

Figure 1. Response Rates by Respondent Categories.

by Department Role

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

*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.

by Department Location

Neurobiology Department at..	147	75.0%
No Answer	18	9.2%
*Aggregate	17	8.7%
HMS Affiliated Hospital	14	7.1%

*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

Cis Woman	83	42.3%
Cis Man	69	35.2%
*Aggregate	26	13.3%
No Answer	18	9.2%

*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%

*"UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

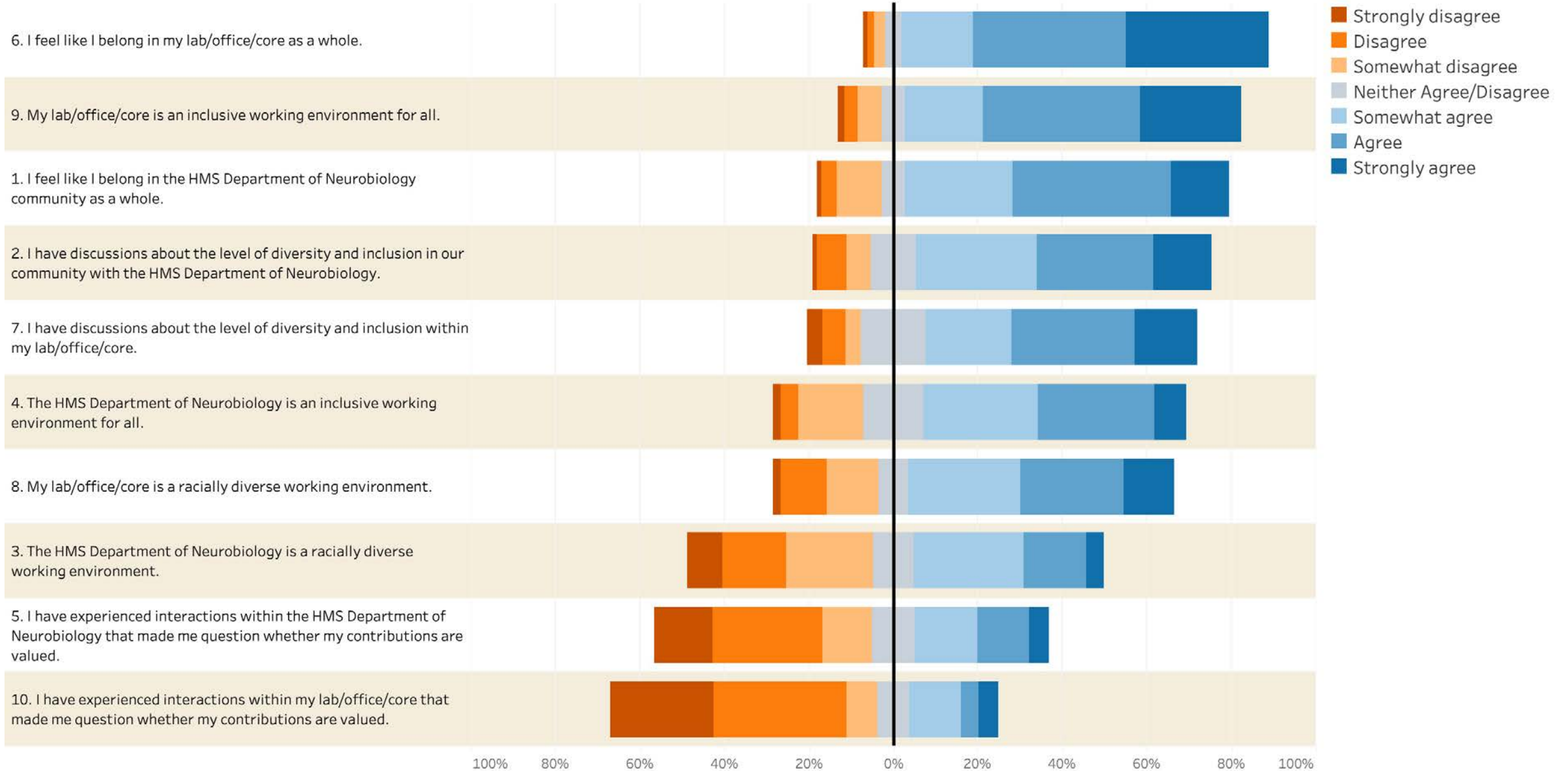
**Aggregate contains respondents who number less than 10, including: "Middle Eastern/North African", and those who chose multiple responses.

by Minoritized Status

No, none of the above apply	65	33.2%
Yes, with regards to a racial or ethnic group	34	17.3%
*Aggregate	24	12.2%
No Answer	18	9.2%
Multiple	16	8.2%
I am not sure	15	7.7%
Yes, with regards to sexual orientation	13	6.6%
Yes, with regards to gender identity	11	5.6%

*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".

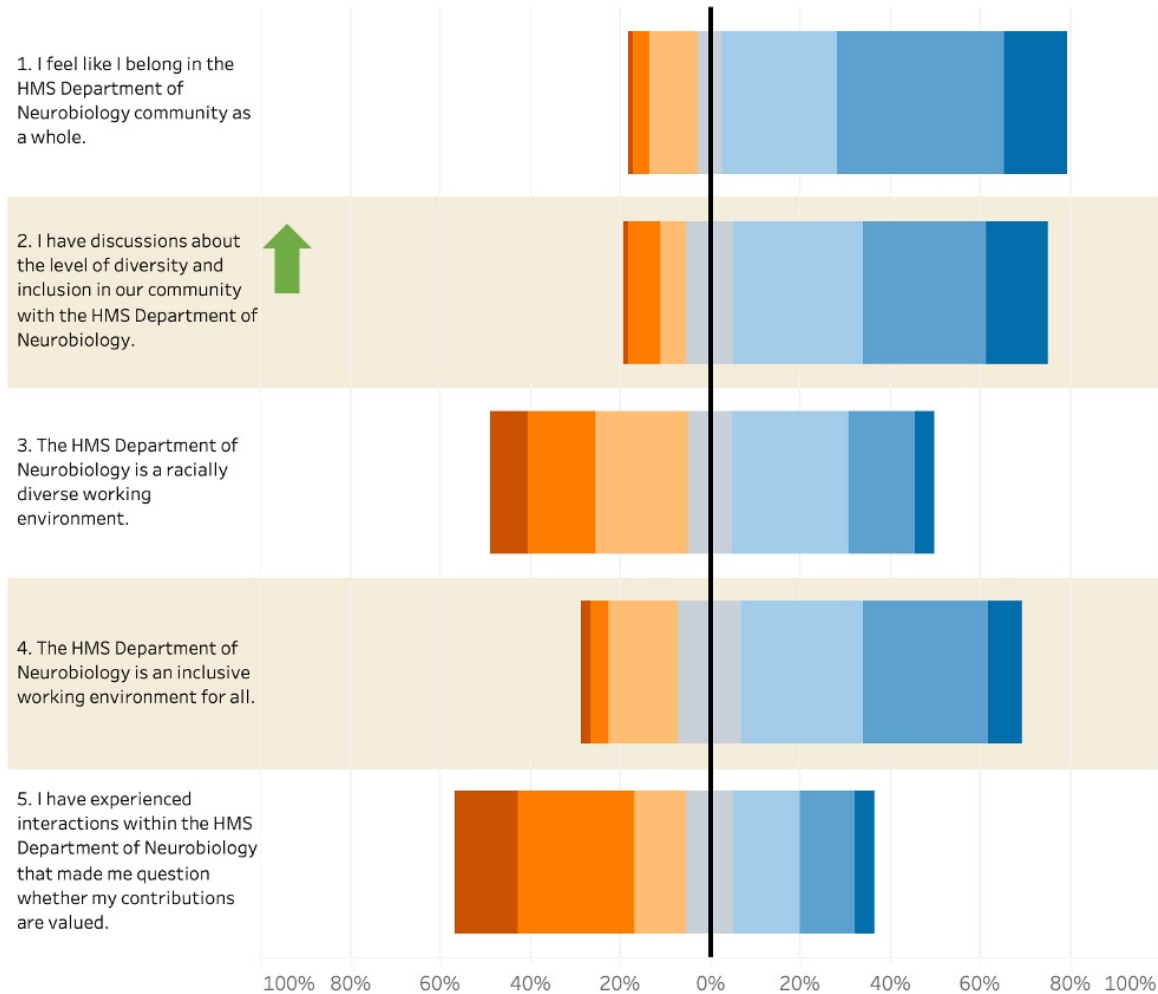
Figure 2. Respondent Agreement Towards Inclusion & Belonging within Lab/Department.



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.

Department



Lab

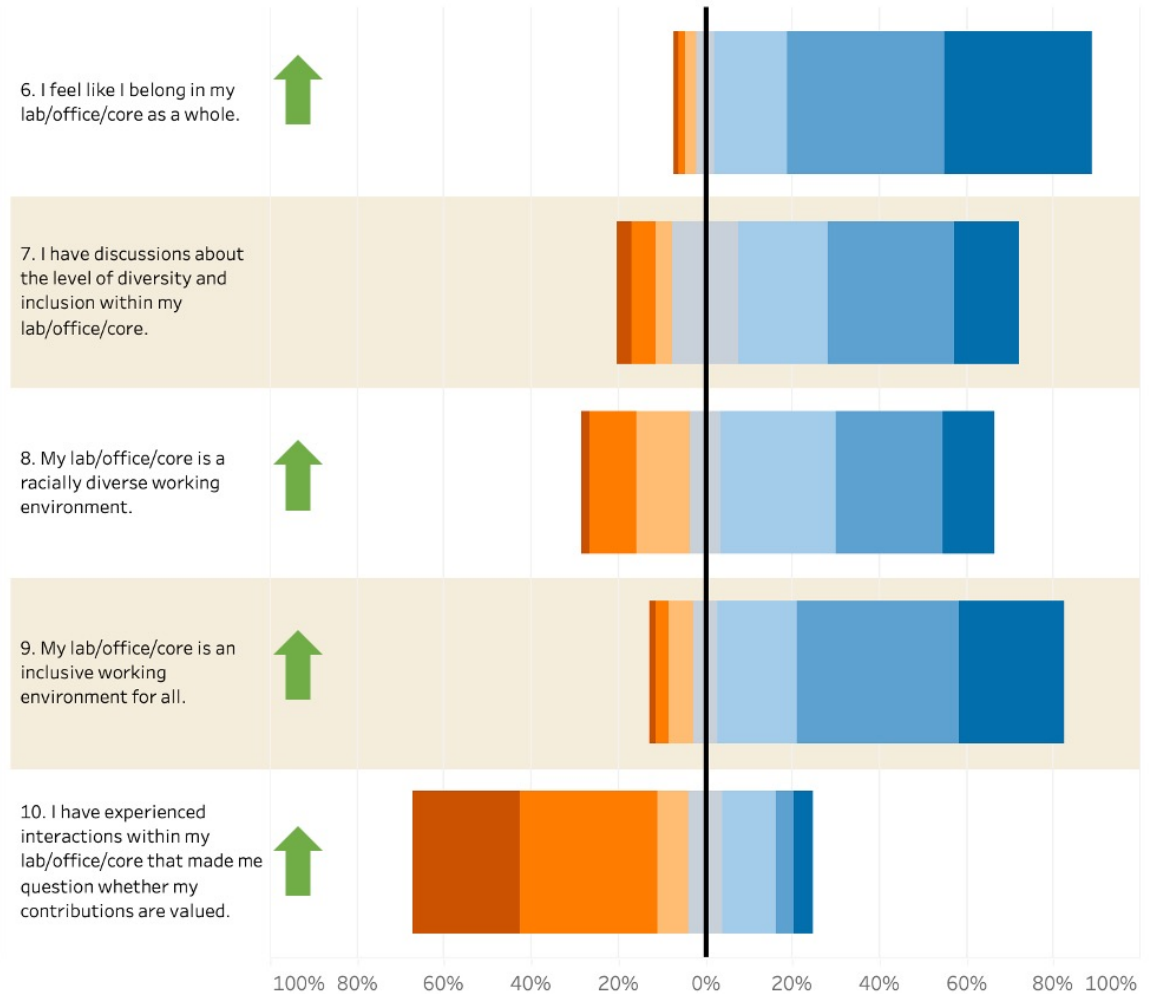
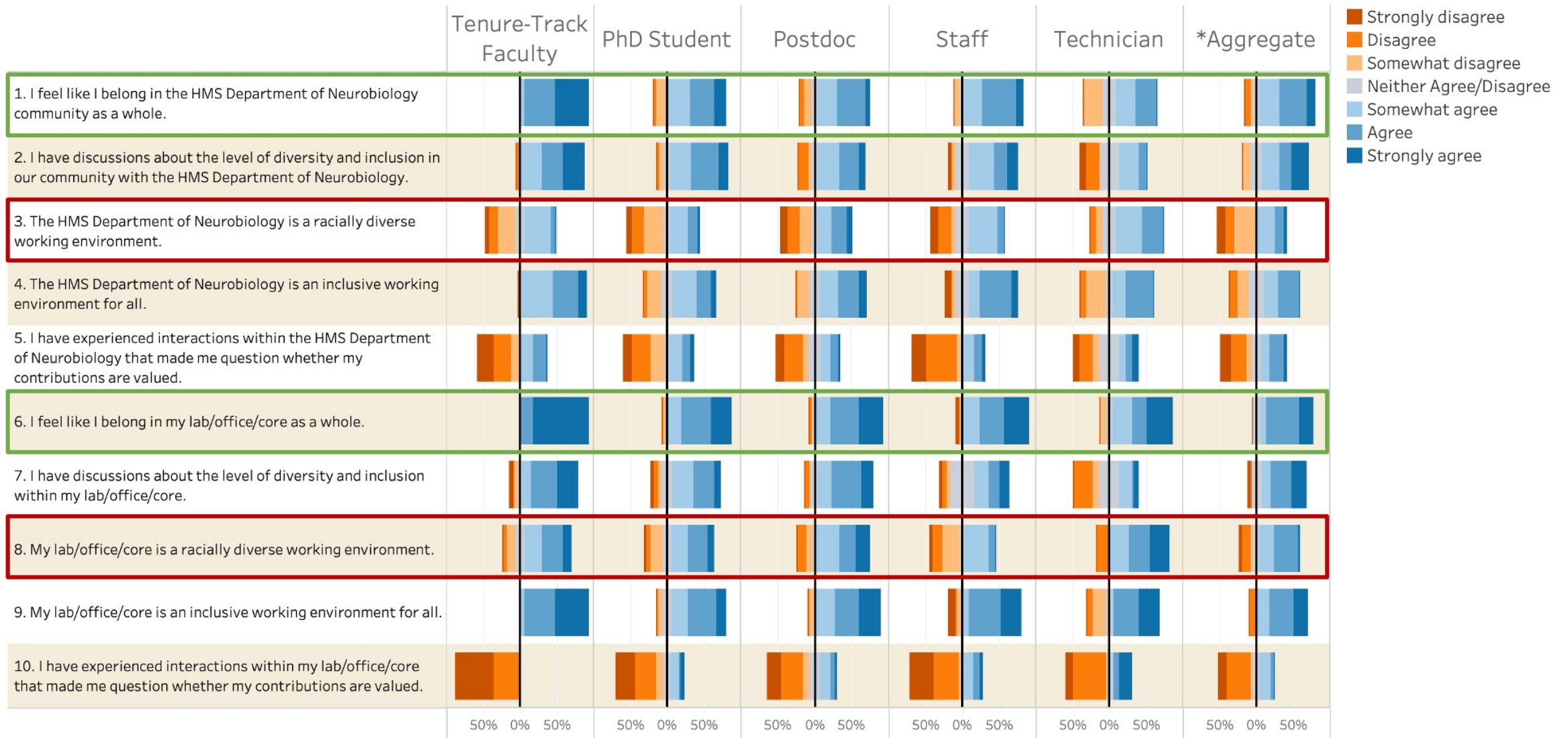


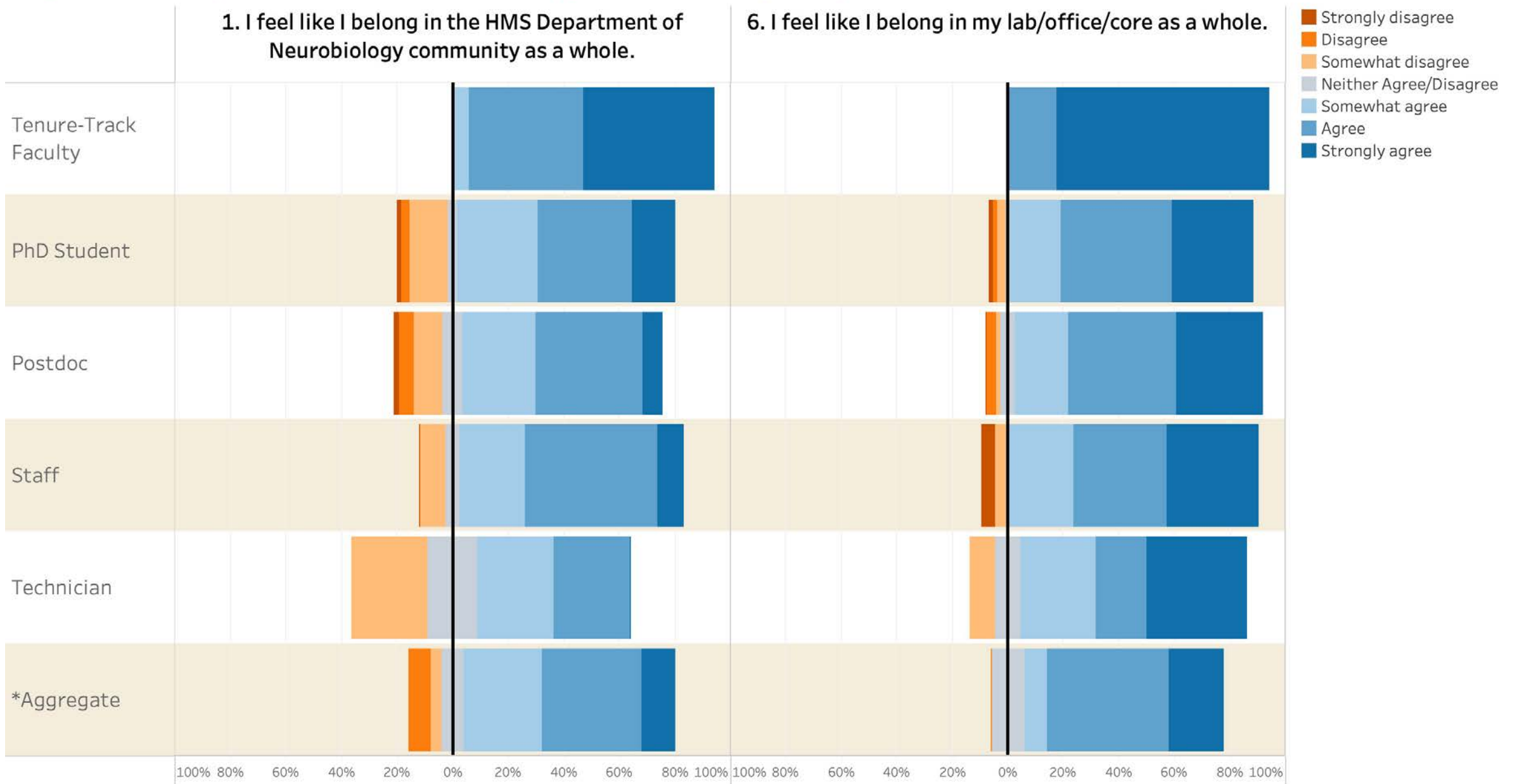
Figure 3. Department and Lab Agreement by Department Role.



1. *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.

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

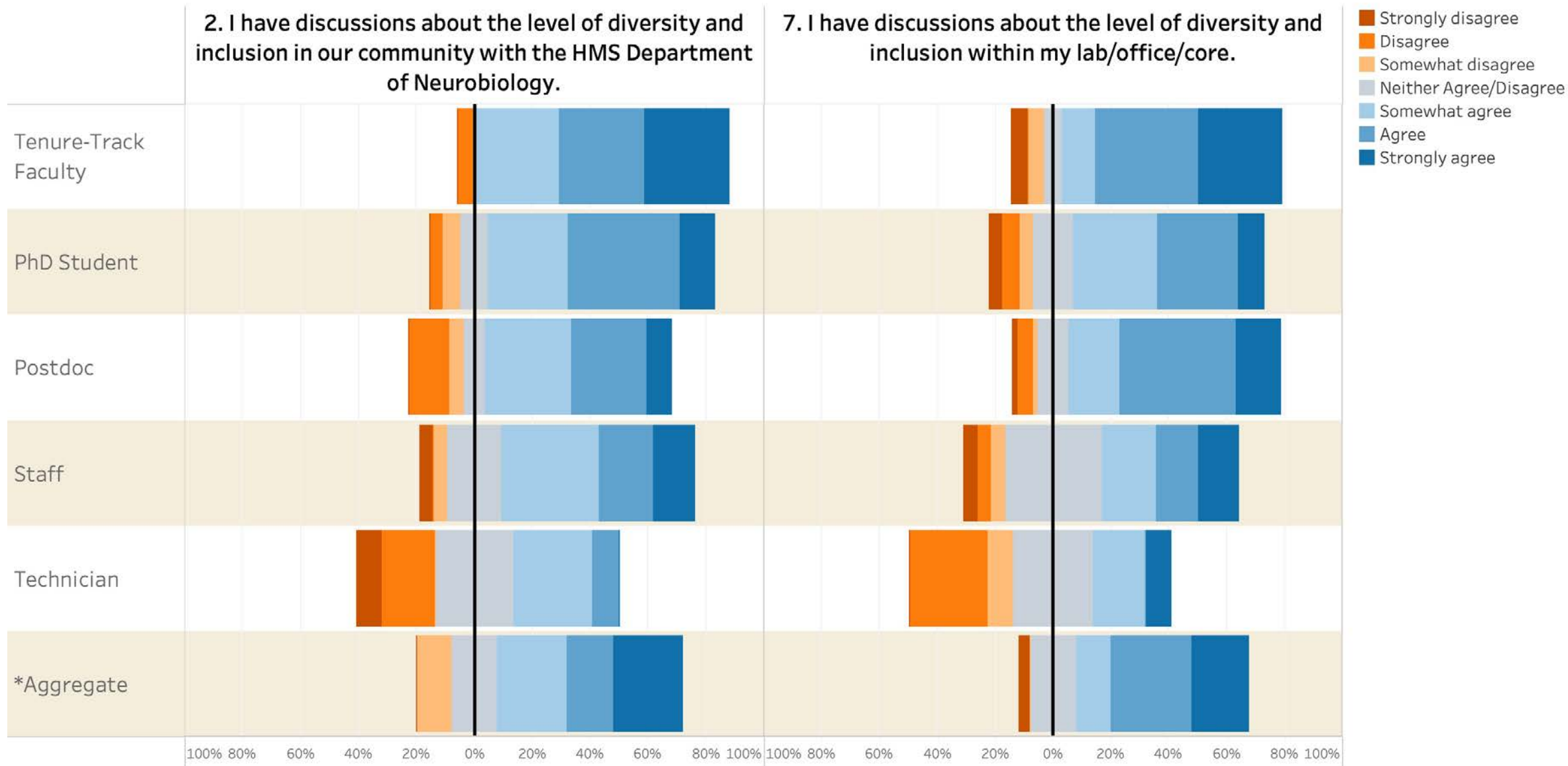
Figure 4. Department and Lab Agreement by Department Role, Q1 vs. Q6.



