

Appendix II. Climate Survey Items

Start of Block: Role

Thanks for taking part in this survey! As a reminder, the survey is confidential, and your individual answers will not be shared with anybody in the Psychology Department.

BLOCK1 Please answer the following questions about your role in the Psychology Department. These questions are used to determine which survey items display to you.

role What is your primary role in the Psychology Department?

- Graduate student (1)
 - Postdoctoral fellow, Fellow, or College fellow (2)
 - Faculty (3)
 - Laboratory staff (e.g., Research Assistant, Lab Manager) (4)
 - Administrative staff (e.g., Business Office) (5)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

g-year What year in graduate school are you?

- G1 (1)
 - G2 (2)
 - G3 (3)
 - G4 (4)
 - G5 (5)
 - G6 (6)
 - G7 or greater (7)
-

Display This Question:

If What is your primary role in the Psychology Department? != Administrative staff (e.g., Business Office)

area What is your area of study within the department?

- Clinical (1)
- Cognition, Brain, and Behavior (2)
- Developmental (3)
- Social (4)

End of Block: Role

Start of Block: Overall climate

BLOCK2 Climate is defined as the overall social and professional attitudes, standards, and environment in the Psychology Department. These first questions pertain to your overall experience in the department.

X→

Climate How satisfied are you with the current climate of the Psychology Department?

- Very satisfied (5)
 - Satisfied (4)
 - Neither satisfied nor dissatisfied (3)
 - Dissatisfied (2)
 - Very dissatisfied (1)
-

X→

Productive Is the Department of Psychology a place where you can be productive in your work?

- Very much (5)
 - Somewhat (4)
 - Neutral (3)
 - Somewhat not (2)
 - Not at all (1)
-

X→

work Is the Department of Psychology a place where you can do the kind of work you want to do?

- Very much (5)
 - Somewhat (4)
 - Neutral (3)
 - Somewhat not (2)
 - Not at all (1)
-



enjoy Is the Department of Psychology a place where you enjoy spending time?

- Very much (5)
 - Somewhat (4)
 - Neutral (3)
 - Somewhat not (2)
 - Not at all (1)
-



belong I feel that I belong in the Psychology Department.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-



stress How much stress are you under within the Psychology Department?

- Very high level of stress (5)
 - High level of stress (4)
 - Some stress (3)
 - Not much stress (2)
 - No stress (1)
-



balance I am able to find a desirable work-life balance while in the Psychology Department.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-



activity Demands on my time through extra work and service activities (e.g., committee work, University service activities) make it difficult to get my primary work done in the Psychology Department.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

experience On the grid below, you will see pairs of adjectives and five-point scales. For each, select one option between each pair that *best represents how you would rate the Psychology Department based on your direct experiences.*

For each, you can choose a 1 or 5 to totally agree with one of the adjectives. You can choose a 3 if you don't think the Psychology Department leans toward one end or the other. Or you

can choose a number in between that comes closest to what you think describes the Psychology Department.

	1	2	3	4	5	
	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	
hostile	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	friendly
racist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	non-racist
homogenous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	diverse
disrespectful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	respectful
sexist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	non-sexist
individualistic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	collaborative
competitive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	cooperative
homophobic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	non-homophobic
unsupportive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	supportive
ageist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	non-ageist
unwelcoming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	welcoming
elitist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	non-elitist

climate_text Please provide any comments on the overall climate of the Psychology Department.

End of Block: Overall climate

Start of Block: Mentoring, lab dynamics, and preparation

BLOCK3.1 The next few questions ask about your primary mentor, i.e., the faculty member with whom you work most closely.

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

Or What is your primary role in the Psychology Department? = Laboratory staff (e.g., Research Assistant, Lab Manager)



goals My mentor helps me achieve my professional goals.

- Strongly Agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

Or What is your primary role in the Psychology Department? = Laboratory staff (e.g., Research Assistant, Lab Manager)

And If

My mentor helps me achieve my professional goals. = Strongly Agree

Or My mentor helps me achieve my professional goals. = Agree

Or My mentor helps me achieve my professional goals. = Neither agree nor disagree

Or My mentor helps me achieve my professional goals. = Disagree

Or My mentor helps me achieve my professional goals. = Strongly disagree

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

Or What is your primary role in the Psychology Department? = Laboratory staff (e.g., Research Assistant, Lab Manager)



time How much time do you have with your mentor to work on professional projects?

