	22%	22%
ease indicate the racial	Asian	15%	68%
ethnic groups with	Hispanic or Latino	19%	69%
nich you identify.	White	.796	83%
		22%	2296
	No Answer	1496	7196
ease indicate the gender entity with which you		9%	83%
entify.	Cis Man	22%	22%
	No Answer  Mental health condition (e.g.,	16%	22% 79%
you currently identify ith any of the following?	depression, PTSD, anxiety disor.		
arting or the ronorming.	No Answer	1296	6896
e you currently a cipient of a	No	1896	69%
holarship/fellowship?	No Answer	1296	6496
nere do you work?	HMS Affiliated Hospital		93%
	Neurobiology Department at HMS	14%	74%
	No Answer	22%	22%
you identify as an	No	9%	78%
ternational member of e department?	No Answer	22%	22%
What is the highest level of formal education	High school or equivalent	996	6896
	Bachelor's degree (e.g. BA, BS)	24%	61%
	Master's degree (e.g. MA, MS, MEd)	14%	86%
	Professional degree (e.g. MD,	6%	83%
	DDS, DVM) Doctorate (e.g. PhD, EdD)	4%	83%
	No Answer	22%	22%
e you a primary	Yes- I am a parent/guardian	1396	80%
regiver?	No.	13%	74%
		22%	2296
	No Answer	16%	81%
es one or more of your pendents have special	No	14%	6896
eds?	No Answer	10%	70%
religious beliefs are an portant part of my life.		15%	6996
	Somewhat agree	TD:22	
	Agree	63%	1396
	Neither Agree nor Disagree	696	67%
	Disagree	15%	77%
	Somewhat disagree	17%	67%
	Strongly disagree	9%	81%
	No Answer	22%	22%

**Table 1.3.** The HMS Department of Neurobiology is a racially diverse working environment.

Demographic Categories	Demographic Responses	% Agree	% Disagree
nember of a minoritized	Yes, with regards to a racial or ethnic group	47%	44%
	Yes, with regards to sexual	54%	38%
roup in science?	orientation Yes, with regards to gender	36%	55%
	identity Yes, but don't wish to specify	50%	50%
	details  No, none of the above apply	43%	46%
	No Answer	22%	50%
ease indicate the racial	Asian	60%	35%
ethnic groups with	Hispanic or Latino	31%	50%
hich you identify.	White	51%	37%
	No Answer	22%	50%
ease indicate the gender		52%	41%
entity with which you	Cis Man	45%	41%
entify.	No Answer	22%	50%
o you currently identify	Mental health condition (e.g.,	42%	58%
ith any of the following?	depression, PTSD, anxiety disor	50%	38%
	No Answer	54%	34%
re you currently a ecipient of a	No	42%	43%
holarship/fellowship?	No Answer	50%	43%
here do you work?	HMS Affiliated Hospital Neurobiology Department at	50%	40%
	HMS	22%	50%
	No Answer	.44%	45%
o you identify as an ternational member of	No		
e department?	No Answer	22%	50%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	55%	32%
	Bachelor's degree (e.g. BA, BS)	48%	45%
	Master's degree (e.g. MA, MS, MEd)	39%	53%
	Professional degree (e.g. MD, DDS, DVM)	50%	33%
	Doctorate (e.g. PhD, EdD)	50%	44%
	No Answer	22%	50%
re you a primary	Yes- I am a parent/guardian	50%	45%
regiver?	No	47%	43%
	No Answer	22%	5096
oes one or more of your	No	46%	46%
ependents have special eeds?	No Answer	44%	43%
y religious beliefs are an	Strongly agree	50%	40%
portant part of my life.	Somewhat agree	54%	46%
	Agree	25%	75%
	Neither Agree nor Disagree	50%	39%
	Disagree	62%	28%
	Somewhat disagree	33%	50%
	Strongly disagree	41%	49%
	No Answer	22%	50%

**Table 1.4.** The HMS Department of Neurobiology is an inclusive working environment for all.

Demographic Categories	Demographic Responses	% Disagree	% Agree
Do you identify as a	Yes, with regards to a racial or	26%	59%
nember of a minoritized	ethnic group Yes, with regards to sexual	15%	69%
roup in science?	orientation Yes, with regards to gender	27%	64%
	identity  Yes, but don't wish to specify	30%	70%
	details  No, none of the above apply	14%	71%
		33%	44%
	No Answer	18%	75%
r ethnic groups with	Asian	19%	50%
hich you identify.	Hispanic or Latino	16%	68%
	White		
	No Answer	33%	44%
lease indicate the gender dentity with which you	Čis Woman	22%	63%
dentify.	Cis Man	16%	70%
	No Answer	33%	44%
o you currently identify	Mental health condition (e.g., depression, PTSD, anxiety disor	42%	47%
vith any of the following?	No Answer	17%	67%
	No	25%	56%
ecipient of a cholarship/fellowship?	No Answer	16%	67%
	HMS Affiliated Hospital	21%	64%
	Neurobiology Department at HMS	21%	63%
	No Answer	33%	44%
	No	22%	61%
nternational member of	No Answer	33%	44%
the department? What is the highest level of formal education	High school or equivalent	23%	68%
		21%	58%
btained by either of your arent(s)/guardian(s)?	Bachelor's degree (e.g. BA, BS)  Master's degree (e.g. MA, MS,	25%	64%
	MEd) Professional degree (e.g. MD,	17%	50%
	DDS, DVM)	13%	78%
	Doctorate (e.g. PhD, EdD)		
	No Answer	.33%	44%
re you a primary aregiver?	Yes- I am a parent/guardian	13%	73%
an egiver:	No	21%	63%
	No Answer	33%	44%
	No	14%	73%
ependents have special eeds?	No Answer	24%	60%
My religious beliefs are an	Strongly agree	20%	80%
nportant part of my life.	Somewhat agree	38%	54%
	Agree	63%	25%
	Neither Agree nor Disagree	11%	67%
	Disagree	15%	64%
	Somewhat disagree	17%	67%
		19%	64%
	Strongly disagree		

**Table 1.5.** I have experienced interactions within the HMS Department of Neurobiology that made me question whether my contributions are valued.

Demographic Categories	Demographic Responses	% Disagree	% Agree
o you identify as a	Yes, with regards to a racial or	47%	38%
member of a minoritized	ethnic group Yes, with regards to sexual orientation	62%	23%
roup in science?	Yes, with regards to gender identity	64%	27%
	Yes, but don't wish to specify	40%	40%
	details  No, none of the above apply	66%	20%
	No Answer	44%	17%
ease indicate the racial	Asian	43%	45%
ethnic groups with hich you identify.	Hispanic or Latino	50%	38%
nich you identify.	White	63%	23%
	No Answer	44%	17%
ease indicate the gender		47%	40%
entity with which you	Cis Man	67%	22%
entify.	No Answer	44%	17%
you currently identify	Mental health condition (e.g.,	42%	47%
ith any of the following?	depression, PTSD, anxiety disor No Answer	5796	25%
e you currently a	No	44%	38%
cipient of a	No Answer	52%	30%
holarship/fellowship? here do you work?	HMS Affiliated Hospital	71%	29%
nere do you work:	Neurobiology Department at	50%	.33%
	HMS No Answer	44%	17%
you identify as an	No Answer	52%	36%
ternational member of		44%	17%
e department?	No Answer	55%	32%
hat is the highest level formal education	High school or equivalent	61%	24%
rent(s)/guardian(s)?	Bachelor's degree (e.g. BA, BS)  Master's degree (e.g. MA, MS,	42%	42%
(,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	MEd) Professional degree (e.g. MD,	67%	22%
	DDS, DVM)	57%	33%
	Doctorate (e.g. PhD, EdD)	44%	17%
	No Answer	55%	30%
e you a primary regiver?	Yes- i am a parent/guardian	54%	33%
0.00	No	44%	1796
	No Answer	5796	30%
pes one or more of your ependents have special	No.	51%	32%
eds?	No Answer	40%	40%
y religious beliefs are an portant part of my life.		54%	38%
	Somewhat agree		15505
	Agree	38%	25%
	Neither Agree nor Disagree	50%	28%
	Disagree	59%	26%
	Somewhat disagree	50%	33%
	Strongly disagree	55%	35%
	No Ariswer	44%	1796

### Table 1.6. I feel like I belong in my lab/office/core as a whole.

Demographic Categories	Demographic Responses	% Disagree	% Agree
Do you identify as a	Yes, with regards to a racial or ethnic group	3%	97%
member of a minoritized or underrepresented	Yes, with regards to sexual orientation		100%
group in science?	Yes, with regards to gender identity	9%	73%
	Yes, but don't wish to specify details	1096	90%
	No, none of the above apply	2%	97%
	No Answer	1196	50%
Please indicate the racial	Asian	5%	85%
or ethnic groups with	Hispanic or Latino	6%	94%
which you identify.	White	1%	93%
	No Answer	11%	50%
Name in disease the second			93%
Please indicate the gender dentity with which you		7%	90%
dentify.	Cis Man	1196	50%
	No Answer		84%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disor	5%	
un, et alle tollowing:	No Answer	4%	87%
Are you currently a	No	8%	82%
recipient of a scholarship/fellowship?	No Answer	6%	83%
Where do you work?	HMS Affiliated Hospital		100%
	Neurobiology Department at HMS	5%	90%
	No Answer	11%	50%
Do you identify as an	No	3%	93%
nternational member of the department?	No Answer	11%	50%
What is the highest level	High school or equivalent		100%
of formal education obtained by either of your	Bachelor's degree (e.g. 8A, 8S)	6%	88%
parent(s)/guardian(s)?	Master's degree (e.g. MA, MS,	3%	97%
	MEd) Professional degree (e.g. MD,		94%
	DDS, DVM)	496	87%
	Doctorate (e.g. PhD, EdD)	11%	50%
• *************************************	No Answer	396	98%
Are you a primary caregiver?	Yes-I am a parent/guardian	496	90%
randoral (	No		
	No Answer	11%	50%
Does one or more of your dependents have special	No	3%	97%
needs?	No Answer	5%	84%
My religious beliefs are an	Strongly agree		90%
mportant part of my life.	Somewhat agree	8%	85%
	Agree	1396	75%
	Neither Agree nor Disagree	6%	83%
	Disagree	5%	92%
	Somewhat disagree		100%
	Strongly disagree	4%	93%
	No Answer	11%	50%

