

From:

American Economic Association

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AEA 2023 Professional Climate Survey Report

1. Introduction

In April 2018, the Ad Hoc Committee on the Professional Climate in Economics recommended that the AEA conduct a professional climate survey to assess the status quo in the profession, and repeat this survey at regular intervals to monitor changes over time. The AEA charged a new standing committee, the Committee on Equity, Diversity and Professional Conduct (later renamed the Committee on Professional Climate), to carry out this work. With a primary goal of assessing changes in the climate over the last five years, the 2023 survey repeats most of the questions fielded in 2018. However, a new module was included in the 2023 survey to measure awareness of, and satisfaction with, the various new AEA initiatives to improve the climate. This report summarizes the Committee’s assessment of the 2023 survey results.

The report is organized as follows. In Section 2, we describe the survey methodology, survey population, response rate, and data collection procedures; we also include a discussion of possible survey response bias. Section 3 summarizes the main findings of the survey. We report the perception of the overall climate in economics, changes from five years ago and the value of new initiatives. Section 4 provides brief descriptions of the key findings along the following dimensions: gender, race and ethnicity, LGBT status, disability, political orientation, socio-economic status, and employer type. Section 5 highlights some of the patterns of responses to an open-ended question on the climate within the profession and attempts to summarize some of the most commonly-expressed views. Section 6 summarizes important initiatives taken by the AEA since the survey and report, in response to the survey results. Finally, section 7 concludes with recommendations for future work in this area.¹

2. Survey Methodology

¹ The AEA Executive Committee notes that pursuant to the AEA Policy on Harassment, Discrimination, and Retaliation, it does not tolerate harassment or discrimination in any of its activities. Any person who believes they have experienced discrimination in an AEA program is strongly encouraged to report such discrimination through the [AEA Formal Complaint Procedures](#) or to reach out to the [AEA Ombuds Team](#). The AEA Ombuds Team is an independent, impartial, confidential and informal resource for members. Communication with the Ombuds Team does not constitute notice of discrimination to the AEA and will not initiate the Formal Complaint Procedures.

a. Data Collection, Survey Population and Response Rate

The survey was sent in the early Fall of 2023 to all current and former members of the AEA, for a total of about 55,000 individuals. This follows the approach of 2018, when about 45,000 current and former members were contacted. Unlike in 2018 when the AEA contracted out the survey work to NORC, the 2023 survey was administered “in-house” by the AEA. The 2023 survey instrument is attached in Appendix C.

While about 10,000 individuals participated in 2018, the response rate was much lower in 2023, with less than 5,000 responses recorded (either complete or incomplete). To the extent that the AEA wants to continue conducting such surveys on a regular basis, it will be important to find ways to engage a broader section of the membership to share their views and experiences. The findings below, even more so than in 2018, need to be interpreted with extreme caution given the self-selected sample.

Despite the substantially lower response rate, respondents’ observable characteristics are overall quite similar to those in 2018 (see Table 1). However, 2023 respondents are noticeably older (about 3 years older on average) and a greater share report some disability (which could be due to a change in how the disability question was asked in 2023). Also, only 3 % of 2023 respondents are students compared to 6 percent in 2018. Hence, neither this survey nor the 2018 survey can tell us much, if anything at all, about the climate experienced by Ph.D. students.

b. Potential Sample Response Bias

As with the first Climate Report Survey, we continue to be concerned about sample response bias. Participants may have significantly different experiences or viewpoints than non-respondents. Because the AEA does not maintain systematic demographic information about its current and past members, we unfortunately cannot directly compare respondents to non-respondents based on such demographics.

Some insight into potential response bias can be obtained by reviewing results by response date. For consistency, we follow the same approach that was conducted for the first Climate Report Survey. The survey was open for about 1.5 months after it was launched. As Figure 1 shows, responses were highest on the first day, and on the day after each of the 5 reminders were sent out by the AEA.

Evaluating responses over these periods provides one way to evaluate potential response bias. In particular, do survey responses received in the first two days look different from those that were elicited after two months following multiple reminders? It seems plausible that the latter group would represent more “marginal” respondents, so a gradient of response outcomes over time would be indicative of a potential response bias issue.

To evaluate this, we first generate an overall climate score. In particular, for each respondent, we average responses to the first 10 questions on the climate in the economics profession used in

Table 2. These questions range from “*I am satisfied with the overall climate within the field of economics*” to “*I feel I have been discriminated against within the field of economics*”. Each of these 10 question scores was ordered from 1 (most positive) to 6 (most negative) and averaged, to generate an overall index which ranged from 1 to 6 across individuals. Figure 2 plots this average across the 4656 survey respondents who provided responses to all 10 questions. Not surprisingly, this shows a spread of opinions.

Figure 3 plots this climate score over time for days with 50+ responses, which covers 85% of responses. Days with fewer than 50 responses have a substantially higher variance, so excluding these makes it easier to evaluate potential trends. Figure 3 shows no obvious trend in the reported climate opinion over time. For example, responses received on the first day the survey opened are very similar (mean of 2.76) to those received on day 42 (2.80). We also tested this formally, regressing the mean score on the days since the start of the survey, which was insignificant (0.0019 coefficient and 0.0044 standard-error), and separately on a full set of day dummies which were also insignificant (F -stat p -value < 0.001).

We also tested each of the 10 individual questions on a time trend and saw no material trends in response values over time. For example, Figure 4 shows the individual question with the highest t -statistic, “*I am satisfied with the overall climate at my institution/place of employment*,” and there is no visible material trend.

Overall, we conclude that within the 1.5-month period the survey was open, there is no evidence for any trend in the average climate reports or frequency of events reported. This of course does not rule out response bias, but it does suggest that at least those who responded immediately versus those who took 5 reminders to respond look similar. In other words, the evidence we have been able to glean given the data constraints does not raise a significant red flag with regard to overall response bias.

3. Main Findings

a. General Climate

The AEA Survey asked a series of questions about the general climate in the economics profession. This climate was compared to the climate in the respondent’s home department. Respondents were asked how strongly they agreed with the following statements (5 strongly agree, 0 strongly disagree):

- I am satisfied with the overall climate in the economics profession
- I am satisfied with the overall climate at my institutions or place of employment
- I feel valued within the field of economics
- I feel valued at my place of employment
- I always feel included socially in the field of economics
- I always feel included socially at my institution/place of employment

- I always feel included intellectually in the field of economics
- I always feel included intellectually in my place of employment

For each question, we calculated the share who agreed or strongly agreed with that question, and compared that across various demographic breakdowns. Figure 5 shows the results of those that are satisfied with the climate in the economics profession compared with their employer. In general respondents are much happier with the climate at their employer than with the climate in the economics profession. Over half of the survey respondents (56%) are satisfied with the climate at their employer compared to only 32% in the economics profession. There are significant differences across demographic groups. Men are more satisfied (39%) compared with women (17%). Whites, non-whites, non-disabled and non-LGBT are more satisfied (31%-34%) compared to people with a disability and those who identify as LGBT (~23%).

Figure 6 reports the results of a question that asked whether respondents strongly agree or agree that they feel valued in the economics profession and by their employer. As before, 52%-67% strongly agree that they feel valued by their employer. In contrast, rates of feeling valued in the economics profession are much lower ranging from 28% for women to 48% for men. People with a disability and those who identify as LGBT report lower rates of feeling valued (~30%) in the economics profession.

Figure 7 reports whether respondents strongly agree or agree that they feel socially valued in the economics profession and at their place of employment. 63% of the sample agree that they feel socially valued at their place of employment with higher shares of respondents who are male, white, non-disabled and non-LGBT agreeing with this statement. When it comes to feeling socially valued in the economics profession, only 37% agree with the statement, with only 21% of female respondents and 28% of people who identify as LGBT or as having a disability agreeing with the statement.

Figure 8 shows similar rates of feeling intellectually included at the respondent's place of employment and somewhat higher rates of feeling intellectually included in the economics profession. While 42% of respondents reported feeling intellectually included in the profession, that was true for only 27% of women, 32% of people with a disability, and 35% of those who identify as LGBT.

Overall, the general climate in the economics profession shows considerable room for improvement.

b. Change in Climate from Five Years Ago

Our survey allows us to examine the change in the climate in the profession using two different methods. First, we compared the share that strongly agreed or agreed that they felt satisfied with the climate in 2018 and 2023. Second, we included a battery of questions that asked respondents to compare whether the climate was better, worse or the same compared with five years ago.

Figure 9 compares the responses to question “I feel satisfied with the overall climate” in 2018 and 2023. The responses show little difference between the two surveys. If anything, comparing these responses, the climate has gotten a bit worse. Likewise, Figure 10 shows small differences between feeling valued in the profession. That said, most groups report somewhat more agreement with feeling valued in 2023 compared to 2018.

When we asked respondents whether they agreed with the statement: “I am more satisfied with the climate in the economics profession than I was five years ago,” 41% of respondents agreed with the statement, while 32% expressed no change and the remainder indicated that the climate was worse (Figure 11). It is notable that respondents from groups who were the least likely to be satisfied with the general climate in 2023, at the same time indicated that the climate had improved compared to five years ago. Female respondents (45%) and those who identified as LGBT (44%) were more likely to agree that the climate had improved compared to five years ago than the remainder of the sample.

The survey also asked whether people agreed with the statement: “I feel more valued in the economics profession than I was five years ago.” Responses were split with about one-third agreeing that they felt more valued while 40% felt they were valued the same (Figure 12).. A bit over 20% indicated that they were less likely to feel valued in the profession.

c. Value of Potential New Initiatives

The climate survey asked respondents about the value of the following new initiatives. On a scale where 5 is very valuable and 1 is not valuable, most of these initiatives were supported as useful. Of note, survey respondents valued networking (3.86 out of 5) and mentoring opportunities (3.83) and information sessions with journal editors (3.66) and grant reviewers (3.53). Professional conduct programming for graduate students was also valued (3.58) as was department chair professional training (3.43). Bystander training (3.17) and mental health services (3.19) received less support. (Table 10)

4. Experiences by group characteristics

a. Gender

The largest gaps in satisfaction with the climate in the profession are between men and women. In 2023, 39% of male respondents said they were satisfied with the climate, compared to just 17% of women. Women were less likely to report feeling valued (28% vs. 48% for men) and more likely to report discrimination (31% vs. 16%). These raw gaps are similar to those observed in 2018. (Table 2)

However, responses to the question asking whether the climate within the profession has improved in the last five years show that women are more satisfied than men with the direction of the change—45% of women agree that the climate has improved while only 20% disagree, compared to 39% and 24% (respectively) for men. Women are also more likely than men to say

they feel more valued than they did five years ago (38% vs. 32%), and more likely to say they feel less discrimination (25% vs. 15%). The two groups are roughly equally likely to say they now feel *more* discrimination. (Table 3)

Looking more deeply into the sources of discrimination, 41% of women and 10% of men report being discriminated against on the basis of sex within the last 5 years. Women are also more likely to report having experienced discrimination on the basis of marital status/caregiving responsibilities, age, citizenship status, place of employment, and research topics. Women are more likely to have observed discrimination on any basis (except for that based on political views, where men and women are equally likely to have observed discrimination). (Table 4) Finally, women report having experienced more discrimination as a student, especially with regard to advising (24% for women vs. 8% for men) and the job market (38% vs. 17%). (Table 5)

The gender gap in reported experiences of discrimination over the last five years is largest in the areas of compensation, teaching assignments, service obligations, access to coauthors, and course evaluations. At least half of women respondents have felt socially excluded at a meeting or event (50%), disrespected by economist colleagues (52%), or that they (57%) or their research (51%) were not taken seriously; these figures for men are 27%, 30%, 33%, and 30%, respectively. (Table 12) Women are more than twice as likely to report not speaking up (34% vs. 16%) or attending social situations (31% vs. 14%) to avoid possible harassment, discrimination, or poor treatment. (Table 11)

While both men and women are more satisfied with the climate in their home institutions than in the profession, a gender gap exists here as well—43% of women are satisfied, compared to 61% of men. 22% of women and 11% of men who responded in 2023 reported experiencing discrimination at their place of employment, and women are less likely to report feeling valued (52% vs. 67%) or included (51% vs. 68%). In general, women are less likely to be satisfied with their institutional climate and report more issues of discrimination or inclusion when they work for a college or university (Table 2). Gender differences in experiences of the *change* in the last 5 years at the home institution are small.

Men and women have different perceptions of issues related to diversity and inclusion in the profession. Only 4% of women say that discrimination is rare in the field of economics today, compared to 13% of men. 83% of women agree with the sentiment that economics would be a more vibrant discipline if it were more diverse, compared to 56% of men. (Table 13) Finally, women are generally more likely to know about the AEA's initiatives to address climate issues than men, and more likely to find them and the workplace discussions they generated to be useful. For both men and women, the potential new AEA initiatives that had the most support were mentoring and networking opportunities, professional conduct programming for PhD students, and information sessions with journal editors.

b. Race and Ethnicity

The climate results for white versus non-white economists present a mixed picture. As in 2018, the fraction of non-white respondents was relatively small—4% Black, 10% Latinx, and 14% Asian in 2023 (see Table 1). The ratios suggest that the profession has not changed substantially in racial or ethnic mix over the past five years. Similarly, the satisfaction with the overall climate in the field of economics has changed little for non-white respondents (34% in 2018 and 31% in

2023), and for white respondents (34% in 2018 and 32% in 2023) (see Table 2).² However, in the 2023 survey a high fraction of non-white economists (41%) reported feeling more satisfied with the climate than they did five years ago, and black economists reporting improvements at the highest rate, 51% (see Table 3 and 3B). While these results paint a neutral to positive picture, the 2023 survey shows that the rate at which discrimination has been experienced among non-white economists in the last five years (29%), has increased relative to the previous five years (17%) (see Table 4). Moreover non-white PhD students experienced discrimination at twice the rate of white students (see Table 5).

A higher fraction of Black economists (42%) report being satisfied with the overall climate in the field of economics compared to non-Black economists (32%) (see Table 2B). This gap is larger than in 2018 when 36% of Black and 34% of non-Black economists reported being overall satisfied.³ However, fewer Asian and Latinx respondents report being overall satisfied compared to non-Asian and non-Latinx (29%/33% for Asian/non-Asian and 29%/32% for Latinx/Non-Latinx).

A substantially higher fraction of non-white economists (41%) agree with feeling more satisfied with the overall climate than they were five years ago, compared to those who disagree (24%) (see Table 3). More than half of black economists (51%) agree with feeling more satisfied with the overall climate and only 18% disagree (see Table 3B). The pattern is similar for Asian and LatinX respondents, but more muted—41% of Asian and 43% of Latinx respondents agree with feeling more satisfied, whereas 23% of Asian and 22% of Latinx respondents disagree.

Regarding discrimination, 38% of non-white respondents report having been discriminated against based on race/ethnicity in the past ten years, with 29% experiencing discrimination in the last 5 years up from 17% in the five years prior (see Table 4). This is the second highest rate of discrimination in the last ten years, behind discrimination experienced by women, 55%. Non-white students report discrimination and unfair treatment at about twice the rate of white students in access to research assistantships (21% v. 10%), advisors (20% v 9%), quality advising (24% v 11%) and the job market (34% vs 21%) (see Table 5).

c. LGBTQ

As in 2018, the 2023 survey asked people about LGBT status. Six percent of respondents identified as LGBT in the 2018⁴ survey; in 2023 8 percent identified as LGBT. In the 2023 survey, LGBT respondents reported lower overall satisfaction with the climate in economics than non-LGBT respondents (24 percent compared to 32 percent).

² See *AEA Professional Climate Survey: Final Report* (2019), AEA Committee on Equity, Diversity Inclusion and Professional Conduct, Table 2.

³ See *AEA Professional Climate Survey: Final Report* (2019), AEA Committee on Equity, Diversity Inclusion and Professional Conduct, Table 2B.

⁴ See *AEA Professional Climate Survey: Final Report* (2019), AEA Committee on Equity, Diversity Inclusion and Professional Conduct, Table 1.

Both of these figures are slightly lower than the associated shares in 2018⁵ (26 and 34 percent). This 8 percentage point gap in overall satisfaction in economics between LGBT and non-LGBT respondents in 2023 is substantially smaller than the 2023 gender gap in satisfaction with overall climate but is larger than the 2023 white/non-white gap in satisfaction. The same pattern is observed for LGBT-related gaps in feeling valued in the economics and feeling socially included in the field of economics: LGBT respondents report lower levels of feeling valued and socially included in economics, and these gaps are smaller than the gender gap but larger than the white/non-white gap. Regarding discrimination, 30 percent of LGBT respondents report that they feel they have been discriminated against in economics, approximately the same share of women respondents (31 percent) and non-white respondents (28 percent). This 30 percent figure is slightly higher than the associated share of LGBT respondents in the 2018 survey who report they have been discriminated against in economics (27 percent).

The share of LGBT respondents who report that they feel more valued in the field of economics than five years ago was 41 percent, which is notably higher than the associated share of non-LGBT respondents (33 percent) and similar in magnitude to the share of women and non-white respondents who report that they feel more valued in the field of economics than five years ago (at 38 and 39 percent, respectively). The AEA's Committee on the Status of LGBTQ+ Individuals in the Economics Profession (CSQIEP), which officially debuted at the 2020 AEA/ASSA meetings in San Diego, may have played some role in shaping these perceptions for LGBT respondents, though we note that there was no meaningful difference between LGBT and non-LGBT respondents in the share who thought that the AEA's new initiatives improved the overall climate within economics. Interestingly, LGBT respondents were more likely than non-LGBT respondents to report awareness of the AEA's policies, resources, and initiatives surrounding inclusion and harassment (Table 16), but they were not systematically more likely to report that they used those resources (Table 17).

Despite a substantial share of LGBT respondents reporting that they feel more valued in economics, the 2023 climate survey revealed that LGBT respondents also were systematically more likely to report that they have directly experienced sexual orientation discrimination within the last five years than non-LGBT respondents (13 versus 1 percent). LGBT respondents were also more likely that they directly witnessed sexual orientation within the last five years than non-LGBT respondents (17 versus 4 percent). To avoid perceived unfair treatment, LGBT respondents in the past five years were more likely to report not having applied for or taken a particular employment position (23 percent of LGBT respondents compared to 11 percent of non-LGBT respondents); more likely to report not attending social events at work or at conferences (28 percent of LGBT respondents versus 19 percent of non-LGBT respondents); and were more likely to report not starting or continuing research in a particular field (22 percent of LGBT respondents compared to 13 percent of non-LGBT respondents).

⁵ See *AEA Professional Climate Survey: Final Report* (2019), AEA Committee on Equity, Diversity Inclusion and Professional Conduct, Table 2.

d. People with Disabilities

The share of individuals with any disability in the 2023 survey was significantly higher than in the 2018⁶ survey (19 percent versus 10 percent) (Table 1). This makes comparisons across survey waves especially difficult, so we refrain from extensive comparisons between the 2018 and 2023 surveys. Within the 2023 survey respondents, individuals with a disability report lower satisfaction within the field of economics than individuals without a disability, 23 percent versus 34 percent, respectively.

Like the LGBT/non-LGBT gap, this gap related to disability status is smaller than the gender gap in satisfaction with the climate in economics but larger than the white/non-white gap.

Similar patterns are observed with respect to feeling valued in economics (15 percentage point gap between individuals with a disability and individuals without a disability), feeling socially included within economics (11 percentage point gap), and feeling intellectually included within economics (12 percentage point gap).(Table 2)

Regarding discrimination, individuals with a disability report much higher rates of having been discriminated against within economics than individuals without a disability (28 percent versus 20 percent, respectively). Interestingly, regarding changes in satisfaction within economics or feeling valued within economics compared to five years ago, there were not large gaps between individuals with a disability and individuals without a disability (Table 2). For example, 33 percent of individuals with a disability report that they feel more valued within the field of economics than five years ago, while the associated share for individuals without a disability was a very similar 34 percent in the 2023 survey (Table 3).This contrasts with the other majority/minority group gaps related to gender, race/ethnicity, and LGBT status in reports of feeling more valued in economics than five years ago, which were constantly larger.

Interestingly, individuals with a disability were not differentially more likely to report awareness of or familiarity with the AEA's policies and resources (Table 14), nor were there systematic gaps between the two groups in the likelihood of having used or consulted those resources (Table 15). There was similarly no meaningful difference in the likelihood that an individual with a disability reported that the AEA's new initiatives helped improve the climate within economics compared to individuals without a disability (Table 16).

e. Political Orientation

Survey respondents were asked to indicate whether they considered themselves to be very liberal, liberal, conservative, or very conservative on both economic and social issues.

⁶ See *AEA Professional Climate Survey: Final Report (2019)*, AEA Committee on Equity, Diversity Inclusion and Professional Conduct, Table 1.

We combine the very liberal/liberal and very conservative/conservative in the results described in this section. By these definitions, 45% of respondents report being liberal on economic issues, while 68% are liberal on social issues.(Table 1)

We first focus on results by political alignment on economic issues. The economically conservative were more likely to say they are satisfied with the climate in the economics profession (47%, vs. 26% for the economically liberal). They are 9 percentage points more likely to say they feel valued, and eleven percentage points more likely to feel included socially and intellectually. The two groups report roughly equal rates of discrimination in the field (22% for conservatives and 21% for liberals). Differences in experiences of the climate in the home institution were generally smaller than these differences in the profession.(Table 2C)

The gaps are similar when comparing groups based on their alignment on social issues—50% of the socially conservative are satisfied with the climate in economics, compared to 27% of the socially liberal. For all three questions about value and inclusion in the profession, there is a 7 percentage point gap between the two, with conservatives feeling more valued and included. However, the conservative respondents were more likely to report discrimination (24% vs. 21%). Again, the two groups reported greater overall satisfaction in their home institutions than in the profession, with similar experiences by ideology. (Table 2C)

When asked to evaluate the direction of change over the last five years, liberal respondents are more positive. 46% of the economically liberal and 45% of the socially liberal agree that they are more satisfied than they were five years ago, compared to 25% and 26% of conservatives, respectively. Social liberals are also more likely than conservatives to agree that they feel more valued in the field now than five years ago (35% vs. 28%), more likely to feel included socially (29% vs. 24%), and more likely to feel included intellectually (33% vs. 27%). The patterns are broadly similar when comparing by political alignment on economic issues. (Table 3C)

There are members of each political group that feel that the climate in the profession has gotten worse in the last five years. This sentiment is more common among those who identify as conservative—35% for both the economically and politically conservative, compared to 20%/21% of economic/social liberals. Conservatives are also more likely to disagree with statements that they feel more valued and more included over the last five years. (Table 3C) Overall, 9% of respondents say they have experienced discrimination on the basis of political views within the last 5 years and 14% say they have witnessed it, compared to just 4% (8%) 5-10 years ago (Table 4 and Table 4A). Both liberals and conservative were more likely to report taking actions to avoid possible harassment or discrimination in the last 5 years than in the years prior. For example, 31% of social conservatives and 23% of social liberals say they have not presented a question, idea, or view at their place of work in the last 5 years for this reason, compared to 11% and 14% (respectively) 5-10 years ago (Table 11A). Other common avoidance actions within the last 5 years included not speaking during presentations, not attending social events, not participating in conferences, and not conducting research in a particular field.

