

From: American Economic Association

Date: March 18, 2019

AEA Professional Climate Survey: Main Findings

Context

In April 2018, the Ad Hoc Committee on the Professional Climate in Economics recommended that the AEA conduct a professional climate survey. The AEA charged a new standing committee, the Committee on Equity, Diversity and Professional Conduct, to carry on such a survey. This document tabulates the main findings of the survey.

A more comprehensive report will be made available by the AEA in early summer 2019. Included in this more comprehensive report will be, among others: comparison to other professional associations, response rate by AEA member characteristics, response rate bias analysis, multivariate analysis, analysis of open-ended questions, separate analysis for current and past AEA members.

Survey Logistics

The AEA climate survey was sent to all individuals that had been members of the AEA at any point over the past 9 years, whether or not they are current members. Moreover, economists could participate in the survey even if they had never been AEA members over the past 9 years as long as they became members before December 1, 2018; this led to 270 additional eligible individuals.

The survey was sent to all past and current members on November 27, 2018 and to new members on December 13, 2018. The survey closed on January 31, 2019 for past and current members, and on February 28, 2019 for new members.

The National Opinion Research Center (NORC) at the University of Chicago administered the survey.

The survey instrument is included in Appendix B.

Response rate

The survey was sent to 45,433 eligible respondents with valid email addresses.

The analysis below is based on 9,223 completed surveys, corresponding to about a 20 percent overall response rate. The response rate was about 29 percent among eligible respondents with an AEA membership expiration date of 2018 or later.

Another 4,073 surveys were started but not completed; information from these partially completed surveys is not included in this document but will be reviewed for the final report.

Finally, 127 individuals formally refused to participate in the survey.

Demographics of respondents

Table 1 summarizes respondents' characteristics.

General climate

Table 2 summarizes answers to the general climate questions (Section 1 of the Survey). We report overall results as well as results by: gender, race, sexual orientation and disability. Reported in each cell is the *share of respondents that agree or strongly agree with each statement*. Other possible answers were: strongly disagree, disagree, somewhat disagree, somewhat agree.

Appendix Table 2A contrasts results across different groups of women broken down by: marital status, presence of dependents, and employer type (college or university vs. other).

Appendix Table 2B further breaks down race/ethnicity into: Black/non-Black, Asian/non-Asian, Latino/non-Latino.

Appendix Table 2C reports statistics by: employer type (college or university vs. other), age (less or more than 44 years old, 44 being the median age among respondents), position on economic issues (conservative vs. liberal), and position on social issues (conservative vs. liberal).

Experiences of discrimination

Table 3 reports on experiences of discrimination or unfair treatment based on various personal attributes. Reported in each cell is the share of respondents that report having *personally experienced* such discrimination or unfair treatment over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Appendix Table 3A reports on the share of respondents that have *witnessed* discrimination or unfair treatment based on various personal attributes (similar time frame as above).

Experiences as a student

Table 4 reports on experiences of discrimination or unfair treatment while a student. Reported in each cell is the share of respondent that answered "yes" to the question. Overall results are reported, as well as results by: gender, race, sexual orientation and disability.

Experiences in academia

Table 5 reports on experiences of discrimination or unfair treatment in various aspects of work. The sample is restricted to individuals that report being employed as a faculty member.

We report overall results as well as results by: gender, race, sexual orientation and disability.

Appendix Table 5A contrasts results across different groups of women broken down by marital status and presence of dependents.

Appendix Table 5B further breaks down race/ethnicity into: Black/non-Black, Asian/non-Asian, Latino/non-Latino.

Appendix 5C reports statistics by: age (less or more than 44 years old), position on economic issues (conservative vs. liberal), and position on social issues (conservative vs. liberal).

Experiences outside of academia

Table 6 reports on experiences of discrimination or unfair treatment in various aspects of work. The sample is restricted to individuals that report *not* being employed a faculty member.

Reported in each cell is the share of respondents that report having *personally experienced* discrimination or unfair treatment in the listed aspect of work over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years). We report overall results as well as results by: gender, race, sexual orientation and disability.

Appendix Table 6A contrasts results across different groups of women broken down by marital status and presence of dependents.

Appendix Table 6B further breaks down race/ethnicity into: Black/non-Black, Asian/non-Asian, Latino/non-Latino.

Appendix Table 6C reports statistics by: age (less or more than 44 years old), position of economic issues (conservative vs. liberal), and position on social issues (conservative vs. liberal).

Avoidance

Table 7 reports on actions respondents may have taken to avoid possible harassment, discrimination, or unfair or disrespectful treatment by one or more economists. Reported in each cell is the share of respondents that report having taken the listed action over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years). We report overall results as well as results by: gender, race, sexual orientation and disability.

Appendix Table 7A contrasts results across different groups of women broken down by: marital status, presence of dependents.

Appendix Table 7B further breaks down race/ethnicity into: Black/non-Black, Asian/non-Asian, Latino/non-Latino.

Appendix Table 7C reports statistics by: age (less or more than 44 years old), position of economic issues (conservative vs. liberal), and position on social issues (conservative vs. liberal).

Exclusion and harassment

Table 8 reports on experiences of exclusion, harassment and physical assaults. Reported in each cell, except for the last column, is the share of respondents that report having *personally experienced* such treatment over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years). Reported in the last column of Table 8 is the *number* of respondents that report having *personally experienced* such treatment over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Appendix Table 8A contrasts results across different groups of women broken down by: marital status, presence of dependents and employer type (college or university vs. other).

Table 9 provides additional information on the experiences of assaults or attempted assaults. In particular, we tabulate all reported information related to attempted assault episodes, assault episodes and other episodes of uncomfortable physical touching.

Perception and opinions

Table 10 summarizes answers to various opinions and perceptions questions (Section 5 of the survey). We report overall results as well as statistics by: gender, race, sexual orientation and disability. Reported in each cell is the *share of respondents that agree or strongly agree with each statement*. Other possible answers were: strongly disagree, disagree, somewhat disagree, somewhat agree.

Appendix Table 10A contrasts results across different groups of women broken down by: marital status, presence of dependents, and employer type (college or university vs. other).

Appendix Table 10B further breaks down race/ethnicity into: Black/non-Black, Asian/non-Asian, Latino/non-Latino.

Appendix Table 10C reports statistics by: employer type (college or university vs. other), age (less or more than 44 years old), position of economic issues (conservative vs. liberal), position on social issues (conservative vs. liberal).

Field-level analysis

Table 11 summarizes the general climate (Section 1 of the Survey) by research field. Reported in each cell is the *share of respondents that agree or strongly agree with each statement*. Other possible answers were: strongly disagree, disagree, somewhat disagree, somewhat agree.

Table 11 only lists fields where there were 100 respondents or more. All other fields have been combined into the “Other” category.

Appendix Table 11A summarizes the general climate by research field for female respondents.

Appendix Table 11B summarizes the general climate by research field for male respondents.

Table 12 summarizes experiences of exclusion and harassment by research field.

Table 1: Survey Respondents' Characteristics

	N	Mean
Female	9,103	0.30
White	9,059	0.80
Black	9,059	0.03
Asian	9,059	0.14
Hispanic, Latino or Spanish origin	9,099	0.10
Hetero-sexual	9,012	0.96
Transgender	8,983	0
With some disability	9,076	0.09
US resident	9,124	0.65
Employed in a college or university	9,166	0.66
Age	8,848	47.30
Married	9,068	0.82
Liberal on economic issues	9,070	0.43
Liberal on social issues	9,078	0.73
Among women:		
Married	2,746	0.77
With dependents	2,760	0.49
Employed by a college or university	2,810	0.69

Table 2: General Climate

Sample:	All	Male	Female	White	Non-White	No disability	With disability	Heterosexual	Other sexual orientation
I am satisfied with the overall climate within the field of economics	0.34	0.40	0.20	0.34	0.33	0.35	0.26	0.34	0.22
I am satisfied with the overall climate at my institution/place of employment	0.57	0.62	0.46	0.59	0.50	0.58	0.46	0.57	0.53
I feel valued within the field of economics	0.40	0.47	0.25	0.41	0.35	0.41	0.29	0.40	0.30
I feel valued at my institution/place of employment	0.64	0.68	0.55	0.66	0.56	0.65	0.53	0.64	0.59
I always feel included socially within the field of economics	0.37	0.44	0.22	0.38	0.32	0.38	0.29	0.38	0.25
I always feel included socially at my institution/place of employment	0.63	0.68	0.54	0.65	0.57	0.65	0.53	0.64	0.55
I always feel included intellectually within the field of economics	0.42	0.49	0.28	0.43	0.40	0.43	0.35	0.43	0.32
I always feel included intellectually at my institution/place of employment	0.65	0.70	0.54	0.67	0.59	0.66	0.54	0.65	0.58
I feel I have been discriminated against within the field of economics	0.18	0.12	0.30	0.16	0.25	0.17	0.25	0.17	0.26
I feel I have been discriminated against at my institution/place of employment	0.12	0.08	0.20	0.11	0.16	0.11	0.17	0.12	0.14
The work that I do is valued within the field of economics	0.40	0.43	0.33	0.40	0.40	0.41	0.33	0.41	0.30
The work that I do is valued at my institution/place of employment	0.63	0.66	0.57	0.65	0.59	0.65	0.53	0.64	0.57
I think I have a great deal of power within the field of economics	0.07	0.08	0.05	0.06	0.10	0.07	0.05	0.07	0.04
I think I have a great deal of power at my institution/place of employment	0.24	0.26	0.20	0.25	0.21	0.25	0.16	0.25	0.16
My ideas and opinions are often ignored within the field of economics	0.20	0.19	0.23	0.19	0.24	0.19	0.28	0.20	0.29
My ideas and opinions are often ignored at my institution/place of employment	0.12	0.12	0.14	0.12	0.14	0.12	0.18	0.12	0.11

Reported in each cell is the share of respondents that agree or strongly agree with each statement.

Table 3: Directly Experienced of Discrimination - By Type of Discrimination

Sample:	All	Male	Female	White	Non-White	No disability	With disability	Hetero-sexual	Other sexual orientation
Have you ever been discriminated against, or treated unfairly based on:									
Racial/ethnic identity	0.09	0.08	0.11	0.04	0.29	0.09	0.12	0.09	0.12
Sex	0.17	0.03	0.48	0.17	0.16	0.16	0.23	0.16	0.21
Sexual orientation	0.01	0.01	0.01	0.01	0.02	0.01	0.03	0.01	0.20
Disability status	0.02	0.01	0.03	0.02	0.02	0.01	0.14	0.02	0.05
Marital status / caregiving responsibilities	0.09	0.04	0.22	0.09	0.10	0.09	0.13	0.09	0.10
Religion	0.04	0.04	0.05	0.04	0.07	0.04	0.08	0.04	0.05
Political views	0.09	0.08	0.10	0.09	0.10	0.08	0.14	0.09	0.09
Age	0.09	0.06	0.16	0.08	0.12	0.08	0.15	0.09	0.09
Citizenship status	0.06	0.05	0.09	0.04	0.16	0.06	0.08	0.06	0.09
Place of employment	0.15	0.12	0.23	0.14	0.21	0.15	0.21	0.15	0.18
Research topics	0.16	0.13	0.23	0.15	0.20	0.15	0.22	0.15	0.22
Other factors	0.09	0.07	0.13	0.07	0.14	0.08	0.14	0.08	0.12

Reported in each cell is the share of respondents that report having personally experienced these different types of discrimination or unfair treatment over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 4: Experiences of Discrimination and Unfair Treatment While Student

Sample:	All	Male	Female	White	Non-White	No disability	With disability	Heterosexual	Other sexual orientation
During your time as a student studying economics, have you personally experienced discrimination or unfair treatment with regard to:									
Access to research assistantships	0.10	0.07	0.18	0.08	0.17	0.09	0.14	0.10	0.12
Access to advisors	0.10	0.06	0.19	0.08	0.16	0.09	0.15	0.10	0.14
Access to quality advising	0.11	0.07	0.22	0.10	0.19	0.11	0.17	0.11	0.16
Job market	0.20	0.14	0.35	0.18	0.32	0.20	0.28	0.20	0.25

Reported in each cell is the share of respondents that report having personally experienced these treatments during their time studying economics.