1. *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.

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

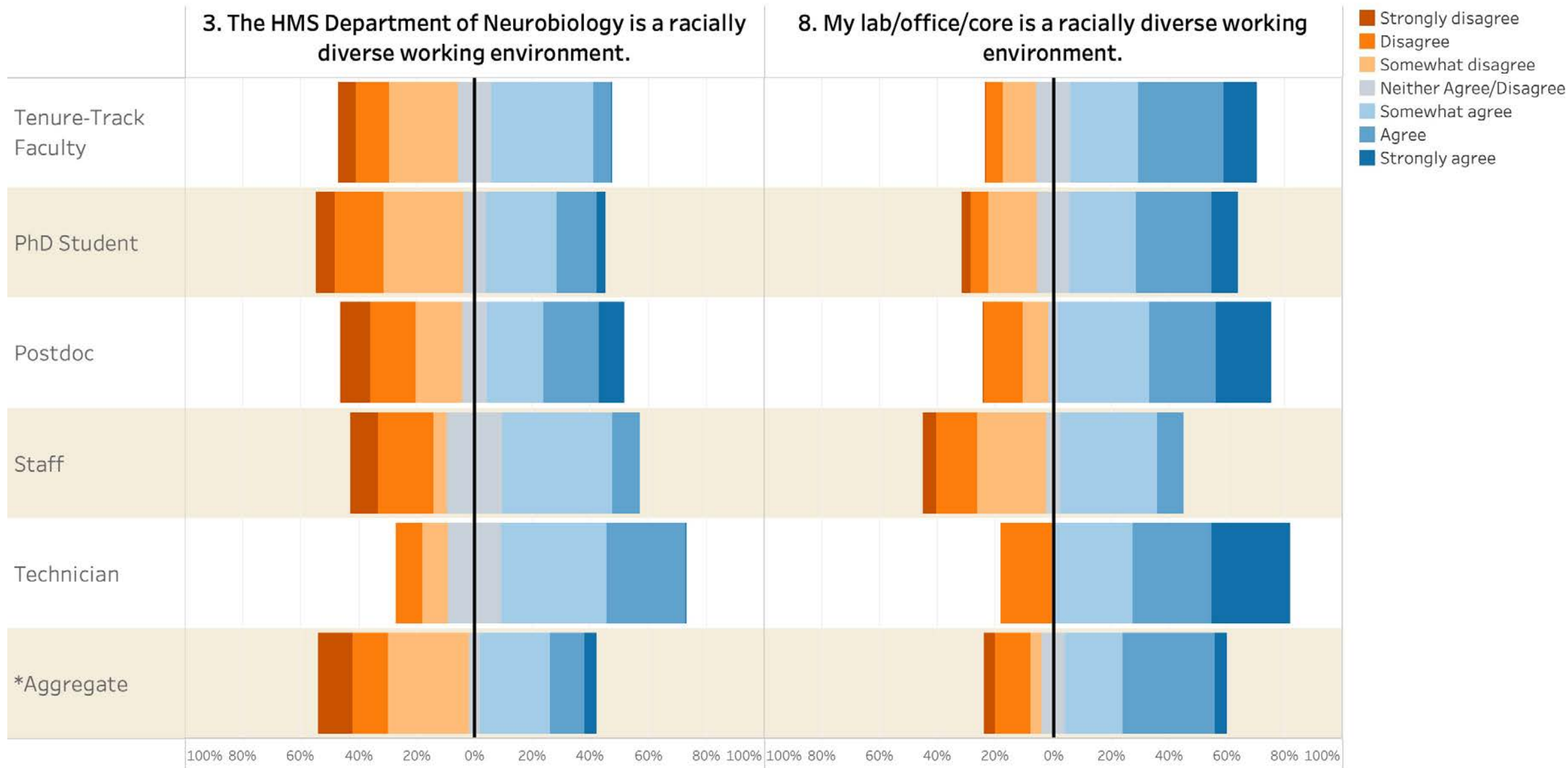
Figure 5. Department and Lab Agreement by Department Role, Q2 vs. Q7.



1. *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.

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

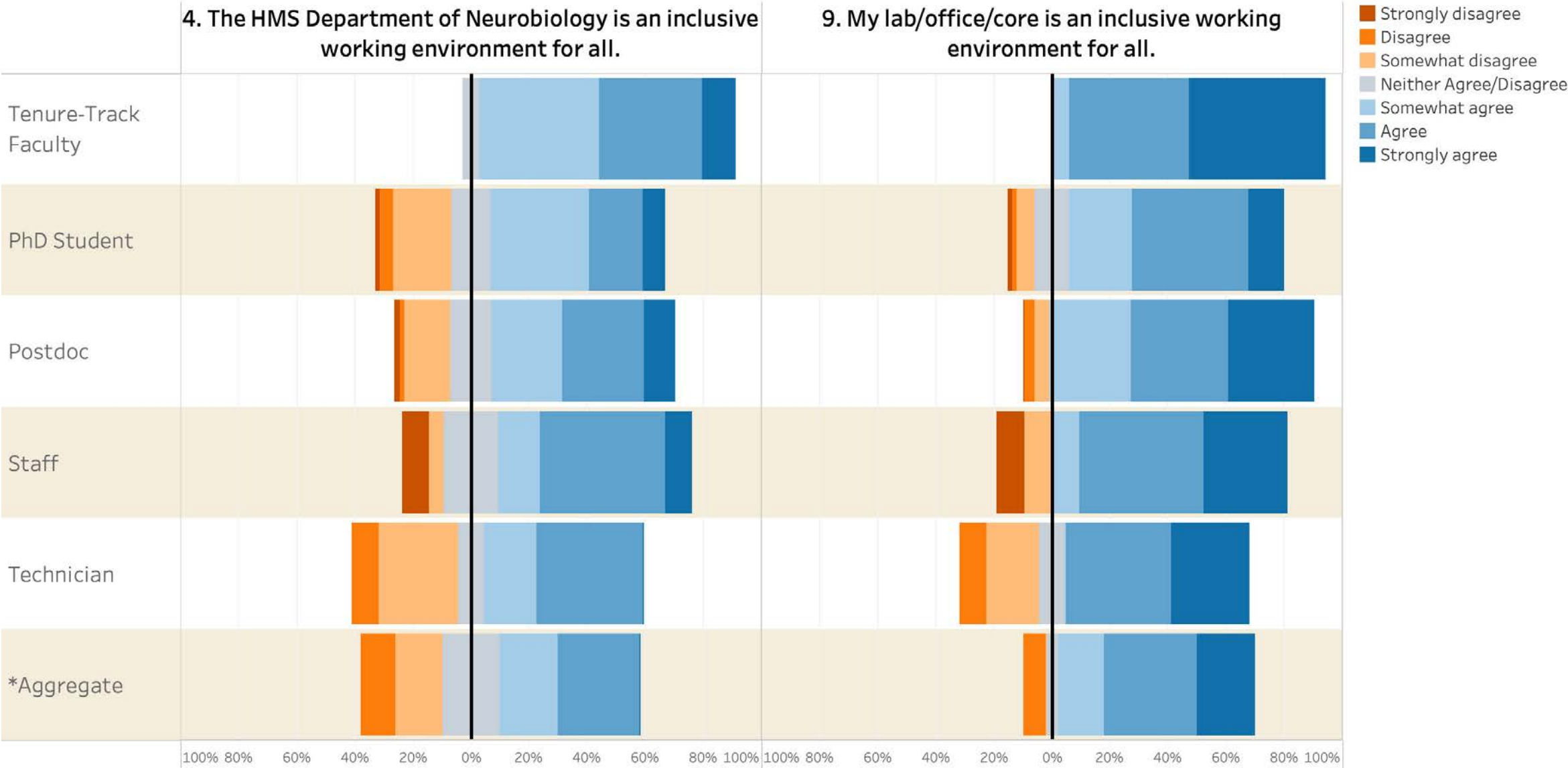
Figure 6. Department and Lab Agreement by Department Role, Q3 vs. Q8.



1. *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.

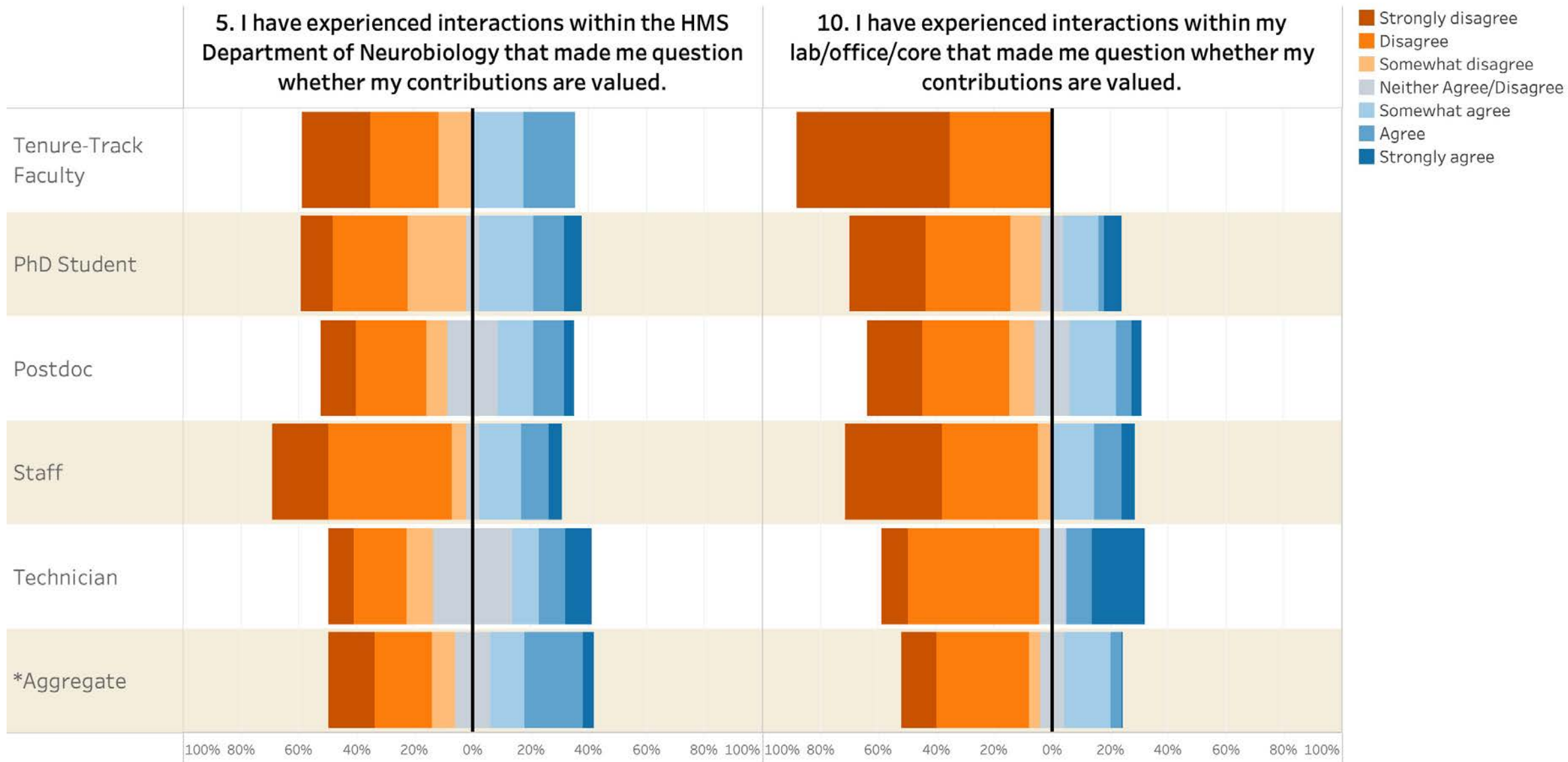
2. Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

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



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

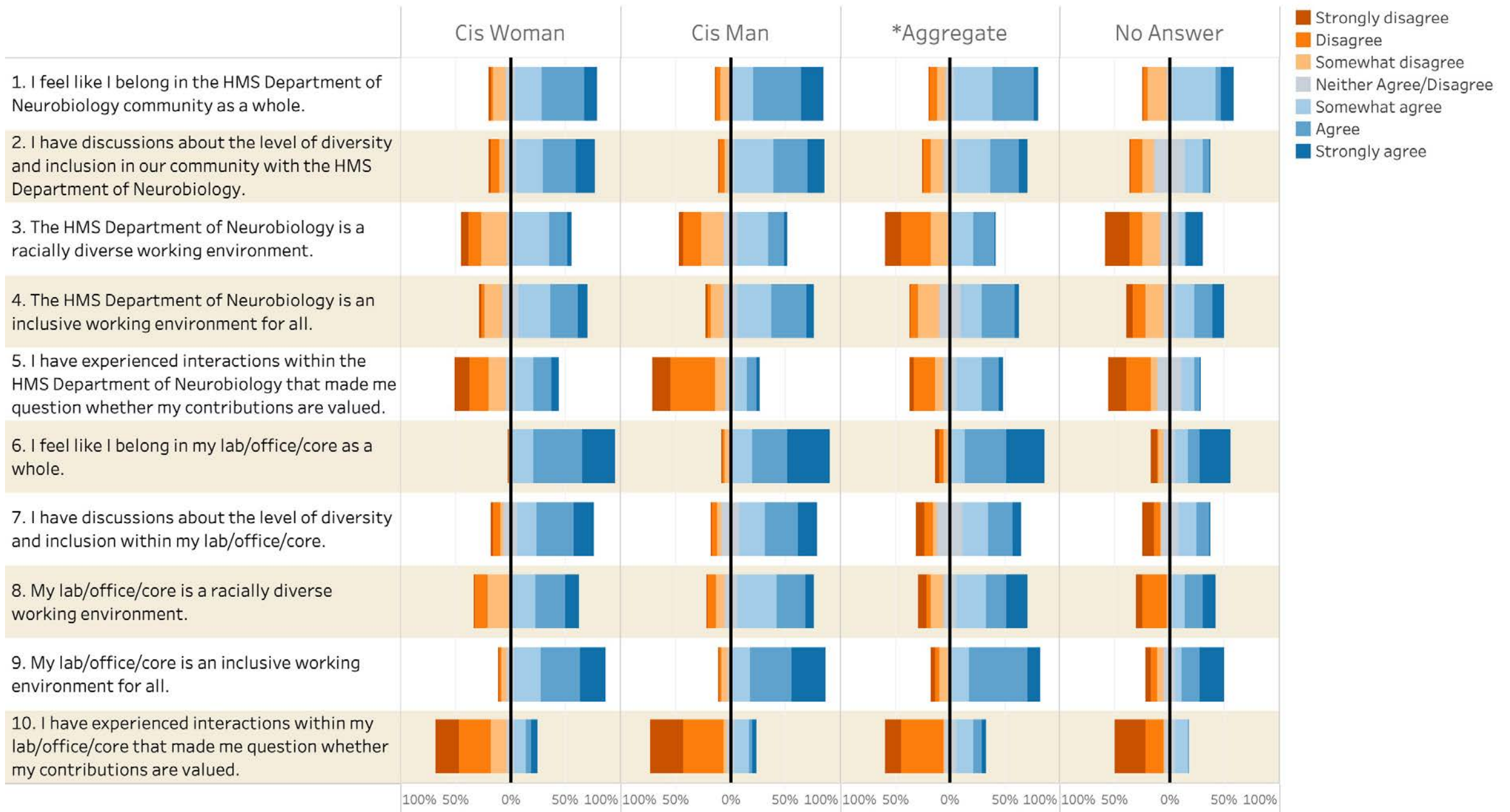
Figure 8. Department and Lab Agreement by Department Role, Q5 vs. Q10.



1. *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.

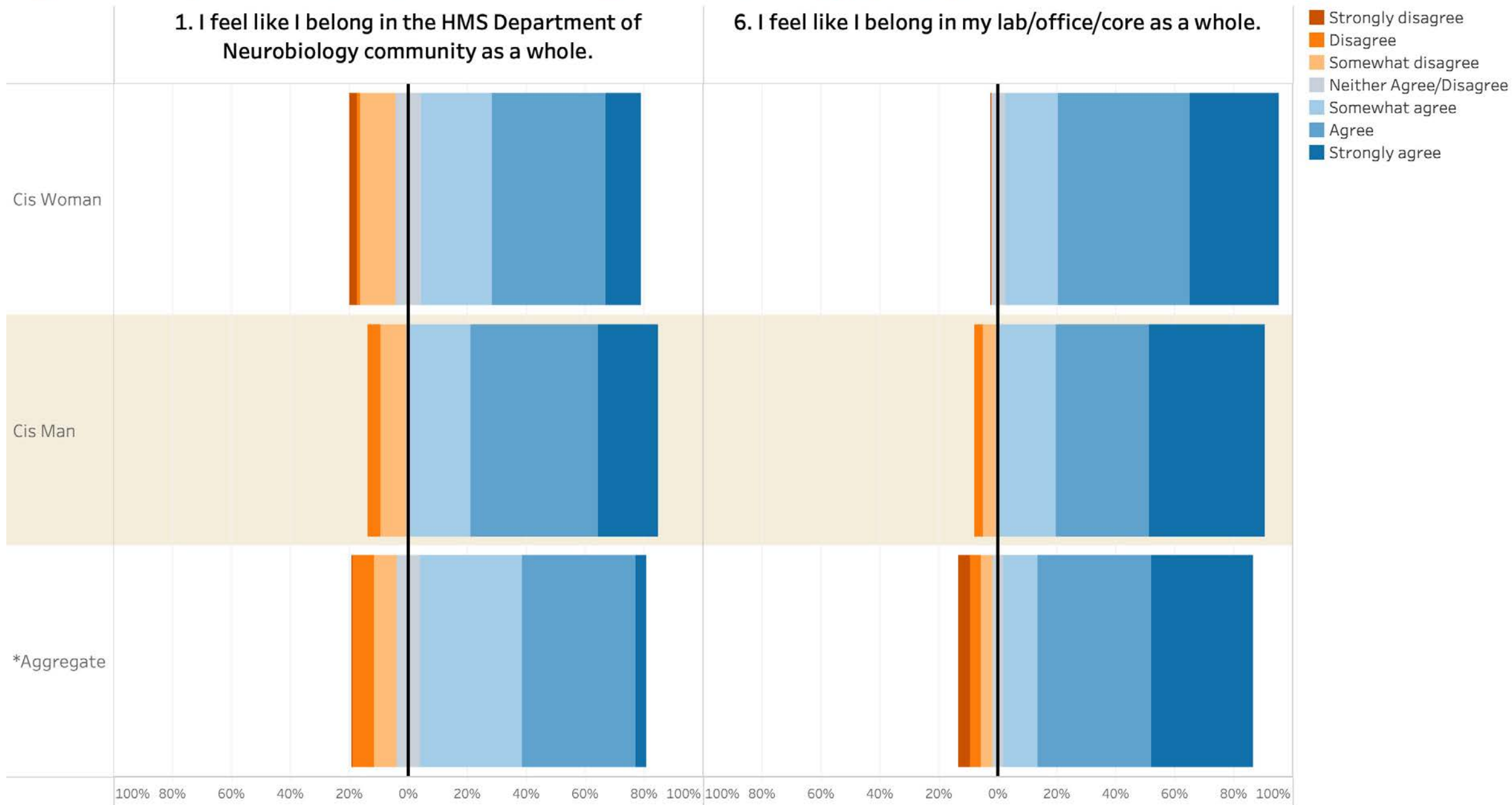
2. Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

Figure 9. Department and Lab Sentiment by Gender Identity



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

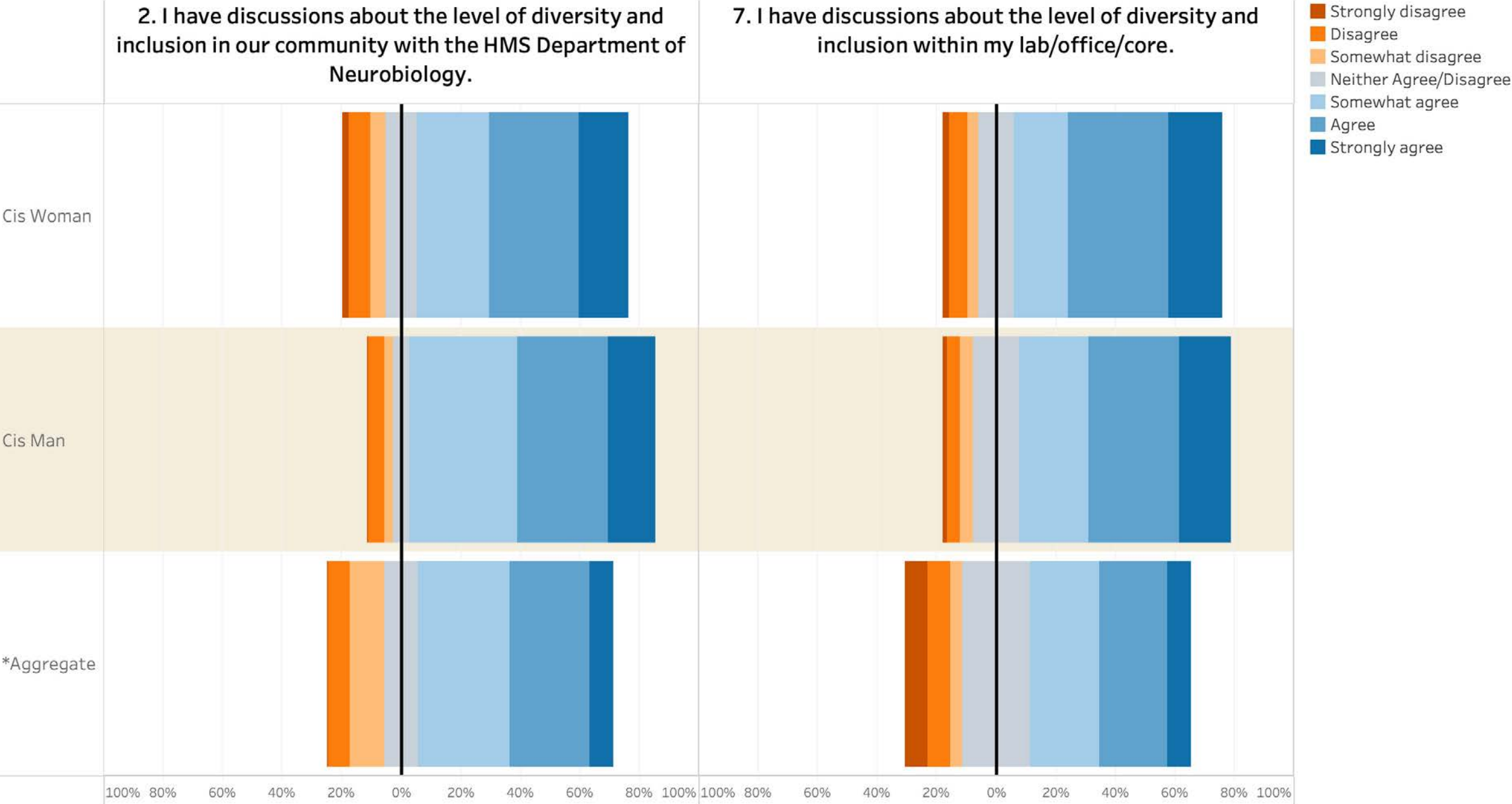
Figure 10. Department and Lab Sentiment by Gender Identity, Q1 vs Q6.