Some of the largest gaps along ideological lines were seen when respondents were asked about how the profession should value diversity. While 77% of the economically liberal agreed that “economics would be a more vibrant discipline if it were more diverse,” just 32% of the economically conservative did. For social alignment, the gap was similar—75% vs. 31%. Conservatives were generally less likely to be aware of the AEA’s policies related to diversity, inclusion, and ethical conduct, and were less likely to find them useful.(Table 13A).

f. Socio-Economic

Respondents were asked to report the highest level of education achieved by any parent or guardian; 51% said graduate degree, 22% said bachelor's degree, and 27% said associate's degree or less. They were also asked to classify the socioeconomic status (SES) of their family growing up; 37% said upper middle class or high income, 44% said middle class, and 19% said in poverty or low income.(Table 1)

The overall level of satisfaction with the climate in the profession is similar for economists with different family SES backgrounds. There is a slight gradient in terms of education backgrounds, with those from lower-education backgrounds being *more* satisfied with the climate (36% for those with a parent with an associate's or less, compared to 30% for those with a parent with a graduate degree.)(Table 2D) There are not large differences by family background in people's feelings of value, inclusion, or discrimination. Those with higher-education or higher-SES backgrounds are slightly more likely to report being satisfied when assessing the *change* over the last five years.

There are not consistent differences in the rate of reporting personal experiences of discrimination within the last 5 years across economists with different family education backgrounds. However, those from a low-SES background are more likely to report discrimination within academia along every dimension, especially with regard to compensation, access to resources, and publishing/funding decisions. This same pattern is observed outside of academia, where those from a lower-SES background report more instances of unfair treatment with regard to promotion and publishing decisions, compensation, and professional development opportunities. Both inside and outside of academia, those with lower-SES backgrounds are also more likely to report taking actions to avoid harassment or discrimination

Finally, those with relatively low parental education were slightly less likely to know about the AEA's diversity and inclusion efforts than their high-SES peers. Those from a low-SES background were more likely to find the AEA Ombuds and formal complaint procedures helpful, and less likely to find the survey and code of conduct helpful.

g. Employer Type

Nearly 80% of respondents are employed at a college or university. Of those employed in academia, the largest portion work at R1 institutions (39%), followed by R2 (19%), regional college or university (14%), "Ivy Plus" (11%), and national liberal arts (7%) institutions.(Table 1)

Table 6 summarizes climate perceptions within the field of economics and at the respondent's place of employment. In terms of *overall climate* in economics, about one third of those employed in or outside of academia report being satisfied. Differences in satisfaction arise when comparing across institution types with respondents at R1 institutions less likely to report being satisfied (27%) than their peers at other institutions, much more so than those at regional institutions (37%). For those employed at a college/university, respondents at elite institutions are more likely to report *feeling valued* and *intellectually included* in the field of economics with about 56% of respondents at "Ivy Plus" institutions agreeing or strongly agreeing with each of these statements in comparison to less than 45% of respondents at each of the other institution types. Next, we

report on satisfaction with the climate at the respondent's place of employment. A greater percentage of respondents employed outside academia report being satisfied with the *overall climate* at their place of employment (67% vs 53%), especially so when it comes to *feeling valued* or *socially/intellectually included* at their place of employment with over 70% of those employed outside academia versus about 60% employed by a college/university agreeing or strongly agreeing with these statements. "Ivy Plus", R1 and national liberal arts faculty are also more likely to identify *feeling included intellectually* at their institution than faculty at R2, regional colleges or universities, and other institutions.

While we cannot directly compare results across survey years, respondents in this survey were asked to provide their assessment of the climate in comparison to five years ago. Table 7 summarizes the share of respondents that agree with, disagree with, or feel the same about a series of climate statements. A few differences by employer type arise. Respondents employed outside of academia are less likely to agree (31% vs 36%) and more likely to feel the same (43% vs 38%) regarding the statement *I feel more valued within the field of economics than I did five years ago*. Respondents employed at a college or university were more likely to disagree with the statement that they were *more satisfied with the overall climate* (25% vs 18%) as well as statements that indicate *feeling more valued* (22% vs 15%) and *feeling less discriminated against* (22% vs 15%) at their place of employment. A smaller share of respondents working at a college or university agreed with feeling *more included intellectually* at their place of employment (27% vs 32%).

Focusing on differences across college/university type, a greater share of those employed at elite institutions are *more satisfied with the overall climate*; 50% of those at "Ivy Plus", 47% of those at national liberal arts, 45% of those at R1, and 39% at regional institutions agreeing in comparison to only 35% at R2 institutions. This pattern of satisfaction reverses itself when considering those that report the same level of satisfaction with the overall climate. In terms of feeling *more included intellectually within the field*, those at "Ivy Plus" are more likely to agree and less likely to disagree in comparison to those at regional colleges or universities (35% vs 30% and 23% vs 28%, respectively). Respondents at "Ivy Plus" institutions are also more likely to report feeling *more valued within the field of economics* than those at regional colleges or universities (39% vs 32%).

Continuing with comparisons across institution types, we now focus on differences at the respondent's home institution. Those employed at an "Ivy Plus" institution are less likely to disagree (19%) that they are *more satisfied with the overall climate at my institution* compared to all other institution types with those at a regional college or university being the most likely (31%) to disagree with this statement. Respondents at a regional college or university are more likely to disagree with *feeling more valued at my institution* (29%) in comparison to respondents at each of the other institution types (20-22%). Feelings of both *social and intellectual inclusion* relative to five years prior generated greater polarization of opinions with smaller percentages agreeing and greater percentage disagreeing for those at regional institutions in comparison to other institution types.

Table 8 provides a summary of respondents' familiarity with the AEA's new policies, resources, and initiatives. Awareness across all categories is higher among those working in academia and,

within that group, those employed in more elite institutions. Respondents at R2 and regional institutions consistently indicate much less awareness, by at least 20% across all items. For example, while 90% of “Ivy Plus” respondents are familiar with The AEA Code of Professional Conduct, only 70% of those employed in an R2 or regional institution indicate familiarity. A majority of respondents, regardless of employer type, are either familiar or very familiar with the AEA 2019 Professional Climate Survey Report (56-77%), Code of Professional Conduct (68-90%), and Policy on Harassment and Discrimination (62-88%). Less than half (47%) of those employed outside of academia report familiarity with the AEA Best Practices for Economists while 55% of those employed by a college or university are familiar with these practices, although this varies widely by institution type (47-66%). Respondents are consistently, across all employment and institution types, less familiar with the AEA Whistleblower Policy (33-61%), Ombuds (33-67%), or Formal Complaint Procedures (27-51%). Among those employed at a college or university, “Ivy Plus” respondents reported the highest familiarity for each of these policies and resources. The least reported familiarity, across and within employment types, is with the AEA Guidelines for New Editorial Appointments.

Table 9 summarizes the value that respondents attribute to the AEA’s new policies, resources, and initiatives, reported as the mean on a scale from 1 (not valuable) to 5 (very valuable). The highest value is placed on networking (3.85) and mentoring (3.83) opportunities by those employed in and outside of academia. For those employed at a college or university, less value is reported for these opportunities by those at either “Ivy Plus” or R1 institutions relative to other institution types. Information sessions with journal editors is consistently the third most valued activity (3.59-3.91), even more so by those employed at a college or university (3.71 vs 3.55) and within academia for respondents at R2 institutions (3.81). Professional conduct programming for PhD students ranks next in mean value across all employer and institution types (3.53-3.71). Across all respondent employment categories bystander training and mental health services and programming are valued least, on average.

These responses suggest there is considerable need for efforts designed to improve the climate, especially for those employed at institutions outside the top tier. The lack of familiarity with AEA’s new policies is of concern. On a more positive note, high value was placed on networking and mentoring opportunities as well as information sessions with journal editors provided by the AEA and more resources should be dedicated to these efforts.

5. Open-Ended Comments

As in 2018, the 2023 survey allowed respondents to provide open-ended comments. Our committee reviewed each one and classified it according to the top issue(s) the commenter raised. This system is not perfect, as many comments are difficult to classify, and a comment on a particular topic can range from strongly positive to strongly negative in its tone. Nevertheless, it helped us identify broad themes.

The first open-response question was “Do you have any comments or ideas about how to improve any of the new AEA initiatives/resources/policies above?” We received 665 comments in response to this question. The top issues were:

Issue	Percent of comments addressing
DEI (negative view)	17.9%
Elitism	14.6%
Offered suggestion	13.7%
AEA (negative view)	9.0%
Enforcement of policies	8.1%
DEI (positive view)	6.3%
Other/Neutral	41.5%

Note: Other/Neutral includes positive comments about the AEA, comments on publishing, and comments on the survey itself. The percentages sum to greater than 100 because a comment could be coded as addressing two issues.

We now summarize the comments in several of these categories.

DEI (negative view)

For many of the comments coded as having a negative view of DEI, the commenter either felt that DEI should not be an objective of the AEA, or that DEI initiatives had resulted in “reverse discrimination” (a phrase that came up several times). Some examples are below.

“As a [...] economist, I consider myself a free-market, libertarian individual who is skeptical of regulatory initiatives (however positively intended). I see reverse discrimination running rampant. I also see the disturbing outcome of this new “climate” manifesting itself in recognizing (if not denegrating) the field of Economics (from classroom instruction to the selection of Nobel Prize winners in Economics). While I am certainly against discrimination, abusive and criminally illegal behavior, and anything that would lead to hostile work environments, I question the role of the profession in attempting to institutionally intermediate/correct what they deem to be bad behavior and, myself, being a straight, Catholic, white, male economist, I feel not only excluded, but the victim of substantial discrimination myself (especially from policies intended to help).”

“It would be nice if you would stop promoting overtly racist DEI policies.”

“Please roll back all new initiatives and do not undertake any new ones. You are actively destroying good things.”

“...The AEA has become a woke social engineering organization, and is not a serious professional organization any more. They AEA lost its mojo. Long gone are the days when Milton Friedman, James Tobin, Friedrich August von Hayek, Paul Samuelson, Arnold Harberger, Gary Becker, and so many other grandees of our profession, could argue, discuss and talk freely in meetings, conferences and seminars...”

These comments should be interpreted in the context of the numerical results. These show that 41% of white economists agree that they are more satisfied with the economics profession than they were five years ago, versus 23% who disagree (see Table 3). In addition, 39% of male economists report being more satisfied than five years ago, compared to 24% who disagree. Notably, the fraction of conservative economists who are more satisfied than they were five years ago is lower than the fraction who disagree with being more satisfied---25% and 26% of economic and socially conservative economists, respectively, agree with being more satisfied, versus 35% and 35% of economic and socially conservatives disagreeing (see Table 3C). The pattern is reversed for liberal economists. These results suggest the perception of reverse discrimination is occurring along political lines versus race or gender.

Elitism

As in the first survey, many of the open-ended comments related to elitism or perception of elitism at the AEA. A few examples are below.

“It is mind-blowing that the AEA would design an entire survey on discrimination and ignore the number one source of discrimination in economics: whether you did your PhD or not at a certain small set of universities, and whether you have been "accepted" or not in a set of small, oligopolistic networks. This is the problem, and not gender or race.”

“Outreach to econ depts outside of R1/top 50 would be welcome. Leadership is focused at top 10 institutions which perpetuates elitism in field.”

“My biggest issue with the climate in economics is that the field is very hierarchical and status oriented; your ph.d. institution feels determinative of your success. In my experience as a woman, this has been more isolating than my gender.”

“These new initiatives/resources/policies are all good, but they seem to still miss an important factor: even though AEA is the biggest organization of economists, it is still dominated by those who received their degree(s) from an elite university and/or teach at an elite university. It is still NOT inclusive. It is full of mostly white economists who like to congratulate themselves and each other for being "inclusive" or "promote" more diverse policies. The bottom line is most of the things that AEA has done or sponsored are on the surface and don't do enough to change the status quo.”

“The AEA is insular and hierarchical. Change your own culture as an institution before trying to fix the broader profession.”

Several commenters had suggestions for addressing elitism in the profession. The most common specific suggestions related to the structure of AEA leadership, and the methods by which leaders are chosen. There were multiple calls for more open elections and for designated spots for people outside the elite academic departments:

“One obvious thing the AEA could do is to diversify the leadership of the AEA. Other econ associations specify board slots for, e.g., industry or government representatives. This would be a very good idea for the AEA, adding in representative for institutions not normally represented: industry, government, and liberal arts schools.”

“Make a true democratic election of the AEA president and administrators allowing AEA members to vote among several candidates, not just one possible candidate picked by hand by the elite.”

“Increase representation of non-elite institutions in your leadership, including at or near the very top. Allow meaningful electoral competition for leadership positions. Most of these initiatives seem performative as long as people perceive that the AEA is run by people who are non-representative of the profession at large.”

Other suggestions for addressing elitism included:

“There need to be more awards and keynote lectures within the AEA so that there are more opportunities for new voices to be heard.”

“Again - take discrimination based on affiliation seriously, and do something about the clubbiness and nepotism that pervades journals like QJE and JPE. As an example, it's absurd that Harvard editors can essentially rubber-stamp their former students' dissertations at QJE and essentially guarantee them an academic job for life.”

“Endow the DORA Declaration.”

Enforcement

A number of comments reflected frustration with the absence of a mechanism to address complaints of discrimination more substantively.

“A code of conduct / ombuds without teeth is not worth the bother.”

“The 2019 effort was goodhearted but lacking in enforcement mechanisms. Lots of exhortation, in a good direction, and no more than trivial changes in incentives for bad actors. Did not much seem like a policy implemented by economists given those features.”

Suggestions

Readers had other suggestions for AEA initiatives, beyond those we include in the other topics in this suggestion.

Several commented on the importance of working on the pipeline, which starts as early as high school. For example:

“Continue to invest in undergraduate and high school education and messaging to attract more diverse students to the field.”

“Change happens at the undergraduate level. Support undergrad research and create materials that help inspire undergrads from diverse backgrounds.”

Even though it was not ranked among the most valuable possible new initiatives, several commented on the importance of pushing changes down to the department level, via (for example) a department chair training initiative.

“I think there needs to be more buy-in. Departments are little fiefdoms, and if the few (old, white men) at the top aren't interested in making changes, they won't. At my institution, they don't really seem openly hostile (for the most part), they just don't care that much.”

“The AEA initiatives are not trickling down to individual departments. Most of the most meaningful change needs to happen at the department level, and conversations are not being had and departments are resistant to change.”

“I really like the idea on teaching people how to be better chairs. My chair these past 8 years has been awful and has let a lot of bad behavior fly.”

Quite a few people suggested that the AEA bring back double-blind refereeing at its journals. For example:

“Not sure if this is the best place to suggest this, but I have recently become a fan of double blind refereeing that is practiced at some journals. My reaction to the practice was previously, “Why bother hiding the authors' names? Everything is available on the internet so referees can immediately uncover the authors anyway.” My attitude now (and I have heard this expressed by others) is that it should be understood by reviewers that the ethically correct thing to do is to NOT try to back out who the authors are and to instead try to objectively evaluate the quality of the submission without that knowledge. I suspect that I (and many in the profession) am guilty of subconsciously placing a thumb on the scale for work written by well-established authors, and I think this is unfair.”

“Consider double blinding the review process. Saying that technology made this difficult is just an excuse, and this excuse is made so that the privileged can keep their privileges.”

CSWEP, CSMGEP and CSQIEP each provide resources that improve the diversity pipeline into the profession, but more can be done, particularly at the high school level. This may be an area for the profession to begin developing new resources.

6. AEA initiatives in response to survey results

In this section, we summarize efforts that the AEA has made to address some of the issues identified in this 2023 Climate Survey. Much of this work was possible thanks to a generous grant from the Co-Impact Foundation. Our committee collaborated with CSWEP to apply for the grant, and the two committees now work together on activities related to it.

Best practices and dissemination of best practices information to department chairs

In response to both the 2018 and 2023 surveys, the AEA adopted a code of conduct, established a set of best practices, and hired an ombudsperson. Here, we describe work to ensure the success of those initiatives.

To gauge awareness of department chairs' knowledge of these resources and of best practices, the Institute for Policy & Social Research, with Co-Impact funding, conducted a national survey of economics department chairs in December 2024, with 221 chairs responding. The survey asked detailed questions about chairs' training, processes for faculty hiring, recruitment and promotion, relationships with students, and departmental efforts to improve the climate as well as support received from the AEA. The findings from this survey highlight progress as well as challenges in US economics departments.

In addition, CSWEP and the CPC co-hosted the 2025 AEA Chairs' Conference on January 4, 2025, at the AEA Annual Meeting in San Francisco. The event, titled "Best and Worst Practices in Economics Departments," brought together department chairs from across the country to discuss institutional change, leadership practices, and climate challenges in the economics profession. The session featured remarks from AEA leadership, a panel on the role of department chairs, preliminary results from the 2025 AEA Chair Survey, and a two-part interactive workshop on departmental climate. The conference was followed by a post-event survey, with participants expressing strong interest in applying the workshop insights in their home departments.

In February 2025, CSWEP and the CPC held a follow-up to the Chairs' Conference at the Eastern Economic Association (EEA) Annual Meeting in New York City. The goal was to offer similar content, feedback, and lessons as the Economics Department Chairs Conference in January 2025.

The AEA hosted high-profile sessions on "Becoming an Effective Bystander in the Profession" and on "Working to Change the Climate in Economics" on 1/5/24 at the annual meetings in San Antonio.

The 2023-24 edition of the AEA's Guidance on the Economics Job Market Cycle encouraged all employers to review and abide by the Best Practices document—in particular those for conducting a fair recruiting process.

We are currently developing short animated videos to demonstrate best practices. These videos will be posted on the AEA website.

Mid-Career Peer-to-Peer (P2P) Mentoring Program

The survey findings highlighted a need for more professional support at different career stages. In 2023, CSWEP launched the Mid-Career Peer-to-Peer (P2P) Mentoring Program to meet this need. The program was designed to help mid-career economists find community, support, and mentoring. Participants form small groups with others at a similar career stage or with similar concerns. Groups meet regularly, supported by a curriculum that CSWEP developed. As of April 2025, the P2P program has enrolled over 200 participants.

Graduate Students

To obtain more information about the needs of graduate students, in collaboration with the AEA and Institute for Policy & Social Research, in 2025, the CPC and CSWEP conducted 12 focus groups of graduate students from 50 selected economics programs. The study gathered nuanced, qualitative data that reflect student experiences related to advising, culture, and inclusion—data rarely surfaced in traditional surveys. The focus groups helped to identify specific structural and cultural challenges. The focus groups revealed key problem areas, such as elitism, hierarchical thinking, lack of diversity and transparency, and pressure-inducing program elements (e.g., advising, funding, job market stress), which helps guide targeted improvements. Through the focus group findings, we have identified actionable recommendations for climate improvement.

We note here that in our April 2023 report, we encouraged the AEA to consider lifting membership fees for graduate students to increase their representation in the AEA membership. The reasons for these recommendations were multi-fold, including better coverage of this important constituency in our survey efforts, access to the AEA Ombuds and complaint process for this population, and ease of targeting this “next generation” with training efforts (such as on Best Practices). While this was not immediately possible partly because of budgetary implications (graduate students’ membership fees currently account for about \$60,000 in annual AEA revenue), we continue to believe that this is another crucial constituency to target as the profession seeks to build a better climate for the future.

Female Leadership Conference Development

With Co-Impact funding, CPC-CSWEP began early-stage planning for a women’s leadership workshop with the HERS Leadership Institute, to explore a partnership for training modules following the 2025 Southern Economic Association’s annual meeting. HERS is a nationally recognized organization focused on training women for leadership roles in higher education.

7. Recommendations for the future

As Section 6 makes clear, the AEA and its committees have undertaken a wide range of programs and practices to improve the climate in the profession. The climate survey indicates that the respondents value these initiatives overall, though there is not a high level of awareness about them. Our committee recommends that this work continues, and that the AEA should look for opportunities to advertise its offerings to new audiences.

However, there is one issue that was raised repeatedly in the surveys that is not directly addressed by any current AEA initiatives: elitism in the profession. Of course, elitism can be a result of personal biases that are difficult for an organization like the AEA to influence. We believe

this should not prevent the AEA from asking whether more can be done to improve the climate for its members along this dimension.

Our committee recommends that the AEA 1) work to raise awareness about the existence of elitism and its effects; 2) encourage its members to be more inclusive of those with different backgrounds or professional roles; and 3) examine the role that the AEA as an institution plays in fostering elitism.

Here, we offer several examples of initiatives that might achieve these ends and we ask the AEA Board to consider them. There are certainly others; AEA members can submit ideas by contacting a member of the CPC.