Table 5: Experiences of Discrimination in Academia

Sample:	All	Male	Female	White	Non-White	No disability	With disability	Hetero-sexual	Other sexual orientation
Have you personally experienced discrimination or unfair treatment with regard to:									
Promotion decisions	0.16	0.11	0.27	0.14	0.22	0.15	0.21	0.16	0.18
Compensation	0.19	0.11	0.37	0.18	0.26	0.19	0.22	0.19	0.20
Teaching assignments	0.15	0.09	0.28	0.13	0.20	0.14	0.19	0.15	0.14
Service obligations	0.19	0.08	0.43	0.18	0.23	0.19	0.25	0.19	0.24
Access to time and funding to attend conferences and seminars	0.10	0.07	0.15	0.08	0.16	0.09	0.13	0.09	0.15
Access to graduate student researchers	0.08	0.05	0.15	0.07	0.13	0.08	0.12	0.08	0.10
Course evaluations	0.20	0.08	0.47	0.19	0.27	0.19	0.29	0.20	0.28
Publishing decisions	0.22	0.18	0.31	0.21	0.29	0.22	0.26	0.22	0.23
Funding decisions	0.13	0.11	0.19	0.12	0.20	0.13	0.21	0.13	0.17
Sabbatical time	0.05	0.03	0.08	0.04	0.08	0.04	0.09	0.05	0.06
Access to potential coauthors	0.10	0.05	0.22	0.09	0.16	0.10	0.15	0.10	0.15
Invitations to participate in research conferences, associations and networks	0.19	0.13	0.32	0.17	0.28	0.19	0.26	0.19	0.25

The sample is restricted to individuals that report being employed as a faculty member. Reported in each cell is the share of respondents that report having personally experienced discrimination or unfair treatment in these aspects of work over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 6: Experiences of Discrimination Outside of Academia

Sample:	All	Male	Female	White	Non-White	No disability	With disability	Heterosexual	Other sexual orientation
Have you personally experienced discrimination or unfair treatment with regard to:									
Promotion decisions	0.18	0.13	0.31	0.16	0.27	0.17	0.25	0.18	0.16
Compensation	0.16	0.11	0.32	0.14	0.26	0.15	0.25	0.16	0.19
Professional development opportunities	0.16	0.12	0.29	0.15	0.24	0.16	0.24	0.16	0.21
Publishing decisions	0.17	0.15	0.24	0.16	0.23	0.17	0.19	0.17	0.22

The sample is restricted to individuals that report not being employed as a faculty member. Reported in each cell is the share of respondents that report having personally experienced discrimination or unfair treatment in these aspects of work over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 7: Actions Taken To Avoid Possible Harrassment, Discrimination, or Unfair or Disrespectful Treatment

Sample:	All	Male	Female	White	Non-White	No disability	With disability	Hetero-sexual	Other sexual orientation
Have you ever done any of the following to avoid possible harassment, discrimination, or unfair or disrespectful treatment:									
Not applied for or accepted admission at a particular grad school	0.06	0.05	0.10	0.05	0.12	0.06	0.13	0.06	0.14
Paused or ceased enrollment at a particular grad school	0.02	0.02	0.04	0.01	0.06	0.02	0.04	0.02	0.03
Not applied for or taken a particular employment position	0.15	0.12	0.23	0.13	0.23	0.14	0.22	0.14	0.32
Not applied for or taken a promotion at your place of employment	0.07	0.05	0.11	0.06	0.12	0.07	0.10	0.07	0.08
Left a particular employment position	0.10	0.08	0.15	0.09	0.15	0.10	0.14	0.10	0.12
Not presented your question, idea, or view at your school or place of work	0.31	0.24	0.48	0.30	0.36	0.29	0.44	0.30	0.44
Not participated in a conference	0.14	0.11	0.20	0.12	0.20	0.13	0.22	0.13	0.18
Not spoken at a conference or during a seminar presentation	0.27	0.18	0.46	0.26	0.31	0.26	0.36	0.26	0.38
Not made a professional visit to a particular place	0.10	0.08	0.16	0.09	0.17	0.10	0.15	0.10	0.17
Not attended social events after class, at work, or at conferences	0.25	0.18	0.43	0.23	0.34	0.24	0.38	0.24	0.39
Changed the topic, content, or method of a class you teach	0.14	0.12	0.19	0.13	0.18	0.13	0.21	0.14	0.14
Changed the content, method, or conclusions of a research paper	0.08	0.08	0.10	0.07	0.12	0.08	0.12	0.08	0.12
Not started or continued research in a particular field	0.17	0.14	0.24	0.16	0.22	0.16	0.26	0.17	0.25

Reported in each cell is the share of respondents that report having taken the listed action over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 8: Experiences of Exclusion and Harrassment

	All	Male	Female	White	Non-White	No disability	With disability	Hetero-sexual	Other sexual orientation	N
Sample:										
Have you ever experienced any of the following:										
Felt socially excluded at a meeting or event in the field	0.47	0.40	0.66	0.46	0.53	0.46	0.59	0.47	0.59	4,243
Felt disrespected by your economist colleagues	0.45	0.37	0.63	0.45	0.46	0.44	0.58	0.45	0.56	4,034
Felt that your work was not taken as seriously as that of your economist colleagues	0.51	0.43	0.69	0.51	0.52	0.50	0.60	0.51	0.60	4,567
Felt that the subject or methodology of your research was not taken as seriously as that of your economist colleagues	0.46	0.40	0.60	0.46	0.47	0.45	0.54	0.46	0.55	4,130
Another economist or economics student displayed, used, or distributed inappropriate sexual or suggestive materials; made offensive sexual remarks, either directed at you or overheard, including jokes or sexual stories; made remarks about your appearance, body, or sexual activities that made you uncomfortable; or made gestures or used body language of a sexual nature which embarrassed or offended you	0.22	0.13	0.42	0.23	0.19	0.21	0.28	0.21	0.37	1,958
Another economist or economics student made unwanted attempts to establish a dating, romantic, or sexual relationship with you despite your efforts to discourage it	0.09	0.03	0.22	0.09	0.09	0.09	0.11	0.09	0.13	802
Another economist or economics student made you feel threatened with some sort of retaliation for not being romantically or sexually cooperative or implied you'd be treated better if you were sexually cooperative	0.03	0.01	0.07	0.03	0.04	0.03	0.04	0.03	0.06	267
Another economist or economics student watched or followed you from a distance; repeatedly waited for you outside of your workplace, classroom, meeting room when you didn't want them to; spied on you; made unwanted phone calls to you or left you unwanted messages, emails or other electronic transmissions including via social media, or sent cards, letters, flowers, or presents when they knew you didn't want them to	0.05	0.02	0.10	0.05	0.05	0.04	0.07	0.04	0.07	405
Another economist or economics student <u>attempted</u> to fondle, kiss, or rub up against the private areas of your body; <u>attempted</u> to remove some of your clothes without your consent; <u>attempted</u> to put their penis, fingers, or other objects into your vagina and/or butt without your consent; and/or <u>attempted</u> to have oral sex with you without your consent	0.02	0.00	0.06	0.02	0.02	0.02	0.03	0.02	0.05	179
Another economist or economics student fondled, kissed, or rubbed up against the private areas of your body; removed some of your clothes without your consent; put their penis, fingers, or other objects into your vagina and/or butt without your consent; and/or attempted to have oral sex with you without your consent	0.01	0.00	0.02	0.01	0.01	0.01	0.02	0.01	0.03	85
Another economist or economics student touched you in a way, other than what was listed above, that made you feel uncomfortable	0.05	0.02	0.12	0.05	0.05	0.04	0.07	0.05	0.07	427

Reported in each cell, except for last column, is the share of respondents that report having personally experienced the stated treatment over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years). Reported in the last column is the number of respondents that report having personally experienced the stated treatment.

Table 9: Experiences of Assaults, Attempted Assaults and Other Physical Touching

	Attempted Assaults	Assaults	Other physical touching
Where?			
At my university	61	29	175
At another university	32	12	48
At my non-academic workplace	12	5	25
At an AEA conference or meeting, including travel to or from	6	2	15
At another professional conference or meeting	18	9	69
During a conference or meeting, but not at the conference or meeting itself	23	9	45
Online (via email or other electronic media)	0	0	0
Somewhere else	23	17	44
Who?			
My professor/boss/someone with authority	41	20	114
A co-worker at my institution or place of employment	41	12	81
Another economist or student that I know	81	43	177
Another economist or student that I do not know	7	2	34
Someone else	3	2	9
Did not know the identity or status of this person	3	3	6
Told anyone?			
Yes	56	27	107
No	121	56	315
Who did you tell first?			
A colleague	24	9	43
A friend of family member not associated with the field	20	11	46
University administration, including University HR	7	2	11
AEA or conference administration	0	0	0
Someone from the conference center or meeting place where this occurred	0	0	2
The police	1	0	1
Someone else	4	5	4
If you did not make a report to some authority, why not? - Check all that applies (Yes=1)			
	N=117	N=54	N=307
Didn't know who the right person was	10	7	29
Were concerned the situation would not be kept confidential	37	22	73
Did not need/want any assistance or any action taken	51	19	186
Were concerned the process and/or the outcome would be too difficult	29	18	69
Were concerned about retribution from the person who did this and/or others over reporting	45	22	92
Did the experience lead to...- Check all that applies (Yes=1)			
	N=118	N=65	N=223
File an official charge of complaint with your employer	8	3	7
File an official charge with relevant government agency (such as police or nondiscrimination agency)	3	1	6
Consider leaving a project, committee, program, or other similar work endeavor	50	33	99
Be less productive or effective in your work	72	43	133
Consider leaving your position	42	25	71
Take leave, sick time, miss work unexpectedly, or other similar time away from work	26	20	32
Consider not attending future AEA meetings or conferences	17	12	31
Consider leaving the field of economic research	24	15	35
Consider leaving academia entirely	26	22	42
Consider taking legal action	18	9	22

Table 10: Opinions and Perceptions

Sample:	All	Male	Female	White	Non-White	No disability	With disability	Heterosexual	Other sexual orientation
It is not important for the field of economics to be inclusive towards people with different backgrounds.	0.07	0.07	0.05	0.06	0.09	0.07	0.07	0.06	0.06
Discrimination is rare within the field of economics today.	0.12	0.16	0.04	0.13	0.10	0.12	0.12	0.12	0.10
Economics would be a more vibrant discipline if it were more diverse.	0.66	0.59	0.82	0.65	0.74	0.66	0.67	0.66	0.79
The AEA should not expend much effort to improve diversity within its ranks.	0.08	0.10	0.03	0.08	0.07	0.08	0.11	0.08	0.05
People of my race/ethnicity are respected within the field	0.72	0.73	0.67	0.82	0.30	0.72	0.70	0.72	0.65
People who are not White are respected within the field	0.45	0.52	0.28	0.49	0.27	0.45	0.43	0.45	0.32
Men are respected within the field	0.91	0.88	0.96	0.94	0.79	0.91	0.89	0.91	0.94
Women are respected within the field	0.41	0.52	0.16	0.43	0.30	0.41	0.40	0.41	0.29
Transgender and gender non-conforming people are respected within the field	0.33	0.39	0.16	0.35	0.21	0.33	0.29	0.33	0.13
People of my sexual orientation are respected within the field	0.89	0.89	0.88	0.91	0.75	0.89	0.86	0.91	0.25
People who are not heterosexual are respected within the field	0.58	0.63	0.42	0.61	0.40	0.58	0.54	0.59	0.25
People of my disability status are respected within the field	0.53	0.58	0.36	0.57	0.41	0.65	0.34	0.54	0.33
People with a disability are respected within the field	0.58	0.63	0.41	0.61	0.44	0.60	0.39	0.59	0.38

Reported in each cell is the share of respondents that agree or strongly agree with each statement.