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

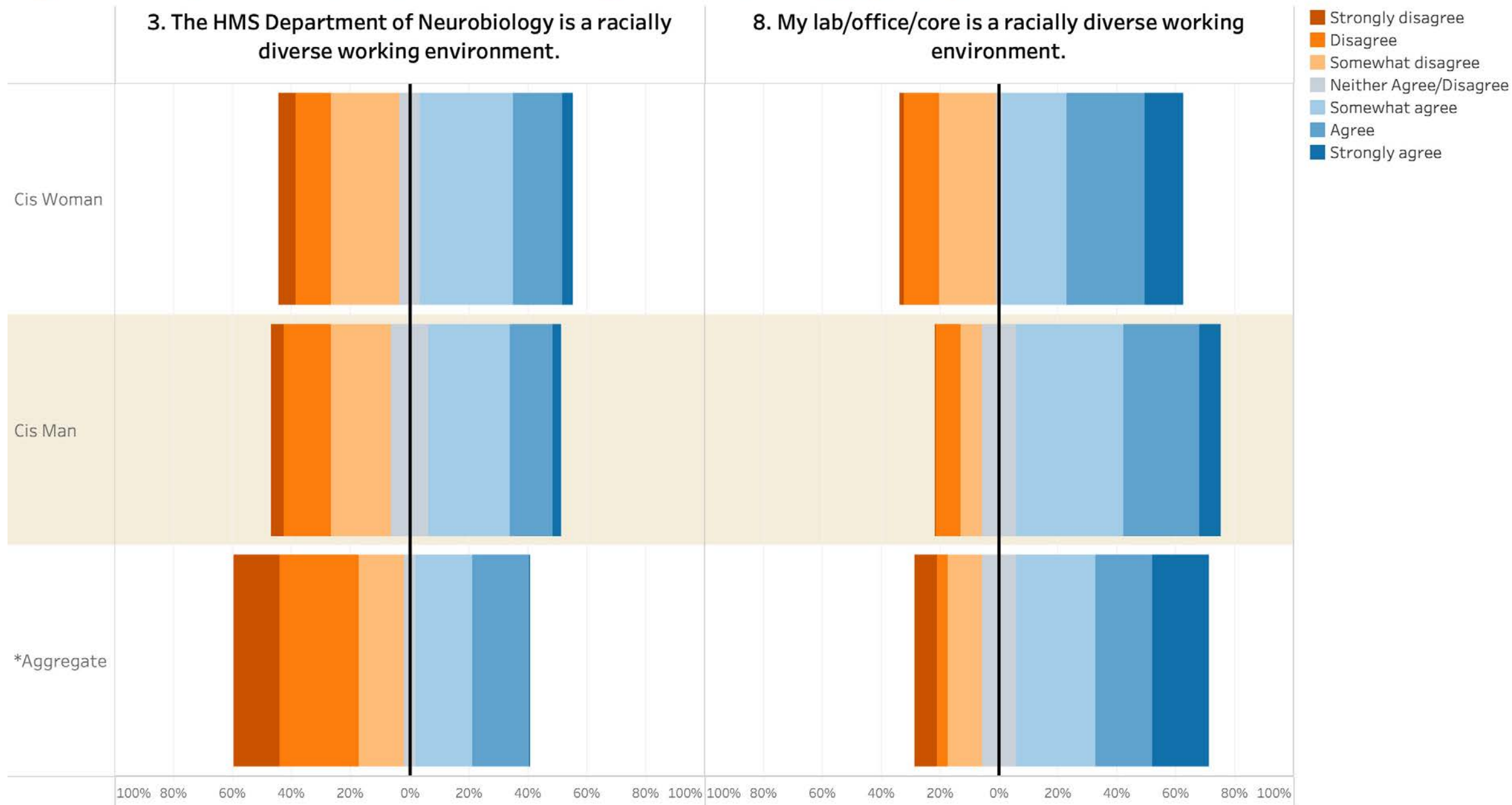
2. Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

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



1. *Aggregate contains respondents who number less than 10, including: "Another Identity", "I prefer not to say", "Trans Man", "Unsure", or "Multiple".
 2. Likert scale omits "Null", "I prefer not to answer", and "Not applicable".

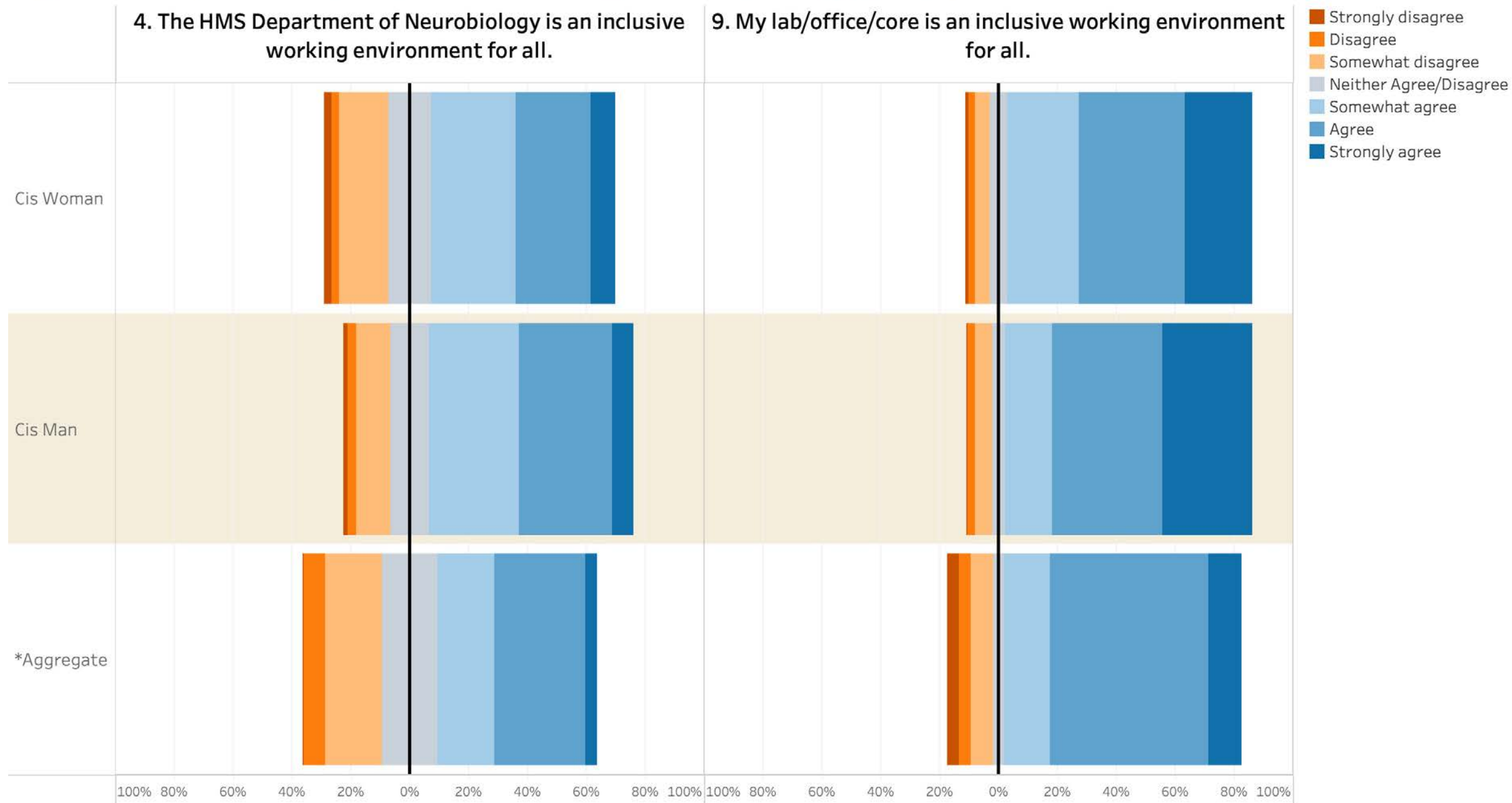
Figure 12. Department and Lab Sentiment by Gender Identity, Q3 vs Q8.



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

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

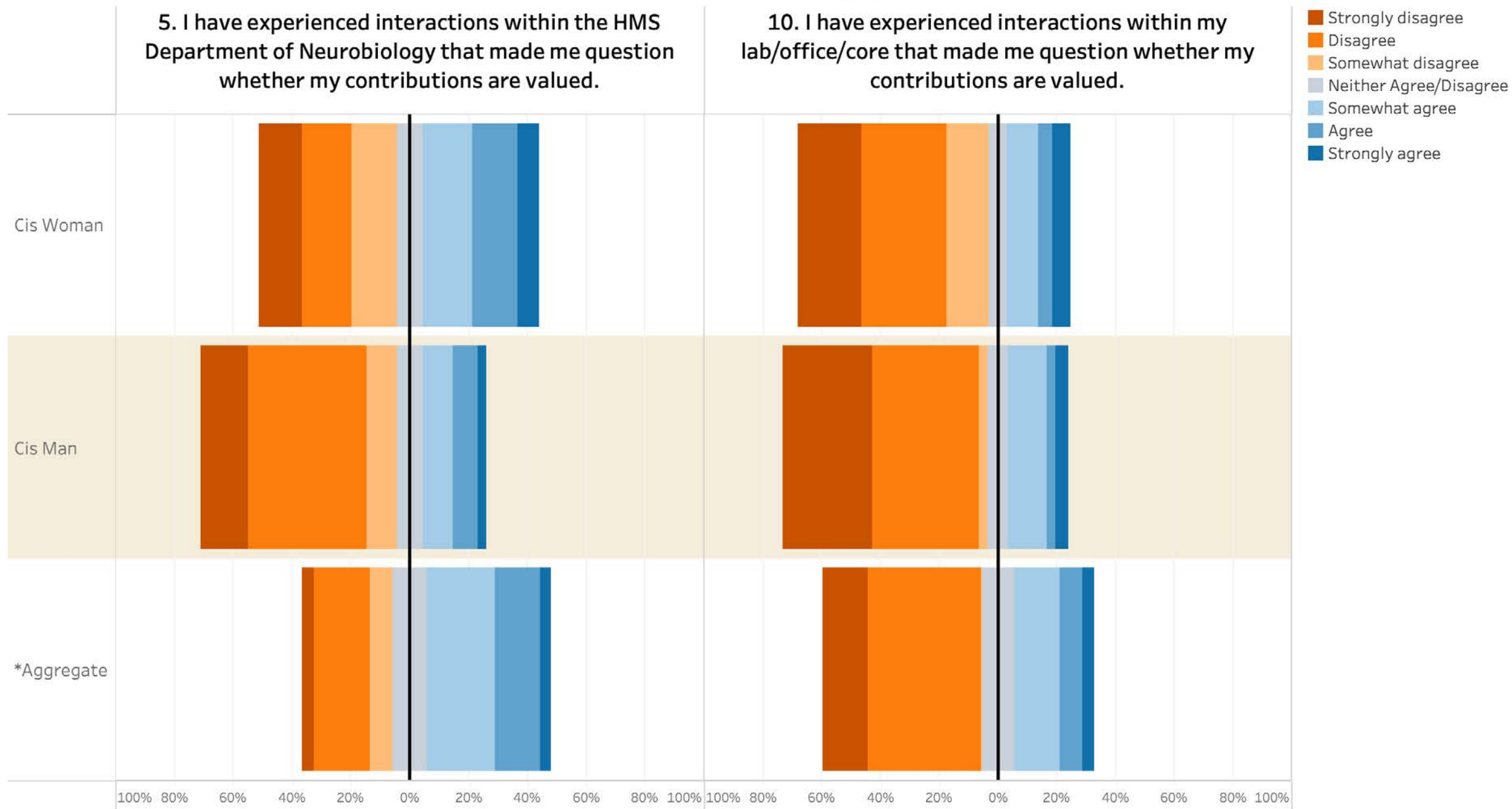
Figure 13. Department and Lab Sentiment by Gender Identity, Q4 vs Q9.



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

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

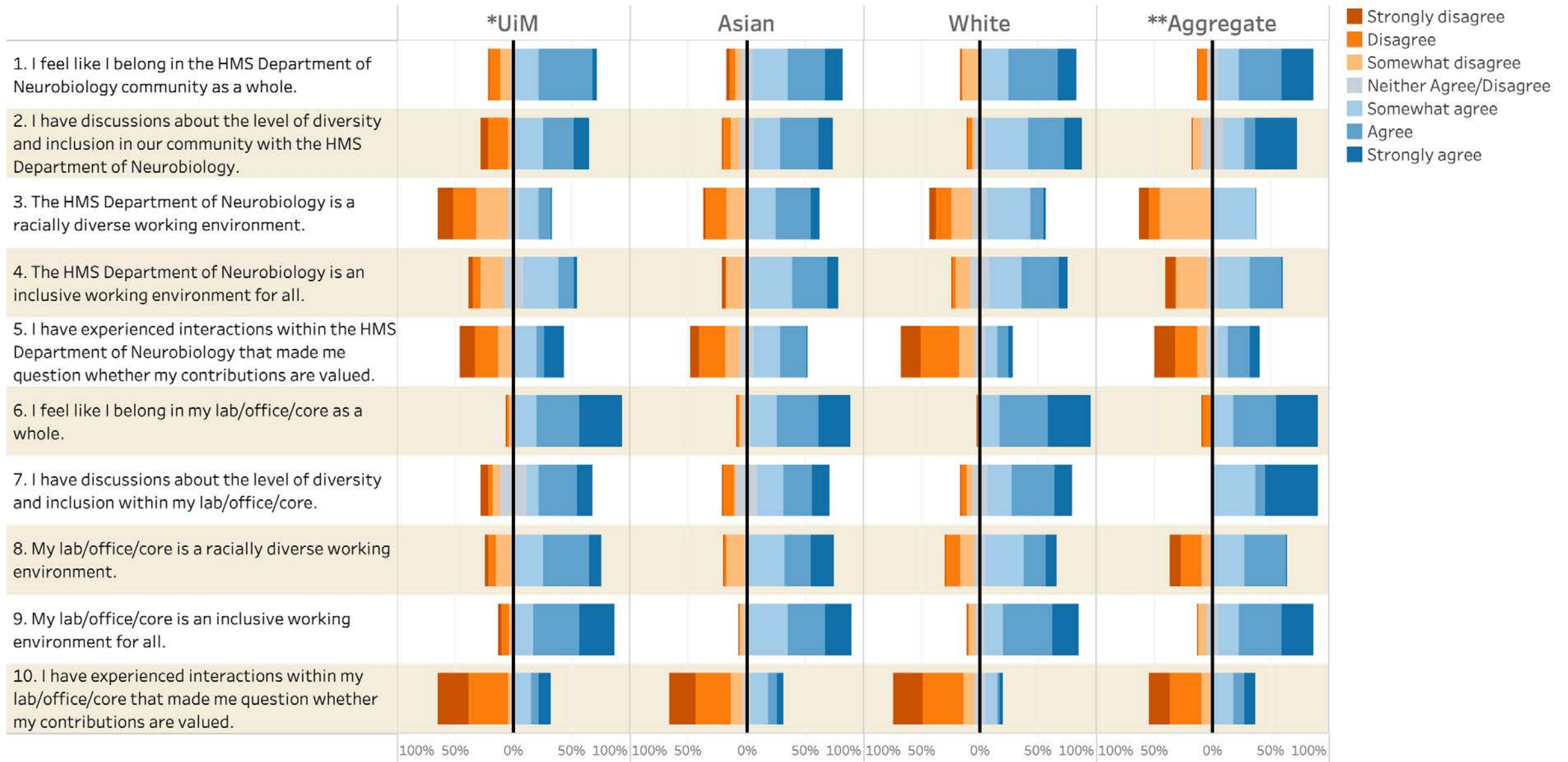
Figure 14. Department and Lab Sentiment by Gender Identity, Q5 vs Q10.



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

2. 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

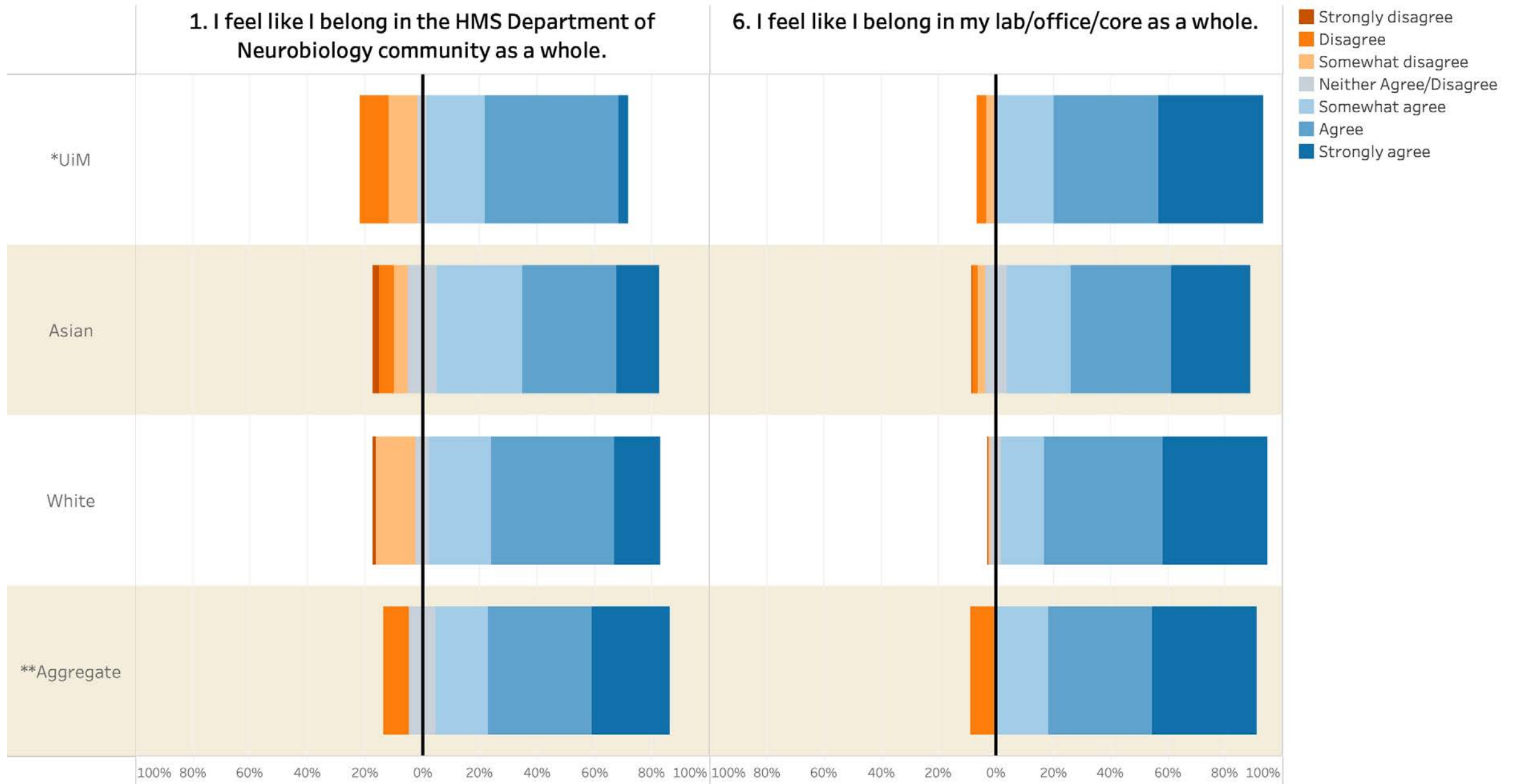


*"UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

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

1. "I prefer not to say" and "No Answer" excluded above.