- Consider expanding the AEA Board to include designated spots for economists with different institutional backgrounds or job types (e.g. government sector, private sector, teaching-focused institutions, liberal arts).
- Consider adding the chairs of the standing AEA committees as *ex officio* members of the AEA Board.
- Adopt a formal nominating process for leadership and committee roles that is transparent, inclusive, and consistent over time.
- Introduce a mechanism by which members can petition to have a name added to the slate of candidates for elected AEA positions.
- Introduce a platform through which members can indicate a willingness to serve in AEA leadership and committee roles.
- Convene a panel at an upcoming AEA meeting on elitism in the profession and its effects, hosted by the CPC.
- Organize a standing session for research on the climate in the economics profession at the AEA meetings, to include work on elitism and its effects.

Appendix A - Figures

Figure 1: Number of Survey Responses Over Time

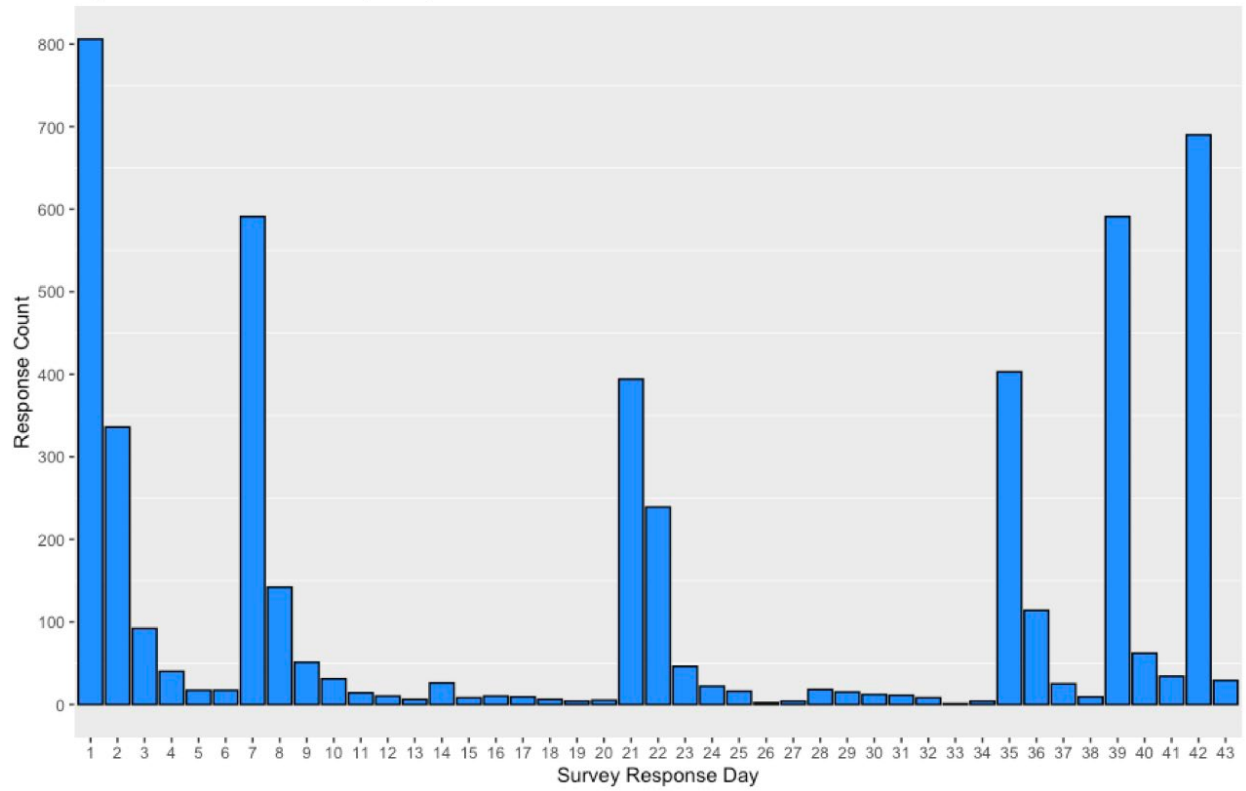


Figure 2: Distribution of Overall Climate Indicator (1 = most positive; 6 = most negative)

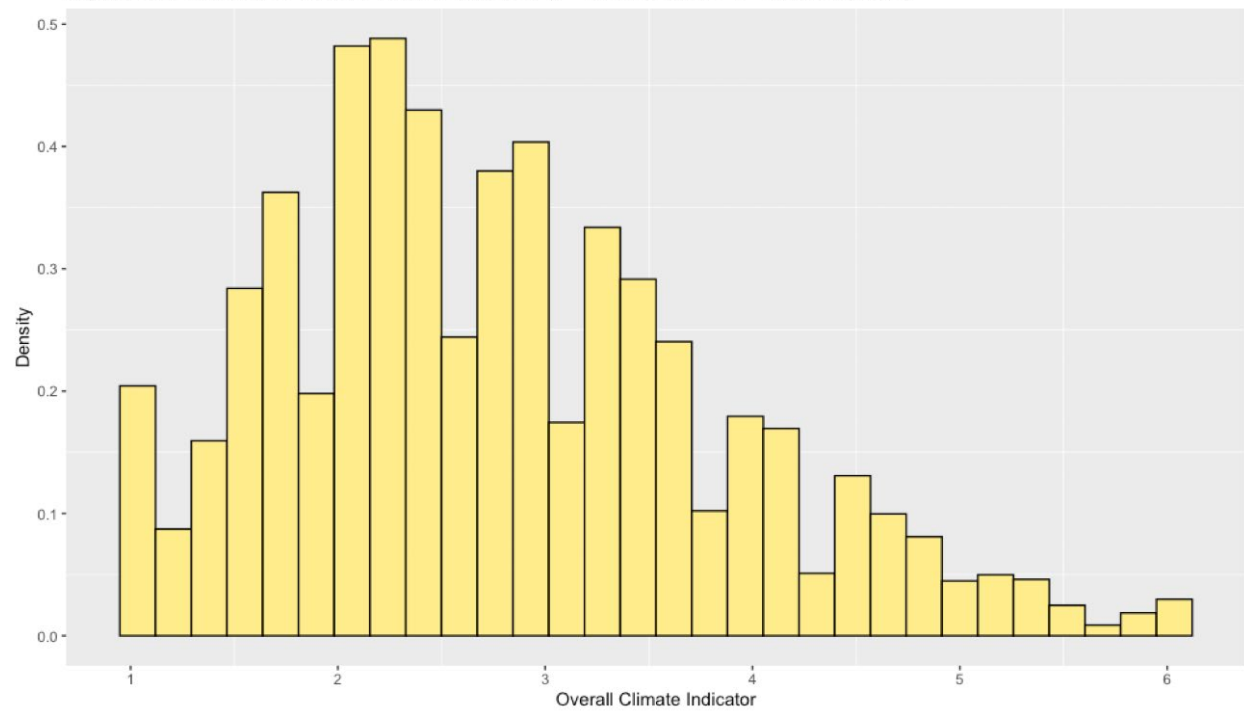


Figure 3: Mean Overall Climate Indicator by Survey Response Day (Restricted to Days with 50+ Responses)

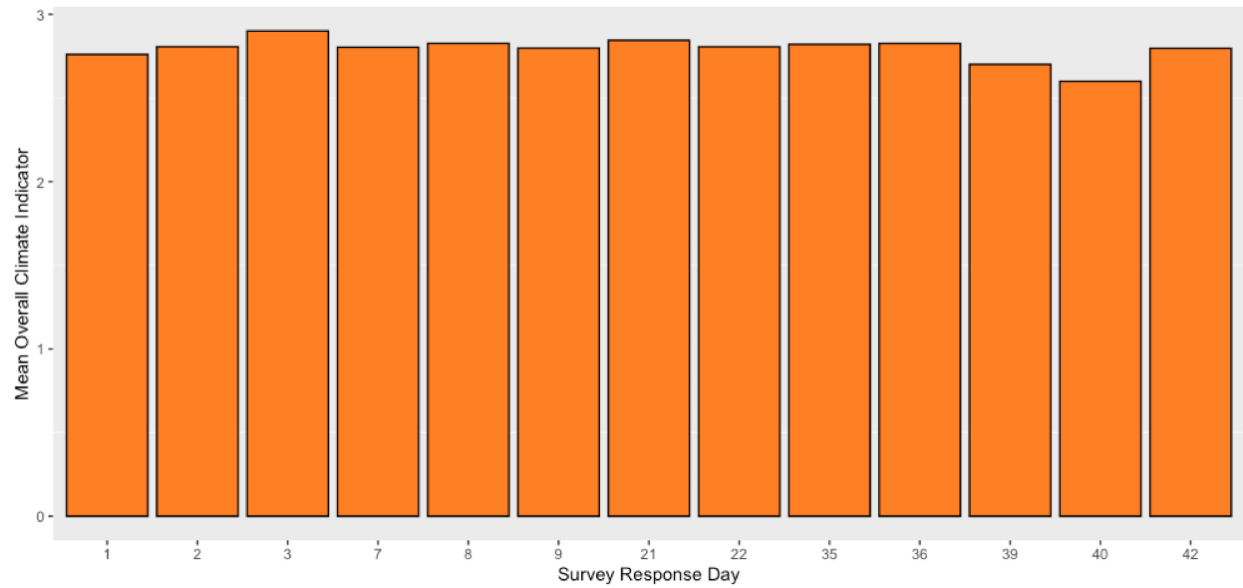


Figure 4: Mean Response to "I am satisfied with the overall climate at my institution/place of employment" by Survey Response Day (Restricted to Days with 50+ Responses)

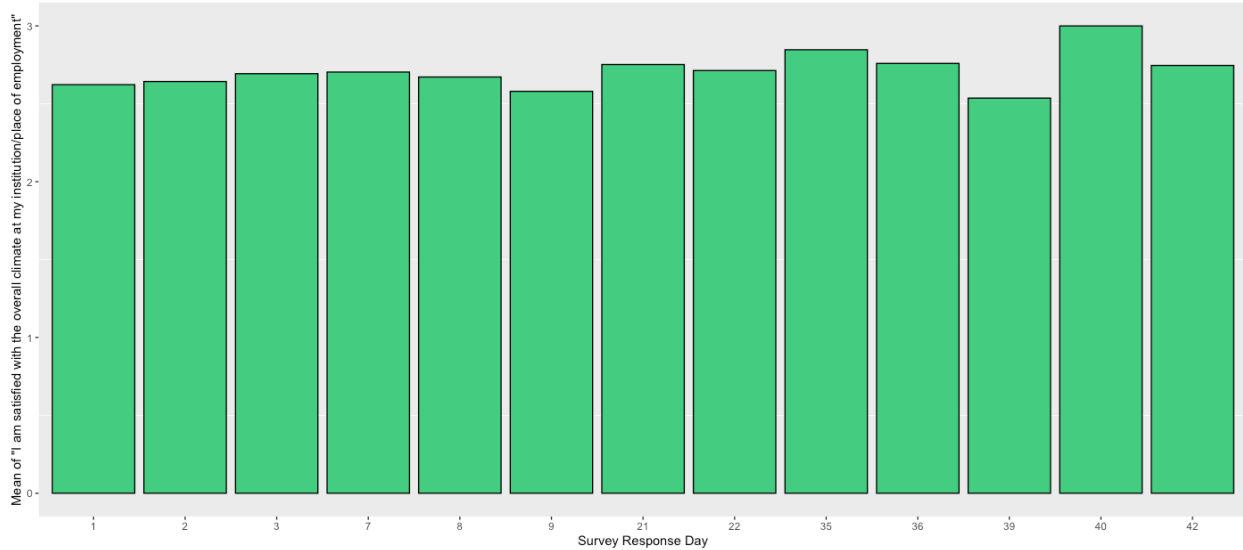


Figure 5: Share that Strongly Agree or Agree That I Feel Satisfied with the Climate in . . .

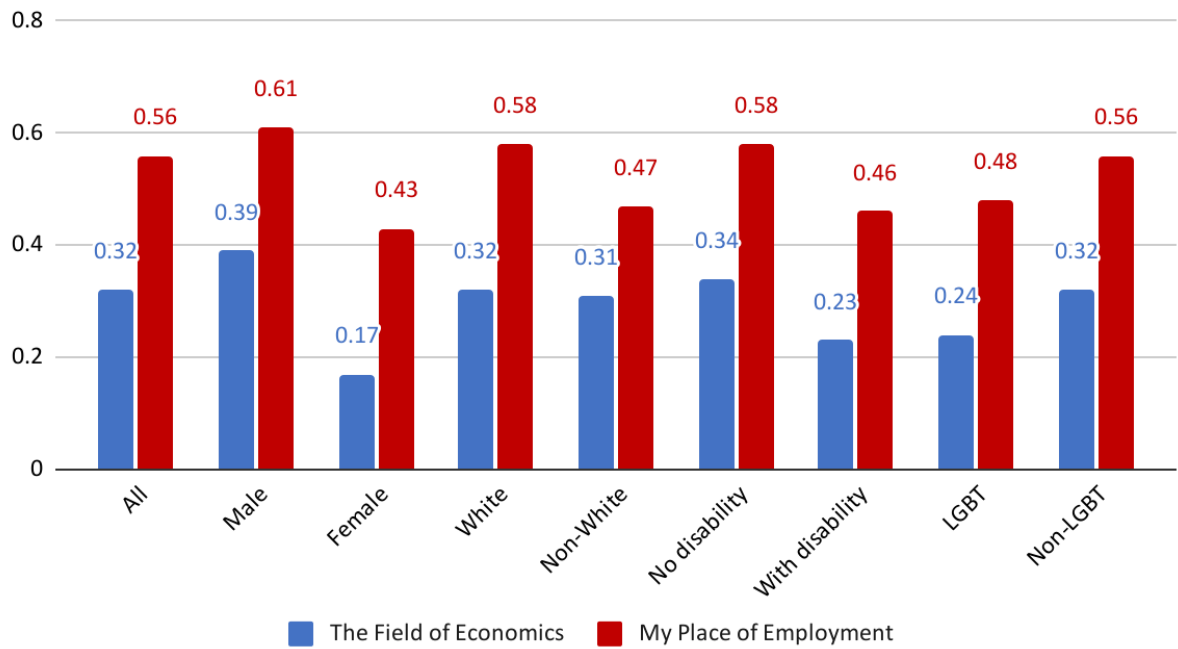


Figure 6: I feel valued in...

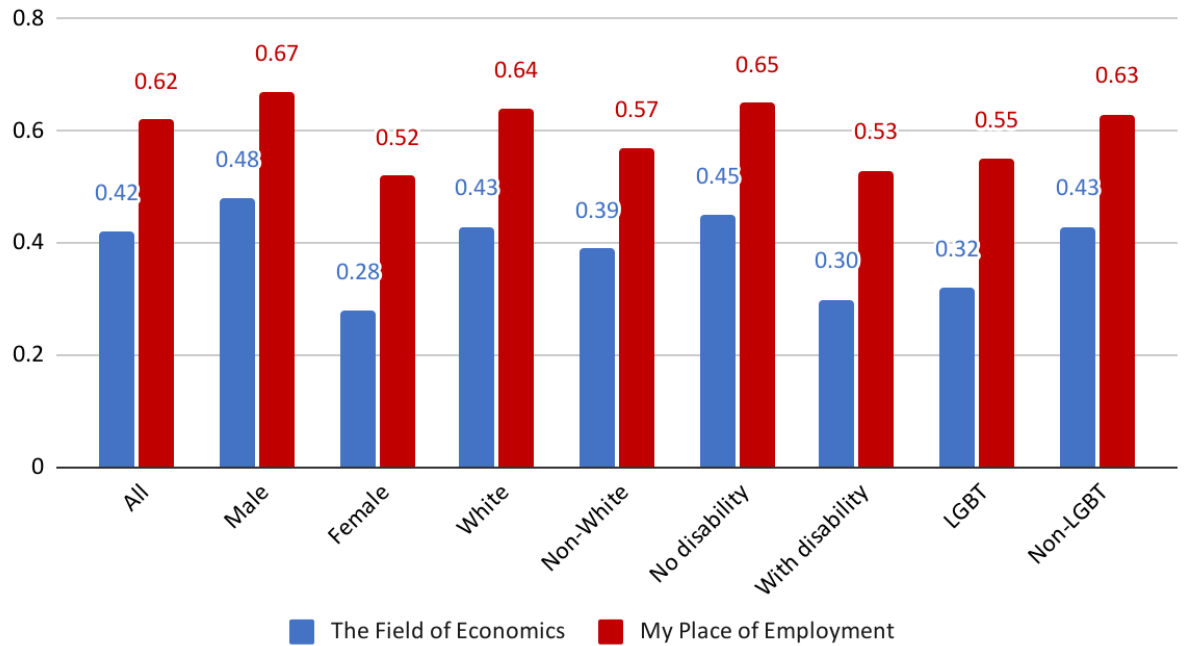


Fig 7: I Feel Socially Included In. . .

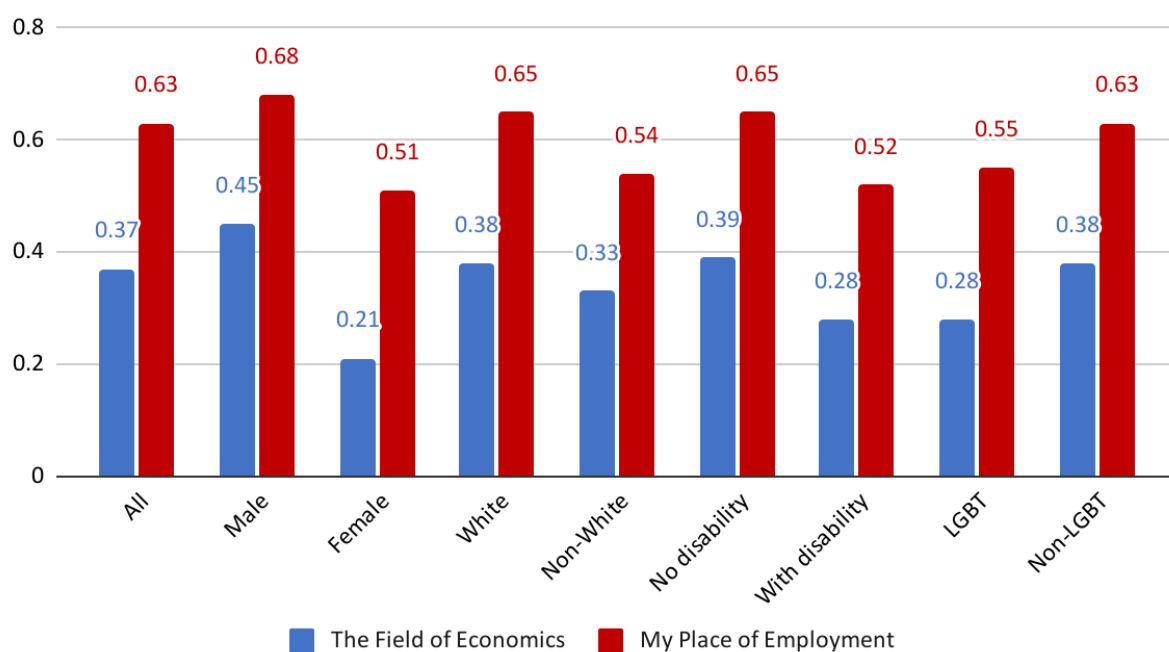


Fig 8: Feel Included Intellectually . . .