**Table 1.7.** I have discussions about the level of diversity and inclusion within my lab/office/core.

iab/office/co			
Demographic Categories	Demographic Responses	% Disagree	% Agree
Do you identify as a	Yes, with regards to a racial or ethnic group	9%	74%
member of a minoritized or underrepresented	Yes, with regards to sexual orientation	15%	69%
group in science?	Yes, with regards to gender identity		91%
	Yes, but don't wish to specify details	40%	50%
	No, none of the above apply	396	78%
	No Answer	17%	28%
Please indicate the racial	Asian	13%	63%
r ethnic groups with which you identify.	Hispanic or Latino	19%	50%
iner you racinery.	White	10%	72%
	No Answer	17%	28%
lease indicate the gender		12%	70%
dentity with which you	Cis Man	10%	71%
dentify.	No Answer	1796	28%
Do you currently identify	Mental health condition (e.g.,	16%	74%
vith any of the following?	depression, PTSD, anxiety disor No Answer	10%	64%
Are you currently a	No .	16%	62%
ecipient of a	No Answer	10%	54%
cholarship/fellowship? Where do you work?	HMS Affiliated Hospital	796	79%
viiere do you work:	Neurobiology Department at	13%	69%
	HMS	1796	28%
	No Answer	14%	68%
o you identify as an nternational member of	No	17%	28%
he department?	No Answer	18%	55%
What is the highest level f formal education	High school or equivalent	21%	61%
btained by either of your arent(s)/guardian(s)?	Bachelor's degree (e.g. BA, BS)  Master's degree (e.g. MA, MS,	896	78%
arent(s)/guardian(s):	MEd)	0.70	83%
	Professional degree (e.g. MD, DDS, DVM)	co.	74%
	Doctorate (e.g. PhD, EdD)	6%	
	No Answer	1796	28%
re you a primary aregiver?	Yes- I am a parent/guardian	596	73%
an agirtii i	No.	1596	66%
	No Answer	17%	28%
looes one or more of your	No .	3%	78%
lependents have special needs?	No Answer	1496	63%
My religious beliefs are an	Strongly agree	10%	60%
mportant part of my life.	Somewhat agree	15%	54%
	Agree	25%	50%
	Neither Agree nor Disagree	1796	61%
	Disagree	10%	7796
	Somewhat disagree	1796	50%
	Strongly disagree	11%	73%
	No Answer	17%	28%

## **Table 1.8.** My lab/office/core is a racially diverse working environment.

Demographic Categories	Demographic Responses	% Disagree	% Agree
Do you identify as a	Yes, with regards to a racial or	18%	79%
member of a minoritized or underrepresented	ethnic group Yes, with regards to sexual orientation	46%	38%
group in science?	Yes, with regards to gender identity	18%	73%
	Yes, but don't wish to specify details	10%	90%
	No, none of the above apply	31%	55%
	No Answer	28%	39%
lease indicate the racial	Asian	1896	73%
r ethnic groups with hich you identify.	Hispanic or Latino	38%	63%
	White	25%	61%
	No Answer	28%	39%
ease indicate the gender	Cis Woman	33%	61%
entity with which you entify.	Cis Man	16%	70%
	No Answer	28%	39%
o you currently identify	Mental health condition (e.g., depression, PTSD, anxiety disor	37%	58%
rith any of the following?	No Answer	21%	66%
re you currently a	No	15%	72%
ecipient of a cholarship/fellowship?	No Answer	29%	54%
/here do you work?	HMS Affiliated Hospital	21%	79%
	Neurobiology Department at HMS	25%	65%
	No Answer	28%	39%
o you identify as an	No	27%	63%
ternational member of ne department?	No Answer	28%	39%
hat is the highest level	High school or equivalent	18%	64%
formal education otained by either of your	Bachelor's degree (e.g. BA, BS)	21%	70%
arent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	33%	58%
	Professional degree (e.g. MD, DDS, DVM)	33%	56%
	Doctorate (e.g. PhD, EdD)	20%	70%
	No Answer	28%	39%
re you a primary	Yes- I am a parent/guardian	23%	73%
aregiver?	No	24%	64%
	No Answer	28%	39%
oes one or more of your	No	24%	70%
ependents have special eeds?	No Answer	24%	62%
y religious beliefs are an	Strongly agree	30%	70%
portant part of my life.	Somewhat agree	23%	69%
	Agree	38%	50%
	Neither Agree nor Disagree	11%	78%
	Disagree	26%	67%
	Somewhat disagree	33%	6796
	Strongly disagree	25%	63%
	No Answer	28%	39%

## Table 1.9. My lab/office/core is an inclusive working environment for all.

Table 1.5. Wij	/ lab/office/core is a	n inclusive working enviror	interior an.
Demographic Categories	Demographic Responses	% Disagree	% Agree
Do you identify as a	Yes, with regards to a racial or ethnic group	6%	94%
member of a minoritized or underrepresented	Yes, with regards to sexual orientation	8%	85%
group in science?	Yes, with regards to gender	996	82%
	identity  Yes, but don't wish to specify	1096	90%
	details  No, none of the above apply	896	82%
	No Answer	17%	44%
Please indicate the racial		5%	88%
or ethnic groups with	Asian	13%	88%
which you identify.	Hispanic or Latino	8%	82%
	White	1796	44%
	No Answer		
Please indicate the gender identity with which you	Cis Woman	8%	83%
identify.	Cis Man	9%	84%
	No Answer	1796	44%
Do you currently identify	Mental health condition (e.g., depression, PTSD, anxiety disor	21%	63%
with any of the following?	No Answer	796	81%
Are you currently a	No	11%	7296
recipient of a scholarship/fellowship?	No Answer	10%	78%
Where do you work?	HMS Affiliated Hospital		79%
	Neurobiology Department at HMS	10%	84%
	No Answer	1796	44%
Do you identify as an	No	996	83%
international member of the department?	No Answer	1796	44%
What is the highest level	High school or equivalent	5%	91%
of formal education obtained by either of your	Bachelor's degree (e.g. BA, BS)	18%	76%
parent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	1796	72%
	Professional degree (e.g. MD,	6%	89%
	DDS, DVM) Doctorate (e.g. PhD, EdD)	296	91%
	No Answer	1796	44%
Are you a primary	Yes- I am a parent/guardian	5%	93%
caregiver?	No	9%	82%
	No Answer	1796	44%
Does one or more of your	No	8%	89%
dependents have special		1196	77%
needs?	No Answer	10%	90%
My religious beliefs are an important part of my life.		15%	69%
	Somewhat agree	38%	63%
	Agree	(,22,0)	94%
	Neither Agree nor Disagree	1096	87%
	Disagree	1796	67%
	Somewhat disagree		
	Strongly disagree	896	83%
	No Answer	1796	44%

**Table 1.10.** I have experienced interactions within my lab/office/core that made me question whether my contributions are valued.

Demographic Categories	Demographic Responses	% Disagree	% Agree
Do you identify as a member of a minoritized	Yes, with regards to a racial or ethnic group Yes, with regards to sexual	59% 77%	38% 15%
or underrepresented group in science?	orientation Yes, with regards to gender	73%	9%
group in science:	Identity		
	Yes, but don't wish to specify details	60%	30%
	No, none of the above apply	75%	1296
	No Answer	44%	1196
Please indicate the racial	Asian	63%	28%
or ethnic groups with which you identify.	Hispanic or Latino	56%	38%
	White	70%	15%
	No Answer	44%	1196
lease indicate the gender		65%	22%
dentity with which you		70%	20%
dentify.	Cis Man	4496	11%
ENVIRONDE SANTANI (SANNOCIO EN EN INC. 1941	No Answer  Mental health condition (e.g.,	58%	26%
to you currently identify with any of the following?	depression, PTSD, anxiety disor	65%	17%
	No Answer		
Are you currently a recipient of a	No	S7%	31%
cholarship/fellowship?	No Answer	64%	1496
Vhere do you work?	HMS Affiliated Hospital	93%	7%
	Neurobiology Department at HMS	63%	23%
	No Answer	44%	11%
o you identify as an	No	66%	23%
nternational member of he department?	No Answer	44%	1196
What is the highest level	High school or equivalent	73%	18%
f formal education	Bachelor's degree (e.g. BA, BS)	61%	24%
btained by either of your parent(s)/guardian(s)?	Master's degree (e.g. MA, MS,	53%	36%
("3"	MEd) Professional degree (e.g. MD,	78%	17%
	DDS, DVM)	70%	13%
	Doctorate (e.g. PhD, EdD)		
	No Answer	44%	1196
Are you a primary caregiver?	Yes-I am a parent/guardian	70%	18%
aregivers	No	66%	22%
	No Answer	44%	11%
Does one or more of your	No	65%	24%
dependents have special needs?	No Answer	63%	2096
My religious beliefs are an		50%	10%
mportant part of my life.	Somewhat agree	46%	38%
		75%	25%
	Agree	61%	22%
	Neither Agree nor Disagree	67%	23%
	Disagree		
	Somewhat disagree	83%	17%
	Strongly disagree	71%	1796
	No Answer	44%	11%

**Table 2.1.** Please rate your level of concern with the following statements as they relate to your own personal experiences in your current role: General personal finance/financial burdens

Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Do you identify as a	Yes, with regards to a racial or ethnic group	24%	76%	
or underrepresented group in science?	Yes, with regards to sexual orientation	896	9296	
	Yes, with regards to gender identity	996	91%	
	Yes, but don't wish to specify details	30%	70%	
	No, none of the above apply	40%	58%	2%
	No Answer		50%	22%
	Asian	28%	73%	
r ethnic groups with	Hispanic or Latino	25%	75%	
men you identify:	White	28%	70%	2%
	No Answer		50%	22%
ease indicate the gender		25%	73%	1%
dentity with which you		32%	67%	196
dentity.	Cis Man		50%	2296
	No Answer  Mental health condition (e.g.,	11%	89%	32.7
o you currently identify with any of the following?	depression, PTSD, anxiety disor	27%	65%	496
	No Answer			
re you currently a ecipient of a	No	23%	75%	2%
cholarship/fellowship?	No Answer	26%	.59%	796
	HMS Affiliated Hospital	43%	50%	796
	Neurobiology Department at HMS	23%	77%	
	No Answer		50%	22%
	No	25%	74%	1%
iternational member of ne department?	No Answer		50%	22%
	High school or equivalent	23%	68%	9%
formal education otained by either of your	Bachelor's degree (e.g. BA, BS)	12%	88%	
arent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	25%	75%	
	Professional degree (e.g. MD, DDS, DVM)	22%	78%	
	Doctorate (e.g. PhD, EdD)	37%	63%	
	No Answer		50%	22%
re you a primary	Yes- I am a parent/guardian	33%	65%	3%
aregiver?	No	24%	76%	196
	No Answer		50%	22%
	No Priswer	32%	65%	3%
ependents have special	No Answer	20%	73%	396
ceus.		20%	80%	
y religious beliefs are an aportant part of my life.		31%	69%	
	Somewhat agree	76161	100%	
	Agree	22%	78%	
	Neither Agree nor Disagree	28%	72%	
	Disagree			
	Somewhat disagree	33%	6796	
	Strongly disagree	28%	69%	3%
	No Answer		50%	22%

**Table 2.2.** Please rate your level of concern with the following statements as they relate to your own personal experiences in your current role: Caretaking

your current	role: Caretaking			
Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Do you identify as a	Yes, with regards to a racial or ethnic group	24%	53%	24%
	Yes, with regards to sexual orientation	31%	23%	46%
	Yes, with regards to gender	18%	64%	18%
	Yes, but don't wish to specify	30%	30%	40%
	details  No, none of the above apply	40%	32%	28%
	No Answer	17%	1796	39%
ease indicate the racial		28%	38%	35%
ethnic groups with	Asian	19%	44%	38%
nich you identify.	Hispanic or Latino	34%	3296	3396
	White	17%	1796	39%
	No Answer			
ease indicate the gender	Cis Woman	31%	36%	3396
entity with which you entify.	Cis Man	35%	3396	32%
	No Answer	17%	17%	39%
you currently identify	Mental health condition (e.g., depression, PTSD, anxiety disor.	26%	3796	37%
th any of the following?	No Answer	30%	35%	31%
e you currently a	No	34%	31%	34%
cipient of a	No Answer	28%	39%	26%
nolarship/fellowship?		43%		57%
nere do you work?	HMS Affiliated Hospital Neurobiology Department at	31%	39%	30%
	HMS			
	No Answer	17%	17%	39%
	No	32%	3296	36%
ernational member of e department?	No Answer	17%	17%	39%
	High school or equivalent	27%	18%	55%
formal education tained by either of your	Bachelor's degree (e.g. BA, BS)	24%	45%	3096
rent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	36%	36%	28%
	Professional degree (e.g. MD,	28%	33%	39%
	DDS, DVM) Doctorate (e.g. PhD, EdD)	33%	39%	28%
	No Answer	17%	17%	39%
		18%	78%	5%
e you a primary regiver?	Yes-I am a parent/guardian	37%	2196	42%
20 <del>1</del> 000	No			
	No Answer	17%	17%	39%
	No	19%	76%	5%
pendents have special eds?	No Answer	33%	22%	41%
religious beliefs are an	Strongly agree	20%	40%	40%
portant part of my life.	Somewhat agree	38%	31%	31%
	Agree		63%	38%
	Neither Agree nor Disagree	28%	44%	28%
		36%	46%	18%
	Disagree	17%	1796	67%
	Somewhat disagree			
	Strongly disagree	36%	27%	3796
	No Answer	17%	1796	39%

**Table 2.3.** Please rate your level of concern with the following statements as they relate to your own personal experiences in your current role: Lack of financial resources when starting/planning a family

Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Do you identify as a member of a minoritized	Yes, with regards to a racial or ethnic group	21%	68%	9%
or underrepresented	Yes, with regards to sexual orientation		69%	3196
group in science?	Yes, with regards to gender identity		82%	18%
	Yes, but don't wish to specify details	20%	40%	40%
	No, none of the above apply	20%	57%	22%
	No Answer	696	28%	39%
lease indicate the racial	Asian	8%	60%	28%
r ethnic groups with	Hispanic or Latino	19%	56%	25%
men you identify.	White	17%	56%	2596
	No Answer	696	28%	39%
		8%	64%	2796
lease indicate the gender dentity with which you		23%	S496	20%
ienery.	Cis Man	696	28%	39%
	No Answer  Mental health condition (e.g.,	1196	63%	26%
o you currently identify with any of the following?	depression, PTSD, anxiety disor	14%	51%	
,	No Answer			29%
re you currently a ecipient of a	No	13%	62%	21%
cholarship/fellowship?	No Answer	19%	33%	38%
here do you work?	HMS Affiliated Hospital	14%	50%	36%
	Neurobiology Department at HMS	16%	59%	24%
	No Answer	6%	28%	39%
	No	16%	49%	33%
ternational member of edepartment?	No Answer	696	28%	39%
	High school or equivalent	18%	45%	36%
f formal education	Bachelor's degree (e.g. BA, BS)	696	73%	21%
arent(s)/guardian(s)?	Master's degree (e.g. MA, MS,	17%	53%	25%
	MEd) Professional degree (e.g. MD,	11%	72%	17%
	DDS, DVM) Doctorate (e.g. PhD, EdD)	19%	54%	26%
		6%	28%	39%
	No Answer	20%	58%	20%
aregiver?	Yes- I am a parent/guardian	13%	59%	26%
60.0 <del>1</del> .010.00	No	696	28%	39%
	No Answer			
oes one or more of your ependents have special	No	19%	6296	19%
eeds?	No Answer	12%	55%	28%
y religious beliefs are an	Strongly agree		50%	5096
portant part of my life.	Somewhat agree	31%	54%	15%
	Agree		88%	13%
	Neither Agree nor Disagree	11%	61%	28%
	Disagree	18%	62%	21%
	Somewhat disagree	17%	33%	33%
	Strongly disagree	15%	57%	2796
	No Answer	696	28%	39%

**Table 2.4.** Please rate your level of concern with the following statements as they relate to your own personal experiences in your current role: Professional impact of starting/planning a family

Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Do you identify as a	Yes, with regards to a racial or ethnic group	24%	62%	12%
	Yes, with regards to sexual orientation	8%	62%	31%
	Yes, with regards to gender	9%	82%	996
	identity  Yes, but don't wish to specify		70%	30%
	details  No, none of the above apply	696	74%	18%
			28%	44%
	No Answer	8%	63%	25%
r ethnic groups with	Asian	19%	63%	19%
hich you identify.	Hispanic or Latino	8%		
	White	8%	70%	21%
	No Answer		28%	44%
lease indicate the gender	Cis Woman	596	75%	19%
dentity with which you dentify.	Cis Man	16%	59%	22%
	No Answer		28%	44%
o you currently lucitory	Mental health condition (e.g., depression, PTSD, anxiety disor	596	74%	2196
ith any of the following?	No Answer	9%	58%	27%
	No	796	74%	16%
ecipient of a	No Answer	14%	38%	38%
morar simpy removes imp.			79%	21%
	HMS Affiliated Hospital Neurobiology Department at	11%	66%	21%
	HMS	0.0000	28%	44%
	No Answer	11%	57%	29%
o you identify as an nternational member of	No	1170		
ne department?	No Answer		28%	44%
/hat is the highest level f formal education	High school or equivalent	14%	64%	23%
btained by either of your	Bachelor's degree (e.g. BA, BS)	6%	76%	18%
arent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	8%	61%	25%
	Professional degree (e.g. MD, DDS, DVM)	6%	78%	17%
	Doctorate (e.g. PhD, EdD)	11%	63%	24%
	No Answer		28%	44%
	Yes- I am a parent/guardian	15%	63%	20%
aregiver?	No.	9%	69%	21%
	No Answer		28%	44%
		14%	68%	19%
ependents have special	No	7%	63%	25%
eeds?	No Answer	50%	60%	40%
y religious beliefs are an aportant part of my life.		4500		
,,,,	Somewhat agree	15%	6996	15%
	Agree	13%	75%	13%
	Neither Agree nor Disagree	17%	56%	28%
	Disagree	8%	77%	15%
	Somewhat disagree		83%	
	Strongly disagree	11%	63%	25%
	No Answer		28%	44%

**Table 2.5.** Please rate your level of concern with the following statements as they relate to your own personal experiences in your current role: Academic concerns (publications, deadlines, experiments not working)

your current role. Academic concerns (publications, acadimes, experiments not working)				
Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Do you identify as a	Yes, with regards to a racial or ethnic group	696	7496	
member of a minoritized or underrepresented	Yes, with regards to sexual orientation	8%	85%	
group in science?	Yes, with regards to gender	9%	64%	9%
	identity Yes, but don't wish to specify		90%	
	details	6%	78%	2%
	No, none of the above apply	696	33%	1196
	No Answer	8%	7896	3%
lease indicate the racial r ethnic groups with	Asian	0.70		570
which you identify.	Hispanic or Latino		75%	
	White	696	79%	2%
	No Answer	6%	3396	11%
Please indicate the gender	Cis Woman	7%	7796	2%
dentity with which you dentify.	Cis Man	6%	81%	1%
significación (1888)	No Answer	696	3396	11%
Do you currently identify	Mental health condition (e.g.,		89%	
vith any of the following?	depression, PTSD, anxiety disor No Answer	7%	72%	4%
Are you currently a	No	796	90%	3%
ecipient of a		10%	35%	6%
cholarship/fellowship?	No Answer	796	93%	
Vhere do you work?	HMS Affiliated Hospital Neurobiology Department at	7%	7796	2%
	HMS			
	No Answer	696	3396	11%
Do you identify as an nternational member of	No	796	73%	2%
he department?	No Answer	6%	33%	1196
What is the highest level	High school or equivalent	996	68%	5%
f formal education obtained by either of your	Bachelor's degree (e.g. BA, BS)	6%	70%	3%
parent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	6%	81%	
	Professional degree (e.g. MD, DDS, DVM)	6%	94%	
	Doctorate (e.g. PhD, EdD)	6%	83%	2%
	No Answer	6%	33%	11%
are you a primary	Yes-I am a parent/guardian	896	68%	3%
aregiver?		696	80%	2%
	No	6%	33%	11%
	No Answer	596	7096	3%
Does one or more of your dependents have special	No	696		3%
eeds?	No Answer		75%	
My religious beliefs are an	Strongly agree	20%	60%	10%
mportant part of my life.	Somewhat agree	896	85%	
	Agree	13%	50%	
	Neither Agree nor Disagree		67%	
	Disagree	3%	85%	
	Somewhat disagree	17%	67%	1796
	Strongly disagree	796	84%	
		6%	33%	1196
	No Answer			