Table 11: General Climate - By Primary Research Field

Field:	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16
Agricultural and Natural Resource Economics / Environmental Economics	0.27	0.57	0.36	0.65	0.36	0.67	0.36	0.66	0.18	0.12	0.38	0.67	0.06	0.28	0.20	0.11
Business Administration/Business Economics	0.39	0.55	0.36	0.57	0.32	0.53	0.37	0.55	0.21	0.11	0.36	0.57	0.06	0.23	0.21	0.12
Economic Development, Innovation, Technical Change, and Growth	0.28	0.54	0.38	0.68	0.36	0.67	0.43	0.67	0.22	0.09	0.44	0.67	0.08	0.24	0.19	0.11
Economic History	0.26	0.50	0.35	0.62	0.32	0.62	0.41	0.66	0.23	0.17	0.31	0.60	0.06	0.21	0.28	0.18
Financial Economics	0.39	0.54	0.44	0.63	0.41	0.63	0.47	0.67	0.19	0.14	0.46	0.62	0.06	0.24	0.20	0.16
General Economics and Teaching	0.39	0.57	0.36	0.65	0.31	0.63	0.36	0.61	0.13	0.13	0.29	0.61	0.04	0.30	0.23	0.18
Health, Education and Welfare	0.22	0.57	0.27	0.62	0.25	0.63	0.29	0.64	0.19	0.12	0.32	0.62	0.03	0.21	0.20	0.11
Industrial Organization	0.39	0.57	0.49	0.64	0.42	0.67	0.50	0.66	0.17	0.12	0.51	0.65	0.08	0.23	0.17	0.11
International Economics	0.37	0.55	0.44	0.61	0.42	0.60	0.48	0.64	0.19	0.14	0.47	0.60	0.08	0.20	0.19	0.16
Labor and Demographic Economics	0.28	0.55	0.40	0.62	0.35	0.62	0.43	0.64	0.20	0.15	0.43	0.61	0.06	0.26	0.18	0.11
Macro and Monetary Economics	0.38	0.61	0.45	0.66	0.43	0.66	0.48	0.66	0.16	0.09	0.49	0.63	0.09	0.22	0.19	0.12
Mathematical and Quantitative Methods	0.38	0.56	0.52	0.65	0.39	0.64	0.52	0.68	0.14	0.13	0.46	0.63	0.09	0.27	0.16	0.17
Microeconomics	0.37	0.59	0.44	0.67	0.41	0.68	0.47	0.68	0.18	0.08	0.39	0.60	0.06	0.17	0.21	0.10
Public Economics	0.39	0.58	0.49	0.69	0.43	0.69	0.46	0.67	0.18	0.11	0.48	0.65	0.08	0.25	0.20	0.12
Urban Economics	0.36	0.56	0.39	0.63	0.35	0.65	0.41	0.65	0.17	0.08	0.36	0.63	0.06	0.20	0.13	0.11
Other	0.30	0.51	0.34	0.60	0.30	0.58	0.35	0.59	0.24	0.18	0.29	0.57	0.04	0.21	0.36	0.16

Reported in each cell is the share of respondents that agree or strongly agree with each statement, by primary research area. Q1 to Q16 correspond to:

- Q1 - I am satisfied with the overall climate within the field of economics
- Q2 - I am satisfied with the overall climate at my institution/place of employment
- Q3 - I feel valued within the field of economics
- Q4 - I feel valued at my institution/place of employment
- Q5 - I always feel included socially within the field of economics
- Q6 - I always feel included socially at my institution/place of employment
- Q7 - I always feel included intellectually within the field of economics
- Q8 - I always feel included intellectually at my institution/place of employment
- Q9 - I feel I have been discriminated against within the field of economics
- Q10 - I feel I have been discriminated against at my institution/place of employment
- Q11 - The work that I do is valued within the field of economics
- Q12 - The work that I do is valued at my institution/place of employment
- Q13 - I think I have a great deal of power within the field of economics
- Q14 - I think I have a great deal of power at my institution/place of employment
- Q15 - My ideas and opinions are often ignored within the field of economics
- Q16 - My ideas and opinions are often ignored at my institution/place of employment

Table 12: Experiences of Exclusion and Harrassment - By Primary Research Field

Sample:	All				Women only										
	Socially excluded	Disrespected	Work not taken seriously	Subject/m ethods not taken seriously	Socially excluded	Disrespected	Work not taken seriously	Subject/m ethods not taken seriously	Inappropriate material/language/gestures	Unwanted advances	Threatened with retaliation	Stalked	Attempted Assault	Assaulted	Other touching
Field:															
Agricultural and Natural Resource Economics /															
Environmental Economics	0.52	0.55	0.60	0.61	0.73	0.74	0.77	0.72	0.50	0.17	0.05	0.09	0.04	0.00	0.14
Business Administration/Business Economics	0.55	0.49	0.60	0.57	0.76	0.66	0.79	0.68	0.44	0.24	0.03	0.06	0.06	0.03	0.18
Economic Development, Innovation, Technical Change, and Growth	0.56	0.51	0.56	0.53	0.68	0.69	0.70	0.65	0.45	0.24	0.04	0.10	0.05	0.01	0.10
Economic History	0.56	0.56	0.65	0.62	0.75	0.59	0.84	0.75	0.44	0.22	0.03	0.22	0.06	0.06	0.22
Financial Economics	0.50	0.42	0.48	0.39	0.68	0.64	0.68	0.46	0.55	0.29	0.08	0.11	0.11	0.07	0.13
General Economics and Teaching	0.42	0.41	0.50	0.41	0.53	0.47	0.62	0.52	0.40	0.20	0.09	0.13	0.04	0.03	0.07
Health, Education and Welfare	0.61	0.59	0.66	0.58	0.70	0.65	0.77	0.69	0.41	0.21	0.05	0.06	0.03	0.03	0.12
Industrial Organization	0.47	0.42	0.48	0.41	0.68	0.59	0.59	0.49	0.29	0.18	0.07	0.13	0.04	0.01	0.15
International Economics	0.45	0.45	0.52	0.44	0.65	0.70	0.75	0.61	0.36	0.23	0.06	0.10	0.06	0.02	0.12
Labor and Demographic Economics	0.55	0.52	0.58	0.50	0.67	0.64	0.72	0.65	0.43	0.20	0.06	0.08	0.06	0.03	0.15
Macro and Monetary Economics	0.43	0.41	0.43	0.38	0.71	0.70	0.67	0.53	0.58	0.32	0.15	0.19	0.08	0.03	0.16
Mathematical and Quantitative Methods	0.40	0.38	0.42	0.39	0.60	0.67	0.76	0.57	0.57	0.30	0.10	0.13	0.10	0.03	0.07
Microeconomics	0.45	0.43	0.50	0.44	0.61	0.63	0.69	0.58	0.48	0.31	0.11	0.14	0.06	0.04	0.20
Public Economics	0.42	0.43	0.49	0.46	0.59	0.61	0.72	0.59	0.45	0.23	0.09	0.10	0.05	0.02	0.08
Urban Economics	0.44	0.46	0.45	0.42	0.65	0.74	0.65	0.50	0.44	0.18	0.15	0.03	0.03	0.03	0.15
Other	0.49	0.53	0.66	0.67	0.64	0.63	0.80	0.75	0.40	0.19	0.04	0.08	0.04	0.00	0.11

Reported in each cell is the share of respondents that report having personally experienced the stated treatment over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Appendix A: Appendix Tables

Table 2A: General Climate - Female Respondents Only

Sample:	Married?		Dependents?		Employer is college or university?	
	No	Yes	No	Yes	No	Yes
I am satisfied with the overall climate within the field of economics	0.19	0.20	0.19	0.21	0.21	0.20
I am satisfied with the overall climate at my institution/place of employment	0.44	0.47	0.46	0.46	0.49	0.45
I feel valued within the field of economics	0.24	0.25	0.25	0.24	0.25	0.25
I feel valued at my institution/place of employment	0.49	0.57	0.55	0.54	0.57	0.54
I always feel included socially within the field of economics	0.24	0.21	0.21	0.23	0.23	0.21
I always feel included socially at my institution/place of employment	0.50	0.55	0.54	0.53	0.53	0.54
I always feel included intellectually within the field of economics	0.27	0.28	0.27	0.29	0.28	0.28
I always feel included intellectually at my institution/place of employment	0.50	0.56	0.55	0.54	0.57	0.53
I feel I have been discriminated against within the field of economics	0.31	0.30	0.31	0.29	0.26	0.32
I feel I have been discriminated against at my institution/place of employment	0.23	0.19	0.19	0.20	0.20	0.20
The work that I do is valued within the field of economics	0.34	0.33	0.32	0.34	0.33	0.34
The work that I do is valued at my institution/place of employment	0.52	0.58	0.56	0.58	0.62	0.55
I think I have a great deal of power within the field of economics	0.06	0.05	0.05	0.05	0.07	0.04
I think I have a great deal of power at my institution/place of employment	0.16	0.22	0.19	0.22	0.23	0.19
My ideas and opinions are often ignored within the field of economics	0.23	0.23	0.24	0.21	0.22	0.23
My ideas and opinions are often ignored at my institution/place of employment	0.16	0.13	0.15	0.12	0.12	0.15

The sample is restricted to female respondents. Reported in each cell is the share of respondents that agree or strongly agree with each statement.