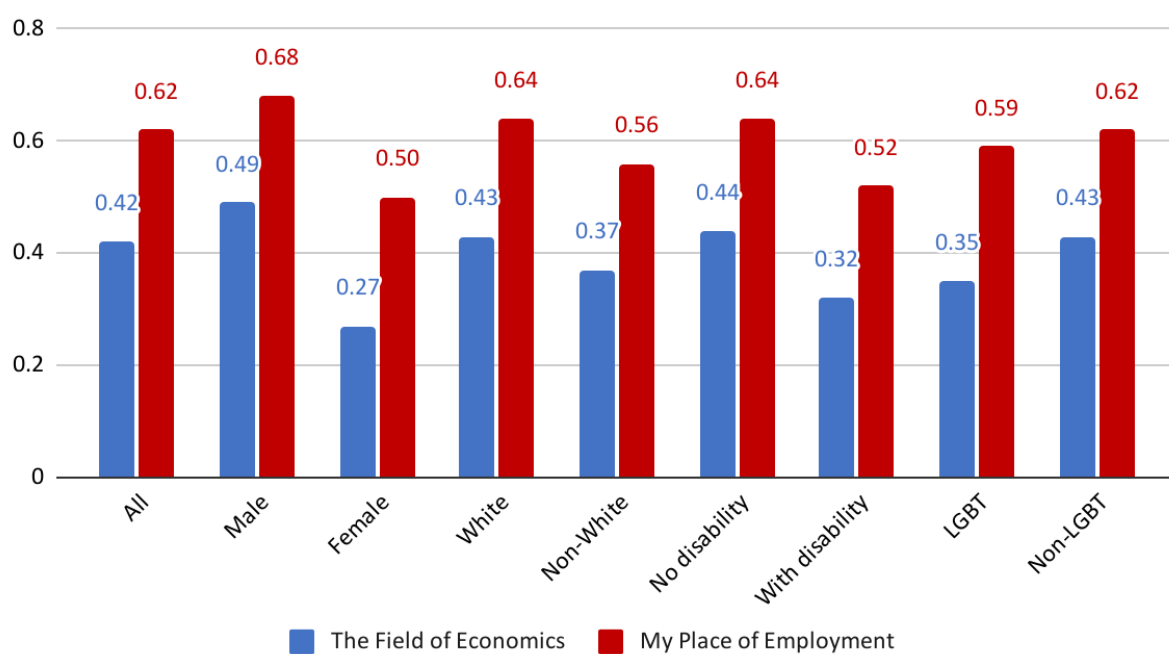


Fig 9: I Am Satisfied with the Overall Climate in My Place of Employment

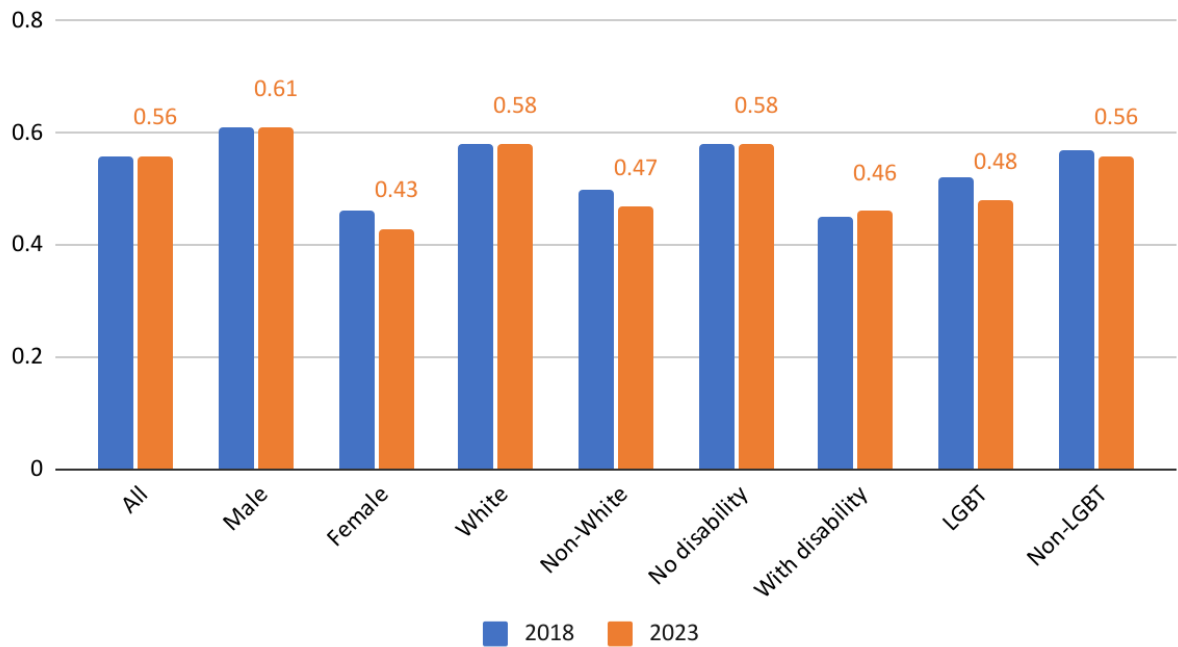


Fig 10: I Feel Valued in My Place of Employment

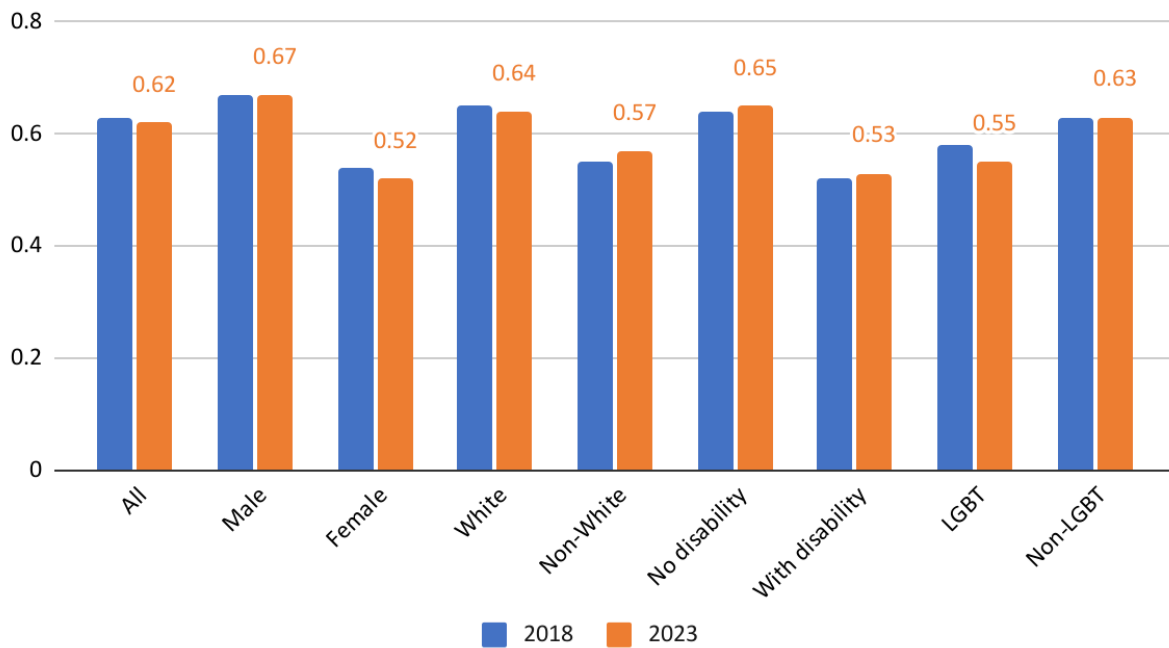


Fig 11: I Am More Satisfied with the Climate in the Economics Profession than I was 5 Years Ago

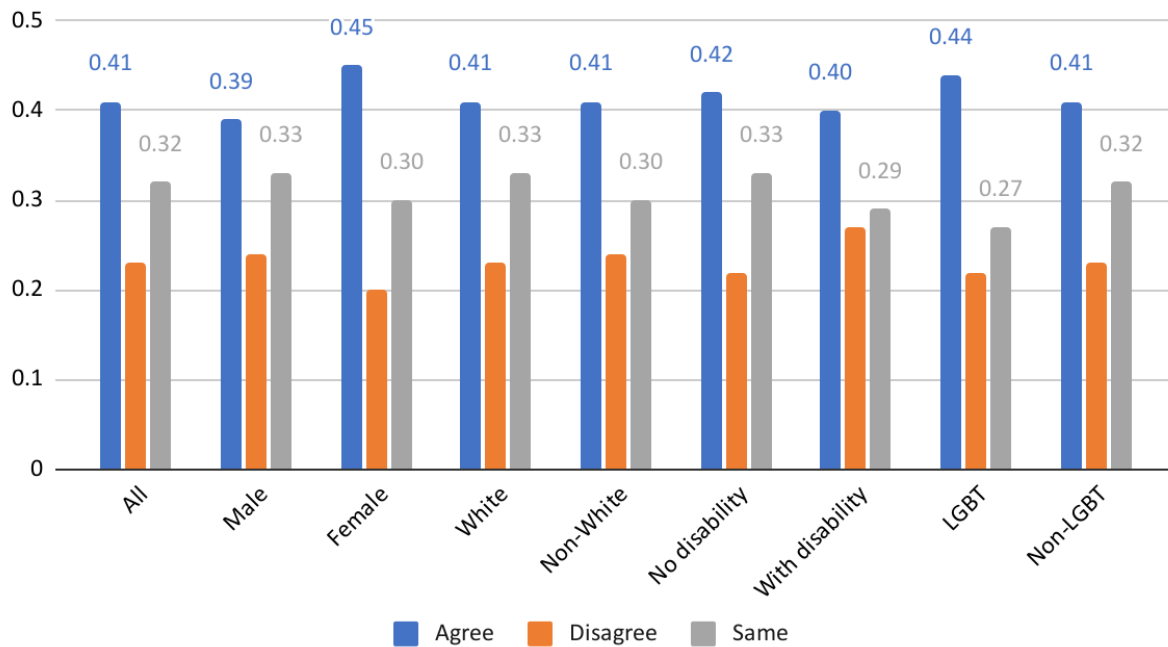
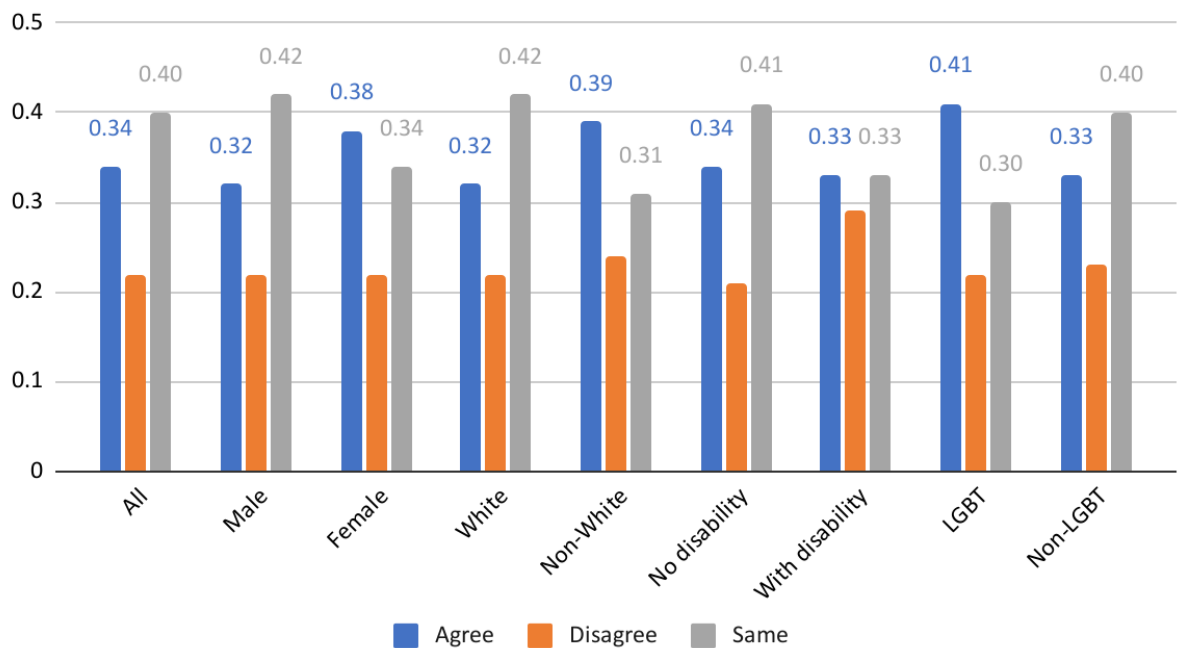


Fig 12: I Feel More Valued in the Field of Economics than I was 5 Years Ago



Appendix B - Tables

- 1) Table 1
- 2) Table 2
- 3) Table 2B
- 4) Table 2C
- 5) Table 2D
- 6) Table 3
- 7) Table 3B
- 8) Table 3C
- 9) Table 4
- 10) Table 4A
- 11) Table 5
- 12) Table 6
- 13) Table 7
- 14) Table 8
- 15) Table 9
- 16) Table 10
- 17) Table 11
- 18) Table 12
- 19) Table 12A
- 20) Table 13
- 21) Table 13A
- 22) Table 14
- 23) Table 15
- 24) Table 16

Table 1: Survey Respondents' Characteristics		
	N	Mean
Female	4,463	0.32
White	4,424	0.79
Black	4,424	0.04
Asian	4,424	0.14
Latinx	4,435	0.10
LGBT	4,374	0.08
Transgender	4,386	0.01
With some disability	4,099	0.19
US resident	4,420	0.62
Student	4,421	0.03
Among employed, employer is:		
College or university	3,945	0.78
For-profit organization	3,945	0.05
Non-profit organization	3,945	0.04
US federal government	3,945	0.06
Age	4,016	50.57
Married	4,355	0.81
Liberal on economic issues	4,366	0.45
Liberal on social issues	4,370	0.68
Agnostic	4,305	0.24
Atheist	4,305	0.20
Christian	4,305	0.36
Jewish	4,305	0.07
Muslim	4,305	0.03
Buddhist	4,305	0.02
Among women:		
Married	1,385	0.77
With dependents	1,398	0.48
Among employed, employer is a college or university	1,297	0.82
Parental education: associate's degree or less	4,411	0.27
Parental education: bachelor's degree	4,411	0.22
Parental education: graduate degree	4,411	0.51
Parental income: in poverty or low income	4,402	0.19
Parental income: middle class	4,402	0.44
Parental income: upper middle class or high income	4,402	0.37
"Ivy Plus"	2,967	0.11
R1	2,967	0.39
R2	2,967	0.19
Regional college or university	2,967	0.14
National liberal arts college	2,967	0.07
Other	2,967	0.11

Table 2: General Climate					
Sample:	All	Male	Female	White	Non-White
I am satisfied with the overall climate within the field of economics.	0.32	0.39	0.17	0.32	0.31
I am satisfied with the overall climate at my institution/place of employment.	0.56	0.61	0.43	0.58	0.47
I feel valued within the field of economics.	0.42	0.48	0.28	0.43	0.39
I feel valued at my institution/place of employment.	0.62	0.67	0.52	0.64	0.57
I always feel included socially within the field of economics.	0.37	0.45	0.21	0.38	0.33
I always feel included socially at my institution/place of employment.	0.63	0.68	0.51	0.65	0.54
I always feel included intellectually within the field of economics.	0.42	0.49	0.27	0.43	0.37
I always feel included intellectually at my institution/place of employment.	0.62	0.68	0.50	0.64	0.56
I feel I have been discriminated against within the field of economics.	0.21	0.16	0.31	0.20	0.28
I feel I have been discriminated against at my institution/place of employment.	0.15	0.11	0.22	0.14	0.19

Table 2: General Climate (cont'd)				
Sample:	No disability	With disability	LGBT	Non-LGBT
I am satisfied with the overall climate within the field of economics.	0.34	0.23	0.24	0.32
I am satisfied with the overall climate at my institution/place of employment.	0.58	0.46	0.48	0.56
I feel valued within the field of economics.	0.45	0.30	0.32	0.43
I feel valued at my institution/place of employment.	0.65	0.53	0.55	0.63
I always feel included socially within the field of economics.	0.39	0.28	0.28	0.38
I always feel included socially at my institution/place of employment.	0.65	0.52	0.55	0.63
I always feel included intellectually within the field of economics.	0.44	0.32	0.35	0.43
I always feel included intellectually at my institution/place of employment.	0.64	0.52	0.59	0.62
I feel I have been discriminated against within the field of economics.	0.20	0.28	0.30	0.21
I feel I have been discriminated against at my institution/place of employment.	0.14	0.20	0.20	0.15
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-Latinx	Latinx
I am satisfied with the overall climate within the field of economics.	0.32	0.42	0.33	0.29	0.32	0.29
I am satisfied with the overall climate at my institution/place of employment.	0.56	0.48	0.57	0.47	0.56	0.52
I feel valued within the field of economics.	0.41	0.50	0.42	0.38	0.42	0.38
I feel valued at my institution/place of employment.	0.62	0.66	0.63	0.56	0.63	0.59
I always feel included socially within the field of economics.	0.37	0.43	0.38	0.30	0.38	0.34
I always feel included socially at my institution/place of employment.	0.63	0.57	0.64	0.55	0.63	0.60
I always feel included intellectually within the field of economics.	0.42	0.49	0.43	0.35	0.43	0.37
I always feel included intellectually at my institution/place of employment.	0.62	0.63	0.63	0.55	0.63	0.59
I feel I have been discriminated against within the field of economics.	0.21	0.27	0.20	0.27	0.21	0.25
I feel I have been discriminated against at my institution/place of employment.	0.14	0.20	0.14	0.18	0.15	0.14

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

	Employer is college or university?		Age		Economically:		Socially:	
	No	Yes	Less than 44	44 or more	conservative	liberal	conservative	liberal
Sample:								
I am satisfied with the overall climate within the field of economics.	0.34	0.31	0.23	0.37	0.47	0.26	0.50	0.27
I am satisfied with the overall climate at my institution/place of employment.	0.67	0.53	0.55	0.57	0.59	0.54	0.55	0.55
I feel valued within the field of economics.	0.42	0.41	0.32	0.48	0.48	0.39	0.47	0.40
I feel valued at my institution/place of employment.	0.73	0.60	0.59	0.66	0.64	0.62	0.61	0.63
I always feel included socially within the field of economics.	0.36	0.37	0.29	0.43	0.45	0.34	0.43	0.36
I always feel included socially at my institution/place of employment.	0.71	0.61	0.61	0.65	0.66	0.63	0.61	0.64
I always feel included intellectually within the field of economics.	0.41	0.42	0.34	0.48	0.50	0.39	0.47	0.40
I always feel included intellectually at my institution/place of employment.	0.72	0.61	0.60	0.65	0.64	0.61	0.61	0.64
I feel I have been discriminated against within the field of economics.	0.19	0.22	0.26	0.18	0.22	0.21	0.24	0.21
I feel I have been discriminated against at my institution/place of employment.	0.12	0.15	0.14	0.15	0.17	0.14	0.18	0.14

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

Table 2D: General Climate - By Parental Education, Parental Income						
	Parental education			Parental income		
	Associate's degree or less	Bachelor's degree	Graduate degree	In poverty or low income	Middle class	Upper middle class or high income
Sample:						
I am satisfied with the overall climate within the field of economics.	0.36	0.32	0.30	0.30	0.32	0.32
I am satisfied with the overall climate at my institution/place of employment.	0.53	0.54	0.57	0.48	0.55	0.59
I feel valued within the field of economics.	0.42	0.39	0.43	0.37	0.41	0.46
I feel valued at my institution/place of employment.	0.61	0.62	0.63	0.53	0.62	0.67
I always feel included socially within the field of economics.	0.39	0.34	0.37	0.33	0.36	0.41
I always feel included socially at my institution/place of employment.	0.59	0.61	0.65	0.53	0.62	0.68
I always feel included intellectually within the field of economics.	0.44	0.39	0.43	0.37	0.41	0.46
I always feel included intellectually at my institution/place of employment.	0.61	0.62	0.63	0.55	0.61	0.67
I feel I have been discriminated against within the field of economics.	0.21	0.23	0.21	0.26	0.21	0.19
I feel I have been discriminated against at my institution/place of employment.	0.17	0.14	0.14	0.21	0.15	0.12
Reported in each cell is the share of respondents that agree or strongly agree with each statement						

Table 3: General Climate Compared to Five Years Ago (Statements)	
1	I am more satisfied with the overall climate within the field of economics than I was five years ago.
2	I am more satisfied with the overall climate at my institution/place of employment than I was five years ago.
3	I feel more valued within the field of economics than I did five years ago.
4	I feel more valued at my institution/place of employment than I did five years ago.
5	I feel more included socially within the field of economics than I did five years ago.
6	I feel more included socially at my institution/place of employment than I did five years ago.
7	I feel more included intellectually within the field of economics than I did five years ago.
8	I feel more included intellectually at my institution/place of employment than I did five years ago.
9	I feel less discriminated against within the field of economics than I did five years ago.
10	I feel less discriminated against at my institution/place of employment than I did five years ago.

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

Table 3: General Climate Compared to Five Years Ago									
Sample:	Agree			Disagree			Same		
	All	Male	Female	All	Male	Female	All	Male	Female
1	0.41	0.39	0.45	0.23	0.24	0.20	0.32	0.33	0.30
2	0.27	0.27	0.26	0.24	0.23	0.24	0.31	0.32	0.28
3	0.34	0.32	0.38	0.22	0.22	0.22	0.40	0.42	0.34
4	0.32	0.32	0.33	0.20	0.19	0.22	0.33	0.35	0.26
5	0.28	0.26	0.32	0.23	0.22	0.24	0.45	0.48	0.39
6	0.25	0.26	0.24	0.18	0.17	0.21	0.42	0.44	0.36
7	0.32	0.31	0.34	0.23	0.23	0.23	0.40	0.42	0.37
8	0.28	0.29	0.26	0.17	0.17	0.19	0.40	0.42	0.36
9	0.18	0.15	0.25	0.25	0.24	0.25	0.52	0.55	0.44
10	0.16	0.15	0.18	0.20	0.19	0.21	0.49	0.52	0.41

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 3: General Climate Compared to Five Years Ago (cont'd)									
Sample:	Agree			Disagree			Same		
	All	White	Non-White	All	White	Non-White	All	White	Non-White
1	0.41	0.41	0.41	0.23	0.23	0.24	0.32	0.33	0.30
2	0.27	0.26	0.29	0.24	0.24	0.23	0.31	0.32	0.25
3	0.34	0.32	0.39	0.22	0.22	0.24	0.40	0.42	0.31
4	0.32	0.30	0.39	0.20	0.20	0.20	0.33	0.35	0.24
5	0.28	0.26	0.36	0.23	0.22	0.25	0.45	0.48	0.32
6	0.25	0.22	0.34	0.18	0.18	0.19	0.42	0.45	0.30
7	0.32	0.30	0.40	0.23	0.23	0.24	0.40	0.43	0.30
8	0.28	0.25	0.37	0.17	0.17	0.19	0.40	0.44	0.27
9	0.18	0.16	0.27	0.25	0.24	0.28	0.52	0.55	0.39
10	0.16	0.13	0.25	0.20	0.19	0.22	0.49	0.52	0.35

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 3: General Climate Compared to Five Years Ago (cont'd)									
Sample:	Agree			Disagree			Same		
	All	No disability	With disability	All	No disability	With disability	All	No disability	With disability
1	0.41	0.42	0.40	0.23	0.22	0.27	0.32	0.33	0.29
2	0.27	0.27	0.24	0.24	0.23	0.26	0.31	0.31	0.28
3	0.34	0.34	0.33	0.22	0.21	0.29	0.40	0.41	0.33
4	0.32	0.33	0.30	0.20	0.20	0.25	0.33	0.34	0.27
5	0.28	0.28	0.26	0.23	0.22	0.28	0.45	0.46	0.40
6	0.25	0.26	0.23	0.18	0.18	0.22	0.42	0.43	0.36
7	0.32	0.32	0.31	0.23	0.23	0.28	0.40	0.41	0.36
8	0.28	0.28	0.26	0.17	0.17	0.20	0.40	0.41	0.36
9	0.18	0.19	0.18	0.25	0.24	0.29	0.52	0.52	0.48
10	0.16	0.16	0.13	0.20	0.19	0.22	0.49	0.50	0.45