**Table 2.6.** Please rate your level of concern with the following statements as they relate to your own personal experiences in your current role: Professional concerns related to discrimination in our community

Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Do you identify as a	Yes, with regards to a racial or ethnic group	26%	71%	
member of a minoritized or underrepresented	Yes, with regards to sexual orientation	31%	69%	
	Yes, with regards to gender identity		91%	996
	Yes, but don't wish to specify details		100%	
	No, none of the above apply	28%	69%	
	No Answer	17%	44%	11%
Please indicate the racial	Asian	13%	83%	3%
r ethnic groups with which you identify.	Hispanic or Latino	19%	81%	
men you luchery.	White	23%	71%	2%
	No Answer	17%	44%	11%
lease indicate the gender		16%	81%	1%
dentity with which you	Cis Man	29%	68%	
remarky.	No Answer	1796	44%	11%
o you currently identify	Mental health condition (e.g.,	16%	84%	
vith any of the following?	depression, PTSD, anxiety disor  No Answer	20%	71%	3%
are you currently a	No	21%	7496	2%
ecipient of a	No Answer	23%	62%	6%
cholarship/fellowship? Where do you work?	HMS Affiliated Hospital	14%	86%	
	Neurobiology Department at	22%	73%	2%
	HMS No Answer	17%	44%	11%
o you identify as an	No	20%	76%	3%
nternational member of	No Answer	17%	44%	11%
he department? What is the highest level	High school or equivalent	23%	77%	
f formal education	Bachelor's degree (e.g. BA, BS)	30%	70%	
btained by either of your parent(s)/guardian(s)?	Master's degree (e.g. MA, MS,	1796	75%	3%
	MEd) Professional degree (e.g. MD,	22%	78%	
	DDS, DVM) Doctorate (e.g. PhD, EdD)	19%	76%	296
	No Answer	17%	44%	1196
are you a primary	Yes- I am a parent/guardian	25%	70%	3%
aregiver?		20%	77%	2%
	No	17%	44%	1196
	No Answer	19%	78%	
lependents have special		18%	74%	3%
needs?	No Answer	20%	70%	10%
ly religious beliefs are an nportant part of my life.		15%	85%	
	Somewhat agree	13%	88%	
	Agree	33%	61%	6%
	Neither Agree nor Disagree	21%	74%	(MCC)
	Disagree	50%	50%	
	Somewhat disagree	16%	81%	196
	Strongly disagree	17%	44%	1196
	No Ariswer	1/70	44%	1196

**Table 2.7.** Please rate your level of concern with the following statements as they relate to your own personal experiences in your current role: Uncertainty about the future of a career in academia

,		bout the fatare of a career		
Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Do you identify as a	Yes, with regards to a racial or ethnic group	396	71%	6%
member of a minoritized or underrepresented	Yes, with regards to sexual orientation	15%	69%	8%
group in science?	Yes, with regards to gender		73%	9%
	identity Yes, but don't wish to specify		8096	10%
	details  No, none of the above apply	9%	72%	5%
	No Answer	696	28%	17%
Please indicate the racial			88%	
or ethnic groups with	Asian	696	69%	
vhich you identify.	Hispanic or Latino	9%	71%	6%
	White	6%	28%	1796
	No Answer			
Please indicate the gender dentity with which you	Cis Woman	496	8196	2%
identify.	Cis Man	9%	70%	10%
	No Answer	696	28%	17%
Do you currently identify	Mental health condition (e.g., depression, PTSD, anxiety disor		89%	
with any of the following?	No Answer	896	66%	9%
Are you currently a	No	296	95%	2%
ecipient of a cholarship/fellowship?	No Answer	12%	26%	13%
Vhere do you work?	HMS Affiliated Hospital	796	93%	
	Neurobiology Department at	5%	73%	6%
	HMS No Answer	6%	28%	17%
Do you identify as an	No	696	68%	7%
nternational member of	No Answer	696	28%	17%
he department?		996	73%	
Vhat is the highest level f formal education	High school or equivalent		73%	6%
btained by either of your parent(s)/guardian(s)?	Bachelor's degree (e.g. BA, BS)  Master's degree (e.g. MA, MS,	3%	75%	8%
ar circloy/gaar arangoy.	MEd) Professional degree (e.g. MD,	11%	83%	6%
	DDS, DVM)		74%	
	Doctorate (e.g. PhD, EdD)	996		7%
	No Answer	6%	28%	17%
Are you a primary	Yes-I am a parent/guardian	18%	50%	10%
aregiver?	No	296	82%	4%
	No Answer	696	28%	17%
	No	19%	49%	1196
lependents have special needs?	No Answer	396	75%	6%
My religious beliefs are an	Strongly agree		70%	20%
mportant part of my life.	Somewhat agree	8%	85%	
	Agree		63%	
	Neither Agree nor Disagree		56%	11%
	Disagree	3%	8296	3%
	Somewhat disagree	17%	83%	
		996	76%	5%
	Strongly disagree	6%	28%	17%
	No Answer	V PE	6679	4170

**Table 2.8.** Please rate your level of concern with the following statements as they relate to your own personal experiences in your current role: Social isolation

your current	role. Social isolatio			
Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
o you identify as a	Yes, with regards to a racial or ethnic group	38%	62%	
member of a minoritized or underrepresented group in science?	Yes, with regards to sexual orientation	38%	62%	
	Yes, with regards to gender	27%	64%	9%
	Identity Yes, but don't wish to specify	40%	60%	
	details  No, none of the above apply	28%	72%	
	No Answer	22%	39%	11%
ease indicate the racial	Asian	13%	88%	
ethnic groups with	Hispanic or Latino	38%	63%	
hich you identify.	White	25%	75%	
		22%	39%	11%
	No Answer	23%	76%	196
ease indicate the gender entity with which you		32%	68%	.7557
entify.	Cis Man	22%	39%	11%
AT A DOST DOSESSASSIONES TO SOSSIONANTE A	No Answer  Mental health condition (e.g.,	5%	95%	A4.70
you currently identify ith any of the following?	depression, PTSD, anxiety disor.	30%	95% 64%	2%
	No Answer			2%
e you currently a cipient of a	No	20%	80%	
holarship/fellowship?	No Answer	36%	52%	496
here do you work?	HMS Affiliated Hospital	21%	79%	
	Neurobiology Department at HMS	27%	73%	1%
	No Answer	22%	39%	1196
you identify as an	No	33%	67%	
ternational member of e department?	No Answer	22%	39%	11%
	High school or equivalent	23%	77%	
formal education tained by either of your	Bachelor's degree (e.g. BA, BS)	33%	64%	3%
	Master's degree (e.g. MA, MS, MEd)	22%	78%	
	Professional degree (e.g. MD, DDS, DVM)	22%	78%	
	Doctorate (e.g. PhD, EdD)	35%	65%	
	No Answer	22%	39%	11%
e you a primary	Yes- I am a parent/guardian	38%	60%	3%
regiver?	No	25%	75%	
	No Answer	22%	39%	11%
	No.	35%	62%	3%
pendents have special	No Answer	24%	71%	1%
6031		40%	60%	
religious beliefs are an portant part of my life.		15%	85%	
	Somewhat agree	13%	88%	
	Agree	28%	72%	
	Neither Agree nor Disagree	33%		
	Disagree		67%	
	Somewhat disagree	1796	83%	
	Strongly disagree	29%	71%	
	No Answer	22%	39%	1196

**Table 2.9.** Please rate your level of concern with the following statements as they relate to your own personal experiences in your current role: Imposter syndrome

Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Do you identify as a	Yes, with regards to a racial or ethnic group	24%	76%	
nember of a minoritized or underrepresented	Yes, with regards to sexual orientation	23%	77%	
group in science?	Yes, with regards to gender identity		91%	996
	Yes, but don't wish to specify details	30%	70%	
	No, none of the above apply	23%	75%	2%
	No Answer	11%	50%	11%
lease indicate the racial	Asian	20%	80%	
r ethnic groups with which you identify.	Hispanic or Latino	25%	75%	
,,.	White	21%	78%	196
	No Answer	11%	50%	11%
lease indicate the gender	Cis Woman	13%	86%	1%
dentity with which you	Cis Man	26%	72%	196
ienchy.	No Answer	11%	50%	1196
o you currently identify	Mental health condition (e.g.,	11%	89%	
with any of the following?	depression, PTSD, anxiety disor  No Answer	21%	72%	3%
re you currently a	No	13%	85%	2%
ecipient of a cholarship/fellowship?	No Answer	30%	58%	496
/here do you work?	HMS Affiliated Hospital	29%	71%	
	Neurobiology Department at	19%	80%	1%
	HMS No Answer	11%	50%	11%
o you identify as an	No	22%	78%	
nternational member of	No Answer	11%	50%	11%
he department? What is the highest level	High school or equivalent	18%	77%	596
f formal education	Bachelor's degree (e.g. BA, BS)	33%	64%	396
	Master's degree (e.g. MA, MS,	11%	89%	
	MEd) Professional degree (e.g. MD,	6%	94%	
	DDS, DVM) Doctorate (e.g. PhD, EdD)	24%	76%	
	No Answer	11%	50%	11%
are you a primary	Yes- I am a parent/guardian	30%	68%	3%
aregiver?	No.	17%	82%	196
		11%	: 50%	1196
	No Answer	30%	68%	3%
lependents have special		17%	78%	296
eeds?	No Answer	40%	60%	
ly religious beliefs are an nportant part of my life.		15%	85%	
	Somewhat agree	13%	88%	
	Agree	11%	89%	
	Neither Agree nor Disagree	21%	79%	
	Disagree	17%	67%	17%
	Somewhat disagree	20%	80%	1/70
	Strongly disagree			444
	No Ariswer	1196	50%	11%

**Table 2.10.** Please rate your level of concern with the following statements as they relate to your own personal experiences in your current role: Finding adequate space/resources to work from home

Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Oo you identify as a	Yes, with regards to a racial or ethnic group	32%	65%	396
nember of a minoritized	Yes, with regards to sexual	46%	54%	
group in science?	orientation Yes, with regards to gender	64%	36%	
	identity Yes, but don't wish to specify	40%	60%	
	details No, none of the above apply	51%	49%	
	No Answer	22%	39%	11%
	Asian	38%	60%	3%
ethnic groups with		44%	56%	
men you identity.	Hispanic or Latino	47%	49%	396
	White	22%	39%	11%
	No Answer	47%	51%	296
ease indicate the gender entity with which you		43%		270
entify.	Cis Man		57%	5650
	No Answer	22%	39%	11%
o you currently identity	Mental health condition (e.g., depression, PTSD, anxiety disor	53%	42%	5%
ith any of the following?	No Answer	43%	49%	496
	No	41%	56%	3%
cipient of a holarship/fellowship?	No Answer	39%	46%	796
	HMS Affiliated Hospital	71%	29%	
	Neurobiology Department at HMS	44%	53%	3%
	No Answer	22%	39%	11%
	No	49%	47%	3%
ternational member of	No Answer	22%	39%	11%
o dopar timenti	High school or equivalent	45%	50%	5%
formal education	Bachelor's degree (e.g. BA, BS)	58%	39%	396
arent(s)/guardian(s)?	Master's degree (e.g. MA, MS,	33%	64%	3%
	MEd) Professional degree (e.g. MD,	39%	56%	6%
	DDS, DVM)	48%	50%	296
	Doctorate (e.g. PhD, EdD)	22%	39%	11%
	No Answer	38%	63%	****
regiver?	Yes-1 am a parent/guardian	45%	52%	3%
	No			
	No Answer	22%	39%	11%
	No	32%	68%	
ependents have special eds?	No Answer	42%	51%	496
y religious beliefs are an	Strongly agree	40%	40%	20%
portant part of my life.	Somewhat agree	46%	54%	
	Agree		100%	
	Neither Agree nor Disagree	39%	56%	6%
	Disagree	51%	46%	396
	Somewhat disagree	83%	17%	
	Strongly disagree	43%	56%	1%
	- Carlotte Co.	22%	39%	11%

**Table 2.11.** Please rate your level of concern with the following statements as they relate to your own personal experiences in your current role: Lack of resources to plan a career path outside of academia

		ces to plair a career patiro		
Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	12%	59%	9%
	Yes, with regards to sexual orientation	15%	62%	15%
	Yes, with regards to gender identity	18%	55%	996
	Yes, but don't wish to specify details		70%	20%
	No, none of the above apply	18%	52%	15%
	No Answer	696	17%	28%
lease indicate the racial	Asian	10%	70%	8%
r ethnic groups with	Hispanic or Latino	13%	50%	13%
hich you identify.	White	20%	55%	13%
	No Answer	696	17%	28%
lease indicate the condex		13%	65%	8%
lease indicate the gender dentity with which you		20%	5296	16%
dentify.	Cis Man	696	17%	28%
	No Answer  Mental health condition (e.g.,	5%	84%	, EUN
o you currently identify with any of the following?	depression, PTSD, anxiety disor.		48%	18%
	No Answer	1796		
re you currently a ecipient of a	No	11%	87%	296
cholarship/fellowship?	No Answer	12%	10%	29%
/here do you work?	HMS Affiliated Hospital	796	79%	14%
	Neurobiology Department at HMS	16%	59%	11%
	No Answer	6%	17%	28%
o you identify as an	No	16%	52%	14%
iternational member of ne department?	No Answer	6%	17%	28%
	High school or equivalent	18%	50%	14%
f formal education btained by either of your	Bachelor's degree (e.g. BA, BS)	9%	61%	9%
	Master's degree (e.g. MA, MS,	896	72%	6%
	MEd) Professional degree (e.g. MD,	33%	61%	6%
	DDS, DVM) Doctorate (e.g. PhD, EdD)	19%	54%	19%
	No Answer	6%	17%	28%
re you a primary	Yes- I am a parent/guardian	28%	30%	20%
aregiver?		12%	69%	8%
	No.	696	1796	28%
	No Answer	30%	27%	22%
ependents have special	No	11%	63%	11%
eeds?	No Answer		40%	
y religious beliefs are an nportant part of my life.		20%		30%
Para Sampane	Somewhat agree	38%	54%	
	Agree		63%	
	Neither Agree nor Disagree	11%	44%	11%
	Disagree	10%	74%	3%
	Somewhat disagree	33%	50%	17%
	Strongly disagree	15%	60%	16%
	No Answer	6%	17%	28%

**Table 2.12.** Please rate your level of concern with the following statements as they relate to your own personal experiences in your current role: Desire/pressure to return to my country/state of origin

		o recurr to my country/state or origin	
Demographic Categories	Demographic Responses	% Not Concerned	% Concerned
Do you identify as a	Yes, with regards to a racial or ethnic group	35%	26%
member of a minoritized or underrepresented	Yes, with regards to sexual orientation	23%	23%
group in science?	Yes, with regards to gender identity	27%	45%
	Yes, but don't wish to specify details	10%	30%
	No, none of the above apply	31%	25%
	No Answer	17%	17%
lease indicate the racial	Asian	13%	50%
r ethnic groups with	Hispanic or Latino	38%	25%
hich you identify.	White	31%	20%
	No Answer	17%	17%
! !		20%	35%
lease indicate the gender dentity with which you		39%	22%
dentify.	Cis Man	17%	17%
	No Answer  Mental health condition (e.g.,	26%	16%
Oo you currently identify with any of the following?	depression, PTSD, anxiety disor		31%
	No Answer	26%	
re you currently a ecipient of a	No.	20%	43%
cholarship/fellowship?	No Answer	33%	10%
Vhere do you work?	HMS Affiliated Hospital	21%	43%
	Neurobiology Department at HMS	26%	31%
	No Answer	17%	17%
o you identify as an	No	28%	10%
nternational member of he department?	No Answer	17%	17%
What is the highest level	High school or equivalent	23%	27%
f formal education btained by either of your	Bachelor's degree (e.g. BA, BS)	24%	33%
arent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	22%	31%
	Professional degree (e.g. MD, DDS, DVM)	44%	33%
	Doctorate (e.g. PhD, EdD)	26%	28%
	No Answer	17%	17%
are you a primary	Yes- I am a parent/guardian	40%	28%
aregiver?	No.	24%	29%
	No Answer	17%	17%
loes one or more of your	No Allswer	41%	27%
lependents have special	No Answer	22%	28%
eeds?		20%	30%
My religious beliefs are an important part of my life.		31%	46%
	Somewhat agree	13%	50%
	Agree	28%	22%
	Neither Agree nor Disagree	21%	36%
	Disagree		3078
	Somewhat disagree	50%	0.200
	Strongly disagree	29%	28%
	No Answer	1796	1796

**Table 3.2.** On a monthly basis, how many hours do you dedicate to DEI efforts (including but not limited to: research, reading, meeting with social justice groups, outreach, etc)?

Demographic Categories	Demographic Responses	0-1 hours	1 - 10 hours	10 - 20 hours	> 20 hours
Do you identify as a	Yes, with regards to a racial or ethnic group	24%	62%	12%	
member of a minoritized or underrepresented group in science?	Yes, with regards to sexual orientation	54%	31%	15%	
	Yes, with regards to gender identity	9%	73%	9%	996
	Yes, but don't wish to specify	20%	60%	10%	
	details  No, none of the above apply	37%	46%	9%	2%
	No Answer	17%	11%		
lease indicate the racial	Asian	35%	58%	5%	
r ethnic groups with	Hispanic or Latino	31%	50%	13%	
hich you identify.	White	34%	46%	10%	
	No Answer	17%	11%		
lease indicate the gender		30%	52%	11%	4%
lentity with which you	Cis Man	36%	45%	1096	196
dentity with which you dentify.		17%	11%		
	No Answer  Mental health condition (e.g.,	26%	53%	11%	5%
o you currently identify rith any of the following?	depression, PTSD, anxiety disor	30%	42%	10%	2%
	No Answer	33%	46%	11%	2%
re you currently a ecipient of a	No	19%	45%	9%	3%
:holarship/fellowship?	No Answer				379
here do you work?	HMS Affiliated Hospital	796	64%	14%	721
	Neurobiology Department at HMS	33%	46%	11%	4%
	No Answer	17%	11%		
o you identify as an	No	31%	49%	11%	3%
e department?	No Answer	17%	11%		
hat is the highest level	High school or equivalent	36%	36%	14%	
f formal education btained by either of your	Bachelor's degree (e.g. BA, BS)	30%	52%	3%	9%
arent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	3196	53%	6%	8%
	Professional degree (e.g. MD, DDS, DVM)	33%	33%	28%	
	Doctorate (e.g. PhD, EdD)	26%	59%	9%	
	No Answer	17%	11%		
re you a primary	Yes- I am a parent/guardian	20%	60%	18%	3%
aregiver?	No	34%	46%	9%	2%
	No Answer	17%	11%		
oes one or more of your	No .	16%	62%	19%	3%
ependents have special eeds?	No Answer	32%	42%	8%	3%
y religious beliefs are an			70%		30%
portant part of my life.	Somewhat agree	31%	31%	23%	
	Agree	13%	63%	13%	
	Neither Agree nor Disagree	33%	56%	6%	
		36%	44%	18%	3%
	Disagree	33%	50%		V-3000
	Somewhat disagree	32%	53%	8%	1%
	Strongly disagree	17%	11%	77	
	No Answer	A/70	1.170		

