

## **SPSP Diversity and Climate Survey**

Report prepared for SPSP Executive Board Meeting

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## I. Executive Summary

In this 2022 Climate Survey report from the Diversity and Climate Committee within the Society for Personality and Social Psychology (SPSP), we make several observations based on the data collected in the Fall/Winter of 2021 about diversity, equity, and inclusion (DEI) at SPSP events and activities. The data that come from the climate survey suggest that overall, achievement of SPSP DEI goals remains a work-in-progress. Several observations from our survey are suggestive of this need for improvement: First, overall grades for SPSP on these DEI goals have not improved since the 2019 report and gaps still persist in estimates of SPSP goal achievements in DEI efforts between marginalized and dominant group identity members of SPSP. Of these groups, **racial minority members report many instances of discrimination and harassment at SPSP conferences and events with roughly one in three having experienced a form of discrimination or harassment in the past three years.** These rates do not diminish much for other marginalized identities at SPSP, with rates of experiences of **discrimination or harassment reaching above 30% for gender minority, disabled, and lower socioeconomic status members of our community.**

### **2022 Climate Survey By The Numbers**

Overall Diversity and Inclusion Grade **B/B+**

**1 in 3 racial minority members** have experienced some form of discrimination or harassment in past three years

**8 in 10 racial minority members** report having few role models sharing their racial identity

**7 in 10 disabled members** report that people have minimized their disability at SPSP events

**89% of surveyed members** said they were supported by online/hybrid SPSP activities

**Nearly 1 in 3 members** of marginalized groups (i.e., disability, SES, gender, race, sexual orientation) experienced discrimination at SPSP events

In terms of our specific queries into experiences of racial prejudice (both subtle and direct) at SPSP events we find that **the vast majority of members who identify as a person of color reported experiences of racial prejudice** around perceptions of foreignness, having their ideas dismissed, feeling second class, being told to assimilate, or having to deal with assumptions that their accomplishments are the result of affirmative action. **More than 8 in 10 members of color surveyed reported that they were the lone person of their background at events, that they had few role models like them, or that authorities at the conference were of a different racial identity.**

In this version of the climate survey we also examined the experiences of disabled members at SPSP. These survey items suggest there is much education and work to be done to better prepare our conference to be more inclusive of disabled members. Importantly, **these members reported a strong appreciation of the virtual conference option.**

The climate survey also reveals the sizeable toll that the COVID – 19 pandemic has taken on our membership. This report suggests that SPSP as a governing body must center, or at least consider, how the impact of this pandemic should guide how we plan for the future of our organization and its meetings. **Take, for instance, that more than 90% of our surveyed members reported experiencing career stress as a result of the pandemic.** One bright spot in this difficult period is that a vast majority of SPSP members appreciated the increase in virtual engagement through SPSP activities in and outside of the annual conference.

We conclude our report with policy recommendations given these findings, with suggestions for how SPSP might use these data for future governance decisions and planning so that the experiences of marginalized members of our community continue to be centered in the organization’s future plans.

## **II. Overview of Climate Survey**

In July, 2016, the SPSP strategic planning task force diversity subcommittee submitted a report to the SPSP board that outlined current diversity initiatives, diversity and climate concerns, and several actions for SPSP to undertake to potentially improve our diversity and climate. Among those recommendations was a climate survey audit that could be implemented every several years to assess the progress that SPSP has been making, forward or otherwise, toward its goals for promoting a space for an inclusive and diverse psychological science. The Diversity and Climate Committee was tasked with performing this responsibility both in the 2018 climate survey, a report of which was published here in 2019, and this current iteration of the climate survey which assessed membership attitudes in the Fall/Winter of 2021, from which now the current report appears in the Summer of 2022.

The full items for the report are appended to the end of this document. This report is not meant to be a comprehensive analysis of all things related to DEI at SPSP. Instead, it was designed as a first pass broad summary of trends in diversity, equity, and inclusion for our membership that attempts to surface some of the challenges our society faces now, and in the coming years. We hope to use these data to drive policy at SPSP and at the close of this document the DCC members have made their recommendations.

At the DCC, our hope is that this report serves as a conversation starter for the broader membership at SPSP, to help us decide on changes to our organization’s structures that are based in the empirical reality here—that true belonging, access, and diversity in our science is something that we must continually pursue with all our skills, training, and effort.