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 3: General Climate Compared to Five Years Ago (cont'd)									
Sample:	Agree			Disagree			Same		
	All	LGBT	Non-LGBT	All	LGBT	Non-LGBT	All	LGBT	Non-LGBT
1	0.41	0.44	0.41	0.23	0.22	0.23	0.32	0.27	0.32
2	0.27	0.27	0.27	0.24	0.24	0.24	0.31	0.24	0.31
3	0.34	0.41	0.33	0.22	0.22	0.23	0.40	0.30	0.40
4	0.32	0.32	0.32	0.20	0.19	0.21	0.33	0.25	0.33
5	0.28	0.34	0.28	0.23	0.25	0.23	0.45	0.33	0.46
6	0.25	0.28	0.25	0.18	0.17	0.18	0.42	0.32	0.43
7	0.32	0.36	0.32	0.23	0.22	0.24	0.40	0.33	0.41
8	0.28	0.30	0.28	0.17	0.15	0.18	0.40	0.31	0.41
9	0.18	0.25	0.18	0.25	0.25	0.24	0.52	0.41	0.52
10	0.16	0.18	0.16	0.20	0.19	0.20	0.49	0.40	0.50

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 3B: General Climate Compared to Five Years Ago - Racial and Ethnic Breakdown

Sample:	Agree		Disagree		Same	
	Non-Black	Black	Non-Black	Black	Non-Black	Black
1	0.40	0.51	0.23	0.18	0.32	0.26
2	0.26	0.37	0.24	0.18	0.31	0.25
3	0.33	0.52	0.22	0.18	0.40	0.25
4	0.32	0.47	0.20	0.13	0.33	0.26
5	0.27	0.51	0.23	0.18	0.46	0.25
6	0.24	0.48	0.18	0.12	0.42	0.26
7	0.31	0.53	0.24	0.18	0.41	0.24
8	0.27	0.52	0.17	0.12	0.41	0.22
9	0.18	0.38	0.24	0.26	0.52	0.29
10	0.15	0.34	0.20	0.20	0.49	0.31

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 3B: General Climate Compared to Five Years Ago - Racial and Ethnic Breakdown (cont'd)

Sample:	Agree		Disagree		Same	
	Non-Asian	Asian	Non-Asian	Asian	Non-Asian	Asian
1	0.41	0.41	0.23	0.23	0.32	0.30
2	0.27	0.28	0.24	0.24	0.31	0.26
3	0.33	0.38	0.22	0.24	0.41	0.32
4	0.31	0.39	0.20	0.21	0.34	0.24
5	0.27	0.35	0.22	0.26	0.47	0.33
6	0.24	0.32	0.18	0.19	0.43	0.31
7	0.31	0.38	0.23	0.25	0.42	0.30
8	0.27	0.36	0.17	0.19	0.42	0.28
9	0.17	0.24	0.24	0.27	0.53	0.42
10	0.14	0.25	0.20	0.20	0.50	0.38

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 3B: General Climate Compared to Five Years Ago - Racial and Ethnic Breakdown (cont'd)

Sample:	Agree		Disagree		Same	
	Non-Latinx	Latinx	Non-Latinx	Latinx	Non-Latinx	Latinx
1	0.41	0.43	0.23	0.22	0.32	0.30
2	0.27	0.29	0.24	0.20	0.31	0.27
3	0.33	0.40	0.23	0.22	0.40	0.34
4	0.32	0.37	0.21	0.17	0.33	0.29
5	0.27	0.34	0.23	0.21	0.45	0.41
6	0.24	0.32	0.19	0.15	0.43	0.35
7	0.31	0.39	0.24	0.22	0.41	0.34
8	0.27	0.35	0.18	0.14	0.41	0.34
9	0.18	0.26	0.25	0.23	0.52	0.44
10	0.15	0.22	0.20	0.18	0.50	0.41

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 3C: General Climate Compared to Five Years Ago - By Employer Type, Age, and Ideology

Sample:	Agree		Disagree		Same	
	Employer is college or university?		Employer is college or university?		Employer is college or university?	
	No	Yes	No	Yes	No	Yes
1	0.41	0.42	0.23	0.24	0.32	0.32
2	0.26	0.27	0.18	0.25	0.32	0.30
3	0.31	0.36	0.23	0.23	0.43	0.38
4	0.35	0.33	0.15	0.22	0.33	0.31
5	0.27	0.29	0.26	0.23	0.43	0.45
6	0.26	0.25	0.15	0.19	0.42	0.42
7	0.32	0.33	0.25	0.24	0.40	0.40
8	0.32	0.27	0.14	0.18	0.38	0.41
9	0.18	0.18	0.24	0.26	0.52	0.52
10	0.18	0.15	0.15	0.22	0.49	0.49

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 3C: General Climate Compared to Five Years Ago - By Employer Type, Age, and Ideology (cont'd)

Sample:	Agree		Disagree		Same	
	Age		Age		Age	
	Less than 44	44 or more	Less than 44	44 or more	Less than 44	44 or more
1	0.40	0.43	0.23	0.22	0.29	0.34
2	0.21	0.31	0.18	0.26	0.23	0.35
3	0.41	0.30	0.21	0.23	0.29	0.46
4	0.32	0.33	0.15	0.23	0.20	0.39
5	0.35	0.24	0.22	0.23	0.34	0.52
6	0.24	0.26	0.14	0.20	0.30	0.49
7	0.39	0.29	0.21	0.24	0.31	0.46
8	0.29	0.28	0.12	0.20	0.27	0.48
9	0.19	0.18	0.25	0.23	0.46	0.56
10	0.14	0.17	0.15	0.22	0.37	0.56

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 3C: General Climate Compared to Five Years Ago - By Employer Type, Age, and Ideology (cont'd)						
Sample:	Agree		Disagree		Same	
	Economically:		Economically:		Economically:	
	conservative	liberal	conservative	liberal	conservative	liberal
1	0.25	0.46	0.35	0.2	0.36	0.3
2	0.22	0.28	0.3	0.22	0.35	0.28
3	0.23	0.37	0.31	0.2	0.43	0.38
4	0.26	0.34	0.26	0.18	0.35	0.31
5	0.2	0.31	0.28	0.22	0.47	0.43
6	0.2	0.27	0.23	0.17	0.44	0.4
7	0.23	0.36	0.3	0.22	0.43	0.37
8	0.23	0.29	0.21	0.16	0.43	0.39
9	0.14	0.2	0.31	0.22	0.5	0.52
10	0.13	0.16	0.25	0.18	0.48	0.49

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 3C: General Climate Compared to Five Years Ago - By Employer Type, Age, and Ideology (cont'd)

Sample:	Agree		Disagree		Same	
	Socially:		Socially:		Socially:	
	conservative	liberal	conservative	liberal	conservative	liberal
1	0.26	0.45	0.35	0.21	0.34	0.31
2	0.23	0.27	0.31	0.22	0.31	0.30
3	0.28	0.35	0.29	0.21	0.39	0.39
4	0.29	0.32	0.26	0.19	0.31	0.33
5	0.24	0.29	0.28	0.22	0.42	0.45
6	0.22	0.24	0.24	0.17	0.40	0.43
7	0.27	0.33	0.30	0.23	0.37	0.40
8	0.26	0.28	0.21	0.16	0.39	0.40
9	0.18	0.19	0.31	0.23	0.44	0.53
10	0.18	0.15	0.25	0.18	0.42	0.50

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 4: Directly Experienced Discrimination - By Type of Discrimination									
Sample:	5-10 years ago			Within last 5 years			Over 10 year sample		
Have you ever been discriminated against, or treated unfairly based on:	All	Male	Female	All	Male	Female	All	Male	Female
Racial/ethnic identity	0.07	0.06	0.07	0.12	0.11	0.12	0.15	0.15	0.16
Sex	0.12	0.04	0.30	0.20	0.10	0.41	0.26	0.12	0.55
Sexual orientation	0.01	0.01	0.01	0.02	0.02	0.01	0.03	0.02	0.02
Disability status	0.01	0.01	0.01	0.02	0.02	0.03	0.03	0.02	0.04
Marital status/caregiving responsibilities	0.06	0.02	0.13	0.09	0.04	0.18	0.12	0.05	0.25
Religion	0.02	0.02	0.02	0.04	0.04	0.03	0.05	0.05	0.04
Political views	0.04	0.05	0.04	0.09	0.09	0.07	0.11	0.11	0.09
Age	0.05	0.03	0.08	0.10	0.07	0.14	0.12	0.09	0.19
Citizenship status	0.04	0.04	0.05	0.06	0.05	0.08	0.09	0.08	0.11
Place of employment	0.09	0.07	0.13	0.16	0.13	0.23	0.19	0.16	0.27
Research topics	0.11	0.08	0.17	0.18	0.14	0.25	0.22	0.18	0.31
Other factors	0.04	0.04	0.05	0.08	0.07	0.09	0.09	0.09	0.11

This table reports the share of respondents that report having personally experienced these different types of discrimination or unfair treatment five to ten years ago, within the last five years, and over the last ten years (if in the field of economics for more than 10 years) or during their time in the field of economics (if in the field of economics for less than 10 years).

Table 4: Directly Experienced Discrimination - By Type of Discrimination (cont'd)									
Sample:	5-10 years ago			Within last 5 years			Over 10 year sample		
Have you ever been discriminated against, or treated unfairly based on:	All	White	Non-White	All	White	Non-White	All	White	Non-White
Racial/ethnic identity	0.07	0.04	0.17	0.12	0.07	0.29	0.15	0.09	0.38
Sex	0.12	0.13	0.12	0.20	0.20	0.22	0.26	0.26	0.27
Sexual orientation	0.01	0.01	0.02	0.02	0.02	0.03	0.03	0.02	0.04
Disability status	0.01	0.01	0.01	0.02	0.02	0.03	0.03	0.03	0.03
Marital status/caregiving responsibilities	0.06	0.06	0.06	0.09	0.08	0.12	0.12	0.11	0.15
Religion	0.02	0.02	0.04	0.04	0.03	0.06	0.05	0.04	0.08
Political views	0.04	0.04	0.07	0.09	0.08	0.12	0.11	0.10	0.15
Age	0.05	0.04	0.07	0.10	0.09	0.13	0.12	0.11	0.18
Citizenship status	0.04	0.03	0.10	0.06	0.04	0.15	0.09	0.06	0.20
Place of employment	0.09	0.09	0.10	0.16	0.15	0.21	0.19	0.18	0.24
Research topics	0.11	0.10	0.14	0.18	0.16	0.23	0.22	0.21	0.29
Other factors	0.04	0.04	0.05	0.08	0.07	0.11	0.09	0.09	0.13

This table reports the share of respondents that report having personally experienced these different types of discrimination or unfair treatment five to ten years ago, within the last five years, and over the last ten years (if in the field of economics for more than 10 years) or during their time in the field of economics (if in the field of economics for less than 10 years).

Table 4: Directly Experienced Discrimination - By Type of Discrimination (cont'd)									
Sample:	5-10 years ago			Within last 5 years			Over 10 year sample		
Have you ever been discriminated against, or treated unfairly based on:	All	No disability	With disability	All	No disability	With disability	All	No disability	With disability
Racial/ethnic identity	0.07	0.07	0.07	0.12	0.10	0.17	0.15	0.14	0.21
Sex	0.12	0.11	0.16	0.20	0.18	0.29	0.26	0.23	0.35
Sexual orientation	0.01	0.01	0.02	0.02	0.01	0.04	0.03	0.02	0.05
Disability status	0.01	0.00	0.04	0.02	0.00	0.11	0.03	0.00	0.13
Marital status/caregiving responsibilities	0.06	0.05	0.10	0.09	0.07	0.14	0.12	0.10	0.19
Religion	0.02	0.02	0.03	0.04	0.03	0.06	0.05	0.04	0.07
Political views	0.04	0.04	0.06	0.09	0.08	0.12	0.11	0.10	0.14
Age	0.05	0.04	0.07	0.10	0.08	0.15	0.12	0.11	0.19
Citizenship status	0.04	0.04	0.05	0.06	0.05	0.09	0.09	0.08	0.11
Place of employment	0.09	0.08	0.12	0.16	0.14	0.22	0.19	0.17	0.25
Research topics	0.11	0.10	0.17	0.18	0.15	0.28	0.22	0.20	0.34
Other factors	0.04	0.03	0.08	0.08	0.07	0.12	0.09	0.08	0.14

This table reports the share of respondents that report having personally experienced these different types of discrimination or unfair treatment five to ten years ago, within the last five years, and over the last ten years (if in the field of economics for more than 10 years) or during their time in the field of economics (if in the field of economics for less than 10 years).

Table 4: Directly Experienced Discrimination - By Type of Discrimination (cont'd)									
Sample:	5-10 years ago			Within last 5 years			Over 10 year sample		
Have you ever been discriminated against, or treated unfairly based on:	All	LGBT	Non-LGBT	All	LGBT	Non-LGBT	All	LGBT	Non-LGBT
Racial/ethnic identity	0.07	0.08	0.07	0.12	0.08	0.07	0.15	0.08	0.07
Sex	0.12	0.15	0.12	0.20	0.15	0.12	0.26	0.15	0.12
Sexual orientation	0.01	0.09	0.00	0.02	0.09	0.00	0.03	0.09	0.00
Disability status	0.01	0.01	0.01	0.02	0.01	0.01	0.03	0.01	0.01
Marital status/caregiving responsibilities	0.06	0.08	0.06	0.09	0.08	0.06	0.12	0.08	0.06
Religion	0.02	0.02	0.02	0.04	0.02	0.02	0.05	0.02	0.02
Political views	0.04	0.07	0.04	0.09	0.07	0.04	0.11	0.07	0.04
Age	0.05	0.05	0.05	0.10	0.05	0.05	0.12	0.05	0.05
Citizenship status	0.04	0.05	0.04	0.06	0.05	0.04	0.09	0.05	0.04
Place of employment	0.09	0.13	0.09	0.16	0.13	0.09	0.19	0.13	0.09
Research topics	0.11	0.15	0.10	0.18	0.15	0.10	0.22	0.15	0.10
Other factors	0.04	0.06	0.04	0.08	0.06	0.04	0.09	0.06	0.04

This table reports the share of respondents that report having personally experienced these different types of discrimination or unfair treatment five to ten years ago, within the last five years, and over the last ten years (if in the field of economics for more than 10 years) or during their time in the field of economics (if in the field of economics for less than 10 years).

Table 4A: Witnessed Discrimination - By Type of Discrimination									
Sample:	5-10 years ago			Within last 5 years			Over 10 year sample		
Have you ever been discriminated against, or treated unfairly based on:	All	Male	Female	All	Male	Female	All	Male	Female
Racial/ethnic identity	0.12	0.10	0.17	0.18	0.14	0.27	0.23	0.19	0.33
Sex	0.19	0.14	0.28	0.25	0.20	0.37	0.33	0.27	0.45
Gender identity	0.02	0.02	0.03	0.04	0.02	0.07	0.05	0.03	0.09
Sexual orientation	0.05	0.03	0.08	0.05	0.03	0.08	0.08	0.05	0.12
Disability status	0.03	0.02	0.05	0.05	0.02	0.09	0.06	0.04	0.10
Marital status/caregiving responsibilities	0.10	0.07	0.18	0.15	0.09	0.26	0.19	0.13	0.33
Religion	0.04	0.03	0.04	0.05	0.04	0.07	0.07	0.06	0.09
Political views	0.08	0.07	0.08	0.14	0.14	0.14	0.17	0.17	0.17
Age	0.07	0.06	0.09	0.10	0.08	0.16	0.14	0.11	0.19
Citizenship status	0.07	0.06	0.09	0.11	0.09	0.14	0.13	0.12	0.17
Place of employment	0.10	0.08	0.15	0.18	0.14	0.26	0.20	0.16	0.28
Research topics	0.12	0.09	0.16	0.18	0.14	0.26	0.22	0.18	0.30
Other factors	0.04	0.03	0.04	0.06	0.05	0.08	0.07	0.06	0.08

This table reports the share of respondents that report having personally experienced these different types of discrimination or unfair treatment five to ten years ago, within the last five years, and over the last ten years (if in the field of economics for more than 10 years) or during their time in the field of economics (if in the field of economics for less than 10 years).

Table 4A: Witnessed Discrimination - By Type of Discrimination (Cont'd)									
Sample:	5-10 years ago			Within last 5 years			Over 10 year sample		
Have you ever been discriminated against, or treated unfairly based on:	All	White	Non-White	All	White	Non-White	All	White	Non-White
Racial/ethnic identity	0.12	0.12	0.15	0.12	0.18	0.21	0.12	0.23	0.26
Sex	0.19	0.20	0.14	0.19	0.27	0.22	0.19	0.35	0.27
Gender identity	0.02	0.02	0.02	0.02	0.04	0.04	0.02	0.05	0.05
Sexual orientation	0.05	0.05	0.05	0.05	0.05	0.06	0.05	0.08	0.09
Disability status	0.03	0.03	0.03	0.03	0.05	0.05	0.03	0.06	0.07
Marital status/caregiving responsibilities	0.10	0.11	0.09	0.10	0.15	0.14	0.10	0.20	0.17
Religion	0.04	0.04	0.05	0.04	0.05	0.07	0.04	0.07	0.09
Political views	0.08	0.08	0.07	0.08	0.15	0.13	0.08	0.18	0.16
Age	0.07	0.07	0.08	0.07	0.11	0.10	0.07	0.14	0.14
Citizenship status	0.07	0.06	0.10	0.07	0.10	0.13	0.07	0.13	0.17
Place of employment	0.10	0.10	0.10	0.10	0.19	0.16	0.10	0.20	0.18
Research topics	0.12	0.12	0.11	0.12	0.19	0.16	0.12	0.22	0.20
Other factors	0.04	0.03	0.05	0.04	0.05	0.07	0.04	0.06	0.09

This table reports the share of respondents that report having personally experienced these different types of discrimination or unfair treatment five to ten years ago, within the last five years, and over the last ten years (if in the field of economics for more than 10 years) or during their time in the field of economics (if in the field of economics for less than 10 years).

Table 4A: Witnessed Discrimination - By Type of Discrimination (cont'd)
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Sample:	5-10 years ago			Within last 5 years			Over 10 year sample		
Have you ever been discriminated against, or treated unfairly based on:	All	LGBT	Non-LGBT	All	LGBT	Non-LGBT	All	LGBT	Non-LGBT
Racial/ethnic identity	0.12	0.16	0.12	0.12	0.30	0.17	0.12	0.35	0.23
Sex	0.19	0.23	0.19	0.19	0.35	0.25	0.19	0.42	0.32
Gender identity	0.02	0.08	0.02	0.02	0.14	0.03	0.02	0.17	0.04
Sexual orientation	0.05	0.12	0.04	0.05	0.17	0.04	0.05	0.22	0.06
Disability status	0.03	0.07	0.03	0.03	0.11	0.04	0.03	0.13	0.05
Marital status/caregiving responsibilities	0.10	0.12	0.10	0.10	0.21	0.14	0.10	0.26	0.19
Religion	0.04	0.05	0.04	0.04	0.08	0.05	0.04	0.11	0.07
Political views	0.08	0.10	0.07	0.08	0.19	0.14	0.08	0.21	0.17
Age	0.07	0.07	0.07	0.07	0.14	0.10	0.07	0.17	0.13
Citizenship status	0.07	0.11	0.07	0.07	0.16	0.10	0.07	0.20	0.13
Place of employment	0.10	0.16	0.10	0.10	0.30	0.17	0.10	0.32	0.19
Research topics	0.12	0.17	0.11	0.12	0.27	0.17	0.12	0.32	0.21
Other factors	0.04	0.06	0.03	0.04	0.12	0.05	0.04	0.13	0.06

This table reports the share of respondents that report having personally experienced these different types of discrimination or unfair treatment five to ten years ago, within the last five years, and over the last ten years (if in the field of economics for more than 10 years) or during their time in the field of economics (if in the field of economics for less than 10 years).

Table 5: Experiences of Discrimination and Unfair Treatment While Student									
Sample:									
During your time as a student studying economics, have you personally experienced discrimination or unfair treatment with regard to:	All	Male	Female	White	Non-White	No disability	With disability	LGBT	Non-LGBT
Access to research assistantships	0.12	0.08	0.19	0.10	0.21	0.10	0.18	0.17	0.11
Access to advisors	0.11	0.07	0.19	0.09	0.20	0.09	0.18	0.16	0.11
Access to quality advising	0.13	0.08	0.24	0.11	0.24	0.12	0.20	0.19	0.13
Job market	0.24	0.17	0.38	0.21	0.34	0.22	0.32	0.32	0.23
Reported in each cell is the share of respondents that report having personally experienced these treatments during their time studying economics.									

Table 6: General Climate - By Employer Type and Type of College/University

Sample:	Employer College or University?		Type of college or university (if faculty member)					
	No	Yes	"Ivy Plus"	R1	R2	Regional college or university	National liberal arts college	Other
I am satisfied with the overall climate within the field of economics.	0.34	0.31	0.32	0.27	0.32	0.37	0.33	0.29
I am satisfied with the overall climate at my institution/place of employment.	0.67	0.53	0.54	0.54	0.53	0.51	0.59	0.48
I feel valued within the field of economics.	0.42	0.41	0.57	0.43	0.38	0.36	0.36	0.35
I feel valued at my institution/place of employment.	0.73	0.6	0.66	0.63	0.58	0.54	0.67	0.55
I always feel included socially within the field of economics.	0.36	0.37	0.42	0.37	0.38	0.39	0.3	0.35
I always feel included socially at my institution/place of employment.	0.71	0.61	0.6	0.65	0.61	0.54	0.68	0.56
I always feel included intellectually within the field of economics.	0.41	0.42	0.56	0.44	0.41	0.36	0.34	0.38
I always feel included intellectually at my institution/place of employment.	0.72	0.61	0.66	0.64	0.56	0.53	0.67	0.56
I feel I have been discriminated against within the field of economics.	0.19	0.22	0.24	0.23	0.21	0.2	0.22	0.25
I feel I have been discriminated against at my institution/place of employment.	0.12	0.15	0.13	0.14	0.17	0.18	0.15	0.17
N= 3940			N= 2964					

Reported in each cell is the share of respondents that agree or strongly agree with each statement. R1 refers to national doctoral universities with very high research intensity outside of "Ivy Plus." R2 refers to national doctoral universities with high research intensity.