Far too much (5)

Too much (4)

About right (3)

Too little (2)

Far too little (1)

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

Or What is your primary role in the Psychology Department? = Laboratory staff (e.g., Research Assistant, Lab Manager)

X→

caresuccess How much does your mentor care about your professional success?

- Cares a lot (5)
- Cares somewhat (4)
- Neither cares nor does not care (3)
- Somewhat doesn't care (2)
- Does not care at all (1)

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

Or What is your primary role in the Psychology Department? = Laboratory staff (e.g., Research Assistant, Lab Manager)

X→

careperson How much does your mentor care about you as a person?

- Cares a lot (5)
- Cares somewhat (4)
- Neither cares nor does not care (3)
- Somewhat doesn't care (2)
- Does not care at all (1)

Page Break

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

Or What is your primary role in the Psychology Department? = Laboratory staff (e.g., Research Assistant, Lab Manager)

Or What is your primary role in the Psychology Department? = Tenure track or tenured faculty

BLOCK3.2 The next few questions ask about your laboratory environment, defined as the research group who is commonly overseen by the faculty member with whom you work most closely.

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

Or What is your primary role in the Psychology Department? = Laboratory staff (e.g., Research Assistant, Lab Manager)

Or What is your primary role in the Psychology Department? = Tenure track or tenured faculty



safe My laboratory's physical space is a safe and comfortable place for me to work.

- Strongly Agree (5)
- Agree (4)
- Neither agree nor disagree (3)
- Disagree (2)
- Strongly disagree (1)

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

Or What is your primary role in the Psychology Department? = Laboratory staff (e.g., Research Assistant, Lab Manager)

Or What is your primary role in the Psychology Department? = Tenure track or tenured faculty



environ My laboratory has a satisfying scientific/intellectual environment.

- Strongly Agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

Or What is your primary role in the Psychology Department? = Laboratory staff (e.g., Research Assistant, Lab Manager)

Or What is your primary role in the Psychology Department? = Tenure track or tenured faculty



respect The members of my laboratory treat each other with respect.

- Strongly Agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

Or What is your primary role in the Psychology Department? = Laboratory staff (e.g., Research Assistant, Lab Manager)

Or What is your primary role in the Psychology Department? = Tenure track or tenured faculty



positive The overall social dynamics of my laboratory are positive.

- Strongly Agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

Or What is your primary role in the Psychology Department? = Laboratory staff (e.g., Research Assistant, Lab Manager)

Or What is your primary role in the Psychology Department? = Tenure track or tenured faculty



integrity My laboratory upholds high levels of scientific integrity.

- Strongly Agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
 - N/A (9)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

Or What is your primary role in the Psychology Department? = Laboratory staff (e.g., Research Assistant, Lab Manager)

Or What is your primary role in the Psychology Department? = Tenure track or tenured faculty



healthy My laboratory takes a healthy approach to working (e.g., how much individuals are expected to work, how accessible individuals are expected to be, how quickly individuals are expected to complete projects, etc.).

- Strongly Agree (5)
- Agree (4)
- Neither agree nor disagree (3)
- Disagree (2)
- Strongly disagree (1)

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow



movelab Have you ever changed primary labs during your training, or seriously considered it?

- I changed labs (1)
 - I seriously considered it but did not change labs (2)
 - Neither (3)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

And If

Have you ever moved labs during your training - or seriously considered it -because you were unsa... = I moved labs

Or Have you ever moved labs during your training - or seriously considered it -because you were unsa... = I seriously considered it but did not move labs

lab_reason What factors made you change or consider changing labs? Select all that apply.
ave you ever changed primary labs during your training, or seriously considered it?

- My faculty mentor left the department. (1)
- My interests became more aligned with different lab. (2)
- I was unsatisfied with my faculty mentor. (3)
- I was unsatisfied with the lab dynamics (beyond my faculty mentor). (4)
- The lab did not have sufficient funding to support my research. (5)
- Other:____ (6)

lab_text Please provide any comments about mentoring, lab environment, and lab dynamics.

End of Block: Mentoring, lab dynamics, and preparation

Start of Block: Resources

BLOCK4 The next few questions are about whether you have access to the resources you need to be successful on your career path.

