Demographic Data
Thank you for participating in our survey. Your feedback is important.
We are interested in demographic differences in participants' responses. If you are comfortable
doing so, feel free to share with us the following information.
1. Please select the term that best corresponds to your gender identification.
Male
Female
I prefer not to answer this question
Other (please specify)

are comfortable doing so, feel free to share with us the following information. that averages for the categories below will only be reported if at least five people classical selves as belonging to that category. For example, the average responses to questions ared by those who check "Hispanic or Latinx" below will only be reported if at least five a do so. Please select the term that best corresponds to your race/ethnicity. White, non-hispanic, and non-Latinx Native American or American Indian Hispanic or Latinx Asian/Pacific Islander Black or African American Other (please specify) Please select the term that best corresponds to your sexual orientation. Heterosexual or straight Gay or lesbian Bisexual Asexual I prefer not to answer this question Other (please specify)		
elves as belonging to that category. For example, the average responses to questions ared by those who check "Hispanic or Latinx" below will only be reported if at least five a do so. Please select the term that best corresponds to your race/ethnicity. White, non-hispanic, and non-Latinx Native American or American Indian Hispanic or Latinx Black or African American Other (please specify) Please select the term that best corresponds to your sexual orientation. Heterosexual or straight Gay or lesbian Bisexual Asexual I prefer not to answer this question	are comfortable doing so, feel free to	share with us the following information.
White, non-hispanic, and non-Latinx Native American or American Indian Hispanic or Latinx Asian/Pacific Islander Black or African American I prefer not to answer this question Other (please specify) Please select the term that best corresponds to your sexual orientation. Heterosexual or straight Gay or lesbian Bisexual Asexual I prefer not to answer this question	selves as belonging to that category. F	or example, the average responses to questions
Hispanic or Latinx Asian/Pacific Islander Black or African American Other (please specify) Please select the term that best corresponds to your sexual orientation. Heterosexual or straight Gay or lesbian Bisexual Asexual I prefer not to answer this question	Please select the term that best correspor	nds to your race/ethnicity.
Black or African American	White, non-hispanic, and non-Latinx	Native American or American Indian
Other (please specify) lease select the term that best corresponds to your sexual orientation. Heterosexual or straight Gay or lesbian Bisexual Asexual I prefer not to answer this question	Hispanic or Latinx	Asian/Pacific Islander
lease select the term that best corresponds to your sexual orientation. Heterosexual or straight Gay or lesbian Bisexual Asexual I prefer not to answer this question	Black or African American	I prefer not to answer this question
Heterosexual or straight Gay or lesbian Bisexual Asexual I prefer not to answer this question	Other (please specify)	
Heterosexual or straight Gay or lesbian Bisexual Asexual I prefer not to answer this question		
Heterosexual or straight Gay or lesbian Bisexual Asexual I prefer not to answer this question		
I prefer not to answer this question	Gay or lesbian	
Other (please specify)	Asexual	
	Asexual I prefer not to answer this question	
	Asexual I prefer not to answer this question	
	Asexual I prefer not to answer this question	
	Asexual I prefer not to answer this question	
	Asexual I prefer not to answer this question	
	Asexual I prefer not to answer this question	
	Asexual I prefer not to answer this question	
	Asexual I prefer not to answer this question	
	Asexual I prefer not to answer this question	
	Asexual I prefer not to answer this question	

peaking Up Issues									
4. Please use the response scale to indicate your level of agreement with each statement.									
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicab or Don't Kno			
I have sufficient opportunity to talk in seminars.									
I have sufficient opportunity to ask questions at colloquia.					\bigcirc				
I have sufficient opportunity to talk in small groups of faculty and students.	0	0	0		0	\circ			

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applica or Don't Kn
I wish faculty would encourage more student discussion in seminars.						
I wish faculty would moderate seminar discussions so that the same students do not always dominate.	\bigcirc			\bigcirc	\bigcirc	
There should be less pressure to speak during seminars and reading groups.			\bigcirc		0	
In class, faculty should make more of an effort to engage quieter students.						

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applic or Don't K
I prefer seminars with five or fewer students.						
I believe that I have sufficient information about what counts as good work in courses, exams, etc. in the graduate program.					\bigcirc	\bigcirc
I get sufficient feedback from the faculty and graduate director on my progress in the program.			\circ		0	

ocializing Issues						
7. Please complete the f	following state	ments.				
	Too Few	Д	bout Right	Too Many	Not Ap	olicable or Don't Know
I think that the number of opportunities for socializing with graduate students is						
I think that the number of opportunities for socializing with faculty is				\bigcirc		
8. Please use the respo	nse scale to in	ndicate your l	evel of agreem	nent with each s	tatement.	
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable or Don't Know
I wish there were more opportunities to socialize with other graduate students outside of parties and bars.				0	\circ	

						Not Applicab
	Never	Rarely	Sometimes	Often	Pervasively	or Don't Kno
There is blatant sexist behavior by faculty towards graduate students.						
There is subtle sexist behavior by faculty towards graduate students.	\bigcirc	\bigcirc		\bigcirc	\circ	
Some faculty engage in sexist behavior towards other faculty members or visiting speakers.		0			0	
There is sexist behavior by faculty or graduate students towards staff.						