Table 7: General Climate Compared to Five Years Ago (Statements)	
1	I am more satisfied with the overall climate within the field of economics than I was five years ago.
2	I am more satisfied with the overall climate at my institution/place of employment than I was five years ago.
3	I feel more valued within the field of economics than I did five years ago.
4	I feel more valued at my institution/place of employment than I did five years ago.
5	I feel more included socially within the field of economics than I did five years ago.
6	I feel more included socially at my institution/place of employment than I did five years ago.
7	I feel more included intellectually within the field of economics than I did five years ago.
8	I feel more included intellectually at my institution/place of employment than I did five years ago.
9	I feel less discriminated against within the field of economics than I did five years ago.
10	I feel less discriminated against at my institution/place of employment than I did five years ago.

Table 7: General Climate Compared to Five Years Ago - By Employer Type, Age, and Ideology

Sample:	Agree		Disagree		Same	
	Employer is college or university?		Employer is college or university?		Employer is college or university?	
	No	Yes	No	Yes	No	Yes
1	0.41	0.42	0.23	0.24	0.32	0.32
2	0.26	0.27	0.18	0.25	0.32	0.30
3	0.31	0.36	0.23	0.23	0.43	0.38
4	0.35	0.33	0.15	0.22	0.33	0.31
5	0.27	0.29	0.26	0.23	0.43	0.45
6	0.26	0.25	0.15	0.19	0.42	0.42
7	0.32	0.33	0.25	0.24	0.40	0.40
8	0.32	0.27	0.14	0.18	0.38	0.41
9	0.18	0.18	0.24	0.26	0.52	0.52
10	0.18	0.15	0.15	0.22	0.49	0.49
	N= 3917		N= 3917		N= 3917	

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 7: General Climate Compared to Five Years Ago - By College Type (cont'd)

Sample:	Agree			Disagree			Same		
	"Ivy Plus"	R1	R2	"Ivy Plus"	R1	R2	"Ivy Plus"	R1	R2
1	0.5	0.45	0.35	0.22	0.24	0.24	0.25	0.3	0.38
2	0.27	0.25	0.27	0.19	0.24	0.26	0.3	0.31	0.31
3	0.39	0.36	0.35	0.25	0.21	0.23	0.34	0.4	0.39
4	0.33	0.33	0.33	0.2	0.21	0.22	0.32	0.33	0.32
5	0.31	0.28	0.26	0.21	0.21	0.25	0.45	0.48	0.46
6	0.25	0.24	0.26	0.15	0.18	0.2	0.45	0.45	0.41
7	0.35	0.33	0.31	0.23	0.23	0.25	0.39	0.41	0.41
8	0.29	0.26	0.25	0.16	0.17	0.19	0.39	0.43	0.43
9	0.18	0.17	0.18	0.25	0.26	0.26	0.52	0.54	0.52
10	0.13	0.13	0.16	0.21	0.21	0.21	0.51	0.52	0.5
	N= 2950			N= 2950			N= 2950		

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 7: General Climate Compared to Five Years Ago - By College Type (cont'd)									
Sample:	Agree			Disagree			Same		
	Regional college or university	National liberal arts college	Other	Regional college or university	National liberal arts college	Other	Regional college or university	National liberal arts college	Other
1	0.39	0.47	0.4	0.24	0.15	0.25	0.35	0.36	0.32
2	0.27	0.3	0.28	0.31	0.25	0.25	0.3	0.34	0.25
3	0.32	0.35	0.41	0.27	0.19	0.23	0.39	0.44	0.33
4	0.34	0.34	0.33	0.29	0.21	0.2	0.27	0.32	0.29
5	0.31	0.25	0.37	0.28	0.18	0.23	0.39	0.55	0.38
6	0.29	0.24	0.29	0.25	0.18	0.2	0.36	0.46	0.34
7	0.3	0.31	0.39	0.28	0.21	0.21	0.4	0.47	0.37
8	0.31	0.26	0.32	0.24	0.16	0.17	0.35	0.45	0.34
9	0.22	0.19	0.21	0.26	0.19	0.27	0.49	0.58	0.47
10	0.18	0.12	0.19	0.25	0.21	0.22	0.46	0.52	0.39
	N= 2950			N= 2950			N= 2950		

This table reports the share of respondents that agree with, disagree with, or feel the same about each statement.

Table 8: Familiarity with AEA's New Policies, Resources, and Initiatives - By Type of Employer and Type of College/University

Sample:	Employer is college or university?		Type of college or university (if faculty member)					
	No	Yes	"Ivy Plus"	R1	R2	Regional college or university	National liberal arts college	Other
The AEA 2019 Professional Climate Survey Report	0.63	0.69	0.75	0.76	0.61	0.62	0.77	0.56
The AEA Code of Professional Conduct	0.74	0.78	0.9	0.84	0.7	0.68	0.83	0.68
The AEA Policy on Harassment and Discrimination	0.65	0.71	0.88	0.77	0.61	0.64	0.74	0.62
The AEA Whistleblower Policy	0.37	0.44	0.61	0.47	0.33	0.37	0.5	0.35
The AEA Ombuds	0.36	0.48	0.67	0.55	0.37	0.37	0.56	0.33
The AEA Formal Complaint Procedures	0.3	0.37	0.51	0.43	0.27	0.3	0.41	0.29
The AEA's Best Practices for Economists	0.47	0.55	0.66	0.58	0.48	0.51	0.65	0.47
The AEA Award for Outstanding Achievement in Diversity and Inclusion, the AEA Distinguished Economic Education Award, and the AEA Distinguished Service Award	0.45	0.53	0.66	0.58	0.42	0.44	0.65	0.41
The AEA Guidelines for New Editorial Appointments	0.21	0.28	0.4	0.3	0.21	0.26	0.27	0.26
	N= 3550		N= 2695					

Reported in each cell is the share of respondents that are very familiar or somewhat familiar with each item.

Table 9: Value of Potential New AEA Initiatives - By Type of College/University								
Sample:	Employer a college or university?		Type of college or university (if faculty member)					
	No	Yes	"Ivy Plus"	R1	R2	Regional college or university	National liberal arts college	Other
Networking opportunities with economists at other institutions working in related fields	3.86	3.85	3.62	3.72	3.99	4.06	3.87	3.96
Mentoring opportunities with economists at other institutions working in related fields	3.83	3.83	3.67	3.76	3.89	3.96	3.82	4
Information sessions with journal editors	3.55	3.71	3.59	3.64	3.81	3.72	3.64	3.91
Information sessions with grant writing experts and grant reviewers	3.37	3.56	3.33	3.49	3.68	3.69	3.43	3.74
Bystander training (for people who witness harassment or other discriminatory behavior)	3.17	3.17	3.02	3.13	3.22	3.23	3	3.41
Department chair professional training program	3.25	3.48	3.33	3.46	3.51	3.56	3.51	3.53
Mental health services and programming for AEA members	3.16	3.2	3.08	3.13	3.29	3.26	3.04	3.41
Professional conduct programming for PhD students	3.51	3.61	3.53	3.54	3.7	3.65	3.68	3.71
	N= 3347		N= 2538					

Reported in each cell is the mean value on a scale from 1 (not valuable) to 5 (very valuable).

Table 10: Value of Potential New AEA Initiatives

Sample:	All	Male	Female	White	Non-White	No disability	With disability	LGBT	Non-LGBT
Networking opportunities with economists at other institutions working in related fields	3.86	3.77	4.05	3.80	4.08	3.88	3.85	3.96	3.85
Mentoring opportunities with economists at other institutions working in related fields	3.83	3.71	4.11	3.78	4.08	3.84	3.86	3.98	3.83
Information sessions with journal editors	3.66	3.56	3.89	3.60	3.90	3.68	3.60	3.63	3.66
Information sessions with grant writing experts and grant reviewers	3.53	3.41	3.78	3.46	3.79	3.54	3.49	3.54	3.52
Bystander training (for people who witness harassment or other discriminatory behavior)	3.17	3.02	3.52	3.10	3.49	3.16	3.24	3.32	3.17
Department chair professional training program	3.43	3.25	3.82	3.39	3.63	3.42	3.50	3.52	3.43
Mental health services and programming for AEA members	3.19	3.06	3.47	3.11	3.55	3.14	3.40	3.45	3.17
Professional conduct programming for PhD students	3.58	3.42	3.95	3.52	3.83	3.57	3.66	3.65	3.58

Reported in each cell is the mean value on a scale from 1 (not valuable) to 5 (very valuable).

Table 11: Actions Taken To Avoid Possible Harassment, Discrimination, or Unfair or Disrespectful Treatment (Statements)

	Have you ever done any of the following to avoid possible harassment, discrimination, or unfair or disrespectful treatment:
1	Not applied for or accepted admission at a particular grad school
2	Paused or ceased enrollment at a particular grad school
3	Not applied for or taken a particular employment position
4	Not applied for or taken a promotion at your place of employment
5	Left a particular employment position
6	Not presented your question, idea, or view at your school or place of work
7	Not participated in a conference
8	Not spoken at a conference or during a seminar presentation
9	Not made a professional visit to a particular place
10	Not attended social events after class, at work, or at conferences
11	Changed the topic, content, or method of a class you teach
12	Changed the content, method, or conclusions of a research paper
13	Not started or continued research in a particular field

Table 11: Actions Taken To Avoid Possible Harassment, Discrimination, or Unfair or Disrespectful Treatment

Sample:	5-10 years ago			Within Last 5 years			Over 10 year sample		
	All	Male	Female	All	Male	Female	All	Male	Female
1	0.04	0.03	0.06	0.03	0.02	0.04	0.06	0.05	0.09
2	0.01	0.01	0.02	0.01	0.01	0.01	0.02	0.02	0.03
3	0.09	0.07	0.12	0.12	0.09	0.17	0.18	0.14	0.26
4	0.04	0.03	0.06	0.07	0.06	0.11	0.10	0.08	0.15
5	0.05	0.04	0.08	0.07	0.05	0.11	0.12	0.09	0.17
6	0.14	0.10	0.23	0.24	0.19	0.35	0.31	0.24	0.45
7	0.08	0.06	0.12	0.14	0.11	0.20	0.18	0.14	0.26
8	0.13	0.08	0.23	0.22	0.16	0.34	0.27	0.19	0.43
9	0.06	0.04	0.09	0.10	0.08	0.15	0.13	0.10	0.19
10	0.12	0.08	0.20	0.19	0.14	0.31	0.25	0.17	0.39
11	0.06	0.04	0.09	0.12	0.11	0.15	0.15	0.13	0.19
12	0.04	0.04	0.04	0.08	0.08	0.08	0.10	0.10	0.10
13	0.10	0.07	0.14	0.14	0.12	0.18	0.19	0.16	0.26

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

Table 11: Actions Taken To Avoid Possible Harassment, Discrimination, or Unfair or Disrespectful Treatment(cont'd)

	5-10 years ago		Within last 5 years		Over 10 year sample	
	White	Non-White	White	Non-White	White	Non-White
1	0.03	0.08	0.02	0.05	0.05	0.12
2	0.01	0.03	0.01	0.03	0.01	0.05
3	0.08	0.13	0.10	0.19	0.16	0.27
4	0.03	0.07	0.06	0.13	0.08	0.17
5	0.05	0.08	0.06	0.11	0.10	0.18
6	0.14	0.16	0.23	0.30	0.29	0.38
7	0.08	0.10	0.13	0.21	0.16	0.25
8	0.13	0.13	0.21	0.26	0.26	0.31
9	0.05	0.09	0.09	0.16	0.11	0.20
10	0.12	0.15	0.17	0.28	0.23	0.34
11	0.05	0.07	0.11	0.16	0.13	0.20
12	0.03	0.06	0.07	0.13	0.09	0.17
13	0.09	0.12	0.12	0.20	0.17	0.27

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

Table 11: Actions Taken To Avoid Possible Harassment, Discrimination, or Unfair or Disrespectful Treatment (cont'd)

Sample	5-10 years ago				Within last 5 years				Over 10 year sample			
	No Disability	With Disability	LGBT	Non-LGBT	No Disability	With Disability	LGBT	Non-LGBT	No Disability	With Disability	LGBT	Non-LGBT
1	0.03	0.06	0.09	0.04	0.02	0.06	0.06	0.03	0.05	0.10	0.15	0.06
2	0.01	0.02	0.02	0.01	0.01	0.02	0.02	0.01	0.02	0.04	0.04	0.02
3	0.07	0.14	0.17	0.08	0.10	0.19	0.23	0.11	0.15	0.28	0.34	0.17
4	0.03	0.07	0.05	0.04	0.07	0.09	0.10	0.07	0.09	0.13	0.13	0.10
5	0.05	0.08	0.06	0.05	0.06	0.11	0.12	0.07	0.11	0.17	0.17	0.11
6	0.13	0.20	0.20	0.14	0.21	0.34	0.35	0.23	0.27	0.43	0.42	0.30
7	0.08	0.11	0.12	0.08	0.12	0.21	0.22	0.14	0.16	0.25	0.25	0.17
8	0.12	0.17	0.16	0.13	0.19	0.31	0.30	0.21	0.24	0.38	0.34	0.26
9	0.05	0.08	0.09	0.06	0.09	0.15	0.16	0.10	0.12	0.18	0.20	0.12
10	0.11	0.17	0.18	0.12	0.16	0.31	0.28	0.19	0.21	0.36	0.35	0.24
11	0.05	0.09	0.07	0.06	0.10	0.18	0.14	0.12	0.13	0.22	0.17	0.14
12	0.03	0.06	0.05	0.04	0.07	0.13	0.13	0.08	0.09	0.16	0.15	0.10
13	0.08	0.13	0.13	0.09	0.12	0.22	0.22	0.13	0.16	0.29	0.28	0.18

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

Table 11 A: Actions Taken To Avoid Possible Harassment, Discrimination, or Unfair or Disrespectful Treatment - By Ideology

Sample:	5-10 years ago				Within last 5 years				Over 10 year sample			
	Economically:		Socially:		Economically:		Socially:		Economically:		Socially:	
	conservative	liberal	conservative	liberal	conservative	liberal	conservative	liberal	conservative	liberal	conservative	liberal
1	0.02	0.04	0.02	0.04	0.03	0.03	0.04	0.02	0.05	0.07	0.05	0.06
2	0.01	0.01	0.02	0.01	0.01	0.01	0.02	0.00	0.02	0.02	0.04	0.01
3	0.07	0.08	0.08	0.08	0.13	0.12	0.16	0.12	0.18	0.18	0.22	0.17
4	0.03	0.03	0.04	0.03	0.09	0.07	0.10	0.06	0.12	0.09	0.13	0.08
5	0.04	0.06	0.04	0.05	0.08	0.06	0.09	0.06	0.11	0.11	0.12	0.11
6	0.12	0.14	0.11	0.14	0.27	0.23	0.31	0.23	0.31	0.29	0.34	0.29
7	0.07	0.09	0.06	0.09	0.15	0.15	0.16	0.14	0.17	0.19	0.20	0.18
8	0.10	0.13	0.08	0.14	0.21	0.22	0.25	0.22	0.24	0.28	0.27	0.28
9	0.04	0.06	0.05	0.06	0.11	0.11	0.14	0.09	0.13	0.13	0.16	0.12
10	0.10	0.12	0.09	0.13	0.19	0.20	0.21	0.20	0.23	0.25	0.25	0.25
11	0.06	0.05	0.05	0.05	0.15	0.11	0.17	0.11	0.17	0.13	0.19	0.13
12	0.04	0.04	0.04	0.03	0.09	0.08	0.12	0.07	0.12	0.10	0.15	0.09
13	0.07	0.09	0.06	0.10	0.16	0.13	0.16	0.13	0.18	0.18	0.20	0.18

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

	Table 12: Experiences of Exclusion and Harassment
	Have you ever experienced any of the following:
1	Felt socially excluded at a meeting or event in the field
2	Felt disrespected by your economist colleagues
3	Felt that your work was not taken as seriously as that of your economist colleagues
4	Felt that the subject or methodology of your research was not taken as seriously as that of your economist colleagues
5	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
6	Another economist or economics student made unwanted attempts to establish a dating, romantic, or sexual relationship with you despite your efforts to discourage it
7	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
8	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
9	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
10	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
11	Another economist or economics student touched you in a way, other than what was listed above, that made you feel uncomfortable

Table 12: Experiences of Exclusion and Harassment

Sample:	5-10 years ago			Within last 5 years			Over 10 year sample		
	All	Male	Female	All	Male	Female	All	Male	Female
1	0.25	0.19	0.38	0.35	0.27	0.50	0.47	0.37	0.67
2	0.26	0.20	0.38	0.37	0.30	0.52	0.40	0.40	0.69
3	0.28	0.22	0.39	0.41	0.33	0.57	0.52	0.43	0.71
4	0.24	0.19	0.34	0.37	0.30	0.51	0.47	0.39	0.64
5	0.13	0.07	0.27	0.11	0.06	0.21	0.20	0.11	0.38
6	0.07	0.02	0.16	0.03	0.02	0.06	0.09	0.03	0.20
7	0.02	0.01	0.04	0.01	0.01	0.03	0.03	0.01	0.07
8	0.03	0.01	0.07	0.02	0.01	0.04	0.05	0.02	0.10
9	0.02	0.00	0.04	0.00	0.00	0.01	0.02	0.01	0.05
10	0.01	0.00	0.03	0.00	0.00	0.01	0.01	0.00	0.04
11	0.04	0.01	0.09	0.03	0.01	0.06	0.06	0.02	0.13

Reported in each cell, except for last column, is the share of respondents that report having personally experienced the stated treatment five to ten years ago, within the last five years, and 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 12: Experiences of Exclusion and Harassment (cont'd)

Sample:	5-10 years ago		Within last 5 years		Over 10 year sample	
	White	Non-White	White	Non-White	White	Non-White
1	0.25	0.28	0.33	0.42	0.45	0.56
2	0.26	0.26	0.37	0.40	0.49	0.53
3	0.28	0.28	0.41	0.44	0.52	0.56
4	0.25	0.23	0.36	0.41	0.46	0.51
5	0.14	0.11	0.11	0.14	0.20	0.21
6	0.07	0.07	0.03	0.04	0.08	0.10
7	0.02	0.02	0.01	0.03	0.02	0.05
8	0.03	0.04	0.02	0.03	0.05	0.06
9	0.02	0.02	0.00	0.01	0.02	0.02
10	0.01	0.01	0.00	0.01	0.01	0.02
11	0.04	0.04	0.03	0.04	0.05	0.07

Reported in each cell, except for last column, is the share of respondents that report having personally experienced the stated treatment five to ten years ago, within the last five years, and 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 12: Experiences of Exclusion and Harassment (cont'd)												
Sample	5-10 years ago				Within last 5 years				Over 10 year sample			
	No Disability	With	LGBT	Non-LGBT	No Disability	With	LGBT	Non-LGBT	No Disability	With	LGBT	Non-LGBT
1	0.23	0.32	0.31	0.25	0.31	0.46	0.47	0.34	0.43	0.59	0.60	0.46
2	0.24	0.33	0.33	0.25	0.34	0.51	0.49	0.37	0.46	0.63	0.63	0.48
3	0.26	0.35	0.31	0.27	0.38	0.54	0.54	0.40	0.49	0.67	0.62	0.52
4	0.23	0.31	0.29	0.24	0.34	0.49	0.46	0.36	0.44	0.59	0.55	0.46
5	0.12	0.18	0.24	0.13	0.10	0.16	0.19	0.11	0.18	0.26	0.33	0.19
6	0.06	0.10	0.10	0.06	0.03	0.04	0.06	0.03	0.07	0.13	0.14	0.08
7	0.02	0.04	0.03	0.02	0.01	0.02	0.02	0.01	0.03	0.05	0.04	0.03
8	0.03	0.05	0.04	0.03	0.02	0.03	0.02	0.02	0.04	0.07	0.05	0.05
9	0.01	0.02	0.04	0.01	0.00	0.01	0.01	0.00	0.02	0.03	0.05	0.02
10	0.01	0.02	0.02	0.01	0.00	0.01	0.01	0.00	0.01	0.02	0.03	0.01
11	0.03	0.07	0.08	0.04	0.02	0.04	0.04	0.03	0.05	0.09	0.10	0.05

Reported in each cell, except for last column, is the share of respondents that report having personally experienced the stated treatment five to ten years ago, within the last five years, and 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 13: Opinions and Perceptions									
Sample:	All	Male	Female	White	Non-White	No disability	With disability	LGBT	Non-LGBT
It is not important for the field of economics to be inclusive towards people with different backgrounds.	0.19	0.20	0.18	0.19	0.21	0.19	0.20	0.21	0.19
Discrimination is rare within the field of economics today.	0.11	0.13	0.04	0.10	0.10	0.11	0.07	0.11	0.10
Economics would be a more vibrant discipline if it were more diverse.	0.65	0.56	0.83	0.64	0.71	0.64	0.68	0.73	0.64
Reported in each cell is the share of respondents that agree or strongly agree with each statement.									

Table 13A: Opinions and Perceptions - 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
It is <u>not</u> important for the field of economics to be inclusive towards people with different backgrounds.	0.18	0.20	0.19	0.19	0.21	0.19	0.25	0.18
Discrimination is rare within the field of economics today.	0.09	0.11	0.06	0.13	0.26	0.06	0.30	0.07
Economics would be a more vibrant discipline if it were more diverse.	0.65	0.65	0.73	0.61	0.32	0.77	0.31	0.75
Reported in each cell is the share of respondents that agree or strongly agree with each statement.								