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

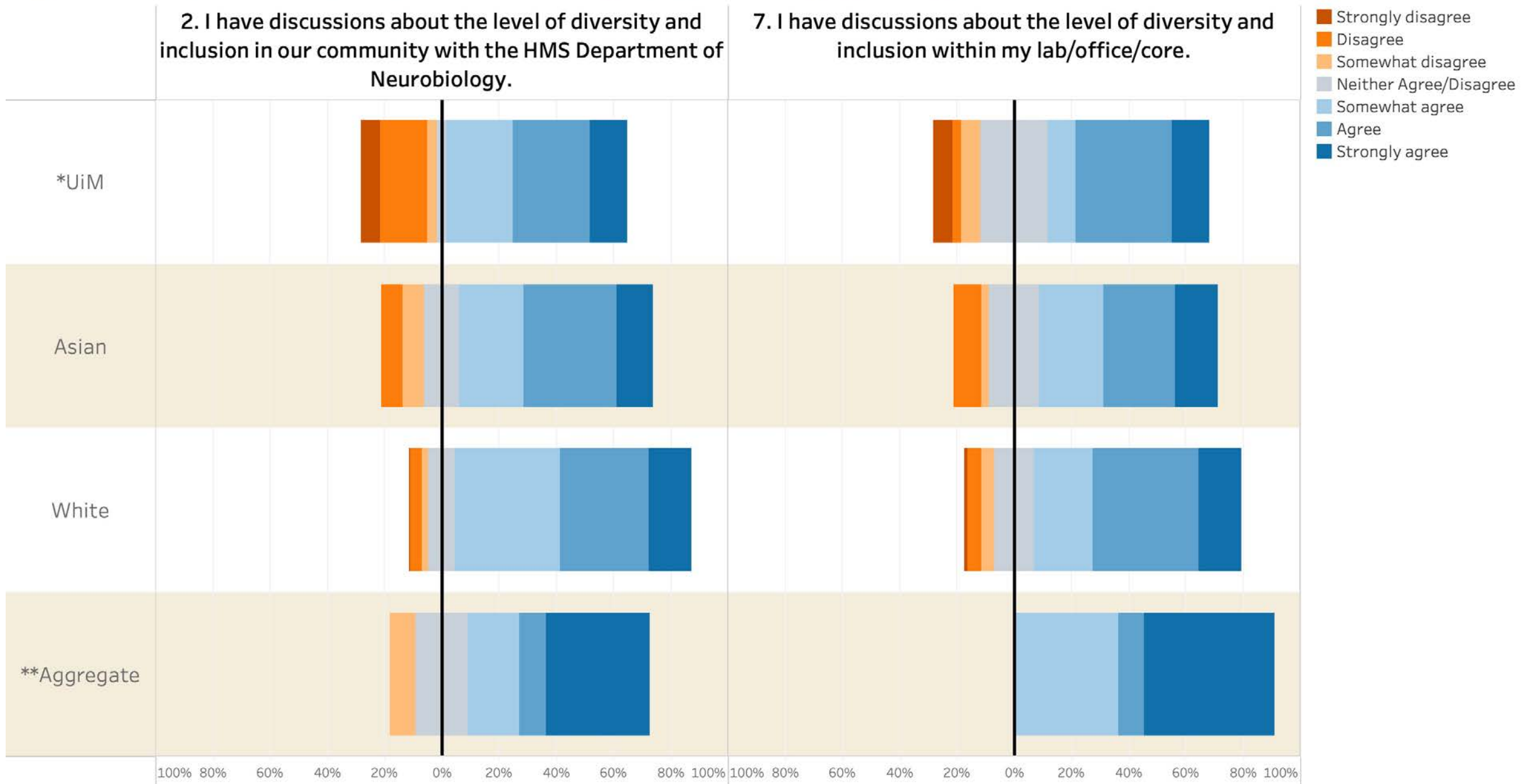


**UiM include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

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

1. "I prefer not to say" and "No Answer" excluded above.

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

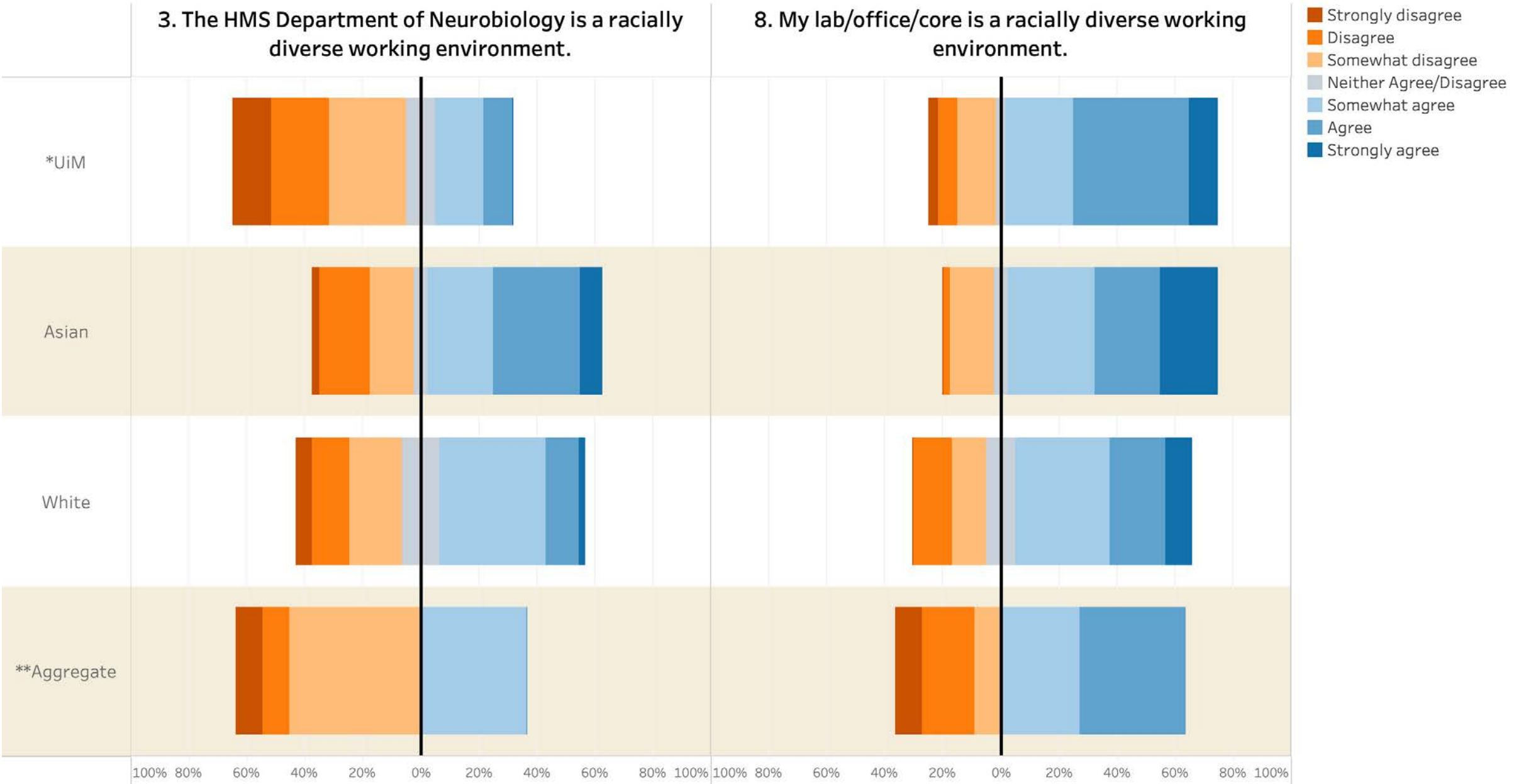


**UiM include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

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

1. "I prefer not to say" and "No Answer" excluded above.

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



*"UIM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

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

1. "I prefer not to say" and "No Answer" excluded above.

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

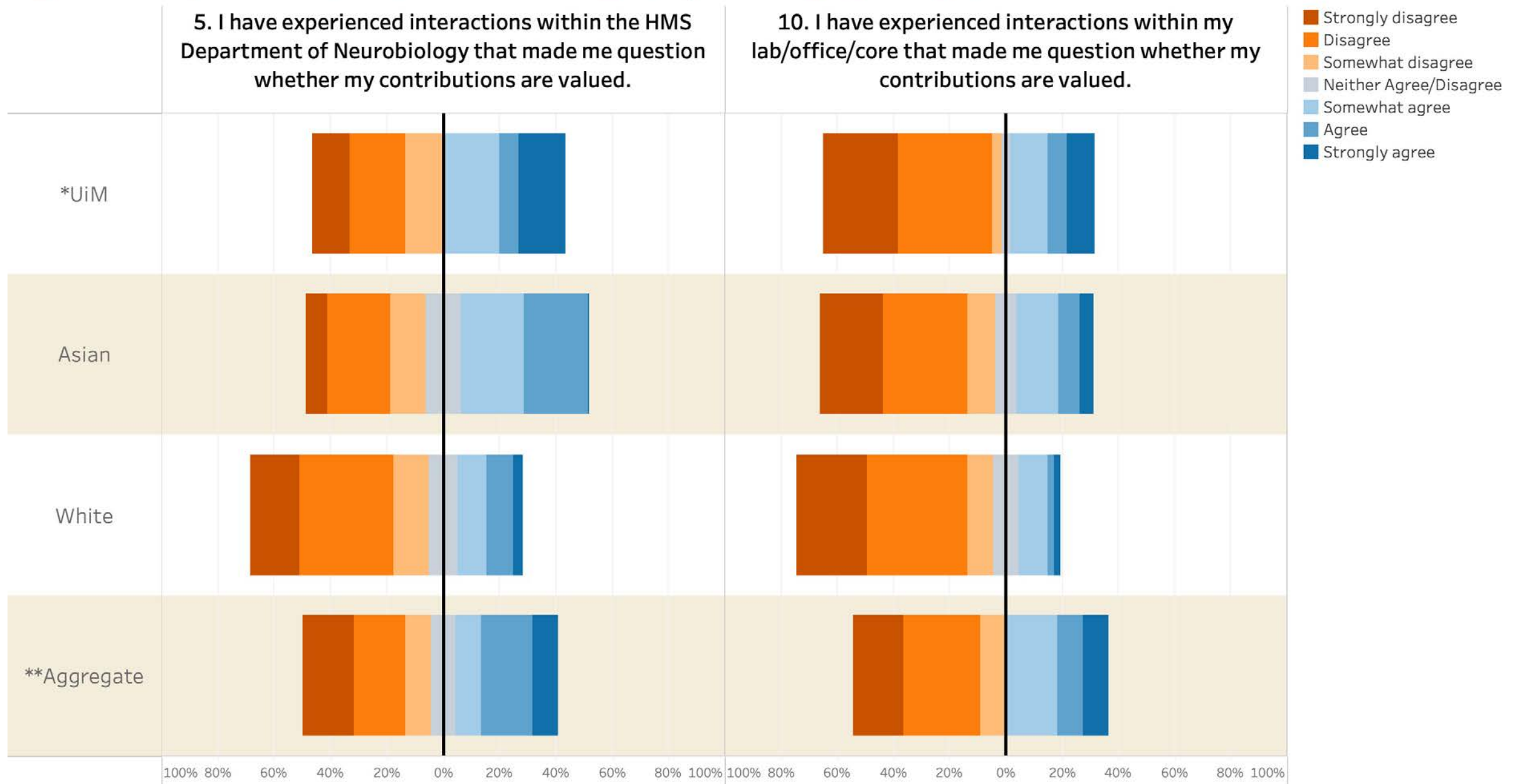


*"UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

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

1. "I prefer not to say" and "No Answer" excluded above.

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

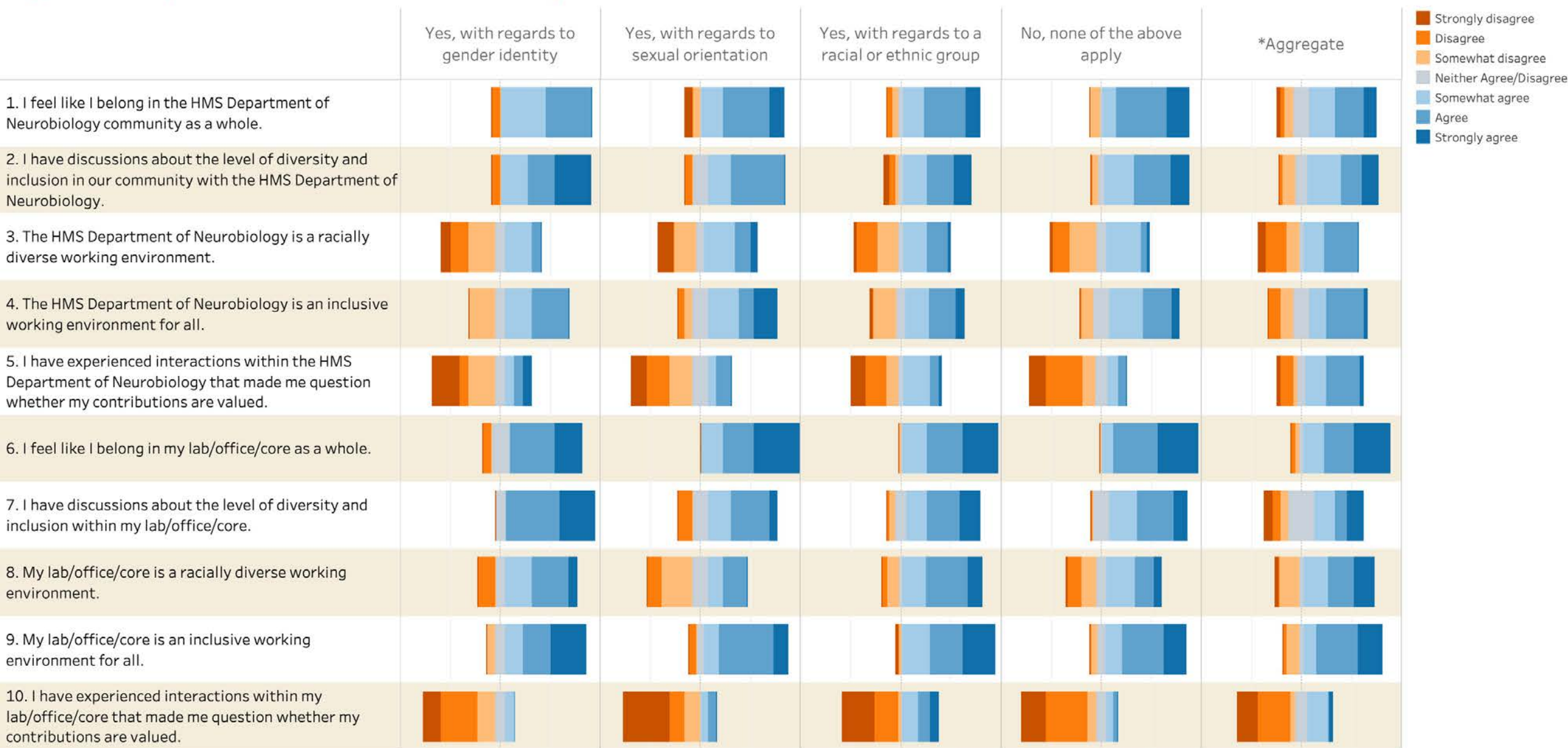


**UiM include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

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

1. "I prefer not to say" and "No Answer" excluded above.

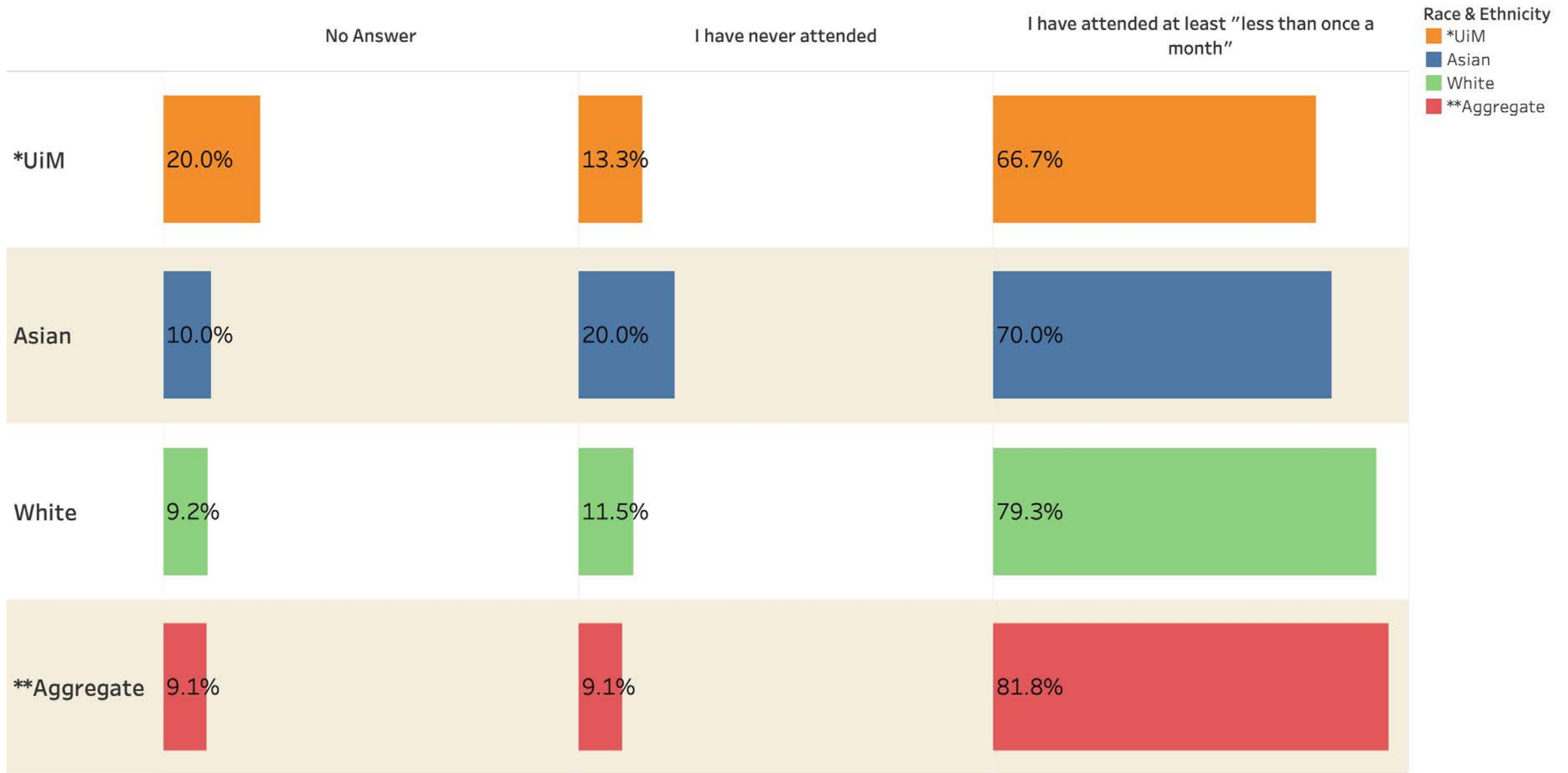
Figure 21. Department and Lab Sentiment by Minoritized Status



1. *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".

2. 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

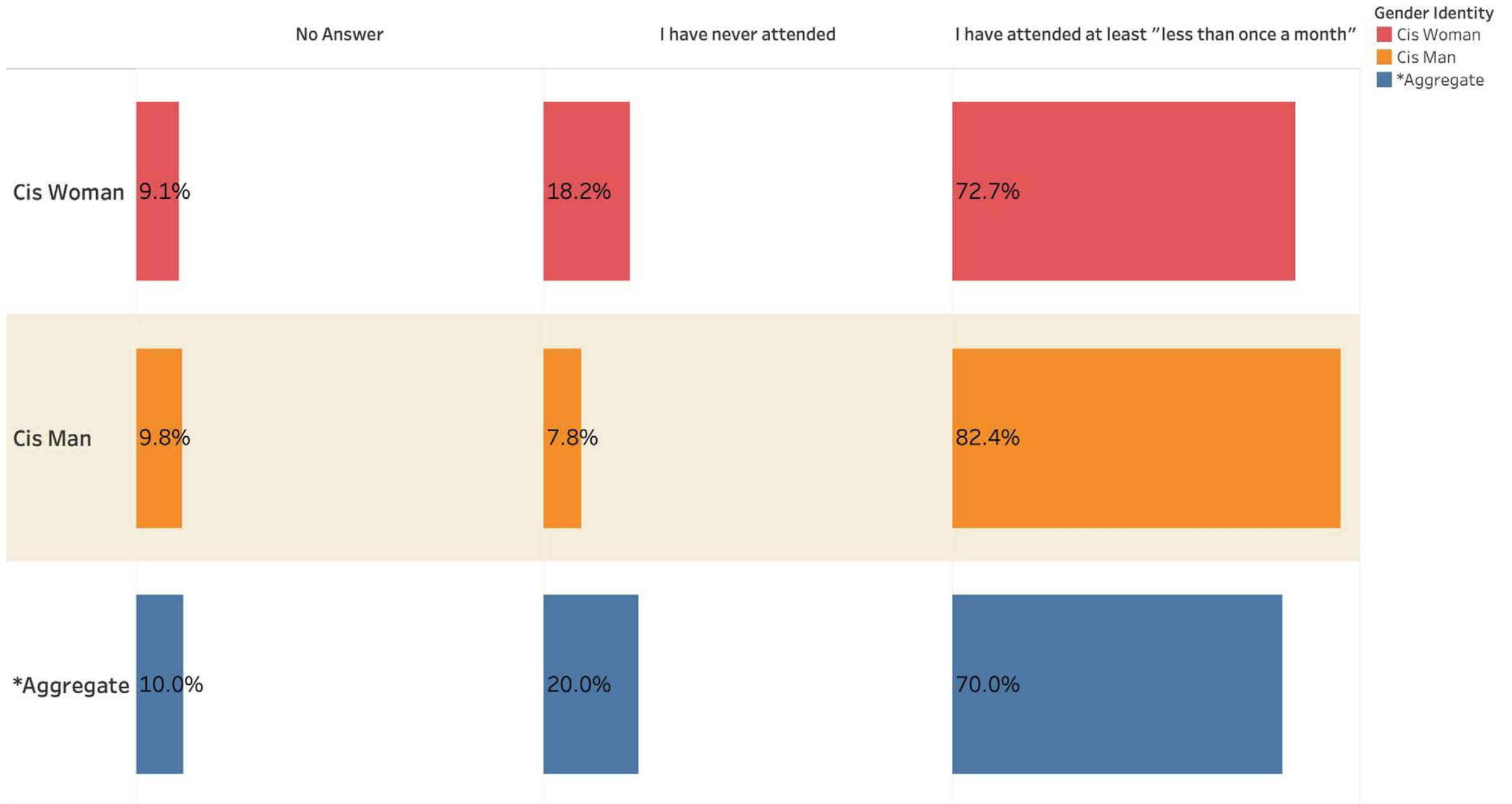


**UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

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

1. "I prefer not to say" and "No Answer" excluded above.

