**Appendix: Membership survey fielded by the Society for Epidemiologic Research (SER)**

Copy of 2021-Diversity and Inclusion Survey

**SER is committed to promoting diversity, an environment of inclusion, and non-discrimination in the field of epidemiology. SER also aspires to be a Society that has a diverse membership and that serves the professional needs of all its members. Our commitment to diversity, equity, and inclusion is articulated at** [**https://epiresearch.org/about-us/diversity-equity-and-inclusion-statement**](https://epiresearch.org/about-us/diversity-equity-and-inclusion-statement/)**/.**

# We request your input to understand the diversity of SER’s current members, track the effectiveness of our efforts to enhance our inclusivity, and ensure that we consider the needs of all our members. To maximize the value and effort that SER members are putting into this survey, SER members and other will have the opportunity to request access to and analyze the data from this survey. However, sensitive identifying information, e.g., racial/ethnic minority group, religious minority group, school, department, will be masked to prevent accidental identification. All questions are optional. Thank you!

## What is your gender?

 Woman  Man

 Nonbinary (including genderfluid, two-spirit, third gender, agender)  Gender not listed above or prefer to self-describe (please specify)

## Do you identify as transgender?

 Yes  No

## How old are you?



1. What is your sexual orientation?

Heterosexual Gay or Lesbian Bisexual

Pansexual Asexual

An orientation not listed above (please specify)

## Please specify identifiers that best describe your racial identity

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1. Are you of Hispanic or Latina/o/x ethnicity?

 Yes  No

## Given the following categories, how would you best describe your race? Please select all that apply.

American Indian or Alaska Native Asian or South Asian

Black or African American

Middle Eastern or North African Native Hawaiian or Pacific Islander White

A race, ethnicity, or origin not listed above (please specify)

1. How many children under the age of 18 live in your household?



1. How many children in your household require childcare (i.e., supervision for periods lasting more than a few hours)?



1. How many older adults (e.g., a parent, grandparent) live in your household who are dependent on you and/or your partner?



1. How many full-time salary earners (including you) live in your household?



1. What country were you born in?



1. What country do you currently live in?



1. What language(s) do you speak at home? Select all that apply

English Spanish

Language not listed (please specify)

## Do you identify with any of the following religions? (Please select all that apply)

Buddhism Christian Islam Jainism Judaism Hinduism

Native American Religion Sikhism

Inter/Non-denominational Agnosticism

Atheism No religion

A religion not listed above (please specify)

## Generally speaking, how would you define your political views?

Liberal

Left-leaning Centrist Right-leaning

Conservative Independent Libertarian

A political view not listed (please specify)

## Which types of schools did you attend prior to college (please select all that apply):

Public schools Private schools

Parochial (religious) schools

Boarding schools Home school

An option not listed above (please specify)

## During part or all of my childhood (please check all that apply):

I lived in a household with fewer than two parents

We received public assistance (e.g., received free or reduced lunch at school, social security, food stamps, WIC) We had problems with housing (e.g., foreclosure, evicted, frequent forced moves)

None of the above

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## Are you among the first generation of your family to attend college?

 Yes  No

 I don't know

## How many years has it been since you completed your most advanced degree?

 I have not completed an advanced degree  Less than 1 year

1-3 years

 >3-7 years

More than 7 years

## What is the highest level of school you have completed or the highest degree you have received?

 Bachelor degree  Master's degree  Doctoral degree

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## Which type of Master's degrees have you completed?

Master of public health (MPH)

Master of science (MS) in a public health field Other Master's degree (please specify)

## In what country did you complete your Master's degree?



1. Are you among the first generation in your family to complete a Master's degree?

 Yes  No

I don't know

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## Which type of doctoral degree have you completed?

DSc or ScD PhD

DrPH

MD or DO DDS DMD

Other (please specify)

## Which type of doctoral degree(s) have you completed?

DSc/ScD/PhD/DrPH MD/DO

DDS DMD

Additional degree not listed (please specify)

## In what country did you complete your doctoral degree?



1. Are you among the first generation in your family to complete a Doctoral degree?

 Yes  No

I don't know

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# Individual responses to the following questions will not be included in any shared dataset. Data on these questions will only be released in aggregate.

## Which best describes your affiliation?

Individual

School of public health School of medicine

Research institution Research, non-university

Additional affiliation not listed (please specify).

1. What is the name of your school or institution?
2. What is the name of your division or department?
3. Which of the following best describers your ***primary*** occupational setting? (If you have more than one job/position, please answer this question based on your ***primary*** job/position)

 Academia Government Consulting

 Industry (e.g., pharmaceutical)

 An occupational setting not listed above (please specify)

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## Is this an independent (non-mentored) position?

 Yes  No

Does not apply

## Do you currently have tenure?

 Yes  No

Does not apply

## Which best describes your position?

 Undergraduate student   Master's student   Doctoral student   Postdoctoral fellow   Research scientist   A position not listed above (please specify)

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## What is your employment title?

1. Do you currently have tenure (or equivalent status)?

 Yes No

 Does not apply

## Is this an independent (non-mentored) position?

 No Yes

Does not apply

Research assistant Lecturer or instructor

Assistant professor or equivalent Associate professor or equivalent Professor

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## What is your employment title?

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1. What is your SER membership status?

 Current member  Past member

 Never member, only attended SER's annual meeting

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## When were you last a member of SER?