Table 14: Familiarity with AEA's New Policies, Resources, and Initiatives

Sample:	All	Male	Female	White	Non-White	No disability	With disability	LGBT	Non-LGBT
The AEA 2019 Professional Climate Survey Report	0.66	0.61	0.76	0.69	0.58	0.65	0.67	0.74	0.65
The AEA Code of Professional Conduct	0.76	0.74	0.80	0.78	0.69	0.75	0.78	0.81	0.75
The AEA Policy on Harassment and Discrimination	0.69	0.67	0.73	0.70	0.64	0.68	0.69	0.75	0.68
The AEA Whistleblower Policy	0.41	0.40	0.43	0.42	0.38	0.41	0.39	0.47	0.40
The AEA Ombuds	0.44	0.40	0.52	0.46	0.38	0.43	0.45	0.52	0.43
The AEA Formal Complaint Procedures	0.35	0.32	0.39	0.35	0.33	0.34	0.34	0.44	0.34
The AEA's Best Practices for Economists	0.52	0.50	0.56	0.53	0.50	0.53	0.51	0.60	0.51
The AEA Award for Outstanding Achievement in Diversity and Inclusion, the AEA Distinguished Economic Education Award, and the AEA Distinguished Service Award	0.50	0.48	0.56	0.51	0.49	0.50	0.49	0.59	0.50
The AEA Guidelines for New Editorial Appointments	0.26	0.26	0.25	0.26	0.27	0.28	0.20	0.27	0.26

Reported in each cell is the share of respondents that are very familiar or somewhat familiar with each item.

Table 15: Usefulness of AEA's New Policies, Resources, and Initiatives									
Sample:	Used or consulted								
	All	Male	Female	White	Non-White	No disability	With disability	LGBT	Non-LGBT
The AEA 2019 Professional Climate Survey Report	0.54	0.46	0.68	0.54	0.57	0.53	0.57	0.59	0.53
The AEA Code of Professional Conduct	0.45	0.41	0.53	0.45	0.45	0.45	0.45	0.49	0.44
The AEA Policy on Harassment and Discrimination	0.36	0.33	0.43	0.35	0.40	0.36	0.36	0.42	0.36
The AEA Whistleblower Policy	0.23	0.22	0.25	0.21	0.31	0.24	0.21	0.21	0.24
The AEA Ombuds	0.20	0.18	0.23	0.18	0.28	0.20	0.20	0.22	0.19
The AEA Formal Complaint Procedures	0.21	0.19	0.24	0.18	0.30	0.22	0.20	0.18	0.21
The AEA's Best Practices for Economists	0.45	0.40	0.54	0.44	0.50	0.45	0.44	0.45	0.45
The AEA Award for Outstanding Achievement in Diversity and Inclusion, the AEA Distinguished Economic Education Award, and the AEA Distinguished Service Award	0.31	0.28	0.38	0.29	0.39	0.31	0.29	0.38	0.31
The AEA Guidelines for New Editorial Appointments	0.32	0.31	0.35	0.31	0.37	0.33	0.29	0.32	0.32
This sample is restricted to respondents that are very familiar or somewhat familiar with each item. "Used or consulted" reports in each cell the share of respondents that have personally used or consulted the listed item and found it useful.									

Table 16: Effect of AEA's New Policies, Resources, and Initiatives and COVID-19

Sample:	All	Male	Female	White	Non-White	No disability	With disability	LGBT	Non-LGBT
The AEA's new initiatives, resources and policies listed above have helped improve the overall climate within the field of economics.	0.19	0.18	0.21	0.19	0.19	0.19	0.19	0.20	0.19
The AEA's new initiatives, resources and policies listed above have helped improve the overall climate at my institution/place of employment.	0.08	0.08	0.09	0.07	0.13	0.09	0.08	0.07	0.09
COVID-19 has had a lasting negative impact on my professional success.	0.20	0.17	0.25	0.18	0.25	0.16	0.31	0.25	0.19
Reported in each cell is the share of respondents that agree or strongly agree with each statement.									

Appendix C - Survey Instrument



Second AEA Member Survey on the Professional Climate in Economics

The AEA is committed to regularly assessing the professional climate in economics, and particularly aspects that limit inclusiveness, demean and/or harass individuals, or otherwise engender incivility in work environments. To this end, the AEA administered its first professional climate survey in 2018/2019, and now, five years later, it is time to assess whether and how the climate has changed.

The Association would also like to learn how you perceive the various initiatives and programs it has implemented over the last five years.

Thank you for helping to improve the professional climate in economics by completing this survey. You can choose to skip any question you do not wish to answer, but we encourage you to take the time to share your experiences and perspectives.

The survey will close on October 16, 2023.

Your privacy is a priority in this confidential survey. All data collected will be stored in a secure location and used only for the purpose of a new report. There will be no method of identifying you as a participant. Anonymized survey responses will be analyzed by the members of the Committee on Equity, Diversity, and Professional Conduct.

If you have questions regarding survey content, administration, or data security, please feel free to contact climatesurvey@aeapubs.org. Thank you.

To start the survey, please press "Next" below.

Second AEA Member Survey on the Professional Climate in Economics

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.

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.

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

	Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree
(a) I am satisfied with the overall climate within the field of economics.	☐	☐	☐	☐	☐	☐
(b) I am satisfied with the overall climate at my institution/place of employment.	☐	☐	☐	☐	☐	☐
(c) I feel valued within the field of economics.	☐	☐	☐	☐	☐	☐
(d) I feel valued at my institution/place of employment.	☐	☐	☐	☐	☐	☐
(e) I always feel included socially within the field of economics.	☐	☐	☐	☐	☐	☐
(f) I always feel included socially at my institution/place of employment.	☐	☐	☐	☐	☐	☐
(g) I always feel included intellectually within the field of economics.	☐	☐	☐	☐	☐	☐
(h) I always feel included intellectually at my institution/place of employment.	☐	☐	☐	☐	☐	☐
(i) I feel I have been discriminated against within the field of economics.	☐	☐	☐	☐	☐	☐
(j) I feel I have been discriminated against at my institution/place of employment.	☐	☐	☐	☐	☐	☐

Second AEA Member Survey on the Professional Climate in Economics

Section 1: General Climate Questions (continued)

2. We are also interested in how your views might have changed compared to 5 years ago. Please indicate how strongly you agree or disagree with each of the following statements:

	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree (about the same as five years ago)	Somewhat disagree	Disagree	Strongly disagree	NA (less than 5 years in economics/at place of employment)
(a) I am more satisfied with the overall climate within the field of economics than I was five years ago.	☐	☐	☐	☐	☐	☐	☐	☐
(b) I am more satisfied with the overall climate at my institution/place of employment than I was five years ago.	☐	☐	☐	☐	☐	☐	☐	☐
(c) I feel more valued within the field of economics than I did five years ago.	☐	☐	☐	☐	☐	☐	☐	☐
(d) I feel more valued at my institution/place of employment than I did five years ago.	☐	☐	☐	☐	☐	☐	☐	☐
(e) I feel more included socially within the field of economics than I did five years ago.	☐	☐	☐	☐	☐	☐	☐	☐
(f) I feel more included socially at my institution/place of employment than I did five years ago.	☐	☐	☐	☐	☐	☐	☐	☐
(g) I feel more included intellectually within the field of economics than I did five years ago.	☐	☐	☐	☐	☐	☐	☐	☐
(h) I feel more included intellectually at my institution/place of employment than I did five years ago.	☐	☐	☐	☐	☐	☐	☐	☐
(i) I feel less discriminated against within the field of economics than I did five years ago.	☐	☐	☐	☐	☐	☐	☐	☐
(j) I feel less discriminated against at my institution/place of employment than I did five years ago.	☐	☐	☐	☐	☐	☐	☐	☐

Second AEA Member Survey on the Professional Climate in Economics

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 various characteristics may differ.

3. Are you of Hispanic, Latin, or Spanish origin? (Select one option)

☐ Yes ☐ No

4. 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 (Please specify) _____

5. What is your gender? (Select one option)

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

Second AEA Member Survey on the Professional Climate in Economics

Section 2: Demographics (continued)

6. Do you consider yourself to be...

(Select one option)

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

7. Do you consider yourself to be transgender?

(Select one option)

- ☐ Yes, transgender, male-to-female
- ☐ Yes, transgender, female-to-male
- ☐ Yes, transgender, nonbinary or gender nonconforming
- ☐ No
- ☐ Don't know / Not sure

8. Have you told others of your sexual orientation or gender identity? (Select one option)

- ☐ 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.

Second AEA Member Survey on the Professional Climate in Economics

Section 2: Demographics (continued)

9. What is your religious identity?

- | | |
|---------------------------------------|---|
| ☐ Agnostic | ☐ Jewish |
| ☐ Atheist | ☐ Muslim |
| ☐ Baha'i | ☐ Native American religion |
| ☐ Buddhist | ☐ Nonreligious / Secular |
| ☐ Christian | ☐ Scientology |
| ☐ Confucianism | ☐ Sikh |
| ☐ Daoism | ☐ Unitarian Universalist |
| ☐ Hindu | ☐ Something else / Unsure |
| ☐ Humanist | |

10. In what year were you born?

(Enter a value between 1920 and 2010)

11. Thinking about your family or primary caregivers growing up, what was the highest level of education achieved by any parent or guardian? (Select one option)

- ☐ 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

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

(Select one option)

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

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

(Select one option)

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

14. How would you characterize your political views with regard to social issues? (Select one option)

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

15. Are you currently living in the United States? (Select one option)

- ☐ Yes
- ☐ No

16. Do you have any condition(s) that affect your work and/or studies? Select all that apply.

- ☐ Acquired / traumatic brain injury
- ☐ Attention deficit / hyperactivity disorder
- ☐ Asperger's / Autism spectrum
- ☐ Blindness
- ☐ Low vision
- ☐ Deafness
- ☐ 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
- ☐ Other (Please specify) _____
- ☐ None of the above

NOTE : Answer the below question only if answer to((Q#16 is **Acquired / traumatic brain injury** OR **Attention deficit / hyperactivity disorder** OR **Asperger's / Autism spectrum** OR **Blindness** OR **Low vision** OR **Deafness** OR **Hard of hearing** OR **Learning disability** OR **Mental health / psychological condition** OR **Physical / mobility condition that affects walking** OR **Physical / mobility condition that does not affect walking** OR **Speech / communication condition** OR **Other (Please specify)**))

17. Have you told others of this condition if it is not immediately visible? (Select one option)

- ☐ 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.
- ☐ The condition is immediately visible.

NOTE : Answer the below question only if answer to((Q#16 is **Acquired / traumatic brain injury** OR **Attention deficit / hyperactivity disorder** OR **Asperger's / Autism spectrum** OR **Blindness** OR **Low vision** OR **Deafness** OR **Hard of hearing** OR **Learning disability** OR **Mental health / psychological condition** OR **Physical / mobility condition that affects walking** OR **Physical / mobility condition that does not affect walking** OR **Speech / communication condition** OR **Other (Please specify)**))

18. Have you sought any accommodation for this condition at your place of employment or place of study? (Select one option)

- ☐ Yes
- ☐ No

19. What is your current relationship status?

(Select one option)

- ☐ 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 / divorced
- ☐ Widowed
- ☐ Other (Please specify) _____

20. Do you currently have substantial parenting or caregiving responsibility, such as for any of the following: child(ren), sick or disabled partner, or senior or other family member?

(Select one option)

- ☐ Yes ☐ No

21. What is the highest level of education you have achieved? (Select one option)

- ☐ Less than a bachelor's degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Professional degree (e.g., MBA, J.D., M.D.)
- ☐ Doctoral degree (e.g., PhD, Ed.D.)
- ☐ Other (Please specify) _____

NOTE : Answer the below question only if answer to (Q#21 is **Doctoral degree (e.g., PhD, Ed.D.)**)

22. In what year was your doctoral degree awarded?

(Enter a value between 1950 and 2023)

Second AEA Member Survey on the Professional Climate in Economics

Section 3: Job Characteristics

23. 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.

(Select one option)

[Please consider providing a response. This information will be helpful for survey administrators.]

- ☐ Employed full-time
- ☐ Employed part-time
- ☐ Enrolled as a student full-time
- ☐ Enrolled as a student part-time
- ☐ Other (Please specify) _____

NOTE : Answer the below question only if answer to((Q#23 is **Employed full-time** OR **Employed part-time**))

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

(Select one option)

- ☐ College or university
- ☐ K-12 institution (public or private)
- ☐ For-profit company or organization (excluding academic institutions)
- ☐ Non-profit organization (excluding academic institutions)
- ☐ U.S. military
- ☐ U.S. Federal government (non-military)
- ☐ State or local government in the U.S. (excluding academic institutions)
- ☐ Non-U.S. government
- ☐ Other (Please specify) _____

NOTE : Answer the below question only if answer to((Q#24 is **College or university**))

25. **What is your current rank (or, if outside the U.S., which of these is equivalent to your rank)? (Select one option)**

- ☐ Not a faculty member
- ☐ 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 (Please specify) _____

NOTE : Answer the below question only if answer to((Q#25 is **Full professor OR Associate professor OR Assistant professor OR Emeritus/Emerita OR Lecturer or Adjunct OR Special faculty position focused primarily on research (e.g., Research Fellow) OR Special faculty position focused primarily on teaching (e.g., Professor of Practice) OR Visiting Faculty OR Other (Please specify)**))

26. **What is your tenure status?**

(Select one option)

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

NOTE : Answer the below question only if answer to((Q#25 is **Full professor OR Associate professor OR Assistant professor OR Emeritus/Emerita OR Lecturer or Adjunct OR Special faculty position focused primarily on research (e.g., Research Fellow) OR Special faculty position focused primarily on teaching (e.g., Professor of Practice) OR Visiting Faculty OR Other (Please specify)**))

27. **What type of college or university are you employed at? (Select one option)**

- ☐ 4-year, public
- ☐ 4-year, private non-profit
- ☐ 4-year, private for-profit
- ☐ 2-year, public
- ☐ 2-year, private non-profit
- ☐ 2-year, private for-profit
- ☐ Less than 2-year, public
- ☐ Less than 2-year, private non-profit
- ☐ Less than 2-year, private for-profit

NOTE : Answer the below question only if answer to((Q#25 is **Full professor OR Associate professor OR Assistant professor OR Emeritus/Emerita OR Lecturer or Adjunct OR Special faculty position focused primarily on research (e.g., Research Fellow) OR Special faculty position focused primarily on teaching (e.g., Professor of Practice) OR Visiting Faculty OR Other (Please specify)))**

28. What best describes the college or university you are employed at?

Click [here](#) for a listing of "Ivy Plus," R1, and R2 institutions.

(Select one option)

- ☐ "Ivy Plus"
- ☐ National doctoral university with very high research intensity outside of "Ivy Plus" (R1)
- ☐ National doctoral university with high research intensity (R2)
- ☐ Regional university
- ☐ National liberal arts college
- ☐ Regional college
- ☐ None of the above

NOTE : Answer the below question only if answer to((Q#25 is **Full professor OR Associate professor OR Assistant professor OR Emeritus/Emerita OR Lecturer or Adjunct OR Special faculty position focused primarily on research (e.g., Research Fellow) OR Special faculty position focused primarily on teaching (e.g., Professor of Practice) OR Visiting Faculty OR Other (Please specify)))**

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

Note: More information can be found [here](#).

(Select one option)

- ☐ A General Economics and Teaching
- ☐ B History of Economic Thought, Methodology, and Heterodox Approaches
- ☐ C Mathematical and Quantitative Methods
- ☐ D Microeconomics
- ☐ E Macroeconomics and Monetary Economics
- ☐ F International Economics
- ☐ G Financial Economics
- ☐ H Public Economics
- ☐ I Health, Education, and Welfare
- ☐ J Labor and Demographic Economics
- ☐ K Law and Economics
- ☐ L Industrial Organization
- ☐ M Business Administration and Business Economics; Marketing; Accounting; Personnel Economics
- ☐ N Economic History
- ☐ O Economic Development, Innovation, Technological Change, and Growth
- ☐ P Political Economy and Comparative Economic Systems
- ☐ Q Agricultural and Natural Resource Economics; Environmental and Ecological Economics
- ☐ R Urban, Rural, Regional, Real Estate, and Transportation Economics
- ☐ JEL codes do not fit my research well (Please describe) _____

NOTE : Answer the below question only if answer to((Q#24 is K-12 institution (public or private) OR For-profit company or organization (excluding academic institutions) OR Non-profit organization (excluding academic institutions) OR U.S. military OR U.S. Federal government (non-military) OR State or local government in the U.S. (excluding academic institutions) OR Non-U.S. government OR Other (Please specify)) OR (Q#25 is Not a faculty member))

³⁰. What is your primary job?

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

Second AEA Member Survey on the Professional Climate in Economics

Section 4: Experience

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.

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

(Select one option)

[Please consider providing a response. This information will be helpful for survey administrators.]

☐ Less than 10 years ☐ 10 or more years

NOTE : Answer the below question only if answer to((Q#31 is **Less than 10 years**))

32. 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.*

	Yes, personally experienced within the last five years	Yes, personally experienced more than 5 years ago	Yes, witnessed within the last five years	Yes, witnessed more than 5 years ago	No
(a) Racial / ethnic identity	☐	☐	☐	☐	☐
(b) Sex	☐	☐	☐	☐	☐
(c) Transgender/non-binary identity	☐	☐	☐	☐	☐
(d) Sexual orientation	☐	☐	☐	☐	☐
(e) Disability status	☐	☐	☐	☐	☐
(f) Marital status / caregiving responsibilities	☐	☐	☐	☐	☐
(g) Religion	☐	☐	☐	☐	☐
(h) Political views	☐	☐	☐	☐	☐
(i) Age	☐	☐	☐	☐	☐
(j) Citizenship status	☐	☐	☐	☐	☐
(k) Place of employment	☐	☐	☐	☐	☐
(l) Research topics	☐	☐	☐	☐	☐
(m) Based on a factor other than the ones listed above	☐	☐	☐	☐	☐

NOTE : Answer the below question only if answer to((Q#31 is **10 or more years**))

33. 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.*

	Yes, personally experienced within the last five years	Yes, personally experienced six to 10 years ago	Yes, witnessed within the last five years	Yes, witnessed six to 10 years ago	No
(a) Racial / ethnic identity	☐	☐	☐	☐	☐
(b) Sex	☐	☐	☐	☐	☐
(c) Transgender/non-binary identity	☐	☐	☐	☐	☐
(d) Sexual orientation	☐	☐	☐	☐	☐
(e) Disability status	☐	☐	☐	☐	☐
(f) Marital status / caregiving responsibilities	☐	☐	☐	☐	☐
(g) Religion	☐	☐	☐	☐	☐
(h) Political views	☐	☐	☐	☐	☐
(i) Age	☐	☐	☐	☐	☐
(j) Citizenship status	☐	☐	☐	☐	☐
(k) Place of employment	☐	☐	☐	☐	☐
(l) Research topics	☐	☐	☐	☐	☐
(m) Based on a factor other than the ones listed above	☐	☐	☐	☐	☐

Second AEA Member Survey on the Professional Climate in Economics

Section 4: Experience (continued)

34. 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.*

	Yes, personally experienced	Yes, witnessed	No
(a) Access to research assistantships	☐	☐	☐
(b) Access to advisors	☐	☐	☐
(c) Access to quality advising	☐	☐	☐
(d) In the job market (Note: if currently a student without job experience in the field, please leave blank)	☐	☐	☐

NOTE : Answer the below question only if answer to (Q#25 is **Full professor OR Associate professor OR Assistant professor OR Emeritus/Emerita OR Lecturer or Adjunct OR Special faculty position focused primarily on research (e.g., Research Fellow) OR Special faculty position focused primarily on teaching (e.g., Professor of Practice) OR Visiting Faculty OR Other (Please specify)) AND (Q#31 is Less than 10 years))**

35. During your tenure within 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.*

	Yes, personally experienced within the last five years	Yes, personally experienced more than 5 years ago	Yes, witnessed within the last five years	Yes, witnessed more than 5 years ago	No
(a) Promotion decisions	☐	☐	☐	☐	☐
(b) Compensation	☐	☐	☐	☐	☐
(c) Teaching assignments	☐	☐	☐	☐	☐
(d) Service obligations	☐	☐	☐	☐	☐
(e) Access to time and funding to attend conferences and seminars	☐	☐	☐	☐	☐
(f) Access to graduate student researchers	☐	☐	☐	☐	☐
(g) Course evaluations	☐	☐	☐	☐	☐
(h) Publishing decisions	☐	☐	☐	☐	☐
(i) Funding decisions	☐	☐	☐	☐	☐
(j) Sabbatical time	☐	☐	☐	☐	☐
(k) Access to potential coauthors	☐	☐	☐	☐	☐
(l) Invitations to participate in research conferences, associations and networks	☐	☐	☐	☐	☐

NOTE : Answer the below question only if answer to (Q#25 is **Full professor OR Associate professor OR Assistant professor OR Emeritus/Emerita OR Lecturer or Adjunct OR Special faculty position focused primarily on research (e.g., Research Fellow) OR Special faculty position focused primarily on teaching (e.g., Professor of Practice) OR Visiting Faculty OR Other (Please specify)) AND (Q#31 is 10 or more years))**

36. 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.*

	Yes, personally experienced within the last five years	Yes, personally experienced six to 10 years ago	Yes, witnessed within the last five years	Yes, witnessed six to 10 years ago	No
(a) Promotion decisions	☐	☐	☐	☐	☐
(b) Compensation	☐	☐	☐	☐	☐
(c) Teaching assignments	☐	☐	☐	☐	☐
(d) Service obligations	☐	☐	☐	☐	☐
(e) Access to time and funding to attend conferences and seminars	☐	☐	☐	☐	☐
(f) Access to graduate student researchers	☐	☐	☐	☐	☐
(g) Course evaluations	☐	☐	☐	☐	☐
(h) Publishing decisions	☐	☐	☐	☐	☐
(i) Funding decisions	☐	☐	☐	☐	☐
(j) Sabbatical time	☐	☐	☐	☐	☐
(k) Access to potential coauthors	☐	☐	☐	☐	☐
(l) Invitations to participate in research conferences, associations and networks	☐	☐	☐	☐	☐