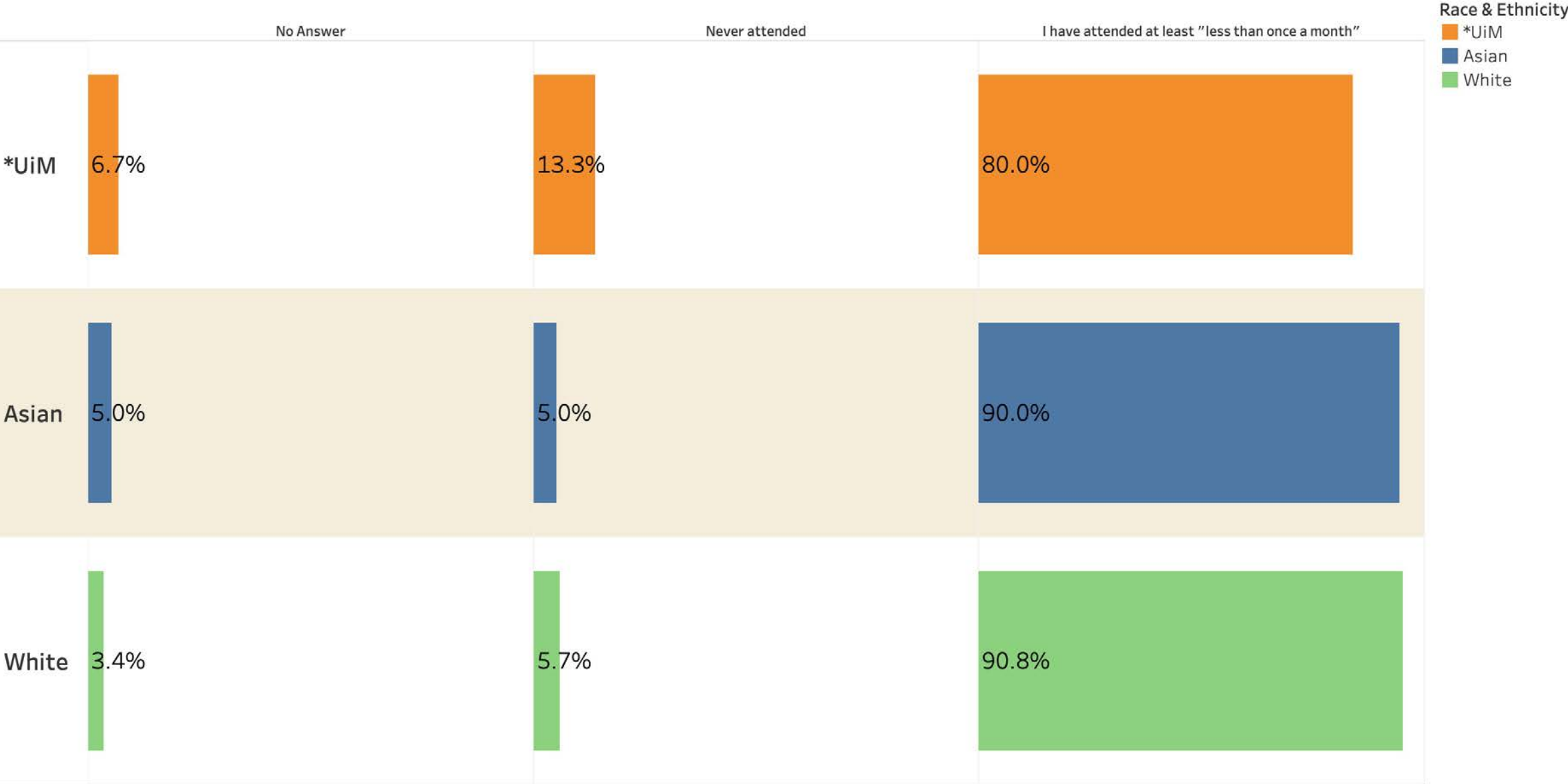
Figure 23. How often do you attend Beer Hour? Frequency by Gender Identity.



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

2. 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

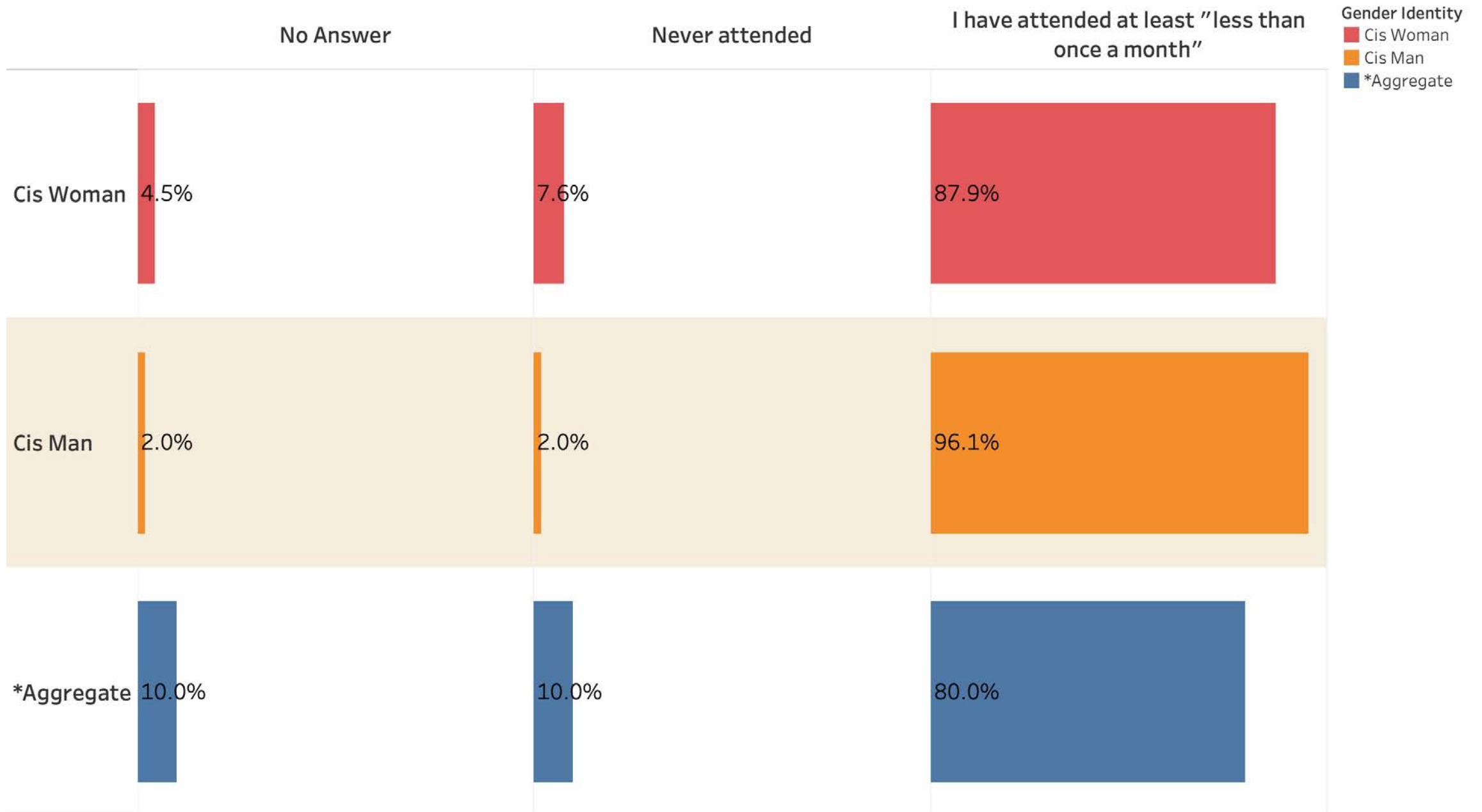


*"UiM" include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

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

1. "I prefer not to say" and "No Answer" excluded above.

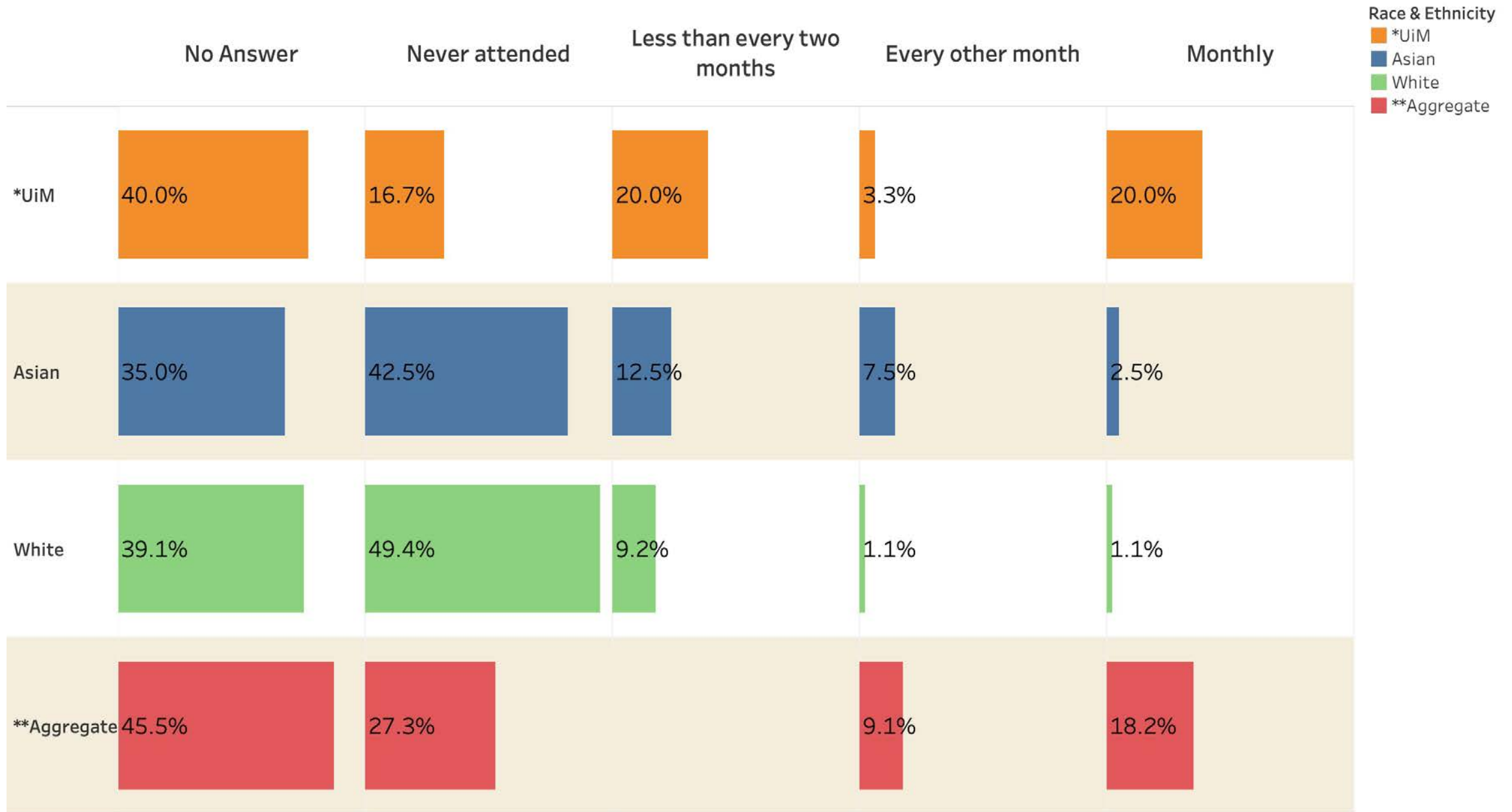
Figure 25. How often do you attend Pizza Talks? Frequency by Gender Identity.



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

2. 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.



**UiM include respondents who identified as "Black", "Hispanic or Latino", "Native American/Alaskan Native", or "Native Hawaiian/Other Pacific Islander".

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

1. "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.

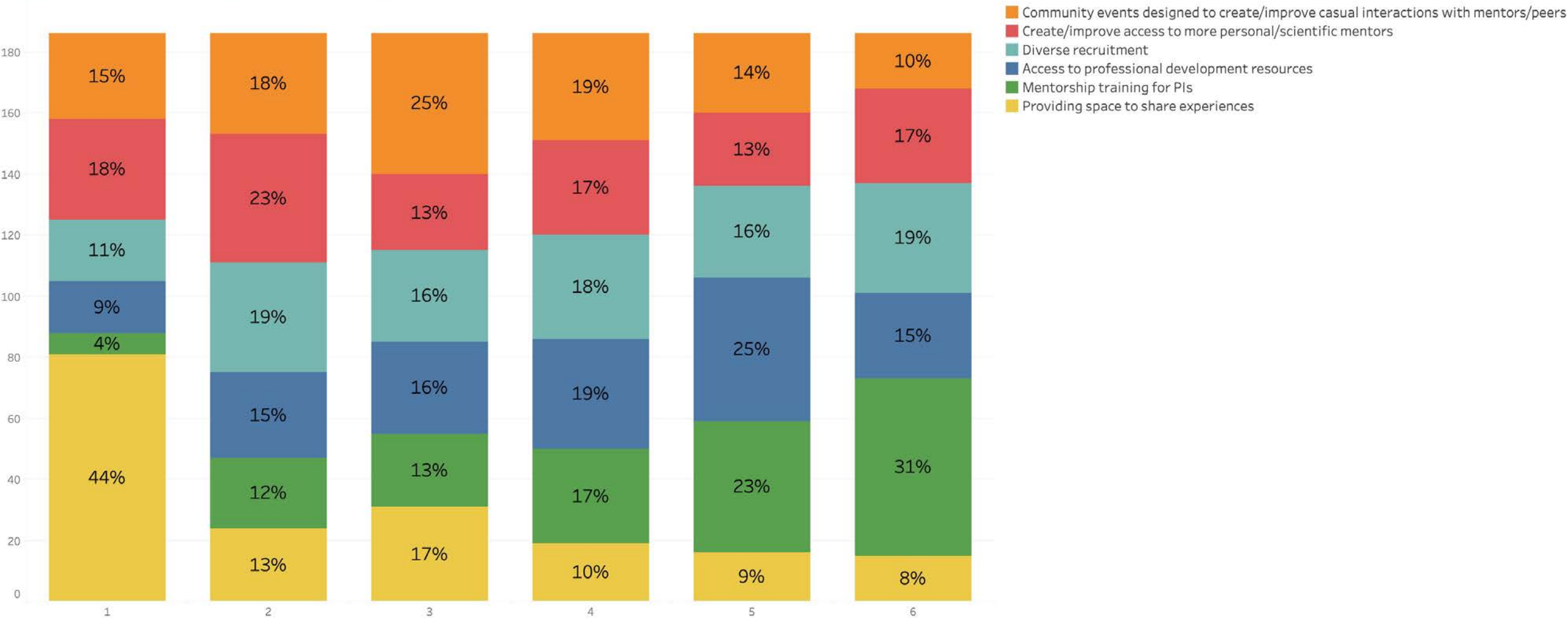


Figure 28.

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

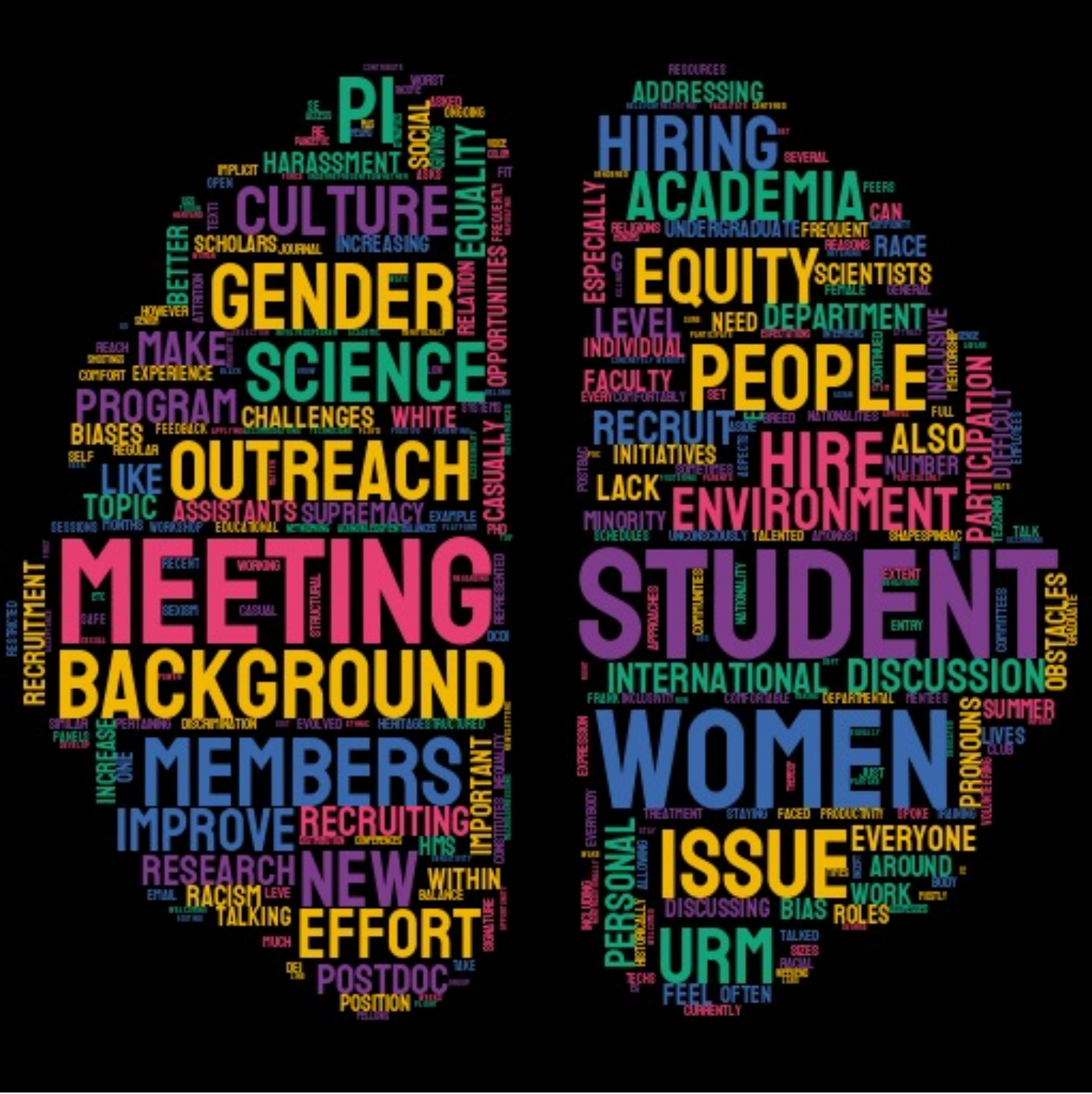


Figure 29.