1. About how many years were you a member of SER?

 Less than 5

 5-9

 10-19

 20 or more

## What reason(s) led you to not renewal your SER membership? (Select all that apply and add comments)

Costs were too high

Not enough value for the cost Retired or ended my career

Felt unwelcome or couldn't find my place in the society

Another reason not listed (please specify)

1. If you are willing, please provide additional details regarding your decision not to renew.

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1. In which year did you last attend SER's annual meeting?



1. If you are willing to share, what were your reasons for not becoming an SER member?
2. Do you plan to attend any future SER annual meetings?

 Yes

 No (please specify)

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## About how many years have you been a member of SER?

 Less than 5

 5-9

 10-19

20 or more

## Which of the following describe experiences you have had with SER (mark all that apply):

Submitted an abstract (first author) for consideration

Had an abstract (first author) accepted to present as a poster

Had an abstract (first author) accepted to present orally Submitted a symposium proposal (as primary contact) Invited to participate in a proposed symposium Presented as a part of an accepted symposium proposal Submitted a workshop proposal

Conducted a proposed workshop

Chaired or co-chaired a spotlight session Judged posters

Served on a standing committee (executive committee, membership committee, awards committee, publication committee, communications committee, student or post- doc committee, education committee)

Reviewed submitted conference abstracts Volunteered to participate in ad hoc committee Attended an SERtalk: in person, online Attended a SERdigital online

None of the above

## As a junior member of SER, minimal attempts are made to include me.

 Very true

 Somewhat true  A little true

 Not true at all

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# If you would be willing to share your opinion, the following questions will help us understand how current members view SER and SER's Annual Meeting.

1. The diversity of **institutions** represented.

 Very diverse (no room for improvement)  Somewhat diverse

 A little diverse

 Completely lacking diversity

1. The diversity of **ideas** represented.  Very diverse (no room for improvement)  Somewhat diverse

 A little diverse

Completely lacking diversity

## The extent to which you feel welcome

 Very welcomed

 Somewhat welcomed  A little welcomed

 Not at all welcome

## The extent to which the environment feels inclusive:

 Very inclusive

 Somewhat inclusive  A little inclusive

 Not at all inclusive

## The extent to which the environment has opportunities for collaboration

 Strongly collaborative  Somewhat collaborative

 Neither collaborative nor competitive  Somewhat competitive

 Strongly competitive

## Changes to diversity and/or inclusion within the Society in the past year:

 Very much improved  Somewhat improved  A little improved

No apparent change

 A little worse

 Somewhat worse Very much worse

## Is there anything that has made you feel particularly welcome or encouraged to engage with the Society's activities?

 Yes  No

If yes, please specify

## Is there anything that has made you feel particularly unwelcome or discouraged from engaging with the Society’s activities?

 Yes  No

If yes, please specify

## Please indicate your level of agreement with the following statements about your experiences at SER.

Neither agree nor

Strongly Agree Agree disagree Disagree Strongly disagree



I feel comfortable sharing my opinion

SER members are accepting of variations in

each other’s culture,     

customs, habits, and traditions.



SER members communicate respectfully with one another.

SER members feel

comfortable sharing their      opinions.



Attempts are made to include quieter or more junior members of SER.

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# When deciding whether or not to attend the annual meeting, which of these factors are important to you?

## Cost?

 Very important

 Somewhat important Not at all important

## Location?

 Very important

 Somewhat important  Not at all important

## Virtual format option?

 Very important – A virtual format option would greatly improve my ability to attend the annual meeting.

 Somewhat important – A virtual format option would somewhat improve my ability to attend the annual meeting.  Not important at all - My ability to attend the annual meeting does not depend on meeting format.

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## Do you need any accommodations at SER's annual meeting? If so, what type of accommodations related to your disability would be most important to you?

Assistive listening device Captioning

Sign language interpreter Reserved front row seating Large print

Advance copy of slides to be projected Wheelchair access

Quiet room Scent-free room

Gender neutral bathroom

Food catered to certain diet restrictions Room for breastfeeding or pumping space Childcare

Room for prayer

Another offering not listed above (please specify)

## Do you have any barriers to annual meeting attendance?

 Yes No

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## Which barriers to attendance do you face? (mark all that apply)

Financial

Dependent care responsibilities Ability to take time off work Other time constraints

A barrier not listed above (please specify)

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## Do you have any barriers in engaging and collaborating in SER activities besides the annual meeting?

 Yes  No

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## Which barriers barriers in engaging and collaborating in SER activities beside the annual meeting do you face? (mark all that apply)

Financial

Dependent care responsibilities Ability to take time off work Other time constraints

A barrier not listed above (please specify)

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## How has the COVID pandemic affected the ability of you to perform your work?

 It has made me overall more productive.  It has not impacted my productivity overall.  It has made me overall less productive.

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## Please specify how it has made you less productive (check all that apply):

Dependent care responsibilities Negatively affected my physical health Negatively affected my mental health

Negatively affected the mental health of my dependents

Increased my responsibility to support others instead of my own work (e.g., helping students, adapting courses to an online format, or supporting pandemic response efforts)

A reason not listed above (please specify)

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# Acknowledging that not all perceptions and ideas can be captured with multiple choice responses, the last few questions are open-ended:

## What areas of improvement would you suggest for diversity and inclusion at SER? For example, are there any specific diversity and inclusion programming, events, or initiatives you would you suggest that SER pursue in the next 1-3 years?

1. Would you like to share more about your experiences with or volunteer for SER?

 Yes  No

If yes, please provide an e-mail address for follow up

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# Thank you for taking the time to complete this survey!

**If you would like to be included in the raffle for completing this survey, please click here** [**https://epiresearch.org/drawing**](https://epiresearch.org/drawing/)**/**