NOTE : Answer the below question only if answer to(((Q#25 is **Not a faculty member**) AND C2) OR ((Q#31 is **Less than 10 years**) AND (Q#24 is **NOT (College or university)**)))

37. During your tenure within 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.*

	Yes, personally experienced within the last five years	Yes, personally experienced more than 5 years ago	Yes, witnessed within the last five years	Yes, witnessed more than 5 years ago	No
(a) Promotion decisions	☐	☐	☐	☐	☐
(b) Compensation	☐	☐	☐	☐	☐
(c) Professional development opportunities (including opportunities and funding to attend conferences and seminars)	☐	☐	☐	☐	☐
(d) Publishing decisions	☐	☐	☐	☐	☐

NOTE : Answer the below question only if answer to(((Q#25 is **Not a faculty member**) AND C2) OR ((Q#31 is **10 or more years**) AND (Q#24 is **NOT (College or university)**)))

38. 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.*

	Yes, personally experienced within the last five years	Yes, personally experienced six to 10 years ago	Yes, witnessed within the last five years	Yes, witnessed six to 10 years ago	No
(a) Promotion decisions	☐	☐	☐	☐	☐
(b) Compensation	☐	☐	☐	☐	☐
(c) Professional development opportunities (including opportunities and funding to attend conferences and seminars)	☐	☐	☐	☐	☐
(d) Publishing decisions	☐	☐	☐	☐	☐

NOTE : Answer the below question only if answer to((Q#31 is **Less than 10 years**))

39. 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? *Select all that apply for each item.*

	Yes, within the last five years	Yes, more than 5 years ago	No
(a) Not applied for or accepted admission at a particular grad school	☐	☐	☐
(b) Paused or ceased enrollment at a particular grad school	☐	☐	☐
(c) Not applied for or taken a particular employment position	☐	☐	☐
(d) Not applied for or taken a promotion at your place of employment	☐	☐	☐
(e) Left a particular employment position	☐	☐	☐
(f) Not presented your question, idea, or view at your school or place of work	☐	☐	☐
(g) Not participated in a conference	☐	☐	☐
(h) Not spoken at a conference or during a seminar presentation	☐	☐	☐
(i) Not made a professional visit to a particular place	☐	☐	☐
(j) Not attended social events after class, at work, or at conferences	☐	☐	☐
(k) Changed the topic, content, or method of a class you teach	☐	☐	☐
(l) Changed the content, method, or conclusions of a research paper	☐	☐	☐
(m) Not started or continued research in a particular field	☐	☐	☐

NOTE : Answer the below question only if answer to((Q#31 is **Less than 10 years**))

40. During your tenure within the field of economics, have you ever done any of the following to avoid possible hostile or disrespectful reactions from economists, for example reactions on social media? *Select all that apply for each item.*

	Yes, within the last five years	Yes, more than 5 years ago	No
(a) Not presented your question, idea, or view at a conference or during a seminar presentation	☐	☐	☐
(b) Not participated in a conference	☐	☐	☐
(c) Not made a professional visit to a particular place	☐	☐	☐
(d) Changed the topic, content, or method of a class you teach	☐	☐	☐
(e) Changed the content, method, or conclusions of a research paper	☐	☐	☐
(f) Not started or continued research on a particular topic	☐	☐	☐

NOTE : Answer the below question only if answer to((Q#31 is **10 or more years**))

41. 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? *Select all that apply for each item.*

	Yes, within the last five years	Yes, six to 10 years ago	No
(a) Not applied for or accepted admission at a particular grad school	☐	☐	☐
(b) Paused or ceased enrollment at a particular grad school	☐	☐	☐
(c) Not applied for or taken a particular employment position	☐	☐	☐
(d) Not applied for or taken a promotion at your place of employment	☐	☐	☐
(e) Left a particular employment position	☐	☐	☐
(f) Not presented your question, idea, or view at your school or place of work	☐	☐	☐
(g) Not participated in a conference	☐	☐	☐
(h) Not spoken at a conference or during a seminar presentation	☐	☐	☐
(i) Not made a professional visit to a particular place	☐	☐	☐
(j) Not attended social events after class, at work, or at conferences	☐	☐	☐
(k) Changed the topic, content, or method of a class you teach	☐	☐	☐
(l) Changed the content, method, or conclusions of a research paper	☐	☐	☐
(m) Not started or continued research in a particular field	☐	☐	☐

NOTE : Answer the below question only if answer to((Q#31 is **10 or more years**))

42. Within your last ten years in the field of economics, have you ever done any of the following to avoid possible hostile or disrespectful reactions from economists, for example reactions on social media? *Select all that apply for each item.*

	Yes, within the last five years	Yes, six to 10 years ago	No
(a) Not presented your question, idea, or view at a conference or during a seminar presentation	☐	☐	☐
(b) Not participated in a conference	☐	☐	☐
(c) Not made a professional visit to a particular place	☐	☐	☐
(d) Changed the topic, content, or method of a class you teach	☐	☐	☐
(e) Changed the content, method, or conclusions of a research paper	☐	☐	☐
(f) Not started or continued research on a particular topic	☐	☐	☐

Second AEA Member Survey on the Professional Climate in Economics

NOTE : Display this comment only if answer to Q#31 is **Less than 10 years**

Please 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.

During your tenure within the field of economics, have you ever experienced any of the following?

NOTE : Display this comment only if answer to Q#31 is **10 or more years**

Please 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.

Thinking about your last 10 years in the field of economics, have you ever experienced any of the following?

NOTE : Answer the below question only if answer to (Q#31 is **Less than 10 years OR 10 or more years**)

NOTE :

- Answer the below question with answers: **Yes, within the last five years.**, **Yes, six to 10 years ago.**, **No** only if answer to Q#31 is **10 or more years**
- Answer the below question with answers: **Yes, within the last five years.**, **Yes, more than five years ago.**, **No** only if answer to Q#31 is **Less than 10 years**

⁴³. Felt socially excluded at a meeting or event in the field.

- ☐ Yes, within the last five years. ☐ Yes, more than five years ago. ☐ Yes, six to 10 years ago.
☐ No

NOTE : Answer the below question only if answer to((Q#31 is **Less than 10 years OR 10 or more years**))

NOTE :

- Answer the below question with answers: **Yes, within the last five years., Yes, six to 10 years ago., No** only if answer to **Q#31 is 10 or more years**
- Answer the below question with answers: **Yes, within the last five years., Yes, more than five years ago., No** only if answer to **Q#31 is Less than 10 years**

44. Felt disrespected by your economist colleagues.

- ☐ Yes, within the last five years. ☐ Yes, more than five years ago. ☐ Yes, six to 10 years ago.
☐ No

NOTE : Answer the below question only if answer to((Q#31 is **Less than 10 years OR 10 or more years**))

NOTE :

- Answer the below question with answers: **Yes, within the last five years., Yes, six to 10 years ago., No** only if answer to **Q#31 is 10 or more years**
- Answer the below question with answers: **Yes, within the last five years., Yes, more than five years ago., No** only if answer to **Q#31 is Less than 10 years**

45. Felt that your work was not taken as seriously as that of your economist colleagues.

- ☐ Yes, within the last five years. ☐ Yes, more than five years ago. ☐ Yes, six to 10 years ago.
☐ No

NOTE : Answer the below question only if answer to((Q#31 is **Less than 10 years OR 10 or more years**))

NOTE :

- Answer the below question with answers: **Yes, within the last five years., Yes, six to 10 years ago., No** only if answer to **Q#31 is 10 or more years**
- Answer the below question with answers: **Yes, within the last five years., Yes, more than five years ago., No** only if answer to **Q#31 is Less than 10 years**

46. Felt that the subject or methodology of your research was not taken as seriously as that of your economist colleagues.

- ☐ Yes, within the last five years. ☐ Yes, more than five years ago. ☐ Yes, six to 10 years ago.
☐ No

NOTE : Answer the below question only if answer to((Q#31 is **Less than 10 years OR 10 or more years**))

NOTE :

- Answer the below question with answers: **Yes, within the last five years.**, **Yes, six to 10 years ago.**, **No** only if answer to **Q#31 is 10 or more years**
- Answer the below question with answers: **Yes, within the last five years.**, **Yes, more than five years ago.**, **No** only if answer to **Q#31 is Less than 10 years**

47. 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.

- ☐ Yes, within the last five years. ☐ Yes, more than five years ago. ☐ Yes, six to 10 years ago.
☐ No

NOTE : Answer the below question only if answer to((Q#31 is **Less than 10 years OR 10 or more years**))

NOTE :

- Answer the below question with answers: **Yes, within the last five years.**, **Yes, six to 10 years ago.**, **No** only if answer to **Q#31 is 10 or more years**
- Answer the below question with answers: **Yes, within the last five years.**, **Yes, more than five years ago.**, **No** only if answer to **Q#31 is Less than 10 years**

48. Another economist or economics student made unwanted attempts to establish a dating, romantic, or sexual relationship with you despite your efforts to discourage it.

- ☐ Yes, within the last five years. ☐ Yes, more than five years ago. ☐ Yes, six to 10 years ago.
☐ No

NOTE : Answer the below question only if answer to((Q#31 is **Less than 10 years OR 10 or more years**))

NOTE :

- Answer the below question with answers: **Yes, within the last five years.**, **Yes, six to 10 years ago.**, **No** only if answer to **Q#31 is 10 or more years**
- Answer the below question with answers: **Yes, within the last five years.**, **Yes, more than five years ago.**, **No** only if answer to **Q#31 is Less than 10 years**

49. 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.

- ☐ Yes, within the last five years. ☐ Yes, more than five years ago. ☐ Yes, six to 10 years ago.
☐ No

NOTE : Answer the below question only if answer to((Q#31 is **Less than 10 years OR 10 or more years**))

NOTE :

• Answer the below question with answers: **Yes, within the last five years.**, **Yes, six to 10 years ago.**, **No** only if answer to **Q#31 is 10 or more years**

• Answer the below question with answers: **Yes, within the last five years.**, **Yes, more than five years ago.**, **No** only if answer to **Q#31 is Less than 10 years**

50. 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.

- ☐ Yes, within the last five years. ☐ Yes, more than five years ago. ☐ Yes, six to 10 years ago.
☐ No

NOTE : Answer the below question only if answer to((Q#31 is **Less than 10 years OR 10 or more years**))

NOTE :

• Answer the below question with answers: **Yes, within the last five years.**, **Yes, six to 10 years ago.**, **No** only if answer to **Q#31 is 10 or more years**

• Answer the below question with answers: **Yes, within the last five years.**, **Yes, more than five years ago.**, **No** only if answer to **Q#31 is Less than 10 years**

51. 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.

- ☐ Yes, within the last five years. ☐ Yes, more than five years ago. ☐ Yes, six to 10 years ago.
☐ No

NOTE : Answer the below question only if answer to (Q#31 is **Less than 10 years OR 10 or more years**))

NOTE :

- Answer the below question with answers: **Yes, within the last five years., Yes, six to 10 years ago., No** only if answer to **Q#31 is 10 or more years**
- Answer the below question with answers: **Yes, within the last five years., Yes, more than five years ago., No** only if answer to **Q#31 is Less than 10 years**

52. 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.

- ☐ Yes, within the last five years. ☐ Yes, more than five years ago. ☐ Yes, six to 10 years ago.
☐ No

NOTE : Answer the below question only if answer to (Q#31 is **Less than 10 years**))

53. Another economist or economics student touched you in a way, other than what was listed above, that made you feel uncomfortable.

- ☐ Yes, within the last five years. ☐ Yes, more than five years ago. ☐ No

NOTE : Answer the below question only if answer to (Q#31 is **10 or more years**))

54. Another economist or economics student touched you in a way, other than what was listed above, that made you feel uncomfortable.

- ☐ Yes, within the last five years. ☐ Yes, six to 10 years ago. ☐ No

Second AEA Member Survey on the Professional Climate in Economics

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

	Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree	Don't know / No opinion
(a) It is not important for the field of economics to be inclusive towards people with different backgrounds.	☐	☐	☐	☐	☐	☐	☐
(b) Discrimination is rare within the field of economics today.	☐	☐	☐	☐	☐	☐	☐
(c) Economics would be a more vibrant discipline if it were more diverse.	☐	☐	☐	☐	☐	☐	☐

Second AEA Member Survey on the Professional Climate in Economics

Section 5: New AEA Policies, Resources, and Initiatives

Over the last few years, the AEA has adopted a set of new policies, created new resources, and started new initiatives to help improve the climate in the economics profession.

We would like to understand your familiarity of and satisfaction with the AEA's new policies, resources, and initiatives that are listed below.

⁵⁶ For each item below, please let us know whether you are familiar with it.

	Yes, very familiar	Yes, somewhat familiar	Not familiar
(a) The AEA 2019 Professional Climate Survey Report	☐	☐	☐
(b) The AEA Code of Professional Conduct	☐	☐	☐
(c) The AEA Policy on Harassment and Discrimination	☐	☐	☐
(d) The AEA Whistleblower Policy	☐	☐	☐
(e) The AEA Ombuds	☐	☐	☐
(f) The AEA Formal Complaint Procedures	☐	☐	☐
(g) The AEA's Best Practices for Economists	☐	☐	☐
(h) The AEA Award for Outstanding Achievement in Diversity and Inclusion, the AEA Distinguished Economic Education Award, and the AEA Distinguished Service Award	☐	☐	☐
(i) The AEA Guidelines for New Editorial Appointments	☐	☐	☐

For more information on these AEA policies, resources and initiatives, see [here](#).

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NOTE : Display this comment only if answer to Q#56(i) is **Yes, very familiar** OR **Yes, somewhat familiar**

For each item below, please let us know whether you have personally used or consulted it:

NOTE : Answer the below question only if answer to((Q#56(a) is **Yes, very familiar** OR **Yes, somewhat familiar**))

57. The AEA 2019 Professional Climate Survey Report (Select one option)

- ☐ Yes, found it useful ☐ Yes, did not find it useful ☐ No

NOTE : Answer the below question only if answer to((Q#56(b) is **Yes, very familiar** OR **Yes, somewhat familiar**))

58. The AEA Code of Professional Conduct (Select one option)

- ☐ Yes, found it useful ☐ Yes, did not find it useful ☐ No

NOTE : Answer the below question only if answer to((Q#56(c) is **Yes, very familiar** OR **Yes, somewhat familiar**))

59. The AEA Policy on Harassment and Discrimination (Select one option)

- ☐ Yes, found it useful ☐ Yes, did not find it useful ☐ No

NOTE : Answer the below question only if answer to((Q#56(d) is **Yes, very familiar** OR **Yes, somewhat familiar**))

60. The AEA Whistleblower Policy (Select one option)

- ☐ Yes, found it useful ☐ Yes, did not find it useful ☐ No

NOTE : Answer the below question only if answer to((Q#56(e) is **Yes, very familiar** OR **Yes, somewhat familiar**))

61. The AEA Ombuds (Select one option)

- ☐ Yes, found it useful ☐ Yes, did not find it useful ☐ No

NOTE : Answer the below question only if answer to((Q#56(f) is **Yes, very familiar** OR **Yes, somewhat familiar**))

62. The AEA Formal Complaint Procedures (Select one option)

- ☐ Yes, found it useful ☐ Yes, did not find it useful ☐ No

NOTE : Answer the below question only if answer to((Q#56(g) is **Yes, very familiar** OR **Yes, somewhat familiar**))

63. The AEA's Best Practices for Economists (Select one option)

- ☐ Yes, found it useful ☐ Yes, did not find it useful ☐ No

NOTE : Answer the below question only if answer to((Q#56(h) is **Yes, very familiar** OR **Yes, somewhat familiar**))

64. The AEA Award for Outstanding Achievement in Diversity and Inclusion, the AEA Distinguished Economic Education Award, and the AEA Distinguished Service Award (Select one option)

- ☐ Yes, found it useful ☐ Yes, did not find it useful ☐ No

NOTE : Answer the below question only if answer to((Q#56(i) is **Yes, very familiar** OR **Yes, somewhat familiar**))

65. The AEA Guidelines for New Editorial Appointments (Select one option)

- ☐ Yes, found it useful ☐ Yes, did not find it useful ☐ No

Second AEA Member Survey on the Professional Climate in Economics

NOTE : Display this comment only if answer to Q#56(i) is **Yes, very familiar** OR **Yes, somewhat familiar**

For each item below, please let us know whether discussions have happened at your place of employment because of it.

NOTE : Answer the below question only if answer to((Q#56(a) is **Yes, very familiar** OR **Yes, somewhat familiar**))

66. The AEA 2019 Professional Climate Survey Report (Select one option)

- ☐ Yes, useful discussions ☐ Yes, wasteful discussions ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to((Q#56(b) is **Yes, very familiar** OR **Yes, somewhat familiar**))

67. The AEA Code of Professional Conduct (Select one option)

- ☐ Yes, useful discussions ☐ Yes, wasteful discussions ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to((Q#56(c) is **Yes, very familiar** OR **Yes, somewhat familiar**))

68. The AEA Policy on Harassment and Discrimination (Select one option)

- ☐ Yes, useful discussions ☐ Yes, wasteful discussions ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to((Q#56(d) is **Yes, very familiar** OR **Yes, somewhat familiar**))

69. The AEA Whistleblower Policy (Select one option)

- ☐ Yes, useful discussions ☐ Yes, wasteful discussions ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to((Q#56(e) is **Yes, very familiar** OR **Yes, somewhat familiar**))

70. The AEA Ombuds (Select one option)

- ☐ Yes, useful discussions ☐ Yes, wasteful discussions ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to((Q#56(f) is **Yes, very familiar** OR **Yes, somewhat familiar**))

71. The AEA Formal Complaint Procedures (Select one option)

- ☐ Yes, useful discussions ☐ Yes, wasteful discussions ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to((Q#56(g) is **Yes, very familiar** OR **Yes, somewhat familiar**))

72. The AEA's Best Practices for Economists (Select one option)

- ☐ Yes, useful discussions ☐ Yes, wasteful discussions ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to((Q#56(h) is **Yes, very familiar** OR **Yes, somewhat familiar**))

73. The AEA Award for Outstanding Achievement in Diversity and Inclusion, the AEA Distinguished Economic Education Award, and the AEA Distinguished Service Award (Select one option)

- ☐ Yes, useful discussions ☐ Yes, wasteful discussions ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to((Q#56(i) is **Yes, very familiar** OR **Yes, somewhat familiar**))

74. The AEA Guidelines for New Editorial Appointments (Select one option)

- ☐ Yes, useful discussions ☐ Yes, wasteful discussions ☐ No ☐ Don't know

Second AEA Member Survey on the Professional Climate in Economics

NOTE : Display this comment only if answer to Q#56(i) is **Yes, very familiar** OR **Yes, somewhat familiar**

For each item below, please let us know whether changes have happened at your place of employment because of it.

NOTE : Answer the below question only if answer to (Q#56(a) is **Yes, very familiar** OR **Yes, somewhat familiar**)

75. The AEA 2019 Professional Climate Survey Report (Select one option)

- ☐ Yes, welcome changes ☐ Yes, unwelcome changes ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to (Q#56(b) is **Yes, very familiar** OR **Yes, somewhat familiar**)

76. The AEA Code of Professional Conduct (Select one option)

- ☐ Yes, welcome changes ☐ Yes, unwelcome changes ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to (Q#56(c) is **Yes, very familiar** OR **Yes, somewhat familiar**)

77. The AEA Policy on Harassment and Discrimination (Select one option)

- ☐ Yes, welcome changes ☐ Yes, unwelcome changes ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to (Q#56(d) is **Yes, very familiar** OR **Yes, somewhat familiar**)

78. The AEA Whistleblower Policy (Select one option)

- ☐ Yes, welcome changes ☐ Yes, unwelcome changes ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to (Q#56(e) is **Yes, very familiar** OR **Yes, somewhat familiar**)

79. The AEA Ombuds (Select one option)

- ☐ Yes, welcome changes ☐ Yes, unwelcome changes ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to (Q#56(f) is **Yes, very familiar** OR **Yes, somewhat familiar**)

80. The AEA Formal Complaint Procedures (Select one option)

- ☐ Yes, welcome changes ☐ Yes, unwelcome changes ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to((Q#56(g) is **Yes, very familiar OR Yes, somewhat familiar**))

81. The AEA's Best Practices for Economists (Select one option)

- ☐ Yes, welcome changes ☐ Yes, unwelcome changes ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to((Q#56(h) is **Yes, very familiar OR Yes, somewhat familiar**))

82. The AEA Award for Outstanding Achievement in Diversity and Inclusion, the AEA Distinguished Economic Education Award, and the AEA Distinguished Service Award (Select one option)

- ☐ Yes, welcome changes ☐ Yes, unwelcome changes ☐ No ☐ Don't know

NOTE : Answer the below question only if answer to((Q#56(i) is **Yes, very familiar OR Yes, somewhat familiar**))

83. The AEA Guidelines for New Editorial Appointments (Select one option)

- ☐ Yes, welcome changes ☐ Yes, unwelcome changes ☐ No ☐ Don't know

Section 5: New AEA Policies, Resources, and Initiatives (continued)

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	1 (Not Valuable)	2	3	4	5 (Very Valuable)
(a) Networking opportunities with economists at other institutions working in related fields	☐	☐	☐	☐	☐
(b) Mentoring opportunities with economists at other institutions working in related fields	☐	☐	☐	☐	☐
(c) Information sessions with journal editors	☐	☐	☐	☐	☐
(d) Information sessions with grant writing experts and grant reviewers	☐	☐	☐	☐	☐
(e) Bystander training (for people who witness harassment or other discriminatory behavior)	☐	☐	☐	☐	☐
(f) Department chair professional training program	☐	☐	☐	☐	☐
(g) Mental health services and programming for AEA members	☐	☐	☐	☐	☐
(h) Professional conduct programming for PhD students	☐	☐	☐	☐	☐

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Second AEA Member Survey on the Professional Climate in Economics

⁸⁹. As far as you can remember, did you participate in the AEA's 2018/2019 Professional Climate Survey?
(Select one option)

☐ Yes ☐ No