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

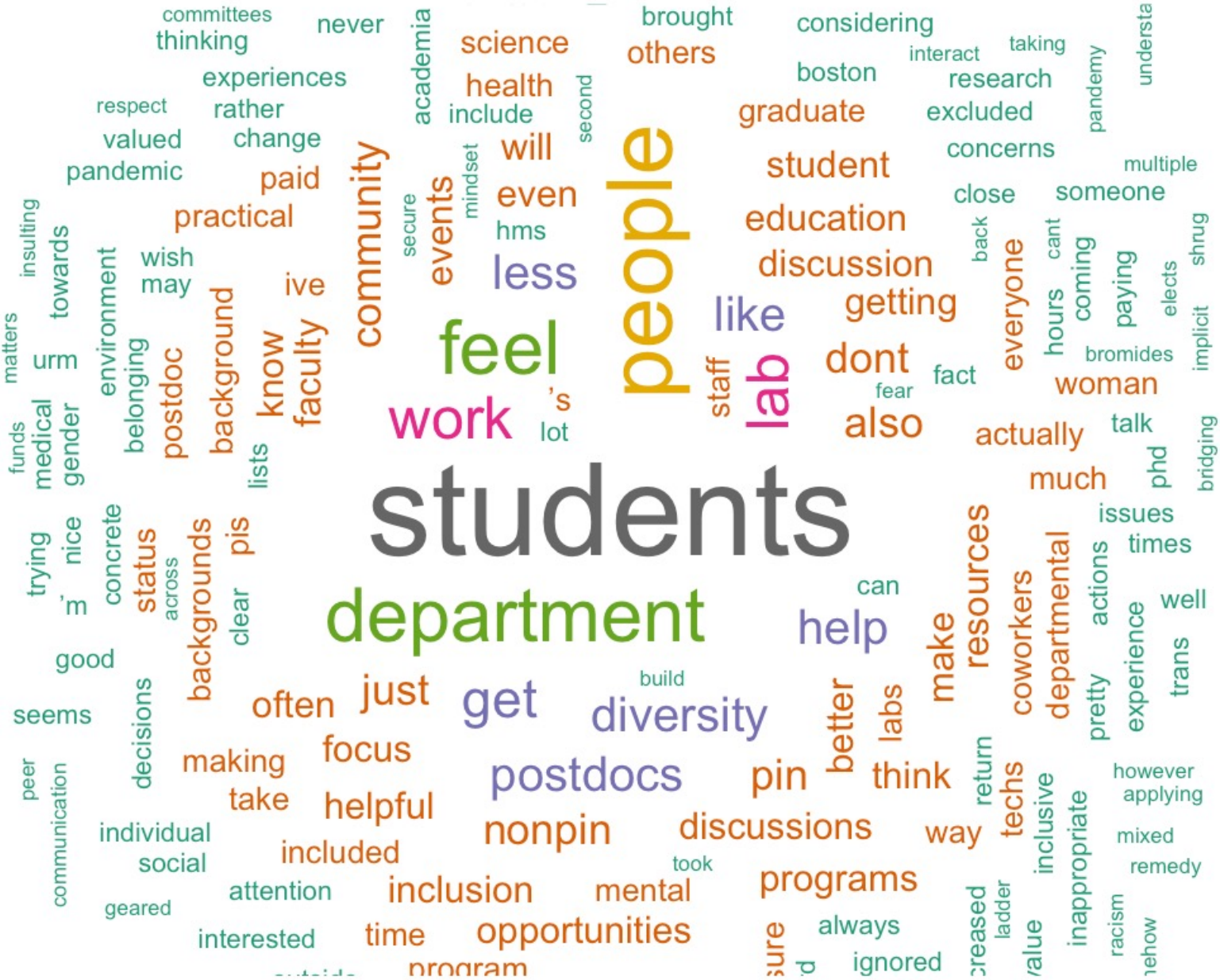


Table 1.1. I feel like I belong in the HMS Department of Neurobiology community as a whole.

Demographic Categories	Demographic Responses	% Disagree	% Agree
Do you identify as a member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	12%	76%
	Yes, with regards to sexual orientation	15%	85%
	Yes, with regards to gender identity	9%	91%
	Yes, but don't wish to specify details	10%	90%
	No, none of the above apply	11%	88%
	No Answer	22%	56%
Please indicate the racial or ethnic groups with which you identify.	Asian	13%	78%
	Hispanic or Latino	19%	69%
	White	15%	80%
	No Answer	22%	56%
Please indicate the gender identity with which you identify.	Cis Woman	16%	75%
	Cis Man	13%	84%
	No Answer	22%	56%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	26%	68%
	No Answer	11%	81%
Are you currently a recipient of a scholarship/fellowship?	No	23%	70%
	No Answer	12%	77%
Where do you work?	HMS Affiliated Hospital	21%	79%
	Neurobiology Department at HMS	13%	80%
	No Answer	22%	56%
Do you identify as an international member of the department?	No	14%	78%
	No Answer	22%	56%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	18%	64%
	Bachelor's degree (e.g. BA, BS)	12%	76%
	Master's degree (e.g. MA, MS, MEd)	17%	83%
	Professional degree (e.g. MD, DDS, DVM)	6%	89%
	Doctorate (e.g. PhD, EdD)	11%	87%
	No Answer	22%	56%
Are you a primary caregiver?	Yes- I am a parent/guardian	8%	93%
	No	15%	76%
	No Answer	22%	56%
Does one or more of your dependents have special needs?	No	8%	92%
	No Answer	17%	73%
My religious beliefs are an important part of my life.	Strongly agree	20%	60%
	Somewhat agree	8%	85%
	Agree	25%	75%
	Neither Agree nor Disagree	11%	78%
	Disagree	8%	87%
	Somewhat disagree		100%
	Strongly disagree	19%	75%
No Answer	22%	56%	

1. Percentages do not sum to "100%"

2. Omitted response categories may include "Not Applicable", "I prefer not to answer", and "Neither Agree nor Disagree" on relevant questions

3. Categories with < 10 respondents are omitted in select questions

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

Demographic Categories	Demographic Responses	% Disagree	% Agree
Do you identify as a member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	15%	68%
	Yes, with regards to sexual orientation	8%	77%
	Yes, with regards to gender identity	9%	91%
	Yes, but don't wish to specify details	20%	70%
	No, none of the above apply	8%	85%
	No Answer	22%	22%
Please indicate the racial or ethnic groups with which you identify.	Asian	15%	68%
	Hispanic or Latino	19%	69%
	White	7%	83%
	No Answer	22%	22%
Please indicate the gender identity with which you identify.	Cis Woman	14%	71%
	Cis Man	9%	83%
	No Answer	22%	22%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder...)	16%	79%
	No Answer	12%	68%
Are you currently a recipient of a scholarship/fellowship?	No	18%	69%
	No Answer	12%	64%
Where do you work?	HMS Affiliated Hospital		93%
	Neurobiology Department at HMS	14%	74%
	No Answer	22%	22%
Do you identify as an international member of the department?	No	9%	78%
	No Answer	22%	22%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	9%	68%
	Bachelor's degree (e.g. BA, BS)	24%	61%
	Master's degree (e.g. MA, MS, MEd)	14%	86%
	Professional degree (e.g. MD, DDS, DVM)	6%	83%
	Doctorate (e.g. PhD, EdD)	4%	83%
	No Answer	22%	22%
Are you a primary caregiver?	Yes- I am a parent/guardian	13%	80%
	No	13%	74%
	No Answer	22%	22%
Does one or more of your dependents have special needs?	No	16%	81%
	No Answer	14%	68%
My religious beliefs are an important part of my life.	Strongly agree	10%	70%
	Somewhat agree	15%	69%
	Agree	63%	13%
	Neither Agree nor Disagree	6%	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
Do you identify as a member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	47%	44%
	Yes, with regards to sexual orientation	54%	38%
	Yes, with regards to gender identity	36%	55%
	Yes, but don't wish to specify details	50%	50%
	No, none of the above apply	43%	46%
	No Answer	22%	50%
Please indicate the racial or ethnic groups with which you identify.	Asian	60%	35%
	Hispanic or Latino	31%	50%
	White	51%	37%
	No Answer	22%	50%
Please indicate the gender identity with which you identify.	Cis Woman	52%	41%
	Cis Man	45%	41%
	No Answer	22%	50%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	42%	58%
	No Answer	50%	38%
Are you currently a recipient of a scholarship/fellowship?	No	54%	34%
	No Answer	42%	43%
Where do you work?	HMS Affiliated Hospital	50%	43%
	Neurobiology Department at HMS	50%	40%
	No Answer	22%	50%
Do you identify as an international member of the department?	No	44%	45%
	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%
Are you a primary caregiver?	Yes- I am a parent/guardian	50%	45%
	No	47%	43%
	No Answer	22%	50%
Does one or more of your dependents have special needs?	No	46%	46%
	No Answer	44%	43%
My religious beliefs are an important part of my life.	Strongly agree	50%	40%
	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 member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	26%	59%
	Yes, with regards to sexual orientation	15%	69%
	Yes, with regards to gender identity	27%	64%
	Yes, but don't wish to specify details	30%	70%
	No, none of the above apply	14%	71%
	No Answer	33%	44%
Please indicate the racial or ethnic groups with which you identify.	Asian	18%	75%
	Hispanic or Latino	19%	50%
	White	16%	68%
	No Answer	33%	44%
Please indicate the gender identity with which you identify.	Cis Woman	22%	63%
	Cis Man	16%	70%
	No Answer	33%	44%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	42%	47%
	No Answer	17%	67%
Are you currently a recipient of a scholarship/fellowship?	No	25%	56%
	No Answer	16%	67%
Where do you work?	HMS Affiliated Hospital	21%	64%
	Neurobiology Department at HMS	21%	63%
	No Answer	33%	44%
Do you identify as an international member of the department?	No	22%	61%
	No Answer	33%	44%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	23%	68%
	Bachelor's degree (e.g. BA, BS)	21%	58%
	Master's degree (e.g. MA, MS, MEd)	25%	64%
	Professional degree (e.g. MD, DDS, DVM)	17%	50%
	Doctorate (e.g. PhD, EdD)	13%	78%
	No Answer	33%	44%
Are you a primary caregiver?	Yes- I am a parent/guardian	13%	73%
	No	21%	63%
	No Answer	33%	44%
Does one or more of your dependents have special needs?	No	14%	73%
	No Answer	24%	60%
My religious beliefs are an important part of my life.	Strongly agree	20%	80%
	Somewhat agree	38%	54%
	Agree	63%	25%
	Neither Agree nor Disagree	11%	67%
	Disagree	15%	64%
	Somewhat disagree	17%	67%
	Strongly disagree	19%	64%
	No Answer	33%	44%

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
Do you identify as a member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	47%	38%
	Yes, with regards to sexual orientation	62%	23%
	Yes, with regards to gender identity	64%	27%
	Yes, but don't wish to specify details	40%	40%
	No, none of the above apply	66%	20%
	No Answer	44%	17%
Please indicate the racial or ethnic groups with which you identify.	Asian	43%	45%
	Hispanic or Latino	50%	38%
	White	63%	23%
	No Answer	44%	17%
Please indicate the gender identity with which you identify.	Cis Woman	47%	40%
	Cis Man	67%	22%
	No Answer	44%	17%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)	42%	47%
	No Answer	57%	25%
Are you currently a recipient of a scholarship/fellowship?	No	44%	38%
	No Answer	52%	30%
Where do you work?	HMS Affiliated Hospital	71%	29%
	Neurobiology Department at HMS	50%	33%
	No Answer	44%	17%
Do you identify as an international member of the department?	No	52%	36%
	No Answer	44%	17%
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)	61%	24%
	Master's degree (e.g. MA, MS, MEd)	42%	42%
	Professional degree (e.g. MD, DDS, DVM)	67%	22%
	Doctorate (e.g. PhD, EdD)	57%	33%
	No Answer	44%	17%
Are you a primary caregiver?	Yes- I am a parent/guardian	55%	30%
	No	54%	33%
	No Answer	44%	17%
Does one or more of your dependents have special needs?	No	57%	30%
	No Answer	51%	32%
My religious beliefs are an important part of my life.	Strongly agree	40%	40%
	Somewhat agree	54%	38%
	Agree	38%	25%
	Neither Agree nor Disagree	50%	28%
	Disagree	59%	26%
	Somewhat disagree	50%	33%
	Strongly disagree	55%	35%
	No Answer	44%	17%

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 member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	3%	97%
	Yes, with regards to sexual orientation		100%
	Yes, with regards to gender identity	9%	73%
	Yes, but don't wish to specify details	10%	90%
	No, none of the above apply	2%	97%
	No Answer	11%	50%
Please indicate the racial or ethnic groups with which you identify.	Asian	5%	85%
	Hispanic or Latino	6%	94%
	White	1%	93%
	No Answer	11%	50%
Please indicate the gender identity with which you identify.	Cis Woman		93%
	Cis Man	7%	90%
	No Answer	11%	50%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder...)	5%	84%
	No Answer	4%	87%
Are you currently a recipient of a scholarship/fellowship?	No	8%	82%
	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 international member of the department?	No	3%	93%
	No Answer	11%	50%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent		100%
	Bachelor's degree (e.g. BA, BS)	6%	88%
	Master's degree (e.g. MA, MS, MEd)	3%	97%
	Professional degree (e.g. MD, DDS, DVM)		94%
	Doctorate (e.g. PhD, EdD)	4%	87%
	No Answer	11%	50%
Are you a primary caregiver?	Yes- I am a parent/guardian	3%	98%
	No	4%	90%
	No Answer	11%	50%
Does one or more of your dependents have special needs?	No	3%	97%
	No Answer	5%	84%
My religious beliefs are an important part of my life.	Strongly agree		90%
	Somewhat agree	8%	85%
	Agree	13%	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.

Demographic Categories	Demographic Responses	% Disagree	% Agree
Do you identify as a member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	9%	74%
	Yes, with regards to sexual orientation	15%	69%
	Yes, with regards to gender identity		91%
	Yes, but don't wish to specify details	40%	50%
	No, none of the above apply	3%	78%
	No Answer	17%	28%
Please indicate the racial or ethnic groups with which you identify.	Asian	13%	63%
	Hispanic or Latino	19%	50%
	White	10%	72%
	No Answer	17%	28%
Please indicate the gender identity with which you identify.	Cis Woman	12%	70%
	Cis Man	10%	71%
	No Answer	17%	28%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder...)	16%	74%
	No Answer	10%	64%
Are you currently a recipient of a scholarship/fellowship?	No	16%	62%
	No Answer	10%	54%
Where do you work?	HMS Affiliated Hospital	7%	79%
	Neurobiology Department at HMS	13%	69%
	No Answer	17%	28%
Do you identify as an international member of the department?	No	14%	68%
	No Answer	17%	28%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	18%	55%
	Bachelor's degree (e.g. BA, BS)	21%	61%
	Master's degree (e.g. MA, MS, MEd)	8%	78%
	Professional degree (e.g. MD, DDS, DVM)		83%
	Doctorate (e.g. PhD, EdD)	6%	74%
	No Answer	17%	28%
Are you a primary caregiver?	Yes- I am a parent/guardian	5%	73%
	No	15%	66%
	No Answer	17%	28%
Does one or more of your dependents have special needs?	No	3%	78%
	No Answer	14%	63%
My religious beliefs are an important part of my life.	Strongly agree	10%	60%
	Somewhat agree	15%	54%
	Agree	25%	50%
	Neither Agree nor Disagree	17%	61%
	Disagree	10%	77%
	Somewhat disagree	17%	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 member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	18%	79%
	Yes, with regards to sexual orientation	46%	38%
	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%
Please indicate the racial or ethnic groups with which you identify.	Asian	18%	73%
	Hispanic or Latino	38%	63%
	White	25%	61%
	No Answer	28%	39%
Please indicate the gender identity with which you identify.	Cis Woman	33%	61%
	Cis Man	16%	70%
	No Answer	28%	39%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	37%	58%
	No Answer	21%	66%
Are you currently a recipient of a scholarship/fellowship?	No	15%	72%
	No Answer	29%	54%
Where do you work?	HMS Affiliated Hospital	21%	79%
	Neurobiology Department at HMS	25%	65%
	No Answer	28%	39%
Do you identify as an international member of the department?	No	27%	63%
	No Answer	28%	39%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	18%	64%
	Bachelor's degree (e.g. BA, BS)	21%	70%
	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%
Are you a primary caregiver?	Yes- I am a parent/guardian	23%	73%
	No	24%	64%
	No Answer	28%	39%
Does one or more of your dependents have special needs?	No	24%	70%
	No Answer	24%	62%
My religious beliefs are an important part of my life.	Strongly agree	30%	70%
	Somewhat agree	23%	69%
	Agree	38%	50%
	Neither Agree nor Disagree	11%	78%
	Disagree	26%	67%
	Somewhat disagree	33%	67%
	Strongly disagree	25%	63%
	No Answer	28%	39%

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

Demographic Categories	Demographic Responses	% Disagree	% Agree
Do you identify as a member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	6%	94%
	Yes, with regards to sexual orientation	8%	85%
	Yes, with regards to gender identity	9%	82%
	Yes, but don't wish to specify details	10%	90%
	No, none of the above apply	8%	82%
	No Answer	17%	44%
Please indicate the racial or ethnic groups with which you identify.	Asian	5%	88%
	Hispanic or Latino	13%	88%
	White	8%	82%
	No Answer	17%	44%
Please indicate the gender identity with which you identify.	Cis Woman	8%	83%
	Cis Man	9%	84%
	No Answer	17%	44%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	21%	63%
	No Answer	7%	81%
Are you currently a recipient of a scholarship/fellowship?	No	11%	72%
	No Answer	10%	78%
Where do you work?	HMS Affiliated Hospital		79%
	Neurobiology Department at HMS	10%	84%
	No Answer	17%	44%
Do you identify as an international member of the department?	No	9%	83%
	No Answer	17%	44%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	5%	91%
	Bachelor's degree (e.g. BA, BS)	18%	76%
	Master's degree (e.g. MA, MS, MEd)	17%	72%
	Professional degree (e.g. MD, DDS, DVM)	6%	89%
	Doctorate (e.g. PhD, EdD)	2%	91%
	No Answer	17%	44%
Are you a primary caregiver?	Yes- I am a parent/guardian	5%	93%
	No	9%	82%
	No Answer	17%	44%
Does one or more of your dependents have special needs?	No	8%	89%
	No Answer	11%	77%
My religious beliefs are an important part of my life.	Strongly agree	10%	90%
	Somewhat agree	15%	69%
	Agree	38%	63%
	Neither Agree nor Disagree		94%
	Disagree	10%	87%
	Somewhat disagree	17%	67%
	Strongly disagree	8%	83%
	No Answer	17%	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 or underrepresented group in science?	Yes, with regards to a racial or ethnic group	59%	38%
	Yes, with regards to sexual orientation	77%	15%
	Yes, with regards to gender identity	73%	9%
	Yes, but don't wish to specify details	60%	30%
	No, none of the above apply	75%	12%
	No Answer	44%	11%
Please indicate the racial or ethnic groups with which you identify.	Asian	63%	28%
	Hispanic or Latino	56%	38%
	White	70%	15%
	No Answer	44%	11%
Please indicate the gender identity with which you identify.	Cis Woman	65%	22%
	Cis Man	70%	20%
	No Answer	44%	11%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)	58%	26%
	No Answer	65%	17%
Are you currently a recipient of a scholarship/fellowship?	No	57%	31%
	No Answer	64%	14%
Where do you work?	HMS Affiliated Hospital	93%	7%
	Neurobiology Department at HMS	63%	23%
	No Answer	44%	11%
Do you identify as an international member of the department?	No	66%	23%
	No Answer	44%	11%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	73%	18%
	Bachelor's degree (e.g. BA, BS)	61%	24%
	Master's degree (e.g. MA, MS, MEd)	53%	36%
	Professional degree (e.g. MD, DDS, DVM)	78%	17%
	Doctorate (e.g. PhD, EdD)	70%	13%
	No Answer	44%	11%
Are you a primary caregiver?	Yes- I am a parent/guardian	70%	18%
	No	66%	22%
	No Answer	44%	11%
Does one or more of your dependents have special needs?	No	65%	24%
	No Answer	63%	20%
My religious beliefs are an important part of my life.	Strongly agree	50%	10%
	Somewhat agree	46%	38%
	Agree	75%	25%
	Neither Agree nor Disagree	61%	22%
	Disagree	67%	23%
	Somewhat disagree	83%	17%
	Strongly disagree	71%	17%
	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 member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	24%	76%	
	Yes, with regards to sexual orientation	8%	92%	
	Yes, with regards to gender identity	9%	91%	
	Yes, but don't wish to specify details	30%	70%	
	No, none of the above apply	40%	58%	2%
	No Answer		50%	22%
Please indicate the racial or ethnic groups with which you identify.	Asian	28%	73%	
	Hispanic or Latino	25%	75%	
	White	28%	70%	2%
	No Answer		50%	22%
Please indicate the gender identity with which you identify.	Cis Woman	25%	73%	1%
	Cis Man	32%	67%	1%
	No Answer		50%	22%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)	11%	89%	
	No Answer	27%	65%	4%
Are you currently a recipient of a scholarship/fellowship?	No	23%	75%	2%
	No Answer	26%	59%	7%
Where do you work?	HMS Affiliated Hospital	43%	50%	7%
	Neurobiology Department at HMS	23%	77%	
	No Answer		50%	22%
Do you identify as an international member of the department?	No	25%	74%	1%
	No Answer		50%	22%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	23%	68%	9%
	Bachelor's degree (e.g. BA, BS)	12%	88%	
	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%
Are you a primary caregiver?	Yes- I am a parent/guardian	33%	65%	3%
	No	24%	76%	1%
	No Answer		50%	22%
Does one or more of your dependents have special needs?	No	32%	65%	3%
	No Answer	20%	73%	3%
My religious beliefs are an important part of my life.	Strongly agree	20%	80%	
	Somewhat agree	31%	69%	
	Agree		100%	
	Neither Agree nor Disagree	22%	78%	
	Disagree	28%	72%	
	Somewhat disagree	33%	67%	
	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

Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Do you identify as a member of a minoritized or underrepresented group in science?	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 identity	18%	64%	18%
	Yes, but don't wish to specify details	30%	30%	40%
	No, none of the above apply	40%	32%	28%
	No Answer	17%	17%	39%
Please indicate the racial or ethnic groups with which you identify.	Asian	28%	38%	35%
	Hispanic or Latino	19%	44%	38%
	White	34%	32%	33%
	No Answer	17%	17%	39%
Please indicate the gender identity with which you identify.	Cis Woman	31%	36%	33%
	Cis Man	35%	33%	32%
	No Answer	17%	17%	39%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)	26%	37%	37%
	No Answer	30%	35%	31%
Are you currently a recipient of a scholarship/fellowship?	No	34%	31%	34%
	No Answer	28%	39%	26%
Where do you work?	HMS Affiliated Hospital	43%		57%
	Neurobiology Department at HMS	31%	39%	30%
	No Answer	17%	17%	39%
Do you identify as an international member of the department?	No	32%	32%	36%
	No Answer	17%	17%	39%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	27%	18%	55%
	Bachelor's degree (e.g. BA, BS)	24%	45%	30%
	Master's degree (e.g. MA, MS, MEd)	36%	36%	28%
	Professional degree (e.g. MD, DDS, DVM)	28%	33%	39%
	Doctorate (e.g. PhD, EdD)	33%	39%	28%
	No Answer	17%	17%	39%
Are you a primary caregiver?	Yes- I am a parent/guardian	18%	78%	5%
	No	37%	21%	42%
	No Answer	17%	17%	39%
Does one or more of your dependents have special needs?	No	19%	76%	5%
	No Answer	33%	22%	41%
My religious beliefs are an important part of my life.	Strongly agree	20%	40%	40%
	Somewhat agree	38%	31%	31%
	Agree		63%	38%
	Neither Agree nor Disagree	28%	44%	28%
	Disagree	36%	46%	18%
	Somewhat disagree	17%	17%	67%
	Strongly disagree	36%	27%	37%
	No Answer	17%	17%	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 or underrepresented group in science?	Yes, with regards to a racial or ethnic group	21%	68%	9%
	Yes, with regards to sexual orientation		69%	31%
	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	6%	28%	39%
Please indicate the racial or ethnic groups with which you identify.	Asian	8%	60%	28%
	Hispanic or Latino	19%	56%	25%
	White	17%	56%	25%
	No Answer	6%	28%	39%
Please indicate the gender identity with which you identify.	Cis Woman	8%	64%	27%
	Cis Man	23%	54%	20%
	No Answer	6%	28%	39%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)	11%	63%	26%
	No Answer	14%	51%	29%
Are you currently a recipient of a scholarship/fellowship?	No	13%	62%	21%
	No Answer	19%	33%	38%
Where do you work?	HMS Affiliated Hospital	14%	50%	36%
	Neurobiology Department at HMS	16%	59%	24%
	No Answer	6%	28%	39%
Do you identify as an international member of the department?	No	16%	49%	33%
	No Answer	6%	28%	39%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	18%	45%	36%
	Bachelor's degree (e.g. BA, BS)	6%	73%	21%
	Master's degree (e.g. MA, MS, MEd)	17%	53%	25%
	Professional degree (e.g. MD, DDS, DVM)	11%	72%	17%
	Doctorate (e.g. PhD, EdD)	19%	54%	26%
	No Answer	6%	28%	39%
Are you a primary caregiver?	Yes- I am a parent/guardian	20%	58%	20%
	No	13%	59%	26%
	No Answer	6%	28%	39%
Does one or more of your dependents have special needs?	No	19%	62%	19%
	No Answer	12%	55%	28%
My religious beliefs are an important part of my life.	Strongly agree		50%	50%
	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%	27%
	No Answer	6%	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 member of a minoritized or underrepresented group in science?	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 identity	9%	82%	9%
	Yes, but don't wish to specify details		70%	30%
	No, none of the above apply	6%	74%	18%
	No Answer		28%	44%
Please indicate the racial or ethnic groups with which you identify.	Asian	8%	63%	25%
	Hispanic or Latino	19%	63%	19%
	White	8%	70%	21%
	No Answer		28%	44%
Please indicate the gender identity with which you identify.	Cis Woman	5%	75%	19%
	Cis Man	16%	59%	22%
	No Answer		28%	44%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	5%	74%	21%
	No Answer	9%	58%	27%
Are you currently a recipient of a scholarship/fellowship?	No	7%	74%	16%
	No Answer	14%	38%	38%
Where do you work?	HMS Affiliated Hospital		79%	21%
	Neurobiology Department at HMS	11%	66%	21%
	No Answer		28%	44%
Do you identify as an international member of the department?	No	11%	57%	29%
	No Answer		28%	44%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	14%	64%	23%
	Bachelor's degree (e.g. BA, BS)	6%	76%	18%
	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%
Are you a primary caregiver?	Yes- I am a parent/guardian	15%	63%	20%
	No	9%	69%	21%
	No Answer		28%	44%
Does one or more of your dependents have special needs?	No	14%	68%	19%
	No Answer	7%	63%	25%
My religious beliefs are an important part of my life.	Strongly agree		60%	40%
	Somewhat agree	15%	69%	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)

Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Do you identify as a member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	6%	74%	
	Yes, with regards to sexual orientation	8%	85%	
	Yes, with regards to gender identity	9%	64%	9%
	Yes, but don't wish to specify details		90%	
	No, none of the above apply	6%	78%	2%
	No Answer	6%	33%	11%
Please indicate the racial or ethnic groups with which you identify.	Asian	8%	78%	3%
	Hispanic or Latino		75%	
	White	6%	79%	2%
	No Answer	6%	33%	11%
Please indicate the gender identity with which you identify.	Cis Woman	7%	77%	2%
	Cis Man	6%	81%	1%
	No Answer	6%	33%	11%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)		89%	
	No Answer	7%	72%	4%
Are you currently a recipient of a scholarship/fellowship?	No	7%	90%	3%
	No Answer	10%	35%	6%
Where do you work?	HMS Affiliated Hospital	7%	93%	
	Neurobiology Department at HMS	7%	77%	2%
	No Answer	6%	33%	11%
Do you identify as an international member of the department?	No	7%	73%	2%
	No Answer	6%	33%	11%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	9%	68%	5%
	Bachelor's degree (e.g. BA, BS)	6%	70%	3%
	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 caregiver?	Yes- I am a parent/guardian	8%	68%	3%
	No	6%	80%	2%
	No Answer	6%	33%	11%
Does one or more of your dependents have special needs?	No	5%	70%	3%
	No Answer	6%	75%	3%
My religious beliefs are an important part of my life.	Strongly agree	20%	60%	10%
	Somewhat agree	8%	85%	
	Agree	13%	50%	
	Neither Agree nor Disagree		67%	
	Disagree	3%	85%	
	Somewhat disagree	17%	67%	17%
	Strongly disagree	7%	84%	
	No Answer	6%	33%	11%

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 member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	26%	71%	
	Yes, with regards to sexual orientation	31%	69%	
	Yes, with regards to gender identity		91%	9%
	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 or ethnic groups with which you identify.	Asian	13%	83%	3%
	Hispanic or Latino	19%	81%	
	White	23%	71%	2%
	No Answer	17%	44%	11%
Please indicate the gender identity with which you identify.	Cis Woman	16%	81%	1%
	Cis Man	29%	68%	
	No Answer	17%	44%	11%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)	16%	84%	
	No Answer	20%	71%	3%
Are you currently a recipient of a scholarship/fellowship?	No	21%	74%	2%
	No Answer	23%	62%	6%
Where do you work?	HMS Affiliated Hospital	14%	86%	
	Neurobiology Department at HMS	22%	73%	2%
	No Answer	17%	44%	11%
Do you identify as an international member of the department?	No	20%	76%	3%
	No Answer	17%	44%	11%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	23%	77%	
	Bachelor's degree (e.g. BA, BS)	30%	70%	
	Master's degree (e.g. MA, MS, MEd)	17%	75%	3%
	Professional degree (e.g. MD, DDS, DVM)	22%	78%	
	Doctorate (e.g. PhD, EdD)	19%	76%	2%
	No Answer	17%	44%	11%
Are you a primary caregiver?	Yes- I am a parent/guardian	25%	70%	3%
	No	20%	77%	2%
	No Answer	17%	44%	11%
Does one or more of your dependents have special needs?	No	19%	78%	
	No Answer	18%	74%	3%
My religious beliefs are an important part of my life.	Strongly agree	20%	70%	10%
	Somewhat agree	15%	85%	
	Agree	13%	88%	
	Neither Agree nor Disagree	33%	61%	6%
	Disagree	21%	74%	
	Somewhat disagree	50%	50%	
	Strongly disagree	16%	81%	1%
	No Answer	17%	44%	11%

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

Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Do you identify as a member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	3%	71%	6%
	Yes, with regards to sexual orientation	15%	69%	8%
	Yes, with regards to gender identity		73%	9%
	Yes, but don't wish to specify details		80%	10%
	No, none of the above apply	9%	72%	5%
	No Answer	6%	28%	17%
Please indicate the racial or ethnic groups with which you identify.	Asian		88%	
	Hispanic or Latino	6%	69%	
	White	9%	71%	6%
	No Answer	6%	28%	17%
Please indicate the gender identity with which you identify.	Cis Woman	4%	81%	2%
	Cis Man	9%	70%	10%
	No Answer	6%	28%	17%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)		89%	
	No Answer	8%	66%	9%
Are you currently a recipient of a scholarship/fellowship?	No	2%	95%	2%
	No Answer	12%	26%	13%
Where do you work?	HMS Affiliated Hospital	7%	93%	
	Neurobiology Department at HMS	5%	73%	6%
	No Answer	6%	28%	17%
Do you identify as an international member of the department?	No	6%	68%	7%
	No Answer	6%	28%	17%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	9%	73%	
	Bachelor's degree (e.g. BA, BS)		73%	6%
	Master's degree (e.g. MA, MS, MEd)	3%	75%	8%
	Professional degree (e.g. MD, DDS, DVM)	11%	83%	6%
	Doctorate (e.g. PhD, EdD)	9%	74%	7%
	No Answer	6%	28%	17%
Are you a primary caregiver?	Yes- I am a parent/guardian	18%	50%	10%
	No	2%	82%	4%
	No Answer	6%	28%	17%
Does one or more of your dependents have special needs?	No	19%	49%	11%
	No Answer	3%	75%	6%
My religious beliefs are an important part of my life.	Strongly agree		70%	20%
	Somewhat agree	8%	85%	
	Agree		63%	
	Neither Agree nor Disagree		56%	11%
	Disagree	3%	82%	3%
	Somewhat disagree	17%	83%	
	Strongly disagree	9%	76%	5%
	No Answer	6%	28%	17%

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

Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Do you identify as a member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	38%	62%	
	Yes, with regards to sexual orientation	38%	62%	
	Yes, with regards to gender identity	27%	64%	9%
	Yes, but don't wish to specify details	40%	60%	
	No, none of the above apply	28%	72%	
	No Answer	22%	39%	11%
Please indicate the racial or ethnic groups with which you identify.	Asian	13%	88%	
	Hispanic or Latino	38%	63%	
	White	25%	75%	
	No Answer	22%	39%	11%
Please indicate the gender identity with which you identify.	Cis Woman	23%	76%	1%
	Cis Man	32%	68%	
	No Answer	22%	39%	11%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)	5%	95%	
	No Answer	30%	64%	2%
Are you currently a recipient of a scholarship/fellowship?	No	20%	80%	
	No Answer	36%	52%	4%
Where do you work?	HMS Affiliated Hospital	21%	79%	
	Neurobiology Department at HMS	27%	73%	1%
	No Answer	22%	39%	11%
Do you identify as an international member of the department?	No	33%	67%	
	No Answer	22%	39%	11%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	23%	77%	
	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%
Are you a primary caregiver?	Yes- I am a parent/guardian	38%	60%	3%
	No	25%	75%	
	No Answer	22%	39%	11%
Does one or more of your dependents have special needs?	No	35%	62%	3%
	No Answer	24%	71%	1%
My religious beliefs are an important part of my life.	Strongly agree	40%	60%	
	Somewhat agree	15%	85%	
	Agree	13%	88%	
	Neither Agree nor Disagree	28%	72%	
	Disagree	33%	67%	
	Somewhat disagree	17%	83%	
	Strongly disagree	29%	71%	
	No Answer	22%	39%	11%

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 member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	24%	76%	
	Yes, with regards to sexual orientation	23%	77%	
	Yes, with regards to gender identity		91%	9%
	Yes, but don't wish to specify details	30%	70%	
	No, none of the above apply	23%	75%	2%
	No Answer	11%	50%	11%
Please indicate the racial or ethnic groups with which you identify.	Asian	20%	80%	
	Hispanic or Latino	25%	75%	
	White	21%	78%	1%
	No Answer	11%	50%	11%
Please indicate the gender identity with which you identify.	Cis Woman	13%	86%	1%
	Cis Man	26%	72%	1%
	No Answer	11%	50%	11%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)	11%	89%	
	No Answer	21%	72%	3%
Are you currently a recipient of a scholarship/fellowship?	No	13%	85%	2%
	No Answer	30%	58%	4%
Where do you work?	HMS Affiliated Hospital	29%	71%	
	Neurobiology Department at HMS	19%	80%	1%
	No Answer	11%	50%	11%
Do you identify as an international member of the department?	No	22%	78%	
	No Answer	11%	50%	11%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	18%	77%	5%
	Bachelor's degree (e.g. BA, BS)	33%	64%	3%
	Master's degree (e.g. MA, MS, MEd)	11%	89%	
	Professional degree (e.g. MD, DDS, DVM)	6%	94%	
	Doctorate (e.g. PhD, EdD)	24%	76%	
	No Answer	11%	50%	11%
Are you a primary caregiver?	Yes- I am a parent/guardian	30%	68%	3%
	No	17%	82%	1%
	No Answer	11%	50%	11%
Does one or more of your dependents have special needs?	No	30%	68%	3%
	No Answer	17%	78%	2%
My religious beliefs are an important part of my life.	Strongly agree	40%	60%	
	Somewhat agree	15%	85%	
	Agree	13%	88%	
	Neither Agree nor Disagree	11%	89%	
	Disagree	21%	79%	
	Somewhat disagree	17%	67%	17%
	Strongly disagree	20%	80%	
	No Answer	11%	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
Do you identify as a member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	32%	65%	3%
	Yes, with regards to sexual orientation	46%	54%	
	Yes, with regards to gender identity	64%	36%	
	Yes, but don't wish to specify details	40%	60%	
	No, none of the above apply	51%	49%	
	No Answer	22%	39%	11%
Please indicate the racial or ethnic groups with which you identify.	Asian	38%	60%	3%
	Hispanic or Latino	44%	56%	
	White	47%	49%	3%
	No Answer	22%	39%	11%
Please indicate the gender identity with which you identify.	Cis Woman	47%	51%	2%
	Cis Man	43%	57%	
	No Answer	22%	39%	11%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder...)	53%	42%	5%
	No Answer	43%	49%	4%
Are you currently a recipient of a scholarship/fellowship?	No	41%	56%	3%
	No Answer	39%	46%	7%
Where do you work?	HMS Affiliated Hospital	71%	29%	
	Neurobiology Department at HMS	44%	53%	3%
	No Answer	22%	39%	11%
Do you identify as an international member of the department?	No	49%	47%	3%
	No Answer	22%	39%	11%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	45%	50%	5%
	Bachelor's degree (e.g. BA, BS)	58%	39%	3%
	Master's degree (e.g. MA, MS, MEd)	33%	64%	3%
	Professional degree (e.g. MD, DDS, DVM)	39%	56%	6%
	Doctorate (e.g. PhD, EdD)	48%	50%	2%
	No Answer	22%	39%	11%
Are you a primary caregiver?	Yes- I am a parent/guardian	38%	63%	
	No	45%	52%	3%
	No Answer	22%	39%	11%
Does one or more of your dependents have special needs?	No	32%	68%	
	No Answer	42%	51%	4%
My religious beliefs are an important part of my life.	Strongly agree	40%	40%	20%
	Somewhat agree	46%	54%	
	Agree		100%	
	Neither Agree nor Disagree	39%	56%	6%
	Disagree	51%	46%	3%
	Somewhat disagree	83%	17%	
	Strongly disagree	43%	56%	1%
	No Answer	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

Demographic Categories	Demographic Responses	% Not Concerned	% Concerned	Not Applicable
Do you identify as a 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%	9%
	Yes, but don't wish to specify details		70%	20%
	No, none of the above apply	18%	52%	15%
	No Answer	6%	17%	28%
Please indicate the racial or ethnic groups with which you identify.	Asian	10%	70%	8%
	Hispanic or Latino	13%	50%	13%
	White	20%	55%	13%
	No Answer	6%	17%	28%
Please indicate the gender identity with which you identify.	Cis Woman	13%	65%	8%
	Cis Man	20%	52%	16%
	No Answer	6%	17%	28%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)	5%	84%	
	No Answer	17%	48%	18%
Are you currently a recipient of a scholarship/fellowship?	No	11%	87%	2%
	No Answer	12%	10%	29%
Where do you work?	HMS Affiliated Hospital	7%	79%	14%
	Neurobiology Department at HMS	16%	59%	11%
	No Answer	6%	17%	28%
Do you identify as an international member of the department?	No	16%	52%	14%
	No Answer	6%	17%	28%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	18%	50%	14%
	Bachelor's degree (e.g. BA, BS)	9%	61%	9%
	Master's degree (e.g. MA, MS, MEd)	8%	72%	6%
	Professional degree (e.g. MD, DDS, DVM)	33%	61%	6%
	Doctorate (e.g. PhD, EdD)	19%	54%	19%
	No Answer	6%	17%	28%
Are you a primary caregiver?	Yes- I am a parent/guardian	28%	30%	20%
	No	12%	69%	8%
	No Answer	6%	17%	28%
Does one or more of your dependents have special needs?	No	30%	27%	22%
	No Answer	11%	63%	11%
My religious beliefs are an important part of my life.	Strongly agree	20%	40%	30%
	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

Demographic Categories	Demographic Responses	% Not Concerned	% Concerned
Do you identify as a member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	35%	26%
	Yes, with regards to sexual orientation	23%	23%
	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%
	Please indicate the racial or ethnic groups with which you identify.	Asian	13%
Hispanic or Latino		38%	25%
White		31%	20%
No Answer		17%	17%
Please indicate the gender identity with which you identify.	Cis Woman	20%	35%
	Cis Man	39%	22%
	No Answer	17%	17%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)	26%	16%
	No Answer	26%	31%
Are you currently a recipient of a scholarship/fellowship?	No	20%	43%
	No Answer	33%	10%
Where do you work?	HMS Affiliated Hospital	21%	43%
	Neurobiology Department at HMS	26%	31%
	No Answer	17%	17%
Do you identify as an international member of the department?	No	28%	10%
	No Answer	17%	17%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	23%	27%
	Bachelor's degree (e.g. BA, BS)	24%	33%
	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 caregiver?	Yes- I am a parent/guardian	40%	28%
	No	24%	29%
	No Answer	17%	17%
Does one or more of your dependents have special needs?	No	41%	27%
	No Answer	22%	28%
My religious beliefs are an important part of my life.	Strongly agree	20%	30%
	Somewhat agree	31%	46%
	Agree	13%	50%
	Neither Agree nor Disagree	28%	22%
	Disagree	21%	36%
	Somewhat disagree	50%	
	Strongly disagree	29%	28%
	No Answer	17%	17%

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 member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	24%	62%	12%	
	Yes, with regards to sexual orientation	54%	31%	15%	
	Yes, with regards to gender identity	9%	73%	9%	9%
	Yes, but don't wish to specify details	20%	60%	10%	
	No, none of the above apply	37%	46%	9%	2%
	No Answer	17%	11%		
Please indicate the racial or ethnic groups with which you identify.	Asian	35%	58%	5%	
	Hispanic or Latino	31%	50%	13%	
	White	34%	46%	10%	
	No Answer	17%	11%		
Please indicate the gender identity with which you identify.	Cis Woman	30%	52%	11%	4%
	Cis Man	36%	45%	10%	1%
	No Answer	17%	11%		
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder...)	26%	53%	11%	5%
	No Answer	30%	42%	10%	2%
Are you currently a recipient of a scholarship/fellowship?	No	33%	46%	11%	2%
	No Answer	19%	45%	9%	3%
Where do you work?	HMS Affiliated Hospital	7%	64%	14%	
	Neurobiology Department at HMS	33%	46%	11%	4%
	No Answer	17%	11%		
Do you identify as an international member of the department?	No	31%	49%	11%	3%
	No Answer	17%	11%		
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	36%	36%	14%	
	Bachelor's degree (e.g. BA, BS)	30%	52%	3%	9%
	Master's degree (e.g. MA, MS, MEd)	31%	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%		
Are you a primary caregiver?	Yes- I am a parent/guardian	20%	60%	18%	3%
	No	34%	46%	9%	2%
	No Answer	17%	11%		
Does one or more of your dependents have special needs?	No	16%	62%	19%	3%
	No Answer	32%	42%	8%	3%
My religious beliefs are an important part of my life.	Strongly agree		70%		30%
	Somewhat agree	31%	31%	23%	
	Agree	13%	63%	13%	
	Neither Agree nor Disagree	33%	56%	6%	
	Disagree	36%	44%	18%	3%
	Somewhat disagree	33%	50%		
	Strongly disagree	32%	53%	8%	1%
	No Answer	17%	11%		