## Table 4.1. Please rate your level of comfort dealing with the following: Choosing a lab

Table 4.1. Please rate your level of comfort dealing with the following: Choosing a lab				
Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	No Answer
Do you identify as a	Yes, with regards to a racial or ethnic group	3%	50%	41%
member of a minoritized or underrepresented group in science?	Yes, with regards to sexual orientation		62%	23%
	Yes, with regards to gender		64%	36%
	identity Yes, but don't wish to specify		7096	20%
	details  No, none of the above apply	2%	54%	38%
	No Answer	6%	6%	83%
Please indicate the racial	Asian	3%	63%	33%
or ethnic groups with	Hispanic or Latino		63%	31%
which you identify.	White	1%	56%	36%
	No Answer	6%	6%	83%
Please indicate the gender		2%	66%	29%
identity with which you	Cis Man		54%	41%
identify.	No Answer	6%	696	83%
Do you surrently identify	Mental health condition (e.g.,		68%	21%
Do you currently identify with any of the following?	depression, PTSD, anxiety disor	2%	49%	44%
	No Answer	3%	69%	21%
Are you currently a recipient of a	No	1%	3%	9396
scholarship/fellowship?	No Answer		93%	7%
Where do you work?	HMS Affiliated Hospital Neurobiology Department at	2%	5496	38%
	HMS	6%	6%	83%
	No Answer	1%	53%	4496
Do you identify as an international member of	No	696	6%	8396
the department?	No Answer	סולט		
What is the highest level of formal education	High school or equivalent		59%	36%
obtained by either of your	Bachelor's degree (e.g. 8A, 8S)		48%	48%
parent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	3%	53%	33%
	Professional degree (e.g. MD, DDS, DVM)		83%	17%
	Doctorate (e.g. PhD, EdD)	496	57%	33%
	No Answer	6%	696	83%
Are you a primary	Yes-1 am a parent/guardian		3896	58%
caregiver?	No	2%	65%	28%
	No Answer	6%	696	83%
	No		35%	59%
dependents have special needs?	No Answer	3%	57%	35%
My religious beliefs are an	Strongly agree	10%	40%	50%
important part of my life.	Somewhat agree		62%	38%
	Agree		50%	50%
	Neither Agree nor Disagree		39%	56%
	Disagree	5%	62%	26%
	Somewhat disagree		67%	33%
	Strongly disagree		64%	3196
	No Answer	6%	696	83%

**Table 4.2.** Please rate your level of comfort dealing with the following: Applying for fellowships

Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	No Answer
Do you identify as a	Yes, with regards to a racial or	6%	53%	4196
member of a minoritized or underrepresented group in science?	ethnic group Yes, with regards to sexual		77%	2396
	orientation Yes, with regards to gender	9%	55%	36%
	identity Yes, but don't wish to specify details		80%	20%
	No, none of the above apply	596	52%	38%
	No Answer	6%	6%	83%
ease indicate the racial	Asian	13%	45%	33%
ethnic groups with iich you identify.	Hispanic or Latino		69%	3196
nen you identity.	White	3%	60%	36%
	No Answer	6%	6%	83%
ease indicate the gender		10%	57%	29%
entity with which you	Cis Man	396	55%	41%
entify.	No Answer	6%	696	83%
n vou europhicidentif	Mental health condition (e.g.,	5%	68%	21%
o you currently identify ith any of the following?	depression, PTSD, anxiety disor.	6%	46%	44%
	No Answer	13%	59%	21%
e you currently a cipient of a	No	3%	3%	93%
holarship/fellowship?	No Answer			
here do you work?	HMS Affiliated Hospital	1496	71%	796
	Neurobiology Department at HMS	7%	52%	38%
	No Answer	6%	696	83%
you identify as an	No	396	53%	44%
ternational member of e department?	No Answer	6%	696	83%
hat is the highest level	High school or equivalent	596	55%	36%
formal education tained by either of your	Bachelor's degree (e.g. BA, BS)	3%	48%	48%
rent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	14%	44%	33%
	Professional degree (e.g. MD, DDS, DVM)		83%	1796
	Doctorate (e.g. PhD, EdD)	11%	54%	33%
	No Answer	696	6%	83%
e you a primary	Yes- I am a parent/guardian	396	40%	58%
regiver?	No	8%	60%	28%
	No Answer	6%	6%	83%
pes one or more of your	No	3%	38%	59%
pendents have special	No Answer	8%	53%	35%
eds?		20%	30%	50%
y religious beliefs are an portant part of my life.			62%	38%
	Somewhat agree		50%	50%
	Agree	6%	39%	56%
	Neither Agree nor Disagree		64%	26%
	Disagree	896		
	Somewhat disagree	w.	67%	33%
	Strongly disagree	996	55%	31%
	No Answer	6%	6%	83%

Table 4.3. Please rate your level of comfort dealing with the following: Picking projects and changing projects

Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	No Answer
Do you identify as a	Yes, with regards to a racial or ethnic group	396	56%	4196
nember of a minoritized r underrepresented	Yes, with regards to sexual	896	69%	23%
or underrepresented group in science?	orientation Yes, with regards to gender	9%	55%	36%
	identity Yes, but don't wish to specify	10%	70%	20%
	details		60%	38%
	No, none of the above apply	6%	6%	83%
	No Answer	3%	60%	33%
ease indicate the racial ethnic groups with	Asian	370		
ich you identify.	Hispanic or Latino		69%	31%
	White	396	60%	36%
	No Answer	696	6%	83%
ease indicate the gender	Cis Woman	796	63%	29%
entity with which you entify.	Cis Man		57%	41%
dentify.	No Answer	696	6%	83%
you currently identify	Mental health condition (e.g.,	1196	68%	21%
th any of the following?	depression, PTSD, anxiety disor  No Answer	2%	51%	44%
25 5 0 5 1 5 0 5 1 5 1 5 1 5 1 5 1 5 1 5		296	72%	2196
e you currently a cipient of a	No	196	496	93%
holarship/fellowship?	No Answer	4.70		
nere do you work?	HMS Affiliated Hospital		93%	7%
	Neurobiology Department at HMS	596	56%	38%
	No Answer	696	6%	83%
you identify as an	No	296	54%	44%
ernational member of department?	No Answer	696	6%	83%
nat is the highest level	High school or equivalent	596	55%	36%
formal education	Bachelor's degree (e.g. BA, BS)	6%	45%	48%
tained by either of your rent(s)/guardian(s)?	Master's degree (e.g. MA, MS,	396	64%	33%
	MEd) Professional degree (e.g. MD,	696	78%	17%
	DDS, DVM)	496	5996	33%
	Doctorate (e.g. PhD, EdD)	696		83%
	No Answer		6%	
e you a primary	Yes-I am a parent/guardian	3%	40%	58%
regiver?	No	496	65%	28%
	No Answer	6%	6%	83%
es one or more of your	No		41%	59%
pendents have special eds?	No Answer	596	5796	35%
religious beliefs are an		20%	30%	50%
portant part of my life.			62%	38%
	Somewhat agree		38%	50%
	Agree	6%	39%	56%
	Neither Agree nor Disagree			
	Disagree	396	72%	26%
	Somewhat disagree		50%	33%
	Strongly disagree	496	64%	31%
	No Answer	696	6%	83%

**Table 4.4.** Please rate your level of comfort dealing with the following: Voicing ideas in lab meeting discussion and/or class discussions

u15Cu5510115				
Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	No Answer
o you identify as a	Yes, with regards to a racial or ethnic group		59%	41%
member of a minoritized or underrepresented group in science?	Yes, with regards to sexual orientation		7796	23%
	Yes, with regards to gender		64%	36%
	Yes, but don't wish to specify		80%	20%
	details No, none of the above apply	3%	58%	38%
	No Answer	6%	6%	83%
	Asian		68%	33%
r ethnic groups with	Hispanic or Latino		69%	31%
mich you identify.		3%	6196	36%
	White	6%	6%	83%
	No Answer	496	67%	2996
lease indicate the gender dentity with which you		196	58%	4196
lentify.	Cis Man			
	No Answer	696	6%	83%
o you currently identify rith any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disor		79%	21%
ntil any of the following:	No Answer	4%	51%	44%
	No	7%	72%	2196
cipient of a cholarship/fellowship?	No Answer	1%	496	93%
/here do you work?	HMS Affiliated Hospital		93%	796
	Neurobiology Department at HMS	3%	59%	38%
	No Answer	6%	6%	83%
o you identify as an	No	2%	54%	44%
nternational member of ne department?	No Answer	696	6%	83%
ie department:	High school or equivalent		64%	36%
f formal education	Bachelor's degree (e.g. BA, BS)		52%	48%
arent(s)/guardian(s)?	Master's degree (e.g. MA, MS,	6%	61%	33%
	MEd) Professional degree (e.g. MD,		83%	17%
	DDS, DVM)	4%	63%	33%
	Doctorate (e.g. PhD, EdD)	6%	6%	83%
	No Answer		43%	58%
aregiver?	Yes- I am a parent/guardian	3%	6996	28%
	No			
	No Answer	696	6%	83%
	No		41%	59%
ependents have special eeds?	No Answer	3%	61%	35%
ly religious beliefs are an	Strongly agree	10%	40%	50%
portant part of my life.	Somewhat agree		62%	38%
	Agree		50%	50%
	Neither Agree nor Disagree		44%	56%
	Disagree	8%	6796	26%
	Somewhat disagree		67%	33%
	Strongly disagree		69%	31%
	No Answer	6%	6%	83%

Table 4.5. Please rate your level of comfort dealing with the following: Negotiating authorship decisions

1 4.5. 1	ease race your level	for connort dealing with the	rollowing: Negotiating authorsh	ip decisions
Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	No Answer
Do you identify as a	Yes, with regards to a racial or ethnic group	18%	35%	41%
member of a minoritized or underrepresented group in science?	Yes, with regards to sexual orientation	15%	54%	23%
	Yes, with regards to gender identity	9%	36%	36%
	Yes, but don't wish to specify details	10%	70%	20%
	No, none of the above apply	9%	51%	38%
	No Answer	696	6%	83%
Please indicate the racial	Asian	13%	48%	33%
or ethnic groups with which you identify.	Hispanic or Latino	19%	44%	31%
winer you identify.	White	10%	49%	36%
	No Answer	696	6%	83%
Please indicate the gender		23%	4396	29%
identity with which you	Cis Man	796	46%	41%
identify.	No Answer	6%	6%	83%
Do you currently identify	Mental health condition (e.g.,	26%	53%	21%
with any of the following?	depression, PTSD, anxiety disor  No Answer	1196	38%	44%
Are you currently a	No	21%	48%	21%
recipient of a	No Answer	196	4%	93%
scholarship/fellowship? Where do you work?	HMS Affiliated Hospital	21%	71%	796
mere do you work.	Neurobiology Department at	14%	44%	38%
	HMS No Answer	6%	6%	83%
Do you identify as an	No Artswer	10%	44%	44%
international member of	No Answer	6%	696	83%
the department? What is the highest level	High school or equivalent	14%	45%	36%
of formal education	Bachelor's degree (e.g. BA, BS)	9%	3996	48%
obtained by either of your parent(s)/guardian(s)?	Master's degree (e.g. MA, MS,	22%	42%	33%
	MEd) Professional degree (e.g. MD,	17%	6796	17%
	DDS, DVM) Doctorate (e.g. PhD, EdD)	11%	46%	33%
	No Answer	6%	6%	83%
Are you a primary		1596	25%	58%
caregiver?	Yes- I am a parent/guardian	15%	52%	28%
	No	6%	6%	83%
Daniel and an arrange of transport	No Answer	16%	22%	59%
Does one or more of your dependents have special	No Answer	14%	45%	35%
needs? My religious beliefs are an		30%	20%	50%
important part of my life.			62%	38%
	Somewhat agree	25%	25%	50%
	Agree	696	33%	56%
	Neither Agree nor Disagree	21%	46%	26%
	Disagree	3777	50%	33%
	Somewhat disagree	17%	4996	31%
	Strongly disagree	6%	6%	83%
	No Answer	(MW)	W.W	56-278