Table 2B: General Climate - Racial and Ethnic Breakdown

Sample:	Non-Black	Black	Non-Asian	Asian	Non-Latino	Latino
I am satisfied with the overall climate within the field of economics	0.34	0.32	0.34	0.33	0.34	0.31
I am satisfied with the overall climate at my institution/place of employment	0.57	0.48	0.58	0.51	0.57	0.54
I feel valued within the field of economics	0.40	0.32	0.40	0.36	0.40	0.35
I feel valued at my institution/place of employment	0.64	0.56	0.66	0.56	0.65	0.60
I always feel included socially within the field of economics	0.37	0.28	0.38	0.32	0.37	0.38
I always feel included socially at my institution/place of employment	0.64	0.55	0.64	0.58	0.64	0.62
I always feel included intellectually within the field of economics	0.42	0.37	0.42	0.42	0.42	0.40
I always feel included intellectually at my institution/place of employment	0.65	0.57	0.66	0.59	0.65	0.63
I feel I have been discriminated against within the field of economics	0.17	0.36	0.17	0.22	0.17	0.22
I feel I have been discriminated against at my institution/place of employment	0.12	0.18	0.11	0.14	0.12	0.14
The work that I do is valued within the field of economics	0.40	0.42	0.40	0.40	0.40	0.40
The work that I do is valued at my institution/place of employment	0.64	0.59	0.64	0.58	0.64	0.61
I think I have a great deal of power within the field of economics	0.07	0.16	0.07	0.09	0.07	0.09
I think I have a great deal of power at my institution/place of employment	0.24	0.25	0.25	0.19	0.24	0.23
My ideas and opinions are often ignored within the field of economics	0.20	0.24	0.20	0.22	0.20	0.23
My ideas and opinions are often ignored at my institution/place of employment	0.12	0.15	0.12	0.14	0.12	0.13

Reported in each cell is the share of respondents that agree or strongly agree with each statement.

Table 2C: General Climate - By Employer Type, Age and Ideology

Sample:	Employer is college or university?		Age		Economically:		Socially:	
	No	Yes	Less than 44	44 or more	conservative	liberal	conservative	liberal
I am satisfied with the overall climate within the field of economics	0.36	0.33	0.27	0.42	0.39	0.27	0.45	0.30
I am satisfied with the overall climate at my institution/place of employment	0.59	0.56	0.57	0.57	0.59	0.55	0.58	0.56
I feel valued within the field of economics	0.39	0.40	0.31	0.49	0.42	0.37	0.44	0.38
I feel valued at my institution/place of employment	0.65	0.64	0.62	0.67	0.65	0.63	0.62	0.65
I always feel included socially within the field of economics	0.38	0.37	0.32	0.43	0.39	0.35	0.41	0.36
I always feel included socially at my institution/place of employment	0.63	0.64	0.63	0.65	0.64	0.63	0.61	0.64
I always feel included intellectually within the field of economics	0.41	0.43	0.37	0.48	0.44	0.40	0.48	0.40
I always feel included intellectually at my institution/place of employment	0.66	0.65	0.64	0.67	0.65	0.65	0.63	0.66
I feel I have been discriminated against within the field of economics	0.15	0.19	0.21	0.14	0.17	0.19	0.17	0.18
I feel I have been discriminated against at my institution/place of employment	0.11	0.12	0.11	0.13	0.12	0.12	0.14	0.11
The work that I do is valued within the field of economics	0.38	0.41	0.35	0.45	0.41	0.39	0.44	0.39
The work that I do is valued at my institution/place of employment	0.66	0.62	0.63	0.64	0.64	0.63	0.61	0.64
I think I have a great deal of power within the field of economics	0.08	0.06	0.05	0.09	0.07	0.07	0.10	0.06
I think I have a great deal of power at my institution/place of employment	0.28	0.23	0.17	0.32	0.25	0.24	0.24	0.25
My ideas and opinions are often ignored within the field of economics	0.20	0.20	0.20	0.20	0.19	0.22	0.20	0.20
My ideas and opinions are often ignored at my institution/place of employment	0.11	0.13	0.11	0.14	0.12	0.12	0.15	0.11

Reported in each cell is the share of respondents that agree or strongly agree with each statement.

Table 3A: Witnessed Discrimination - By Type of Discrimination

Sample:	All	Male	Female	White	Non-White	No disability	With disability	Heterosexual	Other sexual orientation
Have you ever witnessed discrimination or unfair treatment based on:									
Racial/ethnic identity	0.23	0.19	0.32	0.22	0.28	0.23	0.29	0.23	0.34
Sex	0.37	0.34	0.45	0.39	0.31	0.37	0.40	0.37	0.49
Gender identity	0.08	0.07	0.11	0.08	0.10	0.08	0.10	0.08	0.18
Sexual orientation	0.09	0.08	0.12	0.09	0.10	0.09	0.12	0.08	0.25
Disability status	0.06	0.04	0.10	0.05	0.07	0.05	0.14	0.06	0.10
Marital status / caregiving responsibilities	0.18	0.13	0.31	0.18	0.18	0.18	0.23	0.18	0.22
Religion	0.09	0.09	0.10	0.09	0.12	0.09	0.12	0.09	0.13
Political views	0.22	0.22	0.22	0.22	0.22	0.22	0.25	0.22	0.28
Age	0.17	0.15	0.21	0.17	0.16	0.17	0.17	0.17	0.19
Citizenship status	0.15	0.13	0.19	0.14	0.20	0.14	0.19	0.15	0.20
Place of employment	0.19	0.17	0.25	0.19	0.20	0.19	0.22	0.19	0.27
Research topics	0.23	0.22	0.27	0.24	0.21	0.23	0.28	0.23	0.30
Other factors	0.09	0.09	0.11	0.09	0.12	0.09	0.13	0.09	0.14

Reported in each cell is the share of respondents that have witnessed different types of discrimination or unfair treatment over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 5A: Experiences of Discrimination in Academia - Female Respondents Only

Sample:	Married?		Dependents?	
	No	Yes	No	Yes
Have you personally experienced discrimination or unfair treatment with regard to:				
Promotion decisions	0.28	0.26	0.22	0.30
Compensation	0.35	0.37	0.33	0.40
Teaching assignments	0.33	0.27	0.27	0.28
Service obligations	0.42	0.43	0.40	0.45
Access to time and funding to attend conferences and seminars	0.20	0.14	0.14	0.16
Access to graduate student researchers	0.17	0.14	0.13	0.16
Course evaluations	0.47	0.46	0.45	0.48
Publishing decisions	0.31	0.31	0.29	0.33
Funding decisions	0.25	0.18	0.17	0.21
Sabbatical time	0.12	0.08	0.07	0.09
Access to potential coauthors	0.26	0.20	0.21	0.22
Invitations to participate in research conferences, associations and networks	0.31	0.32	0.30	0.34

The sample is restricted to women that report being employed as a faculty member. Reported in each cell is the share of respondents that report having personally experienced discrimination or unfair treatment in these aspects of work over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 5B: Experiences of Discrimination in Academia - Racial and Ethnic Breakdown

Sample:	Non-Black	Black	Non-Asian	Asian	Non-Latino	Latino
Have you personally experienced discrimination or unfair treatment with regard to:						
Promotion decisions	0.15	0.27	0.15	0.18	0.15	0.23
Compensation	0.19	0.34	0.19	0.23	0.19	0.23
Teaching assignments	0.14	0.23	0.14	0.18	0.14	0.20
Service obligations	0.19	0.26	0.19	0.21	0.19	0.24
Access to time and funding to attend conferences and seminars	0.09	0.18	0.09	0.13	0.09	0.16
Access to graduate student researchers	0.08	0.17	0.08	0.11	0.08	0.12
Course evaluations	0.20	0.36	0.19	0.26	0.20	0.23
Publishing decisions	0.22	0.36	0.21	0.26	0.21	0.29
Funding decisions	0.13	0.22	0.13	0.17	0.13	0.21
Sabbatical time	0.05	0.06	0.04	0.07	0.05	0.06
Access to potential coauthors	0.10	0.19	0.10	0.14	0.10	0.15
Invitations to participate in research conferences, associations and networks	0.19	0.34	0.19	0.24	0.19	0.25

Reported in each cell is the share of respondents that report having personally experienced discrimination or unfair treatment in these aspects of work over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 5C: Experiences of Discrimination in Academia - By Age and Ideology

Sample:	Age		Economically:		Socially:	
	Less than 44	44 or more	conservative	liberal	conservative	liberal
Have you personally experienced discrimination or unfair treatment with regard to:						
Promotion decisions	0.14	0.17	0.15	0.17	0.18	0.15
Compensation	0.17	0.20	0.19	0.20	0.20	0.19
Teaching assignments	0.16	0.13	0.14	0.16	0.16	0.14
Service obligations	0.20	0.18	0.19	0.20	0.19	0.19
Access to time and funding to attend conferences and seminars	0.10	0.09	0.09	0.10	0.13	0.08
Access to graduate student researchers	0.08	0.08	0.07	0.09	0.10	0.07
Course evaluations	0.24	0.16	0.19	0.21	0.18	0.21
Publishing decisions	0.26	0.18	0.20	0.24	0.23	0.22
Funding decisions	0.14	0.13	0.12	0.15	0.16	0.13
Sabbatical time	0.04	0.06	0.05	0.05	0.07	0.04
Access to potential coauthors	0.14	0.07	0.09	0.12	0.10	0.11
Invitations to participate in research conferences, associations and networks	0.23	0.16	0.18	0.20	0.20	0.19

Reported in each cell is the share of respondents that report having personally experienced discrimination or unfair treatment in these aspects of work over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 6A: Experiences of Discrimination Outside of Academia - Female Respondents Only

Sample:	Married?		Dependents?	
	No	Yes	No	Yes
Have you personally experienced discrimination or unfair treatment with regard to:				
Promotion decisions	0.35	0.29	0.26	0.36
Compensation	0.39	0.28	0.29	0.34
Professional development opportunities	0.28	0.29	0.25	0.33
Publishing decisions	0.24	0.24	0.22	0.26

The sample is restricted to women that report not being employed as a faculty member. Reported in each cell is the share of respondents that report having personally experienced discrimination or unfair treatment in these aspects of work over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 6B: Experiences of Discrimination Outside of Academia - Ethnic and Racial Breakdown

Sample:	Non-Black	Black	Non-Asian	Asian	Non-Latino	Latino
Have you personally experienced discrimination or unfair treatment with regard to:						
Promotion decisions	0.18	0.32	0.17	0.26	0.18	0.23
Compensation	0.16	0.34	0.15	0.25	0.16	0.19
Professional development opportunities	0.16	0.23	0.15	0.26	0.16	0.22
Publishing decisions	0.17	0.24	0.17	0.24	0.17	0.26

The sample is restricted to individuals that report not being employed as a faculty member. Reported in each cell is the share of respondents that report having personally experienced discrimination or unfair treatment in these aspects of work over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 6C: Experiences of Discrimination Outside of Academia - By Age and Ideology

Sample:	Age		Economically:		Socially:	
	Less than 44	44 or more	conservative	liberal	conservative	liberal
Have you personally experienced discrimination or unfair treatment with regard to:						
Promotion decisions	0.16	0.19	0.17	0.20	0.19	0.17
Compensation	0.17	0.16	0.15	0.18	0.16	0.17
Professional development opportunities	0.19	0.13	0.15	0.19	0.14	0.17
Publishing decisions	0.21	0.14	0.16	0.19	0.15	0.18

The sample is restricted to individuals that report not being employed as a faculty member. Reported in each cell is the share of respondents that report having personally experienced discrimination or unfair treatment in these aspects of work over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 7A: Actions Taken To Avoid Possible Harrassment, Discrimination, or Unfair or Disrespectful Treatment - Female Respondents Only