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 member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	3%	50%	41%
	Yes, with regards to sexual orientation		62%	23%
	Yes, with regards to gender identity		64%	36%
	Yes, but don't wish to specify details		70%	20%
	No, none of the above apply	2%	54%	38%
	No Answer	6%	6%	83%
Please indicate the racial or ethnic groups with which you identify.	Asian	3%	63%	33%
	Hispanic or Latino		63%	31%
	White	1%	56%	36%
	No Answer	6%	6%	83%
Please indicate the gender identity with which you identify.	Cis Woman	2%	66%	29%
	Cis Man		54%	41%
	No Answer	6%	6%	83%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder...)		68%	21%
	No Answer	2%	49%	44%
Are you currently a recipient of a scholarship/fellowship?	No	3%	69%	21%
	No Answer	1%	3%	93%
Where do you work?	HMS Affiliated Hospital		93%	7%
	Neurobiology Department at HMS	2%	54%	38%
	No Answer	6%	6%	83%
Do you identify as an international member of the department?	No	1%	53%	44%
	No Answer	6%	6%	83%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent		59%	36%
	Bachelor's degree (e.g. BA, BS)		48%	48%
	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)	4%	57%	33%
	No Answer	6%	6%	83%
Are you a primary caregiver?	Yes- I am a parent/guardian		38%	58%
	No	2%	65%	28%
	No Answer	6%	6%	83%
Does one or more of your dependents have special needs?	No		35%	59%
	No Answer	3%	57%	35%
My religious beliefs are an important part of my life.	Strongly agree	10%	40%	50%
	Somewhat agree		62%	38%
	Agree		50%	50%
	Neither Agree nor Disagree		39%	56%
	Disagree	5%	62%	26%
	Somewhat disagree		67%	33%
	Strongly disagree		64%	31%
	No Answer	6%	6%	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 member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	6%	53%	41%
	Yes, with regards to sexual orientation		77%	23%
	Yes, with regards to gender identity	9%	55%	36%
	Yes, but don't wish to specify details		80%	20%
	No, none of the above apply	5%	52%	38%
	No Answer	6%	6%	83%
Please indicate the racial or ethnic groups with which you identify.	Asian	13%	45%	33%
	Hispanic or Latino		69%	31%
	White	3%	60%	36%
	No Answer	6%	6%	83%
Please indicate the gender identity with which you identify.	Cis Woman	10%	57%	29%
	Cis Man	3%	55%	41%
	No Answer	6%	6%	83%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	5%	68%	21%
	No Answer	6%	46%	44%
Are you currently a recipient of a scholarship/fellowship?	No	13%	59%	21%
	No Answer	3%	3%	93%
Where do you work?	HMS Affiliated Hospital	14%	71%	7%
	Neurobiology Department at HMS	7%	52%	38%
	No Answer	6%	6%	83%
Do you identify as an international member of the department?	No	3%	53%	44%
	No Answer	6%	6%	83%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	5%	55%	36%
	Bachelor's degree (e.g. BA, BS)	3%	48%	48%
	Master's degree (e.g. MA, MS, MEd)	14%	44%	33%
	Professional degree (e.g. MD, DDS, DVM)		83%	17%
	Doctorate (e.g. PhD, EdD)	11%	54%	33%
	No Answer	6%	6%	83%
Are you a primary caregiver?	Yes- I am a parent/guardian	3%	40%	58%
	No	8%	60%	28%
	No Answer	6%	6%	83%
Does one or more of your dependents have special needs?	No	3%	38%	59%
	No Answer	8%	53%	35%
My religious beliefs are an important part of my life.	Strongly agree	20%	30%	50%
	Somewhat agree		62%	38%
	Agree		50%	50%
	Neither Agree nor Disagree	6%	39%	56%
	Disagree	8%	64%	26%
	Somewhat disagree		67%	33%
	Strongly disagree	9%	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 member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	3%	56%	41%
	Yes, with regards to sexual orientation	8%	69%	23%
	Yes, with regards to gender identity	9%	55%	36%
	Yes, but don't wish to specify details	10%	70%	20%
	No, none of the above apply		60%	38%
	No Answer		6%	6%
Please indicate the racial or ethnic groups with which you identify.	Asian	3%	60%	33%
	Hispanic or Latino		69%	31%
	White	3%	60%	36%
	No Answer	6%	6%	83%
Please indicate the gender identity with which you identify.	Cis Woman	7%	63%	29%
	Cis Man		57%	41%
	No Answer	6%	6%	83%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	11%	68%	21%
	No Answer	2%	51%	44%
Are you currently a recipient of a scholarship/fellowship?	No	2%	72%	21%
	No Answer	1%	4%	93%
Where do you work?	HMS Affiliated Hospital		93%	7%
	Neurobiology Department at HMS	5%	56%	38%
	No Answer	6%	6%	83%
Do you identify as an international member of the department?	No	2%	54%	44%
	No Answer	6%	6%	83%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	5%	55%	36%
	Bachelor's degree (e.g. BA, BS)	6%	45%	48%
	Master's degree (e.g. MA, MS, MEd)	3%	64%	33%
	Professional degree (e.g. MD, DDS, DVM)	6%	78%	17%
	Doctorate (e.g. PhD, EdD)	4%	59%	33%
	No Answer	6%	6%	83%
Are you a primary caregiver?	Yes- I am a parent/guardian	3%	40%	58%
	No	4%	65%	28%
	No Answer	6%	6%	83%
Does one or more of your dependents have special needs?	No		41%	59%
	No Answer	5%	57%	35%
My religious beliefs are an important part of my life.	Strongly agree	20%	30%	50%
	Somewhat agree		62%	38%
	Agree		38%	50%
	Neither Agree nor Disagree	6%	39%	56%
	Disagree	3%	72%	26%
	Somewhat disagree		50%	33%
	Strongly disagree	4%	64%	31%
	No Answer	6%	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

Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	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		59%	41%
	Yes, with regards to sexual orientation		77%	23%
	Yes, with regards to gender identity		64%	36%
	Yes, but don't wish to specify details		80%	20%
	No, none of the above apply	3%	58%	38%
	No Answer	6%	6%	83%
Please indicate the racial or ethnic groups with which you identify.	Asian		68%	33%
	Hispanic or Latino		69%	31%
	White	3%	61%	36%
	No Answer	6%	6%	83%
Please indicate the gender identity with which you identify.	Cis Woman	4%	67%	29%
	Cis Man	1%	58%	41%
	No Answer	6%	6%	83%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)		79%	21%
	No Answer	4%	51%	44%
Are you currently a recipient of a scholarship/fellowship?	No	7%	72%	21%
	No Answer	1%	4%	93%
Where do you work?	HMS Affiliated Hospital		93%	7%
	Neurobiology Department at HMS	3%	59%	38%
	No Answer	6%	6%	83%
Do you identify as an international member of the department?	No	2%	54%	44%
	No Answer	6%	6%	83%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent		64%	36%
	Bachelor's degree (e.g. BA, BS)		52%	48%
	Master's degree (e.g. MA, MS, MEd)	6%	61%	33%
	Professional degree (e.g. MD, DDS, DVM)		83%	17%
	Doctorate (e.g. PhD, EdD)	4%	63%	33%
	No Answer	6%	6%	83%
Are you a primary caregiver?	Yes- I am a parent/guardian		43%	58%
	No	3%	69%	28%
	No Answer	6%	6%	83%
Does one or more of your dependents have special needs?	No		41%	59%
	No Answer	3%	61%	35%
My religious beliefs are an important part of my life.	Strongly agree	10%	40%	50%
	Somewhat agree		62%	38%
	Agree		50%	50%
	Neither Agree nor Disagree		44%	56%
	Disagree	8%	67%	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

Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	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	18%	35%	41%
	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	6%	6%	83%
Please indicate the racial or ethnic groups with which you identify.	Asian	13%	48%	33%
	Hispanic or Latino	19%	44%	31%
	White	10%	49%	36%
	No Answer	6%	6%	83%
Please indicate the gender identity with which you identify.	Cis Woman	23%	43%	29%
	Cis Man	7%	46%	41%
	No Answer	6%	6%	83%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder..)	26%	53%	21%
	No Answer	11%	38%	44%
Are you currently a recipient of a scholarship/fellowship?	No	21%	48%	21%
	No Answer	1%	4%	93%
Where do you work?	HMS Affiliated Hospital	21%	71%	7%
	Neurobiology Department at HMS	14%	44%	38%
	No Answer	6%	6%	83%
Do you identify as an international member of the department?	No	10%	44%	44%
	No Answer	6%	6%	83%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	14%	45%	36%
	Bachelor's degree (e.g. BA, BS)	9%	39%	48%
	Master's degree (e.g. MA, MS, MEd)	22%	42%	33%
	Professional degree (e.g. MD, DDS, DVM)	17%	67%	17%
	Doctorate (e.g. PhD, EdD)	11%	46%	33%
	No Answer	6%	6%	83%
Are you a primary caregiver?	Yes- I am a parent/guardian	15%	25%	58%
	No	15%	52%	28%
	No Answer	6%	6%	83%
Does one or more of your dependents have special needs?	No	16%	22%	59%
	No Answer	14%	45%	35%
My religious beliefs are an important part of my life.	Strongly agree	30%	20%	50%
	Somewhat agree		62%	38%
	Agree	25%	25%	50%
	Neither Agree nor Disagree	6%	33%	56%
	Disagree	21%	46%	26%
	Somewhat disagree		50%	33%
	Strongly disagree	17%	49%	31%
	No Answer	6%	6%	83%

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

Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	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	3%	53%	41%
	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%	6%	83%
Please indicate the racial or ethnic groups with which you identify.	Asian	13%	48%	33%
	Hispanic or Latino	13%	50%	31%
	White	7%	51%	36%
	No Answer	6%	6%	83%
Please indicate the gender identity with which you identify.	Cis Woman	16%	49%	29%
	Cis Man		51%	41%
	No Answer	6%	6%	83%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	16%	63%	21%
	No Answer	5%	41%	44%
Are you currently a recipient of a scholarship/fellowship?	No	15%	52%	21%
	No Answer	1%	4%	93%
Where do you work?	HMS Affiliated Hospital	14%	79%	7%
	Neurobiology Department at HMS	9%	46%	38%
	No Answer	6%	6%	83%
Do you identify as an international member of the department?	No	8%	45%	44%
	No Answer	6%	6%	83%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	14%	45%	36%
	Bachelor's degree (e.g. BA, BS)	9%	36%	48%
	Master's degree (e.g. MA, MS, MEd)	14%	47%	33%
	Professional degree (e.g. MD, DDS, DVM)		72%	17%
	Doctorate (e.g. PhD, EdD)	7%	52%	33%
	No Answer	6%	6%	83%
Are you a primary caregiver?	Yes- I am a parent/guardian	5%	38%	58%
	No	9%	54%	28%
	No Answer	6%	6%	83%
Does one or more of your dependents have special needs?	No	5%	35%	59%
	No Answer	9%	48%	35%
My religious beliefs are an important part of my life.	Strongly agree	20%	30%	50%
	Somewhat agree		54%	38%
	Agree		50%	50%
	Neither Agree nor Disagree	6%	33%	56%
	Disagree	18%	51%	26%
	Somewhat disagree		50%	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 PI

Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	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	3%	56%	41%
	Yes, with regards to sexual orientation	23%	54%	23%
	Yes, with regards to gender identity		55%	36%
	Yes, but don't wish to specify details	20%	60%	20%
	No, none of the above apply	11%	49%	38%
	No Answer		11%	83%
Please indicate the racial or ethnic groups with which you identify.	Asian	3%	65%	33%
	Hispanic or Latino	6%	63%	31%
	White	13%	49%	36%
	No Answer		11%	83%
Please indicate the gender identity with which you identify.	Cis Woman	14%	55%	29%
	Cis Man	7%	51%	41%
	No Answer		11%	83%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	21%	58%	21%
	No Answer	8%	46%	44%
Are you currently a recipient of a scholarship/fellowship?	No	13%	64%	21%
	No Answer	1%	4%	93%
Where do you work?	HMS Affiliated Hospital	7%	86%	7%
	Neurobiology Department at HMS	12%	49%	38%
	No Answer		11%	83%
Do you identify as an international member of the department?	No	6%	50%	44%
	No Answer		11%	83%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	14%	45%	36%
	Bachelor's degree (e.g. BA, BS)	15%	36%	48%
	Master's degree (e.g. MA, MS, MEd)	8%	58%	33%
	Professional degree (e.g. MD, DDS, DVM)		78%	17%
	Doctorate (e.g. PhD, EdD)	9%	57%	33%
	No Answer		11%	83%
Are you a primary caregiver?	Yes- I am a parent/guardian	8%	33%	58%
	No	10%	61%	28%
	No Answer		11%	83%
Does one or more of your dependents have special needs?	No	5%	32%	59%
	No Answer	11%	53%	35%
My religious beliefs are an important part of my life.	Strongly agree	10%	40%	50%
	Somewhat agree	8%	54%	38%
	Agree	13%	38%	50%
	Neither Agree nor Disagree		44%	56%
	Disagree	10%	64%	26%
	Somewhat disagree		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

Demographic Categories	Demographic Responses	% Not Comfortable	% Comfortable	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		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 details		80%	20%
	No, none of the above apply		62%	38%
	No Answer		11%	83%
Please indicate the racial or ethnic groups with which you identify.	Asian		68%	33%
	Hispanic or Latino		69%	31%
	White	1%	63%	36%
	No Answer		11%	83%
Please indicate the gender identity with which you identify.	Cis Woman	2%	69%	29%
	Cis Man		59%	41%
	No Answer		11%	83%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	5%	74%	21%
	No Answer	1%	54%	44%
Are you currently a recipient of a scholarship/fellowship?	No		79%	21%
	No Answer		6%	93%
Where do you work?	HMS Affiliated Hospital		93%	7%
	Neurobiology Department at HMS	2%	60%	38%
	No Answer		11%	83%
Do you identify as an international member of the department?	No	1%	55%	44%
	No Answer		11%	83%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent		64%	36%
	Bachelor's degree (e.g. BA, BS)	6%	45%	48%
	Master's degree (e.g. MA, MS, MEd)		67%	33%
	Professional degree (e.g. MD, DDS, DVM)		83%	17%
	Doctorate (e.g. PhD, EdD)	2%	65%	33%
	No Answer		11%	83%
Are you a primary caregiver?	Yes- I am a parent/guardian	3%	40%	58%
	No		72%	28%
	No Answer		11%	83%
Does one or more of your dependents have special needs?	No		41%	59%
	No Answer	1%	64%	35%
My religious beliefs are an important part of my life.	Strongly agree	10%	40%	50%
	Somewhat agree		62%	38%
	Agree		50%	50%
	Neither Agree nor Disagree		44%	56%
	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
Do you identify as a 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 identity	9%	55%	36%
	Yes, but don't wish to specify details	20%	80%	
	No, none of the above apply	15%	69%	14%
	No Answer	6%	11%	17%
Please indicate the racial or ethnic groups with which you identify.	Asian	18%	58%	20%
	Hispanic or Latino	19%	56%	19%
	White	15%	64%	20%
	No Answer	6%	11%	17%
Please indicate the gender identity with which you identify.	Cis Woman	24%	57%	16%
	Cis Man	10%	68%	20%
	No Answer	6%	11%	17%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)	42%	53%	5%
	No Answer	9%	54%	24%
Are you currently a recipient of a scholarship/fellowship?	No	23%	49%	23%
	No Answer	9%	58%	14%
Where do you work?	HMS Affiliated Hospital	21%	64%	7%
	Neurobiology Department at HMS	16%	64%	18%
	No Answer	6%	11%	17%
Do you identify as an international member of the department?	No	17%	69%	12%
	No Answer	6%	11%	17%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	23%	55%	23%
	Bachelor's degree (e.g. BA, BS)	18%	70%	12%
	Master's degree (e.g. MA, MS, MEd)	11%	58%	25%
	Professional degree (e.g. MD, DDS, DVM)	22%	56%	17%
	Doctorate (e.g. PhD, EdD)	15%	63%	20%
	No Answer	6%	11%	17%
Are you a primary caregiver?	Yes- I am a parent/guardian	8%	73%	20%
	No	21%	58%	18%
	No Answer	6%	11%	17%
Does one or more of your dependents have special needs?	No	8%	76%	16%
	No Answer	20%	53%	17%
My religious beliefs are an important part of my life.	Strongly agree	10%	70%	20%
	Somewhat agree		100%	
	Agree	50%	50%	
	Neither Agree nor Disagree	6%	56%	33%
	Disagree	21%	59%	21%
	Somewhat disagree	33%	33%	17%
	Strongly disagree	19%	63%	17%
	No Answer	6%	11%	17%

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 member of a minoritized or underrepresented group in science?	Yes, with regards to a racial or ethnic group	18%	18%	41%
	Yes, with regards to sexual orientation	46%	8%	23%
	Yes, with regards to gender identity		27%	36%
	Yes, but don't wish to specify details	20%	40%	20%
	No, none of the above apply	26%	14%	38%
	No Answer		11%	83%
Please indicate the racial or ethnic groups with which you identify.	Asian	25%	23%	33%
	Hispanic or Latino	25%	19%	31%
	White	28%	13%	36%
	No Answer		11%	83%
Please indicate the gender identity with which you identify.	Cis Woman	36%	16%	29%
	Cis Man	19%	16%	41%
	No Answer		11%	83%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	58%	11%	21%
	No Answer	17%	15%	44%
Are you currently a recipient of a scholarship/fellowship?	No	31%	15%	21%
	No Answer		4%	93%
Where do you work?	HMS Affiliated Hospital	21%	50%	7%
	Neurobiology Department at HMS	26%	13%	38%
	No Answer		11%	83%
Do you identify as an international member of the department?	No	25%	20%	44%
	No Answer		11%	83%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	36%	14%	36%
	Bachelor's degree (e.g. BA, BS)	9%	21%	48%
	Master's degree (e.g. MA, MS, MEd)	33%	6%	33%
	Professional degree (e.g. MD, DDS, DVM)	28%	33%	17%
	Doctorate (e.g. PhD, EdD)	22%	20%	33%
	No Answer		11%	83%
Are you a primary caregiver?	Yes- I am a parent/guardian	10%	13%	58%
	No	30%	20%	28%
	No Answer		11%	83%
Does one or more of your dependents have special needs?	No	11%	14%	59%
	No Answer	26%	18%	35%
My religious beliefs are an important part of my life.	Strongly agree	20%	20%	50%
	Somewhat agree	31%	23%	38%
	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
Do you identify as a 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	8%	85%	8%
	Yes, with regards to gender identity	36%	36%	9%
	Yes, but don't wish to specify details	40%	50%	10%
	No, none of the above apply	12%	69%	17%
	No Answer	6%	17%	11%
Please indicate the racial or ethnic groups with which you identify.	Asian	23%	58%	15%
	Hispanic or Latino	25%	56%	19%
	White	17%	63%	16%
	No Answer	6%	17%	11%
Please indicate the gender identity with which you identify.	Cis Woman	24%	60%	13%
	Cis Man	14%	64%	19%
	No Answer	6%	17%	11%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	21%	63%	16%
	No Answer	15%	57%	16%
Are you currently a recipient of a scholarship/fellowship?	No	33%	46%	15%
	No Answer	13%	39%	26%
Where do you work?	HMS Affiliated Hospital	14%	57%	29%
	Neurobiology Department at HMS	22%	62%	12%
	No Answer	6%	17%	11%
Do you identify as an international member of the department?	No	17%	64%	15%
	No Answer	6%	17%	11%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	27%	55%	18%
	Bachelor's degree (e.g. BA, BS)	33%	45%	21%
	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	6%	17%	11%
Are you a primary caregiver?	Yes- I am a parent/guardian	20%	53%	20%
	No	22%	63%	13%
	No Answer	6%	17%	11%
Does one or more of your dependents have special needs?	No	24%	54%	19%
	No Answer	21%	55%	13%
My religious beliefs are an important part of my life.	Strongly agree	20%	60%	20%
	Somewhat agree	23%	62%	15%
	Agree	63%	25%	
	Neither Agree nor Disagree	11%	67%	17%
	Disagree	31%	56%	13%
	Somewhat disagree		67%	17%
	Strongly disagree	19%	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 details	40%		40%	20%
	No, none of the above apply	34%	15%	12%	29%
	No Answer	6%			89%
Please indicate the racial or ethnic groups with which you identify.	Asian	30%	15%	35%	15%
	Hispanic or Latino	50%	6%	31%	13%
	White	33%	11%	24%	24%
	No Answer	6%			89%
Please indicate the gender identity with which you identify.	Cis Woman	36%	12%	33%	16%
	Cis Man	33%	14%	17%	30%
	No Answer	6%			89%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder, etc.)	32%	26%	37%	
	No Answer	33%	10%	16%	36%
Are you currently a recipient of a scholarship/fellowship?	No	38%	16%	38%	3%
	No Answer	3%	6%	9%	77%
Where do you work?	HMS Affiliated Hospital	64%		29%	7%
	Neurobiology Department at HMS	30%	15%	27%	23%
	No Answer	6%			89%
Do you identify as an international member of the department?	No	28%	17%	22%	25%
	No Answer	6%			89%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent	23%	27%	32%	18%
	Bachelor's degree (e.g. BA, BS)	30%	18%	18%	24%
	Master's degree (e.g. MA, MS, MEd)	22%	25%	31%	14%
	Professional degree (e.g. MD, DDS, DVM)	56%	6%	17%	17%
	Doctorate (e.g. PhD, EdD)	43%	2%	22%	30%
	No Answer	6%			89%
Are you a primary caregiver?	Yes- I am a parent/guardian	23%	10%	13%	53%
	No	37%	15%	29%	13%
	No Answer	6%			89%
Does one or more of your dependents have special needs?	No	22%	8%	14%	54%
	No Answer	34%	13%	26%	22%
My religious beliefs are an important part of my life.	Strongly agree	40%	20%	10%	30%
	Somewhat agree	38%	8%	15%	31%
	Agree	13%		63%	25%
	Neither Agree nor Disagree	39%	11%	17%	22%
	Disagree	41%	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 orientation			38%	8%	54%
	Yes, with regards to gender identity	9%		36%		55%
	Yes, but don't wish to specify details			40%	20%	40%
	No, none of the above apply		3%	31%	18%	46%
	No Answer		6%			6%
Please indicate the racial or ethnic groups with which you identify.	Asian			35%	13%	53%
	Hispanic or Latino		6%	31%	19%	44%
	White		3%	32%	14%	49%
	No Answer		6%			6%
Please indicate the gender identity with which you identify.	Cis Woman		1%	35%	10%	54%
	Cis Man		3%	29%	16%	49%
	No Answer		6%			6%
Do you currently identify with any of the following?	Mental health condition (e.g., depression, PTSD, anxiety disorder)		5%	37%	16%	42%
	No Answer		2%	33%	12%	39%
Are you currently a recipient of a scholarship/fellowship?	No	2%	5%	26%	13%	52%
	No Answer		1%	33%	10%	32%
Where do you work?	HMS Affiliated Hospital		7%	36%	21%	36%
	Neurobiology Department at HMS		2%	32%	15%	50%
	No Answer		6%			6%
Do you identify as an international member of the department?	No		3%	31%	16%	49%
	No Answer		6%			6%
What is the highest level of formal education obtained by either of your parent(s)/guardian(s)?	High school or equivalent			27%	14%	59%
	Bachelor's degree (e.g. BA, BS)			33%	21%	45%
	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%	
Are you a primary caregiver?	Yes- I am a parent/guardian	3%	3%	43%	28%	23%
	No		2%	28%	12%	57%
	No Answer		6%			6%
Does one or more of your dependents have special needs?	No	3%	3%	46%	22%	24%
	No Answer		3%	26%	10%	51%
My religious beliefs are an important part of my life.	Strongly agree			30%	20%	50%
	Somewhat agree			38%	8%	54%
	Agree	13%		25%	13%	50%
	Neither Agree nor Disagree			39%	17%	44%
	Disagree		3%	31%	23%	44%
	Somewhat disagree			33%	17%	50%
	Strongly disagree		4%	31%	12%	51%
No Answer		6%			6%	