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow



access I have access to the physical spaces, tools, and equipment necessary to do my research.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow



financial I have sufficient financial support for my research.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow



quality_mentor How would you rate the overall quality of training you receive from your mentor?

- Very positive (1)
 - Somewhat positive (1)
 - Neither positive nor negative (2)
 - Somewhat negative (3)
 - Very negative (4)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow



quality_faculty How would you rate the overall quality of training you receive from the department's faculty as a whole?

- Very positive (1)
 - Somewhat positive (1)
 - Neither positive nor negative (2)
 - Somewhat negative (3)
 - Very negative (4)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

X→

labinput I have sufficient opportunities to receive input on my work from people in my laboratory.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

X→

network I have access to sufficient opportunities to network with people in my field (e.g., at meetings and conferences).

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

X→

support I have sufficient technical and statistical support for my research.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow



Acad_career I have opportunities to learn about academic careers, and what is needed to obtain an academic position in the future.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
 - N/A, I am not interested in academic careers (9)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow



Nonacad_career I have opportunities to learn about nonacademic careers, and what is needed to obtain a nonacademic position in the future.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
 - N/A, I am not interested in academic careers (9)
-

Display This Question:

If I have opportunities to learn about nonacademic careers, and what is needed to obtain a nonacadem... = Disagree

Or I have opportunities to learn about nonacademic careers, and what is needed to obtain a nonacadem... = Strongly disagree

Resources_text Please comment on the resources available to you in the department.

End of Block: Resources

Start of Block: Work and identity

BLOCK5 The next questions ask about how aspects of your identity affect your work or study in the Psychology department.

sh_impact_gender In the Psychology department, my work or study is limited/negatively affected by my gender.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

sh_impact_race In the Psychology department, my work or study is limited/negatively affected by my race or ethnicity.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

sh_impact_class In the Psychology department, my work or study is limited/negatively affected by social class.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

sh_impact_politics In the Psychology department, my work or study is limited/negatively affected by political views.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

sh_impact_other_back In the Psychology department, my work or study is limited/negatively affected some other aspect of my background or identity.

- Strongly agree (Please specify the other aspects) ____ (5)
 - Agree (Please specify the other aspects) ____ (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

shimpact_otherback_t Please comment on the impact of peoples' identities (including your own) on work or study in Psychology, if any.

End of Block: Work and identity

Start of Block: Harassment and discrimination

BLOCK6 *Note that the information provided here will not be shared with the university Title IX office. If you would like to contact a Title IX Coordinator for more information on resources available to you, please see the information provided here:*

<https://titleix.harvard.edu/coordinators>.

The following questions are about your own direct experiences of harassment or discrimination in the Psychology Department or by a person affiliated with the Psychology Department.

Harassment, for the purpose of this survey, is defined as conduct that is either severe or persistent enough to interfere with one's academic or professional performance, limit one's ability to participate in an academic program, or create an intimidating or hostile academic or work environment.

Discrimination is defined as unjust or prejudicial treatment on the basis of race, color, sex, gender identity, sexual orientation, religion, creed, national origin, age, genetic information, military service, disability, or any other legally protected basis.

harassment_experienc *Thinking first about harassment only*, have you experienced harassment from someone associated with the Psychology department?

- Yes (1)
 - No (2)
 - Unsure (3)
-

harassment_prevention The Psychology Department offers sufficient resources and training to help recognize and prevent issues related to harassment.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

harassment_specific What aspect of your identity was that harassment based on? (Check all that apply)

Sexual orientation (actual or as perceived by others) (1)

Gender identity (2)

Race/ethnicity (3)

Pregnancy (4)

Marital status (5)

Nationality (6)

Disability status (7)

Political views (8)

Religion (9)

Age (10)

Socioeconomic status (11)

Veteran status (12)

Any other aspect of your identity (Please specify) (13)

A reason not related to any aspect of my identity (14)

An unknown reason (15)



harassment_action While in the Psychology Department or from a person affiliated with the Psychology Department, have you experienced any of these specific forms of harassment? (Check all that apply)

Derogatory, embarrassing, or humiliating remarks or gestures (1)

(2)

Derogatory, embarrassing, or humiliating emails, texts or social media posts

Receiving threats to expose your sexual orientation or gender identity (3)