Sample:	Married?		Dependents?	
	No	Yes	No	Yes
Have you ever done any of the following to avoid possible harassment, discrimination, or unfair or disrespectful treatment:				
Not applied for or accepted admission at a particular grad school	0.14	0.08	0.11	0.08
Paused or ceased enrollment at a particular grad school	0.05	0.03	0.04	0.03
Not applied for or taken a particular employment position	0.27	0.22	0.23	0.23
Not applied for or taken a promotion at your place of employment	0.13	0.11	0.09	0.14
Left a particular employment position	0.20	0.13	0.14	0.15
Not presented your question, idea, or view at your school or place of work	0.52	0.46	0.48	0.47
Not participated in a conference	0.20	0.20	0.18	0.22
Not spoken at a conference or during a seminar presentation	0.45	0.46	0.44	0.47
Not made a professional visit to a particular place	0.17	0.15	0.14	0.18
Not attended social events after class, at work, or at conferences	0.43	0.42	0.41	0.43
Changed the topic, content, or method of a class you teach	0.20	0.19	0.18	0.21
Changed the content, method, or conclusions of a research paper	0.11	0.09	0.09	0.10
Not started or continued research in a particular field	0.27	0.24	0.24	0.25

The sample is restricted to female respondents. Reported in each cell is the share of respondents that report having taken the listed action over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 7B: Actions Taken To Avoid Possible Harrassment, Discrimination, or Unfair or Disrespectful Treatment - Ethnic and Racial Breakdown

Sample:	Non-Black	Black	Non-Asian	Asian	Non-Latino	Latino
Have you ever done any of the following to avoid possible harassment, discrimination, or unfair or disrespectful treatment:						
Not applied for or accepted admission at a particular grad school	0.06	0.21	0.06	0.09	0.06	0.09
Paused or ceased enrollment at a particular grad school	0.02	0.10	0.02	0.04	0.02	0.04
Not applied for or taken a particular employment position	0.15	0.34	0.14	0.19	0.15	0.19
Not applied for or taken a promotion at your place of employment	0.07	0.15	0.06	0.10	0.07	0.09
Left a particular employment position	0.10	0.19	0.10	0.12	0.10	0.12
Not presented your question, idea, or view at your school or place of work	0.31	0.41	0.30	0.34	0.30	0.36
Not participated in a conference	0.13	0.27	0.13	0.17	0.13	0.18
Not spoken at a conference or during a seminar presentation	0.26	0.35	0.26	0.28	0.26	0.32
Not made a professional visit to a particular place	0.10	0.25	0.09	0.15	0.10	0.12
Not attended social events after class, at work, or at conferences	0.24	0.44	0.24	0.30	0.25	0.27
Changed the topic, content, or method of a class you teach	0.14	0.22	0.14	0.16	0.14	0.17
Changed the content, method, or conclusions of a research paper	0.08	0.11	0.08	0.11	0.08	0.12
Not started or continued research in a particular field	0.17	0.31	0.17	0.19	0.17	0.19

Reported in each cell is the share of respondents that report having taken the listed action over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 7C: Actions Taken To Avoid Possible Harrassment, Discrimination, or Unfair or Disrespectful Treatment - By Age and Ideology

Sample:	Age		Economically:		Socially:	
	Less than 44	44 or more	conservative	liberal	conservative	liberal
Have you ever done any of the following to avoid possible harassment, discrimination, or unfair or disrespectful treatment:						
Not applied for or accepted admission at a particular grad school	0.09	0.03	0.06	0.07	0.07	0.06
Paused or ceased enrollment at a particular grad school	0.03	0.01	0.02	0.02	0.03	0.02
Not applied for or taken a particular employment position	0.18	0.12	0.15	0.16	0.16	0.15
Not applied for or taken a promotion at your place of employment	0.06	0.08	0.07	0.07	0.09	0.06
Left a particular employment position	0.10	0.10	0.10	0.10	0.12	0.09
Not presented your question, idea, or view at your school or place of work	0.36	0.25	0.31	0.31	0.32	0.30
Not participated in a conference	0.14	0.13	0.13	0.14	0.16	0.13
Not spoken at a conference or during a seminar presentation	0.32	0.21	0.25	0.29	0.24	0.27
Not made a professional visit to a particular place	0.10	0.10	0.10	0.11	0.12	0.10
Not attended social events after class, at work, or at conferences	0.28	0.22	0.24	0.26	0.24	0.25
Changed the topic, content, or method of a class you teach	0.15	0.13	0.14	0.13	0.16	0.13
Changed the content, method, or conclusions of a research paper	0.10	0.06	0.08	0.09	0.10	0.08
Not started or continued research in a particular field	0.20	0.13	0.17	0.17	0.18	0.17

Reported in each cell is the share of respondents that report having taken the listed action over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 8A: Experiences of Exclusion and Harrassment - Female Respondents Only

Sample:	Married?		Dependents?		Employer is college or university?	
	No	Yes	No	Yes	No	Yes
Have you ever experienced any of the following:						
Felt socially excluded at a meeting or event in the field	0.63	0.66	0.65	0.66	0.62	0.66
Felt disrespected by your economist colleagues	0.63	0.62	0.61	0.64	0.57	0.64
Felt that your work was not taken as seriously as that of your economist colleagues	0.64	0.70	0.66	0.72	0.62	0.71
Felt that the subject or methodology of your research was not taken as seriously as that of your economist colleagues	0.56	0.61	0.59	0.61	0.54	0.62
Another economist or economics student displayed, used, or distributed inappropriate sexual or suggestive materials; made offensive sexual remarks, either directed at you or overheard, including jokes or sexual stories; made remarks about your appearance, body, or sexual activities that made you uncomfortable; or made gestures or used body language of a sexual nature which embarrassed or offended you	0.44	0.42	0.42	0.43	0.37	0.44
Another economist or economics student made unwanted attempts to establish a dating, romantic, or sexual relationship with you despite your efforts to discourage it	0.30	0.20	0.23	0.21	0.20	0.23
Another economist or economics student made you feel threatened with some sort of retaliation for not being romantically or sexually cooperative or implied you'd be treated better if you were sexually cooperative	0.12	0.06	0.08	0.07	0.07	0.07
Another economist or economics student watched or followed you from a distance; repeatedly waited for you outside of your workplace, classroom, meeting room when you didn't want them to; spied on you; made unwanted phone calls to you or left you unwanted messages, emails or other electronic transmissions including via social media, or sent cards, letters, flowers, or presents when they knew you didn't want them to	0.12	0.09	0.10	0.09	0.08	0.10
Another economist or economics student <u>attempted</u> to fondle, kiss, or rub up against the private areas of your body; <u>attempted</u> to remove some of your clothes without your consent; <u>attempted</u> to put their penis, fingers, or other objects into your vagina and/or butt without your consent; and/or <u>attempted</u> to have oral sex with you without your consent	0.06	0.05	0.05	0.06	0.05	0.06
Another economist or economics student fondled, kissed, or rubbed up against the private areas of your body; removed some of your clothes without your consent; put their penis, fingers, or other objects into your vagina and/or butt without your consent; and/or attempted to have oral sex with you without your consent	0.03	0.02	0.03	0.02	0.02	0.03
Another economist or economics student touched you in a way, other than what was listed above, that made you feel uncomfortable	0.14	0.12	0.11	0.13	0.10	0.13

The sample is restricted to female respondents. Reported in each cell is the share of respondents that report having personally experienced the stated treatment over the last ten years (if in the field of economics for more than 10 years) or during of their time in the field of economics (if in the field of economics for less than 10 years).

Table 10A: Opinions and Perceptions - Female Respondents Only

Sample:	Married?		Dependents?		Employer is college or university?	
	No	Yes	No	Yes	No	Yes
It is not important for the field of economics to be inclusive towards people with different backgrounds.	0.04	0.05	0.04	0.05	0.04	0.05
Discrimination is rare within the field of economics today.	0.03	0.05	0.04	0.05	0.05	0.05
Economics would be a more vibrant discipline if it were more diverse.	0.82	0.82	0.84	0.81	0.82	0.82
The AEA should not expend much effort to improve diversity within its ranks.	0.02	0.03	0.03	0.03	0.03	0.03
People of my race/ethnicity are respected within the field	0.62	0.69	0.68	0.67	0.65	0.69
People who are not White are respected within the field	0.27	0.29	0.26	0.31	0.28	0.29
Men are respected within the field	0.95	0.97	0.97	0.95	0.96	0.96
Women are respected within the field	0.17	0.16	0.17	0.15	0.18	0.15
Transgender and gender non-conforming people are respected within the field	0.13	0.17	0.16	0.17	0.17	0.17
People of my sexual orientation are respected within the field	0.84	0.89	0.87	0.89	0.89	0.87
People who are not heterosexual are respected within the field	0.37	0.44	0.40	0.45	0.38	0.45
People of my disability status are respected within the field	0.32	0.39	0.36	0.40	0.35	0.39
People with a disability are respected within the field	0.37	0.42	0.41	0.42	0.37	0.44

The sample is restricted to female respondents. Reported in each cell is the share of respondents that agree or strongly agree with each statement.

Table 10B: Opinions and Perceptions - Ethnic and Racial Breakdown

Sample:	Non-Black	Black	Non-Asian	Asian	Non-Latino	Latino
It is not important for the field of economics to be inclusive towards people with different backgrounds.	0.06	0.09	0.06	0.08	0.06	0.08
Discrimination is rare within the field of economics today.	0.12	0.07	0.13	0.09	0.12	0.11
Economics would be a more vibrant discipline if it were more diverse.	0.66	0.83	0.66	0.72	0.66	0.70
The AEA should not expend much effort to improve diversity within its ranks.	0.08	0.07	0.08	0.06	0.08	0.07
People of my race/ethnicity are respected within the field	0.73	0.14	0.78	0.33	0.74	0.46
People who are not White are respected within the field	0.46	0.20	0.48	0.29	0.46	0.37
Men are respected within the field	0.91	0.86	0.93	0.76	0.91	0.91
Women are respected within the field	0.41	0.28	0.42	0.28	0.41	0.37
Transgender and gender non-conforming people are respected within the field	0.33	0.20	0.34	0.21	0.33	0.24
People of my sexual orientation are respected within the field	0.89	0.79	0.90	0.74	0.89	0.86
People who are not heterosexual are respected within the field	0.58	0.36	0.60	0.40	0.58	0.50
People of my disability status are respected within the field	0.54	0.33	0.55	0.41	0.54	0.40
People with a disability are respected within the field	0.58	0.36	0.60	0.44	0.58	0.52

Reported in each cell is the share of respondents that agree or strongly agree with each statement.

Table 10C: Opinions and Perceptions - By Employer Type, Age and Ideology

Sample:	Employer is college				Economically:		Socially:	
	or university?		Age		conservative	liberal	conservative	liberal
	No	Yes	Less than 44	44 or more				
It is not important for the field of economics to be inclusive towards people with different backgrounds.	0.07	0.07	0.05	0.08	0.07	0.06	0.10	0.05
Discrimination is rare within the field of economics today.	0.13	0.12	0.08	0.17	0.16	0.08	0.22	0.09
Economics would be a more vibrant discipline if it were more diverse.	0.66	0.67	0.72	0.61	0.59	0.76	0.50	0.72
The AEA should not expend much effort to improve diversity within its ranks.	0.09	0.08	0.07	0.10	0.11	0.04	0.18	0.05
People of my race/ethnicity are respected within the field	0.71	0.72	0.67	0.77	0.71	0.73	0.64	0.74
People who are not White are respected within the field	0.44	0.45	0.40	0.49	0.51	0.36	0.55	0.41
Men are respected within the field	0.91	0.91	0.91	0.90	0.90	0.92	0.84	0.93
Women are respected within the field	0.42	0.40	0.33	0.49	0.47	0.32	0.55	0.36
Transgender and gender non-conforming people are respected within the field	0.32	0.33	0.28	0.37	0.39	0.24	0.47	0.28
People of my sexual orientation are respected within the field	0.88	0.89	0.88	0.90	0.89	0.88	0.86	0.89
People who are not heterosexual are respected within the field	0.55	0.59	0.55	0.60	0.64	0.49	0.67	0.55
People of my disability status are respected within the field	0.52	0.54	0.48	0.57	0.56	0.48	0.56	0.51
People with a disability are respected within the field	0.55	0.59	0.53	0.62	0.64	0.50	0.67	0.55

Reported in each cell is the share of respondents that agree or strongly agree with each statement.