10. Please use the response scale to indicate the frequency with which you have observed the described behavior.								
Never	Rarely	Sometimes	Often	Pervasively	Not Applicabl or Don't Know			
t O								
				\bigcirc				
				\circ				
	Never Control of the							

Additional Biases										
11. Please use the response scale to indicate the frequency with which you have observed the described behavior.										
	Never	Rarely	Sometimes	Often	Pervasively	Not Applicable or Don't Know				
I have experienced or witnessed bias, directed towards members of the department, on the basis of low socioeconomic status.										
Male faculty talk about philosophy with female graduate students less frequently than with male graduate students.										

Romantic Interest Issue	S								
12. Please use the response scale to indicate the frequency with which you have observed the described behavior.									
	Never	Rarely	Sometimes	Often	Pervasively	Not Applicable or Don't Know			
There is inappropriate romantic interest expressed by faculty towards graduate students or			\bigcirc			\circ			
undergraduates.									
There is inappropriate romantic interest expressed by graduate students towards faculty, other graduate students, or undergraduates.									

exism and Race Issue	s- Graduate	e Students							
13. Please use the response scale to indicate the frequency with which you have observed the describ behavior.									
	Never	Rarely	Sometimes	Often	Pervasively	Not Applical or Don't Kno			
There is blatant racist behavior by graduate students towards other graduate students.			0		\circ	0			
There is subtle racist behavior by graduate students towards other graduate students.			\bigcirc		\bigcirc				
There is blatant sexist behavior by graduate students towards other graduate students.			\bigcirc						
There is subtle sexist behavior by graduate students towards other graduate students.			\bigcirc						

xism and Race Issue:	s- Towards	Undergradu	ates						
14. Please use the response scale to indicate the frequency with which you have observed the describ behavior.									
	Never	Rarely	Sometimes	Often	Pervasively	Not Applicat or Don't Kno			
There is blatant sexist behavior by faculty or graduate students towards undergraduates.			\bigcirc						
There is subtle sexist behavior by faculty or graduate students towards undergraduates.			\bigcirc		\bigcirc				
There is blatant racist behavior by faculty or graduate students towards undergraduates.			0		0				
There is subtle racist behavior by faculty or graduate students towards undergraduates.		\bigcirc	\bigcirc		\bigcirc				

tected Characteristic	20					
	,3					
answering the following aracteristics include ragnancy and sexual has ectional or sexual oriest, genetic informations.	ace, creed, c arassment), r entation, gen r liability for	color, national marital status der identity o	origin, nationa , domestic par er expression, a	ality, ancest tnership or atypical her	ry, age, sex (in civil union sta editary cellular	tus, or blood
15. Please use the respoehavior.	onse scale to	o indicate the t	requency with w	vhich you ha	ve observed the	
	Never	Rarely	Sometimes	Often	Pervasively	Not Applicable or Don't Know
I saw someone experience bias - or I myself experienced bias - on the basis of protected personal characteristic(s)*, by members of the department.						
L6. Please use the resp		o indicate your	level of agreem	nent with eac	ch statement.	Not Applicable
L6. Please use the resp	oonse scale to Strongly Disagree	o indicate your Disagree	level of agreem	nent with eac	ch statement. Strongly Agree	Not Applicable or Don't Know
I feel that the department is a welcoming environment in which to discuss identity-related issues.	Strongly	-				

emographic Represen	tation					
17. Please use the resp		o indicate your	level of agreer	nent with ea	ch statement.	Not Applicable
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable or Don't Know
The department should prioritize hiring more women or members of other underrepresented groups within philosophy.				0		
The department should prioritize extending offers of graduate admission to more women or members of other underrepresented groups within philosophy.						
I wish the department would hire junior faculty members as well as senior ones.		\bigcirc	\bigcirc		0	

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applical or Don't Kno
I feel that graduate students are too aggressive.						
I feel that the atmosphere in the department is unnecessarily combative and competitive.	\bigcirc		\bigcirc	\bigcirc	\bigcirc	
Some faculty treat students whom they perceive to be less skilled unfairly, in a way that negatively affects those students' philosophical development.						
There are certain faculty members with whom I am uncomfortable speaking about my work.						

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicab or Don't Kno
I feel that were I to express concerns about life in the department, those concerns would be taken seriously and efforts would be undertaken to address them.						0
I feel comfortable discussing personal or medical issues with faculty, especially as they relate to the need for academic accommodations.						0
I am happy with my experiences in the department.						

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applica or Don't Kı
The department prepares students to teach their own classes.						
I receive sufficient preparation for the job market.			\bigcirc		\bigcirc	
I receive sufficient support while on the job market.			\circ		0	
I have sufficient opportunity to teach my own courses.						

include as much example, who wa		d be helpful to	know at leas	st some details (1