Pressure to be silent about your sexual orientation or gender identity (4)

Being bullied (5)

Being threatened with physical violence (6)

Experiencing physical violence (7)

Property damage (8)

Undesired sexual attention (9)

Undesired sexual contact (10)

Other (please specify) (11)

harassment_source What was the source of harassment that you experienced in the
Psychology department? (Check all that apply)

Undergraduate(s) (1)

Graduate student(s) (2)

Faculty (3)

Postdoctoral fellow(s) (4)

Staff or administrator(s) (5)

Other (please specify) (6) _____

harassment_context In what context(s) did you experience harassment in the Psychology department? (Check all that apply)

- In a laboratory (1)
- In class (2)
- In an administrative setting (a departmental office) (3)
- In remote communication (email, phone, text, online) (4)
- In a faculty member's office (5)
- During a departmental event (e.g., talk, reception) (6)
- An event off campus (e.g., conference, somebody's home) (7)
- Other (please specify) (8) _____

harassment_contxt_t Please provide any comments regarding your experience and observations of harassment within the Psychology Department, if any. Please remember responses will be analyzed qualitatively by Harvard College Institutional Research Office to protect respondents' confidentiality.

discrimination_exper As a reminder, **discrimination** is defined as unjust or prejudicial treatment on the basis of race, color, sex, gender identity, sexual orientation, religion, creed, national origin, age, genetic information, military service, disability, or any other legally protected basis.

Have you experienced discrimination from somebody associated with the Psychology Department?

Yes (1)

No (2)

Unsure (3)

discrim_specific What aspect of your identity was that discrimination based on? (Check all that apply)

Sexual orientation (actual or as perceived by others) (1)

Gender identity (2)

Race/ethnicity (3)

Pregnancy (4)

Marital status (5)

Nationality (6)

Disability status (7)

Political views (8)

Religion (9)

Age (10)

Socioeconomic status (11)

Veteran status (12)

Any other aspect of your identity (Please specify) (13)

A reason not related to any aspect of my identity (14)

An unknown reason (15)

discrimination_actn While in the Psychology Department or from a person affiliated with the Psychology Department, have you experienced any of the following specific forms of discrimination? (Check all that apply)

Being denied promotion or educational advancement (1)

Being denied any human resource services (2)

Being denied any student services (3)

Being denied the resources necessary to be successful in your scholarship or other work (4)

Being treated unfairly by an instructor (5)

Being treated unfairly by a student or lab member (6)

Unfair comments in a Psychology Department classroom, seminar, or other work environment (7)

Being denied full participation in a Psychology Department classroom, seminar, or other work environment (8)

Being denied participation in a laboratory-based activity or project (9)

Other (please specify) (10)

discrim_source What was the source of discrimination that you experienced in the Psychology Department? (Check all that apply)

Undergraduate student(s) (1)

Graduate student(s) (2)

Faculty (3)

Postdoctoral fellow(s) (4)

Staff or administrator(s) (5)

Other (please specify) (6) _____



Discrim_context In what context(s) did you experience discrimination in the Psychology department? (Check all that apply)

- In a laboratory (1)
- In class (2)
- In an administrative setting (a departmental office) (3)
- In remote communication (email, phone, text, online) (4)
- In a faculty member's office (5)
- During a departmental event (e.g., talk, reception) (6)
- An event off campus (e.g., conference, somebody's home) (7)
- Other (please specify) (8) _____

discrim_witness_text Please provide any comments regarding your experience and observations of discrimination within the Psychology Department, if any. Please remember responses will be analyzed qualitatively by Harvard College Institutional Research Office to protect respondents' confidentiality.

training_harass Do you believe the Psychology Department offers sufficient resources and training to help recognize and prevent issues related to harassment?

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-



training_discrim Do you believe the Psychology Department offers sufficient resources and training to help recognize and prevent issues related to discrimination?

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

discrim_witness Have you witnessed harassment or discrimination of others in the Psychology Department?

Yes (1)

No (2)

Unsure (3)

discrim_report If the need were to arise, is there a Psychology Department faculty member or other person in a position of authority who you would feel comfortable speaking with about issues of harassment, discrimination, or other forms of abuse?