Table 11A: General Climate - By Primary Research Field - Female Respondents Only

Field:	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16
Agricultural and Natural Resource Economics / Environmental Economics	0.12	0.46	0.17	0.59	0.16	0.65	0.19	0.61	0.38	0.18	0.28	0.66	0.00	0.25	0.26	0.12
Business Administration/Business Economics	0.21	0.44	0.27	0.44	0.15	0.32	0.31	0.44	0.33	0.21	0.36	0.50	0.06	0.15	0.23	0.21
Economic Development, Innovation, Technical Change, and Growth	0.16	0.47	0.24	0.58	0.24	0.55	0.32	0.55	0.32	0.12	0.38	0.58	0.05	0.19	0.21	0.12
Economic History	0.09	0.47	0.25	0.69	0.09	0.59	0.31	0.69	0.34	0.19	0.28	0.63	0.10	0.28	0.38	0.09
Financial Economics	0.22	0.41	0.25	0.52	0.19	0.46	0.32	0.52	0.33	0.28	0.42	0.57	0.05	0.20	0.22	0.23
General Economics and Teaching	0.32	0.52	0.27	0.64	0.29	0.61	0.29	0.59	0.23	0.14	0.26	0.59	0.05	0.38	0.25	0.18
Health, Education and Welfare	0.15	0.48	0.17	0.53	0.17	0.58	0.23	0.54	0.24	0.20	0.27	0.53	0.02	0.17	0.20	0.13
Industrial Organization	0.27	0.49	0.35	0.63	0.28	0.60	0.24	0.56	0.43	0.28	0.43	0.60	0.04	0.21	0.22	0.12
International Economics	0.22	0.38	0.27	0.47	0.24	0.49	0.32	0.51	0.35	0.25	0.42	0.50	0.05	0.15	0.22	0.19
Labor and Demographic Economics	0.22	0.45	0.25	0.49	0.22	0.51	0.28	0.53	0.31	0.24	0.34	0.55	0.04	0.22	0.22	0.13
Macro and Monetary Economics	0.17	0.42	0.24	0.53	0.24	0.55	0.27	0.53	0.35	0.19	0.39	0.56	0.05	0.13	0.23	0.16
Mathematical and Quantitative Methods	0.20	0.45	0.27	0.48	0.10	0.55	0.21	0.40	0.21	0.20	0.28	0.47	0.07	0.24	0.23	0.28
Microeconomics	0.22	0.44	0.29	0.54	0.19	0.60	0.30	0.54	0.33	0.14	0.34	0.52	0.03	0.12	0.21	0.12
Public Economics	0.22	0.45	0.33	0.60	0.26	0.54	0.33	0.51	0.31	0.15	0.42	0.54	0.06	0.21	0.19	0.12
Urban Economics	0.06	0.35	0.15	0.56	0.15	0.62	0.24	0.59	0.44	0.15	0.15	0.59	0.03	0.18	0.09	0.12
Other	0.18	0.42	0.23	0.48	0.17	0.49	0.21	0.46	0.41	0.23	0.22	0.42	0.03	0.15	0.44	0.14

The sample is restricted to female respondents. Reported in each cell is the share of respondents that agree or strongly agree with each statement, by primary research area. Q1 to Q16 correspond to:

Q1 - I am satisfied with the overall climate within the field of economics

Q2 - I am satisfied with the overall climate at my institution/place of employment

Q3 - I feel valued within the field of economics

Q4 - I feel valued at my institution/place of employment

Q5 - I always feel included socially within the field of economics

Q6 - I always feel included socially at my institution/place of employment

Q7 - I always feel included intellectually within the field of economics

Q8 - I always feel included intellectually at my institution/place of employment

Q9 - I feel I have been discriminated against within the field of economics

Q10 - I feel I have been discriminated against at my institution/place of employment

Q11 - The work that I do is valued within the field of economics

Q12 - The work that I do is valued at my institution/place of employment

Q13 - I think I have a great deal of power within the field of economics

Q14 - I think I have a great deal of power at my institution/place of employment

Q15 - My ideas and opinions are often ignored within the field of economics

Q16 - My ideas and opinions are often ignored at my institution/place of employment

Table 11B: General Climate - By Primary Research Field - Male Respondents Only

Field:	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16
Agricultural and Natural Resource Economics / Environmental Economics	0.34	0.61	0.45	0.68	0.46	0.67	0.43	0.67	0.09	0.10	0.43	0.68	0.08	0.29	0.17	0.11
Business Administration/Business Economics	0.45	0.60	0.39	0.62	0.37	0.62	0.38	0.60	0.17	0.07	0.35	0.60	0.06	0.27	0.20	0.09
Economic Development, Innovation, Technical Change, and Growth	0.35	0.59	0.46	0.73	0.43	0.73	0.49	0.74	0.17	0.08	0.47	0.72	0.09	0.27	0.19	0.10
Economic History	0.32	0.52	0.39	0.59	0.40	0.62	0.45	0.65	0.18	0.16	0.32	0.60	0.04	0.18	0.25	0.21
Financial Economics	0.45	0.59	0.51	0.67	0.49	0.70	0.53	0.73	0.14	0.09	0.48	0.64	0.06	0.25	0.19	0.14
General Economics and Teaching	0.45	0.60	0.42	0.66	0.33	0.64	0.42	0.64	0.05	0.12	0.30	0.62	0.04	0.25	0.21	0.16
Health, Education and Welfare	0.29	0.66	0.36	0.70	0.33	0.68	0.35	0.74	0.13	0.05	0.37	0.71	0.05	0.24	0.19	0.09
Industrial Organization	0.43	0.60	0.54	0.65	0.46	0.69	0.58	0.70	0.09	0.07	0.53	0.66	0.09	0.24	0.15	0.11
International Economics	0.43	0.62	0.52	0.67	0.49	0.65	0.55	0.69	0.12	0.09	0.49	0.64	0.09	0.22	0.18	0.15
Labor and Demographic Economics	0.32	0.63	0.52	0.71	0.44	0.70	0.54	0.72	0.12	0.08	0.49	0.65	0.07	0.28	0.16	0.10
Macro and Monetary Economics	0.44	0.66	0.50	0.69	0.48	0.69	0.54	0.70	0.10	0.07	0.52	0.65	0.10	0.25	0.18	0.11
Mathematical and Quantitative Methods	0.42	0.58	0.57	0.68	0.45	0.66	0.58	0.74	0.13	0.11	0.50	0.67	0.09	0.28	0.14	0.15
Microeconomics	0.42	0.63	0.49	0.71	0.48	0.70	0.53	0.72	0.13	0.07	0.40	0.63	0.06	0.19	0.20	0.10
Public Economics	0.45	0.63	0.56	0.74	0.50	0.75	0.50	0.72	0.13	0.09	0.50	0.68	0.08	0.26	0.20	0.12
Urban Economics	0.44	0.61	0.45	0.65	0.42	0.66	0.47	0.68	0.09	0.06	0.43	0.65	0.07	0.21	0.15	0.11
Other	0.35	0.54	0.39	0.64	0.36	0.61	0.42	0.65	0.16	0.15	0.32	0.63	0.05	0.25	0.33	0.17

The sample is restricted to male respondents. Reported in each cell is the share of respondents that agree or strongly agree with each statement, by primary research area. Q1 to Q16 correspond to:

Q1 - I am satisfied with the overall climate within the field of economics

Q2 - I am satisfied with the overall climate at my institution/place of employment

Q3 - I feel valued within the field of economics

Q4 - I feel valued at my institution/place of employment

Q5 - I always feel included socially within the field of economics

Q6 - I always feel included socially at my institution/place of employment

Q7 - I always feel included intellectually within the field of economics

Q8 - I always feel included intellectually at my institution/place of employment

Q9 - I feel I have been discriminated against within the field of economics

Q10 - I feel I have been discriminated against at my institution/place of employment

Q11 - The work that I do is valued within the field of economics

Q12 - The work that I do is valued at my institution/place of employment

Q13 - I think I have a great deal of power within the field of economics

Q14 - I think I have a great deal of power at my institution/place of employment

Q15 - My ideas and opinions are often ignored within the field of economics

Q16 - My ideas and opinions are often ignored at my institution/place of employment

Appendix B: Survey Instrument

AEA Climate Survey – FINAL

Section 1: General Climate Questions

'Climate' can be defined as behaviors and attitudes within a workplace or learning environment, ranging from subtle to cumulative to dramatic, that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect.

1. Please indicate how strongly you agree or disagree with each of the following statements:

Note: If you are no longer involved in the economics field due to retirement or change in career path, please answer these questions based on your past experience.

Response options: Strongly agree, Agree, Somewhat agree, Somewhat disagree, Disagree, Strongly disagree

- I am satisfied with the overall climate within the field of economics
- I am satisfied with the overall climate at my institution/place of employment
- I feel valued within the field of economics
- I feel valued at my institution/place of employment
- I always feel included socially within the field of economics
- I always feel included socially at my institution/place of employment
- I always feel included intellectually within the field of economics
- I always feel included intellectually at my institution/place of employment
- I feel I have been discriminated against within the field of economics
- I feel I have been discriminated against at my institution/place of employment
- The work that I do is valued within the field of economics
- The work that I do is valued at my institution/place of employment
- I think I have a great deal of power within the field of economics
- I think I have a great deal of power at my institution/place of employment
- My ideas and opinions are often ignored within the field of economics
- My ideas and opinions are often ignored at my institution/place of employment

Section 2: Demographics

The next few questions cover some of your personal characteristics. This will help us understand how the experiences of current and former AEA members with different characteristics may differ.

2. Are you of Hispanic, Latino, or Spanish origin?

- Yes
- No

3. What is your race?

Select all that apply.

- White
- Black or African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Other Pacific Islander
- Other

4. What is your gender?

- Female
- Male
- Non-Binary / Agender / Something else

The next few questions are about sexual orientation and gender identity.

5. Do you consider yourself to be...

- Heterosexual / Straight
- Gay / Lesbian
- Bisexual
- Something else / Unsure

6. Have you told others of your sexual orientation?

- I have told most people / I do not actively refrain from disclosing this information
- I have told only those who are closest to me
- No, I have not told anyone

7. Do you consider yourself to be transgender?

- Yes, Transgender, male-to-female
- Yes, Transgender, female-to-male
- Yes, Transgender, gender nonconforming
- No
- Don't know / Not sure

8. What is your religious identity?

Select all that apply.