Table 4.6. Please rate your level of comfort dealing with the following: Navigating the manuscript review process

1 able 4.0. Fit	ease rate your level	or connort dealing with the	rollowing: Navigating the manus	script review process
Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	No Answer
Do you identify as a	Yes, with regards to a racial or ethnic group	3%	53%	41%
group in science?	Yes, with regards to sexual orientation		69%	23%
	Yes, with regards to gender identity		55%	36%
	Yes, but don't wish to specify details		80%	20%
	No, none of the above apply	8%	46%	38%
	No Answer	6%	696	83%
ease indicate the racial	Asian	13%	48%	33%
ethnic groups with hich you identify.	Hispanic or Latino	13%	50%	3196
men you identify.	White	796	51%	36%
	No Answer	6%	6%	83%
ease indicate the gender		16%	49%	29%
entity with which you	Cis Man		51%	41%
entify.	No Answer	6%	6%	83%
o you currently identify	Mental health condition (e.g.,	16%	63%	21%
with any of the following?	depression, PTSD, anxiety disor No Answer	5%	41%	44%
		15%	52%	21%
re you currently a ecipient of a	No	196	4%	93%
cholarship/fellowship?	No Answer	14%	79%	7%
here do you work?	HMS Affiliated Hospital Neurobiology Department at	9%	46%	38%
	HMS	6%	6%	83%
	No Answer	8%	45%	44%
o you identify as an ternational member of	No	6%	6%	83%
ne department?	No Answer	14%	45%	36%
hat is the highest level formal education	High school or equivalent	996	36%	48%
btained by either of your	Bachelor's degree (e.g. BA, BS)			
arent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	14%	47%	33%
	Professional degree (e.g. MD, DDS, DVM)		72%	1796
	Doctorate (e.g. PhD, EdD)	796	52%	33%
	No Answer	696	6%	83%
re you a primary	Yes- I am a parent/guardian	596	38%	58%
regiver?	No	9%	54%	28%
	No Answer	6%	6%	83%
oes one or more of your	No.	5%	35%	59%
ependents have special eds?	No Answer	9%	48%	35%
y religious beliefs are an	Strongly agree	20%	30%	50%
portant part of my life.	Somewhat agree		54%	38%
	Agree		50%	50%
	Neither Agree nor Disagree	6%	33%	56%
	Disagree	18%	51%	26%
	Somewhat disagree		5096	33%
	Strongly disagree	8%	53%	31%
	No Answer	6%	6%	83%

**Table 4.7.** Please rate your level of comfort dealing with the following: Getting advice and support from faculty other than my

Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	No Answer
Oo you identify as a	Yes, with regards to a racial or ethnic group	3%	56%	41%
group in science?	Yes, with regards to sexual orientation	23%	54%	23%
	Yes, with regards to gender identity		55%	36%
	Yes, but don't wish to specify	20%	60%	20%
	details  No, none of the above apply	1196	49%	38%
	No Answer		11%	83%
lease indicate the racial	Asian	3%	65%	33%
r ethnic groups with	Hispanic or Latino	6%	63%	31%
hich you identify.	White	1396	49%	36%
	No Answer		11%	83%
		14%	55%	29%
lease indicate the gender lentity with which you		796	51%	41%
ienchy.	Cis Man.	1597.4	11%	83%
	No Answer  Mental health condition (e.g.,	21%	58%	21%
o you currently identify ith any of the following?	depression, PTSD, anxiety disor	8%	46%	44%
	No Answer	13%	64%	21%
re you currently a ecipient of a	No			
:holarship/fellowship?	No Answer	196	496	93%
here do you work?	HMS Affiliated Hospital	7%	86%	7%
	Neurobiology Department at: HMS	1296	49%	38%
	No Answer		11%	83%
o you identify as an	No	6%	50%	44%
ternational member of ne department?	No Answer		11%	83%
hat is the highest level	High school or equivalent	1496	45%	36%
formal education otained by either of your	Bachelor's degree (e.g. BA, BS)	15%	36%	48%
arent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	8%	58%	33%
	Professional degree (e.g. MD, DDS, DVM)		78%	1796
	Doctorate (e.g. PhD, EdD)	9%	57%	3396
	No Answer		11%	83%
re you a primary	Yes- I am a parent/guardian	8%	33%	58%
aregiver?	No.	10%	61%	28%
	No Answer		11%	83%
	No Allswer	5%	32%	. 59%
ependents have special	No Answer	1196	53%	35%
eds?		10%	40%	50%
y religious beliefs are an apportant part of my life.		8%	54%	38%
	Somewhat agree	13%	38%	50%
	Agree	Security of the Control of the Contr	44%	56%
	Neither Agree nor Disagree	1006		
	Disagree	10%	6496	26%
	Somewhat disagree	1200	50%	33%
	Strongly disagree	16%	52%	31%
	No Answer		11%	83%

**Table 4.8.** Please rate your level of comfort dealing with the following: Getting advice and support from senior students and postdocs

postdocs				
Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	No Answer
or underrepresented group in science?	Yes, with regards to a racial or ethnic group		59%	41%
	Yes, with regards to sexual orientation	8%	69%	23%
	Yes, with regards to gender identity		64%	36%
	Yes, but don't wish to specify		80%	20%
	details  No, none of the above apply		62%	38%
	No Answer		11%	83%
Please indicate the racial	Asian		68%	33%
or ethnic groups with	Hispanic or Latino		69%	31%
vhich you identify.	White	1%	63%	36%
			11%	83%
N !- d! +b d	No Answer	2%	69%	29%
Please indicate the gender dentity with which you			59%	41%
dentify.	Cis Man		11%	83%
	No Answer  Montal hasith condition (e.e.	5%	74%	21%
Oo you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disor	1%		44%
,	No Answer	130	54%	
re you currently a ecipient of a	No		79%	21%
cholarship/fellowship?	No Answer		696	93%
Vhere do you work?	HMS Affiliated Hospital		93%	7%
	Neurobiology Department at HMS	2%	60%	38%
	No Answer		11%	83%
o you identify as an	No	1%	55%	44%
nternational member of he department?	No Answer		11%	83%
What is the highest level	High school or equivalent		64%	36%
of formal education obtained by either of your	Bachelor's degree (e.g. BA, BS)	6%	45%	48%
parent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)		67%	33%
	Professional degree (e.g. MD, DDS, DVM)		83%	1796
	Doctorate (e.g. PhD, EdD)	2%	65%	3396
	No Answer		11%	83%
Are you a primary	Yes- I am a parent/guardian	3%	40%	58%
aregiver?	No.		72%	28%
	No Answer		11%	83%
Does one or more of your	No Allawer		41%	:59%
dependents have special	No Answer	1%	64%	35%
iceas.		10%	40%	50%
My religious beliefs are an mportant part of my life.		(500)	62%	38%
	Somewhat agree		50%	50%
	Agree		44%	56%
	Neither Agree nor Disagree	3%		
	Disagree	3%	72%	26%
	Somewhat disagree		67%	33%
	Strongly disagree	1%	68%	31%
	No Answer		11%	83%

**Table 4.9.** Please rate your level of comfort dealing with the following: Contacting the HMS Ombuds Office regarding a concern (e.g., harassment or misconduct)

Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	Not Applicable
member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	24%	53%	18%
	Yes, with regards to sexual orientation	8%	69%	23%
	Yes, with regards to gender	9%	55%	36%
	identity Yes, but don't wish to specify	20%	80%	
	details	1596	69%	14%
	No, none of the above apply	6%	11%	17%
	No Answer	1896	58%	20%
Please indicate the racial or ethnic groups with	Asian			
which you identify.	Hispanic or Latino	19%	56%	19%
	White	15%	6496	20%
	No Answer	6%	1196	17%
Please indicate the gender	Cis Woman	24%	57%	16%
dentity with which you	Cis Man	10%	68%	20%
dentify.	No Answer	6%	11%	17%
Da van aumanati i i da arif	Mental health condition (e.g.,	42%	53%	5%
Do you currently identify with any of the following?	depression, PTSD, anxiety disor	996	S496	24%
	No Answer			
Are you currently a recipient of a	No	23%	49%	23%
cholarship/fellowship?	No Answer	996	58%	14%
Where do you work?	HMS Affiliated Hospital	21%	64%	796
	Neurobiology Department at HMS	1696	64%	18%
	No Answer	696	11%	17%
Do you identify as an	No	17%	69%	12%
nternational member of	No Answer	6%	11%	17%
he department?		23%	55%	23%
What is the highest level of formal education	High school or equivalent	1896	70%	12%
btained by either of your	Bachelor's degree (e.g. BA, BS)			
parent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	11%	58%	25%
	Professional degree (e.g. MD, DDS, DVM)	22%	56%	1796
	Doctorate (e.g. PhD, EdD)	15%	63%	20%
	No Answer	6%	1196	17%
Are you a primary	Yes- I am a parent/guardian	8%	73%	20%
caregiver?	No.	21%	58%	18%
		6%	11%	17%
	No Answer	8%	76%	16%
Does one or more of your dependents have special	No			
eeds?	No Answer	20%	53%	17%
My religious beliefs are an	Strongly agree	10%	70%	20%
nportant part of my life.	Somewhat agree		100%	
	Agree	50%	50%	
	Neither Agree nor Disagree	6%	56%	33%
	Disagree	2196	59%	21%
		33%	33%	17%
	Somewhat disagree	19%	63%	17%
	Strongly disagree	6%	11%	17%
	No Answer	070	1176	1/70