Yes (1)

No (2)

Unsure (3)

End of Block: Harassment and discrimination

Start of Block: Inclusion and Belonging



inclusive The Psychology Department undertakes sufficient effort toward creating an inclusive and belonging environment.

- Strongly agree (5)
- Agree (4)
- Neither agree nor disagree (3)
- Disagree (2)
- Strongly disagree (1)

sensi_inclusion The Psychology Department faculty are sufficiently sensitive to issues of inclusion, diversity, and belonging.

- Strongly agree (5)
- Agree (4)
- Neither agree nor disagree (3)
- Disagree (2)
- Strongly disagree (1)



diversity The Psychology Department leadership shows that inclusion, diversity, and belonging is important through its actions.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-



toomuch The Psychology Department leadership places too much emphasis on issues of diversity, inclusion, and belonging.

- Strongly agree (5)
- Agree (4)
- Neither agree nor disagree (3)
- Disagree (2)
- Strongly disagree (1)

text_belonging Please provide any comments on inclusion, diversity, and belonging in the Psychology Department.

End of Block: Inclusion and belonging

Start of Block: Specific environments and groups

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

BLOCK8 The next few questions will ask about how comfortable you are in different contexts within the department.

grad_positive Interactions with my graduate cohort are positive and supportive.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow



lab_positive Interactions with members of my laboratory (besides my mentor) are positive and supportive.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
 - N/A (9)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow



Comf_speak I feel comfortable speaking up in talks held by the Psychology Department.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
 - N/A (9)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

Or What is your primary role in the Psychology Department? = Postdoctoral fellow, Fellow, or College fellow

X→

dept_positive Interactions with departmental administrators are positive and supportive.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
 - N/A (9)
-

Display This Question:

If What is your primary role in the Psychology Department? = Graduate student

X→

speakinclass I feel comfortable speaking up in classes held by the Psychology Department.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
 - N/A (9)
-

HeardinClass My input/questions are heard and respected in classes held by the Psychology department.

- Strongly agree (5)
 - Agree (4)
 - Neither agree nor disagree (3)
 - Disagree (2)
 - Strongly disagree (1)
 - N/A (9)
-

Display This Question:

If My input/questions are heard and respected in classes held by the Psychology department. = Disagree

Or My input/questions are heard and respected in classes held by the Psychology department. = Strongly disagree

HeardinClass_text Please provide any comments on your comfort level within the Psychology Department.

End of Block: Specific environments and groups

Start of Block: Demographics

BLOCK9 The following questions acquire demographic information, which is useful for understanding the experiences of different demographic groups in the Department of Psychology.

The Office for Institutional Research will aggregate data before providing summaries to the Department of Psychology so that all analyses contain at least 10 individuals per subgroup. This approach will protect against identification of individuals within small groups. Nobody in the Department of Psychology will have access to the unprocessed data.

Gender How do you identify with regard to gender?

- Female (1)
 - Male (2)
 - Transgender (3)
 - Genderqueer, non-binary, or gender fluid (4)
 - Other identity: (5) _____
 - Prefer not to say (6)
 - Unsure (7)
-

BGLTQ Are you a member of the BGLTQ community (broadly speaking, are you non-heterosexual and/or non-cisgender)?

- Yes (1)
 - No (2)
 - Prefer not to say (3)
 - Unsure (4)
-

race What racial or ethnic group describes you best (check all that apply)?

- African American or Black (1)
 - American Indian or Native American (2)
 - Asian, Asian-American, or Pacific Islander (3)
 - European American or White (4)
 - Hispanic or Latino (5)
 - Prefer not to say (6)
-

minority Do you identify as an ethnic or racial minority?

- Yes (1)
 - No (2)
 - Prefer not to say (3)
 - Unsure (4)
-

international Are you an international member of the community, (i.e., holding an F-1 or other type of visa)?

- Yes (1)
 - No (2)
 - Prefer not to say (3)
 - Unsure (4)
-

FirstGen Are you (or were you) a first generation college student?

- Yes (1)
 - No (2)
 - Prefer not to say (3)
 - Unsure (4)
-

important Is there anything we have not asked about in this survey that has had an important impact on your experiences of the Psychology Department climate?

finalcomment This final comment box is the only open-ended comment that will be transmitted verbatim to the Psychology Department. Is there anything you would like to tell us in your own words?

End of Block: Demographics