- Agnostic
- Atheist
- Baha'i
- Buddhist
- Christian
- Confucianism

- Daoism
- Hindu
- Humanist
- Jewish
- Muslim
- Native American religion
- Nonreligious/Secular
- Scientology
- Sikh
- Unitarian Universalist
- Something else / Unsure

9. In what year were you born?

- Year between 1900 and 2010

10. Thinking about your family or primary caregivers growing up, what was the highest level of education achieved by any parent or guardian?

- Less than high school
- High school diploma or equivalent
- Associate's degree
- Bachelor's degree
- Master's degree
- Professional degree (e.g. MBA, J.D., M.D.)
- Doctoral degree (e.g., Ph.D., Ed.D.)
- Don't know

11. How would you classify the socioeconomic status / financial security of the household in which you grew up?

- High income / wealthy
- Upper middle class
- Middle class
- Low income / working class
- In poverty

12. How would you characterize your political views with regard to economic issues?

- Very Liberal
- Liberal
- Moderate or middle of the road
- Conservative
- Very conservative
- Undecided / unsure

13. How would you characterize your political views with regard to social issues?

- Very Liberal
- Liberal
- Moderate or middle of the road
- Conservative
- Very conservative
- Undecided / unsure

14. Are you currently living in the United States?

- Yes
- No

15. Do you have a condition, such as any of the following, which affects your work and/or studies?

Acquired/Traumatic Brain Injury
Attention Deficit/Hyperactivity Disorder
Asperger's/Autism Spectrum
Blind
Low vision
Deaf
Hard of Hearing
Learning Disability
Mental Health/Psychological Condition
Physical/Mobility condition that affects walking
Physical/Mobility condition that does not affect walking
Speech/Communication Condition

- Yes
- No

16. What is your current relationship status?

- Single / Never married
- Married, Partnered, or in civil union/Registered Domestic Partnership and living together
- Married, Partnered, or in civil union/Registered Domestic Partnership and living apart
- Separated
- Widowed
- Other

17. Do you currently have substantial parenting or caregiving responsibility, such as for any of the following?

Child(ren)
Sick or disabled partner
Senior or other family member

- Yes
- No

18. What is the highest level of education you have achieved?

- Less than a Bachelor's degree (auto skip to #20)
- Bachelor's degree (auto skip to #20)
- Master's degree (auto skip to #20)
- Professional degree (e.g. MBA, J.D., M.D.) (auto skip to #20)
- Doctoral degree (e.g., Ph.D., Ed.D.)
- Other (auto skip to #20)

19. In what year was your Doctoral degree awarded?

Year between: 1950 or earlier and 2018

Section 3: Job characteristics

20. Which of the following best describes your primary employment or academic enrollment status?

Note: If both employed and enrolled, please respond with what constitutes the majority of your time.

- Employed full-time
- Employed part-time
- Enrolled as a student full-time (auto skip to #28)
- Enrolled as a student part-time (auto skip to # 28)
- Other (auto skip to #28)

21. Which of the following best describes your employer type?

- College or university
- K-12 institution (public or private) (auto skip to # 25)
- For-profit company or organization (excluding academic institutions) (auto skip to # 25)
- Non-profit organization (excluding academic institutions) (auto skip to #25)
- U.S. military (auto skip to #25)
- U.S. Federal government (non-military) (auto skip to #25)
- State or local government in the U.S. (excluding academic institutions) (auto skip to # 25)
- Non-U.S. government (auto skip to #25)
- Other (auto skip to #25)

22. What is your current rank (or, if outside the U.S., which of these is equivalent to your rank)?

- Not a faculty member (auto skip to #25)
- Full professor
- Associate professor
- Assistant professor
- Emeritus/Emerita
- Lecturer or Adjunct
- Special faculty position focused primarily on research (e.g., Research Fellow)
- Special faculty position focused primarily on teaching (e.g., Professor of Practice)
- Visiting Faculty

- Other

23. What is your tenure status?

- Tenured
- On tenure track, but not tenured
- Not on tenure track

24. Which of the following JEL classification codes best describes your research?

Note: More information can be found here

- Agricultural and Natural Resource Economics / Environmental and Ecological Economics
- Business Administration and Business Economics / Marketing / Accounting / Personnel Economics
- Economic Development, Innovation, Technical Change, and Growth
- Economic History
- Economic Systems
- Financial Economics
- General Economics and Teaching
- Health, Education, and Welfare
- History of Economic Thought, Methodology, and Heterodox Approaches
- Industrial Organization
- International Economics
- Labor and Demographic Economics
- Law and Economics
- Macroeconomics and Monetary Economics
- Mathematical and Quantitative Methods
- Microeconomics
- Public Economics
- Urban, Rural, Regional, Real Estate, and Transportation Economics
- JEL codes do not fit my research well; (please describe)_____

After responding to this question, auto skip to #26

25. What is your primary job?

E.g., market research analyst, consultant, financial analyst, attorney

26. In a typical week, are at least one-half (50%) of your interactions at work with other economists or economics students?

- Yes
- No

27. Indicate how practices and attitudes at your place of employment affect your ability to balance your family and your career goals?

Response options: Very Helpful, Helpful, No Impact, Harmful, Very Harmful

- Work hour flexibility
- Total workload
- Leave policies
- Compensation
- Student attitudes (If not in an academic setting, please skip)
- Economist/faculty/co-worker attitudes
- Administration attitudes

Section 4: Experiences

Note: the following question is critical for determining the next series of questions you receive. While you are free to skip, we kindly request that you provide a response.

28. For how long have you been in the field of economics? Please include your time as a student and employee.

- Less than 10 years
- 10 or more years (auto skip to #31)

[If respondent moves forward without answering #28, a soft prompt will ask them to provide a response. They are free to continue without doing so.]

29. Thinking about the duration of your time in the field of economics, have you ever avoided disclosing any of the following to anyone in the field due to fear of negative consequences, harassment, or discrimination?

Response options: Yes / No

- Racial/ethnic identity
- Sex
- Gender identity
- Sexual orientation
- Disability status
- Marital status / caregiving responsibilities
- Religion
- Political views
- Age
- Citizenship status
- Place of employment
- Research topics

30. During your time in the field of economics, have you personally been discriminated against or been treated unfairly or witnessed discrimination / unfair treatment by anyone in the field of economics based on any of these factors?

Select all that apply for each item.

Response options: Yes, personally experienced; Yes, witnessed, No;

- Racial/ethnic identity
- Sex
- Gender identity
- Sexual orientation
- Disability status
- Marital status / caregiving responsibilities
- Religion
- Political views
- Age
- Citizenship status
- Place of employment
- Research topics
- Based on a factor other than the ones listed above

After answer this question, auto skip to #33

31. [Asked only of those who replied 10 or more years] Thinking about your last 10 years in the field of economics, have you ever avoided disclosing any of the following to anyone in the field due to fear of negative consequences, harassment, or discrimination?

Response options: Yes / No for each

- Racial/ethnic identity
- Sex
- Gender identity
- Sexual orientation
- Disability status
- Marital status / caregiving responsibilities
- Religion
- Political views
- Age
- Citizenship status
- Place of employment
- Research topics

32. [Asked only of those who replied 10 or more years] Thinking about your last 10 years in the field of economics, have you personally been discriminated against or been treated unfairly or witnessed discrimination / unfair treatment by anyone in the field of economics based on any of these factors? *Select all that apply for each item.*

Response options: Yes, personally experienced; Yes, witnessed, No

- Racial/ethnic identity
- Sex
- Gender identity
- Sexual orientation
- Disability status
- Family status
- Religion
- Political views
- Age
- Citizenship status
- Place of employment
- Research topics
- Yes, but not related to one of these factors

33. During your time as a student studying economics, do you feel you personally experienced discrimination or unfair treatment or witnessed discrimination / unfair treatment by anyone in the field in any of the following ways? *Select all that apply for each item.*

Response options: Yes, personally experienced; Yes, witnessed, No

- Access to research assistantships
- Access to advisors
- Access to quality advising
- In the job market (If currently a student without job experience in the field, please leave blank)

34. [Asked only of those who responded a faculty position in #22 & less than 10 years in #28] During your tenure within the field of economics, do you do you feel that you have personally experienced discrimination or unfair treatment or witnessed discrimination / unfair treatment by anyone in the field in any of the following ways? *Select all that apply for each item.*

Response options: Yes, personally experienced; Yes, witnessed, No;

- Promotion decisions
- Compensation
- Teaching assignments

- Service obligations
- Access to time and funding to attend conferences and seminars
- Access to graduate student researchers
- Course evaluations
- Publishing decisions
- Funding decisions
- Sabbatical time
- Access to potential coauthors
- Invitations to participate in research conferences, associations and networks.

35. [Asked only of those who responded a faculty position in #22 & 10 or more years in #28] Within your last 10 years in the field of economics, do you do you feel that you have personally experienced discrimination or unfair treatment or witnessed discrimination / unfair treatment by anyone in the field in any of the following ways?

Select all that apply for each item.

Response options: Yes, personally experienced; Yes, witnessed, No;

- Promotion decisions
- Compensation
- Teaching assignments
- Service obligations
- Access to time and funding to attend conferences and seminars
- Access to graduate student researchers
- Course evaluations
- Publishing decisions
- Funding decisions
- Sabbatical time
- Access to potential coauthors
- Invitations to participate in research conferences, associations and networks.

36. [Asked only of those who responded not a faculty member in #22 or #25 is displayed & who responded less than 10 years in #28] During your tenure within the field of economics, do you do you feel that you have personally experienced discrimination or unfair treatment or witnessed discrimination / unfair treatment by anyone in the field in any of the following ways?

Select all that apply for each item.

Response options: Yes, personally experienced; Yes, witnessed, No

- Promotion decisions
- Compensation
- Professional development opportunities (including opportunities and funding to attend conferences and seminars)

- Publishing decisions

37. [Asked only of those who responded not a faculty member in #22 or #25 is displayed & who responded 10 or more years in #28] Within your last 10 years in the field of economics, do you feel that you have personally experienced discrimination or unfair treatment or witnessed discrimination / unfair treatment by anyone in the field in any of the following ways?
Select all that apply for each item.

Response options: Yes, personally experienced; Yes, witnessed, No

- Promotion decisions
- Compensation
- Professional development opportunities (including opportunities and funding to attend conferences and seminars)
- Publishing decisions

38. [Asked only of those who responded less than 10 years in #28] During your tenure within the field of economics, have you ever done any of the following to avoid possible harassment, discrimination, or unfair or disrespectful treatment by one or more economists?

Response options: Yes / No for each item.

- Not applied for or accepted admission at a particular grad school
- Paused or ceased enrollment at a particular grad school
- Not applied for or taken a particular employment position
- Not applied for or taken a promotion at your place of employment
- Left a particular employment position
- Not presented your question, idea, or view at your school or place of work
- Not participated in a conference
- Not spoken at a conference or during a seminar presentation
- Not made a professional visit to a particular place
- Not attended social events after class, at work, or at conferences
- Changed the topic, content, or method of a class you teach
- Changed the content, method, or conclusions of a research paper
- Not started or continued research in a particular field

39. [Asked only of those who responded 10 or more years in #28] Within your last ten years in the field of economics, have you ever done any of the following to avoid possible harassment, discrimination, or unfair or disrespectful treatment by one or more economists?

Response options: Yes / No for each item.