## **Table 4.10.** Please rate your level of comfort dealing with the following: Changing labs if I feel I can no longer work in my current lab

Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	No Answer
Do you identify as a	Yes, with regards to a racial or ethnic group	18%	18%	41%
member of a minoritized or underrepresented	Yes, with regards to sexual orientation	46%	8%	23%
group in science?	Yes, with regards to gender identity		27%	36%
	Yes, but don't wish to specify details	20%	40%	2096
	No, none of the above apply	26%	14%	38%
	No Answer		11%	83%
Please indicate the racial	Asian	25%	23%	33%
or ethnic groups with	Hispanic or Latino	25%	19%	31%
which you identify.	White	28%	13%	36%
	No Answer		11%	83%
N !- d! +b d		36%	16%	29%
Please indicate the gender dentity with which you		19%	16%	41%
dentify.	Cis Man		11%	8396
	No Answer  Mental health condition (e.g.,	58%	11%	21%
Do you currently identify with any of the following?	depression, PTSD, anxiety disor			
and any or another mag.	No Answer	1796	15%	4496
Are you currently a recipient of a	No.	3196	15%	21%
cholarship/fellowship?	No Answer		496	93%
Vhere do you work?	HMS Affiliated Hospital	21%	50%	7%
	Neurobiology Department at HMS	26%	13%	38%
	No Answer		11%	83%
o you identify as an	No	25%	20%	44%
nternational member of he department?	No Answer		11%	83%
	High school or equivalent	36%	14%	36%
of formal education		9%	21%	48%
arent(s)/guardian(s)?	Master's degree (e.g. MA, MS,	33%	6%	33%
	MEd) Professional degree (e.g. MD,	28%	33%	17%
	DDS, DVM) Doctorate (e.g. PhD, EdD)	22%	20%	33%
			11%	83%
	No Answer	10%	13%	58%
Are you a primary caregiver?	Yes- I am a parent/guardian	30%	20%	28%
	No			
	No Answer	1196		
Does one or more of your dependents have special	No :	26%		
needs?	No Answer			33% 17% 20% 33% 11% 83% 13% 58%
My religious beliefs are an mportant part of my life.	Strongly agree	20%		
	Somewhat agree	3196		
	Agree	13%	25%	50%
	Neither Agree nor Disagree		22%	56%
	Disagree	18%	23%	26%
	Somewhat disagree	33%		33%
	Strongly disagree	37%	12%	31%
	No Answer		11%	83%

Table 4.11. Please rate your level of comfort dealing with the following: Transitioning to the next stage of my career

Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	Not Applicable
member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	32%	50%	15%
	Yes, with regards to sexual orientation	896	85%	8%
	Yes, with regards to gender identity	36%	36%	9%
	Yes, but don't wish to specify	40%	50%	1096
	details  No, none of the above apply	12%	69%	1796
	No Answer	6%	17%	1196
ease indicate the racial	Asian	23%	58%	15%
ethnic groups with	Hispanic or Latino	25%	56%	19%
nich you identify.	White	17%	63%	16%
	No Answer	6%	17%	11%
ease indicate the gender		24%	60%	13%
entity with which you	Cis Man	14%	64%	19%
entify.		6%	17%	11%
a vou currentle identif.	No Answer  Mental health condition (e.g.,	21%	63%	16%
o you currently identify ith any of the following?	depression, PTSD, anxiety disor.	15%	57%	16%
74	No Answer	33%	46%	1596
e you currently a ciplent of a	No	13%	39%	26%
nolarship/fellowship?	No Answer	14%	57%	29%
ere do you work?	HMS Affiliated Hospital			
	Neurobiology Department at HMS	22%	62%	12%
	No Answer	6%	17%	11%
you identify as an	No	17%	64%	15%
ernational member of department?	No Answer	6%	17%	1196
hat is the highest level	High school or equivalent	27%	55%	18%
formal education tained by either of your	Bachelor's degree (e.g. BA, BS)	33%	45%	2196
rent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)	25%	64%	3%
	Professional degree (e.g. MD, DDS, DVM)	11%	83%	6%
	Doctorate (e.g. PhD, EdD)	15%	59%	24%
	No Answer	696	17%	1196
e you a primary	Yes- I am a parent/guardian	20%	53%	20%
regiver?	No	22%	63%	13%
	No Answer	6%	17%	1196
es one or more of your	No.	24%	54%	19%
pendents have special	No Answer	21%	55%	13%
eds? / religious beliefs are an		20%	60%	20%
portant part of my life.		23%	62%	1596
	Somewhat agree	63%	25%	
	Agree	11%	67%	17%
	Neither Agree nor Disagree	3196	56%	1396
	Disagree	34.70	67%	17%
	Somewhat disagree	100/		
	Strongly disagree	1996	64%	15%
	No Answer	6%	17%	11%

**Table 6.1.** For your next career stage, are you planning to pursue a position in academia?

Demographic Categories	Demographic Responses	Yes	No	Maybe	No Answer
Do you identify as a member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	41%	15%	24%	21%
	Yes, with regards to sexual orientation	38%	8%	31%	15%
	Yes, with regards to gender identity	36%		36%	27%
	Yes, but don't wish to specify	40%		40%	20%
	details  No, none of the above apply	34%	15%	12%	29%
	No Answer	6%			89%
lease indicate the racial	Asian	30%	15%	35%	15%
r ethnic groups with	Hispanic or Latino	50%	6%	31%	13%
hich you identify.	White	33%	11%	24%	24%
		6%			89%
	No Answer	36%	12%	33%	16%
ease indicate the gender entity with which you		33%	14%	1796	30%
entify.	Cis Man	6%	a-170	4/70	89%
	No Answer		25%	2760	9770
you currently identify ith any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disor	32%	26%	37%	
, or the following:	No Answer	33%	1096	16%	36%
e you currently a	No	38%	16%	38%	3%
cipient of a holarship/fellowship?	No Answer	3%	6%	9%	77%
here do you work?	HMS Affiliated Hospital	64%		29%	7%
	Neurobiology Department at HMS	30%	15%	27%	23%
	No Answer	6%			89%
you identify as an	No	28%	17%	22%	25%
ternational member of e department?	No Answer	6%			89%
hat is the highest level	High school or equivalent	23%	27%	32%	18%
formal education	Bachelor's degree (e.g. BA, BS)	30%	18%	18%	24%
stained by either of your erent(s)/guardian(s)?	Master's degree (e.g. MA, MS,	22%	25%	31%	14%
	MEd) Professional degree (e.g. MD,	56%	6%	17%	17%
	DDS, DVM) Doctorate (e.g. PhD, EdD)	43%	2%	22%	30%
		6%			89%
	No Answer	23%	10%	13%	53%
re you a primary pregiver?	Yes-I am a parent/guardian	37%	15%	29%	13%
	No	6%		NT 55	89%
	No Answer		8%	14%	54%
pes one or more of your pendents have special	No	22%			
eds?	No Answer	34%	13%	26%	22%
religious beliefs are an portant part of my life.	Strongly agree	40%	20%	10%	30%
por carre pare or my life.	Somewhat agree	38%	8%	15%	31%
	Agree	13%		63%	25%
	Neither Agree nor Disagree	39%	1196	17%	22%
	Disagree	4196	15%	23%	13%
	Somewhat disagree	50%	17%	17%	17%
	Strongly disagree	31%	16%	27%	24%
	No Answer	6%			89%

**Table 6.2.** What is your preferred method of receiving information regarding departmental events and work from the DCDI committee?

Demographic Categories	Demographic Responses	Elevator posters	Lab or department Slack	Listserv email	The Action Potential (TAP) newsletter	Multiple Mediums
Do you identify as a member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group		3%	35%	12%	50%
	Yes, with regards to sexual			38%	8%	54%
	orientation Yes, with regards to gender	9%		36%		55%
	Yes, but don't wish to specify			40%	20%	40%
	details  No, none of the above apply		3%	31%	18%	46%
	No Answer		6%			6%
Please indicate the racial	Asian			35%	13%	53%
r ethnic groups with	Hispanic or Latino		6%	31%	19%	44%
which you identify.	White		3%	32%	14%	49%
	No Answer		6%			6%
Names indicate the needow			1%	35%	10%	54%
Please indicate the gender dentity with which you			3%	29%	16%	49%
dentify.	Cis Man		6%	100000	757	6%
	No Answer  Mental health condition (e.g.,		5%	37%	16%	42%
o you currently identify with any of the following?	depression, PTSD, anxiety disor		2%	33%	12%	39%
	No Answer					
re you currently a ecipient of a	No	2%	5%	26%	13%	52%
cholarship/fellowship?	No Answer		1%	33%	10%	32%
Vhere do you work?	HMS Affiliated Hospital		7%	36%	21%	36%
	Neurobiology Department at HMS		2%	32%	15%	50%
	No Answer		6%			6%
o you identify as an	No		3%	31%	16%	49%
nternational member of he department?	No Answer		6%			6%
	High school or equivalent			2796	14%	59%
f formal education btained by either of your	Bachelor's degree (e.g. BA, BS)			33%	21%	45%
arent(s)/guardian(s)?	Master's degree (e.g. MA, MS, MEd)		8%	28%	11%	53%
	Professional degree (e.g. MD, DDS, DVM)			44%	11%	39%
	Doctorate (e.g. PhD, EdD)		2%	35%	13%	48%
	No Answer		6%			6%
lre you a primary	Yes-1 am a parent/guardian	3%	3%	43%	28%	23%
aregiver?	No		2%	28%	12%	57%
	No Answer		6%			6%
oes one or more of your	No Answer	3%	3%	46%	22%	24%
lependents have special	No Answer		3%	26%	10%	51%
eeds?				30%	20%	50%
ly religious beliefs are an apportant part of my life.				38%	8%	54%
	Somewhat agree	13%		25%	13%	50%
	Agree	2.079		39%	17%	44%
	Neither Agree nor Disagree		3%	31%	23%	44%
	Disagree		3%			
	Somewhat disagree			33%	17%	50%
	Strongly disagree		4%	31%	12%	51%
	No Answer		6%			6%