- Not applied for or accepted admission at a particular grad school
- Paused or ceased enrollment at a particular grad school
- Not applied for or taken a particular employment position
- Not applied for or taken a promotion at your place of employment

- Left a particular employment position
- Not presented your question, idea, or view at your school or place of work
- Not participated in a conference
- Not spoken at a conference or during a seminar presentation
- Not made a professional visit to a particular place
- Not attended social events after class, at work, or at conferences
- Changed the topic, content, or method of a class you teach
- Changed the content, method, or conclusions of a research paper
- Not started or continued research in a particular field

Note: The following question contains some graphic language and may be difficult for some to answer. This information is important to understanding the climate and areas in need of change within the economics profession, and we hope that you'll provide a thoughtful and honest answer.

40. [Asked only of those who responded less than 10 years in #28] During your tenure within the field of economics, have you ever experienced any of the following?

Response options: Yes / No for each

- Felt socially excluded at a meeting or event in the field
- Felt disrespected by your economist colleagues
- Felt that your work was not taken as seriously as that of your economist colleagues
- Felt that the subject or methodology of your research was not taken as seriously as that of your economist colleagues
- Another economist or economics student displayed, used, or distributed inappropriate sexual or suggestive materials; made offensive sexual remarks, either directed at you or overheard, including jokes or sexual stories; made remarks about your appearance, body, or sexual activities that made you uncomfortable; or made gestures or used body language of a sexual nature which embarrassed or offended you
- Another economist or economics student made unwanted attempts to establish a dating, romantic, or sexual relationship with you despite your efforts to discourage it
- Another economist or economics student made you feel threatened with some sort of retaliation for not being romantically or sexually cooperative or implied you'd be treated better if you were sexually cooperative
- Another economist or economics student watched or followed you from a distance; repeatedly waited for you outside of your workplace, classroom, meeting room when you didn't want them to; spied on you; made unwanted phone calls to you or left you unwanted messages, emails or other electronic transmissions including via social media, or sent cards, letters, flowers, or presents when they knew you didn't want them to
- Another economist or economics student attempted to fondle, kiss, or rub up against the private areas of your body; attempted to remove some of your clothes without your consent; attempted to put their penis, fingers, or other objects into your vagina and/or butt without your consent; and/or attempted to have oral sex with you without your consent
- Another economist or economics student fondled, kissed, or rubbed up against the private areas of your body; removed some of your clothes without your consent; put their penis,

- fingers, or other objects into your vagina and/or butt without your consent; and/or attempted to have oral sex with you without your consent
- Another economist or economics student touched you in a way, other than what was listed above, that made you feel uncomfortable

Note: The following question contains some graphic language and may be difficult for some to answer. This information is important to understanding the climate and areas in need of change within the economics profession, and we hope that you'll provide a thoughtful and honest answer.

41. [Asked only of those who responded 10 or more years in #28] Thinking about your last 10 years in the field of economics, have you ever experienced any of the following?

Response options: Yes / No for each

- Felt socially excluded at a meeting or event in the field
- Felt disrespected by your economist colleagues
- Felt that your work was not taken as seriously as that of your economist colleagues
- Felt that the subject or methodology of your research was not taken as seriously as that of your economist colleagues
- Another economist or economics student displayed, used, or distributed inappropriate sexual or suggestive materials; made offensive sexual remarks, either directed at you or overheard, including jokes or sexual stories; made remarks about your appearance, body, or sexual activities that made you uncomfortable; or made gestures or used body language of a sexual nature which embarrassed or offended you
- Another economist or economics student made unwanted attempts to establish a dating, romantic, or sexual relationship with you despite your efforts to discourage it
- Another economist or economics student made you feel threatened with some sort of retaliation for not being romantically or sexually cooperative or implied you'd be treated better if you were sexually cooperative
- Another economist or economics student watched or followed you from a distance; repeatedly waited for you outside of your workplace, classroom, meeting room when you didn't want them to; spied on you; made unwanted phone calls to you or left you unwanted messages, emails or other electronic transmissions including via social media, or sent cards, letters, flowers, or presents when they knew you didn't want them to
- Another economist or economics student attempted to fondle, kiss, or rub up against the private areas of your body; attempted to remove some of your clothes without your consent; attempted to put their penis, fingers, or other objects into your vagina and/or butt without your consent; and/or attempted to have oral sex with you without your consent
- Another economist or economics student fondled, kissed, or rubbed up against the private areas of your body; removed some of your clothes without your consent; put their penis, fingers, or other objects into your vagina and/or butt without your consent; and/or attempted to have oral sex with you without your consent
- Another economist or economics student touched you in a way, other than what was listed above, that made you feel uncomfortable

42. [Asked only of those that responded Yes to 40i or 41i]. You indicated that another economist or economics student attempted to fondle, kiss, or rub up against the private areas of your body; attempted to remove some of your clothes without consent; attempted to put their penis, fingers, or other objects into your vagina and/or butt without your consent; and/or attempted to have oral sex with you without your consent.

Thinking about the most recent incident, please answer the following questions.

42a. Where did this happen?

- At my university
- At another university
- At my non-academic workplace
- At an AEA conference or meeting, including travel to or from
- At another professional conference or meeting
- During a conference or meeting, but not at the conference or meeting itself
- Online (via email or other electronic media)
- Somewhere else

42b. Who did this to you?

- My professor/boss/someone with authority
- A co-worker at my institution or place of employment
- Another economist or student that I know
- Another economist or student that I do not know
- Someone else
- I do not know the identity or status of this person

42c. Did you tell anyone what happened, including making an official report or unofficially discussing with someone?

- Yes
- No (auto skip to 42e)

42d. Who did you tell first?

- A colleague
- A friend or family member not associated with the field
- University administration, including University HR
- AEA or conference administration
- Someone from the conference center or meeting place where this occurred
- The police
- Someone else

After answering this question, auto skip to #42f

42e. If you didn't make a report to some authority, why not?

Select all that apply.

- You didn't know who the right person was
- You were concerned your situation would not be kept confidential
- You did not need/want any assistance or any action taken
- You were concerned the process and/or outcome would be too difficult
- You were concerned about retribution from the person who did this to you and/or others over your reporting

42f. Did your experience lead you to:

Select all that apply.

- File an official charge of complaint with your employer
- File an official charge with relevant government agency (such as police or nondiscrimination agency)
- Consider leaving a project, committee, program, or other similar work endeavor
- Be less productive or effective in your work
- Consider leaving your position
- Take leave, sick time, miss work unexpectedly, or other similar time away from work
- Consider not attending future AEA meetings or conferences
- Consider leaving the field of economic research
- Consider leaving academia entirely
- Consider taking legal action

43. [Asked only of those that responded Yes to 40j or 41j]. You indicated another economist or economics student fondled, kissed, or rubbed up against the private areas of your body; removed some of your clothes without your consent; put their penis, fingers, or other objects into your vagina and/or butt without your consent; and/or attempted to have oral sex with you without your consent

Thinking about the most recent incident, please answer the following questions.

43a. Where did this happen?

- At my university
- At another university
- At my non-academic workplace
- At an AEA conference or meeting, including travel to or from
- At another professional conference or meeting
- During a conference or meeting, but not at the conference or meeting itself
- Online (via email or other electronic media)
- Somewhere else

43b. Who did this to you?

- My professor/boss/someone with authority
- A co-worker at my institution or place of employment
- Another economist or student that I know
- Another economist or student that I do not know
- Someone else
- I do not know the identity or status of this person

43c. Did you tell anyone what happened, including making an official report or unofficially discussing with someone?

- Yes
- No (auto skip to 43e)

43d. Who did you tell first?

- A colleague
- A friend or family member not associated with the field
- University administration, including University HR
- AEA or conference administration
- Someone from the conference center or meeting place where this occurred
- The police
- Someone else

After answering this question, auto skip to #43f

43e. If you didn't make a report to some authority, why not?

Select all that apply.

- You didn't know who the right person was
- You were concerned your situation would not be kept confidential
- You did not need/want any assistance or any action taken
- You were concerned the process and/or outcome would be too difficult

- You were concerned about retribution from the person who did this to you and/or others over your reporting

43f. Did your experience lead you to:

Select all that apply.

- File an official charge of complaint with your employer
- File an official charge with relevant government agency (such as police or nondiscrimination agency)
- Consider leaving a project, committee, program, or other similar work endeavor
- Be less productive or effective in your work
- Consider leaving your position
- Take leave, sick time, miss work unexpectedly, or other similar time away from work
- Consider not attending future AEA meetings or conferences
- Consider leaving the field of economic research
- Consider leaving academia entirely
- Consider taking legal action

44. [Asked only of those that responded Yes to 40k or 41k]. You indicated that another economist or economics student touched you in a way, other than what was listed above, that made you feel uncomfortable.

Thinking about the most recent incident, please answer the following questions.

44a. Where did this happen?

- At my university
- At another university
- At my non-academic workplace
- At an AEA conference or meeting, including travel to or from
- At another professional conference or meeting
- During a conference or meeting, but not at the conference or meeting itself
- Online (via email or other electronic media)
- Somewhere else

44b. Who did this to you?

- My professor/boss/someone with authority
- A co-worker at my institution or place of employment
- Another economist or student that I know
- Another economist or student that I do not know
- Someone else
- I do not know the identity or status of this person

44c. Did you tell anyone what happened, including making an official report or unofficially discussing with someone?

- Yes
- No (auto skip to 44e)

44d. Who did you tell first?

- A colleague
- A friend or family member not associated with the field
- University administration, including University HR
- AEA or conference administration
- Someone from the conference center or meeting place where this occurred
- The police
- Someone else

After answering this question, auto skip to #44f

44e. If you didn't make a report to some authority, why not?

Select all that apply.

- You didn't know who the right person was
- You were concerned your situation would not be kept confidential
- You did not need/want any assistance or any action taken
- You were concerned the process and/or outcome would be too difficult
- You were concerned about retribution from the person who did this to you and/or others over your reporting

44f. Did your experience lead you to:

Select all that apply.

- File an official charge of complaint with your employer
- File an official charge with relevant government agency (such as police or nondiscrimination agency)
- Consider leaving a project, committee, program, or other similar work endeavor
- Be less productive or effective in your work
- Consider leaving your position
- Take leave, sick time, miss work unexpectedly, or other similar time away from work
- Consider not attending future AEA meetings or conferences
- Consider leaving the field of economic research
- Consider leaving academia entirely
- Consider taking legal action

Section 5: Perceptions and Opinions

45. Please indicate how strongly you agree or disagree with each of the following statements:

Response options: Strongly agree, Agree, Somewhat agree, Somewhat disagree, Disagree, Strongly disagree, Don't know / No opinion

- It is **not** important for the field of economics to be inclusive towards people with different backgrounds.
- Discrimination is rare within the field of economics today.
- Economics would be a more vibrant discipline if it were more diverse.
- The AEA should **not** expend much effort to improve diversity within its ranks.
- People of my race/ethnicity are respected within the field
- People who are not White are respected within the field

- Men are respected within the field
- Women are respected within the field
- Transgender and gender non-conforming people are respected within the field
- People of my sexual orientation are respected within the field
- People who are not heterosexual are respected within the field
- People of my disability status are respected within the field (*If you do not have a disability, please leave blank*)
- People with a disability are respected within the field

46. Do you have any comments or ideas to share about the climate of the field of economics as it relates to diversity, inclusion, harassment, and professional conduct?

- Open-ended response

47. If you are willing, please describe any relevant incidents of discrimination, exclusion, harassment, or assault you have experienced within the economics profession, regardless of when they occurred.

- Open-ended response