## **Diversity and Climate Committee Members**

Jessica Good (Co-Chair)

Kristin Dukes (Co-Chair)

Jessica Remedios

Aneeta Rattan

Andrew Stewart

Cynthia Willis-Esqueda

Michael Kraus (past chair)

Jon Freeman (past chair)

### **III. Methodology**

**Sample.** Our 2022 Climate Survey was fielded in the fall/winter of 2021 via emails to the SPSP email listserv. We received 493 complete responses over a period of three months. SPSP is an organization of roughly 7,500 members, making the current sample of 493 only a small fraction (6.57%) of the total membership. Of the sample, 51.3% had attended the 2021 virtual convention and 48.1% had attended the prior convention in New Orleans. Participants in the climate survey had a mean number of convention attendance of 8.19 (SD = 6.27). 76.26% of survey respondents were born in the US followed by Canada (4.11%), China (1.83%), Germany (1.83%), Netherlands (1.60%), and India (1.14%). Of members identifying in terms of specific racial groups 71.57% identified as White, 6.75% as East Asian, 4.5% of our sample was Black, 2.66% was South Asian, 2.45% was Mexican American, and 1.84% was Indigenous. Around 2.66% of the sample identified as a racial group not labeled in the survey. The gender breakdown of the sample included 50.9% cisgender women, 33.1% cisgender men, 6.09% as all other gender minorities (e.g., transgender, non-binary). The remainder of respondents declined to answer. In terms of sexual orientation, 55.62% identified as straight, 14.93% as bisexual, 1.64% as pansexual, 7.57% as gay/lesbian, and 11% identifying as another category that included queer, asexual, demi, and mostly straight. The remaining respondents declined to state their sexual orientation. Of our sample, 14.31% reported a disability. In terms of survey respondent relationships with SPSP, our respondents were almost entirely current members of SPSP (94.7%), with a mean age of 39.94 years.

**Survey Methods.** The entire climate survey along with individual items can be found in section VII of the summary report. Participants accessed the survey via an SPSP listserv email with a link to a qualtrics survey and were informed that the survey would take 10-20 minutes to complete. The survey began with a list of demographic questions that included information about SPSP membership status, ethno-racial identity, gender, sexual orientation, country of origin, socioeconomic status, academic/industry affiliation, political attitudes, disability status, and a few other demographic characteristics.

Following these demographic questions, participants were asked about their experiences during online or in person SPSP events. Specifically, participants were asked “how often have you been discriminated against or harassed at SPSP events in person or online for the following

reasons?” using a 4-point scale with the labels “never”, “rarely”, “sometimes”, “always”. Participants indicated if they experienced discrimination or harassment based on one or more of their identities. If participants indicated they had experienced some form of discrimination or harassment they were prompted to answer whether this had occurred in the past 3 years. If participants answered this question “yes” they were directed to indicate additional information about these recent experiences of discrimination or harassment. These questions were adapted from survey items used in US probability samples of harassment and discrimination in the workplace (Rospenda, Richman, & Shannon, 2009).

For these follow-up questions, participants indicated if they had experienced 21 specific behavioral forms of discrimination or harassment at SPSP events in the past three years, which of 8 SPSP events these behaviors occurred at, and if they reported the incident to SPSP. For participants who indicated a disability, they were asked to answer six items from the ableist microaggressions scale (Conover, Israel, & Nyland-Gibson, 2017) using a 7-point Likert scale ranging from 1 = Strongly disagree to 7 = Strongly agree.

For participants who indicated being a person of color on their racial/ethnic identity questions, they were asked 15 items from the racial and ethnic microaggressions scale (Nadal, 2011) using 4-scale points that included “Never”, “Rarely”, “Sometimes”, and “Always.”

Following questions about identity based discrimination and harassment, respondents were asked about their experiences during the COVID-19 pandemic. Specifically, whether or not they had experienced 8 different changes to their school and work as a result of the pandemic with 4-scale points that included “Not at all”, “A little”, “Somewhat”, and “A lot”. Following these questions, participants indicated their feelings about the support of SPSP during the COVID-19 pandemic on a single item with a 5-point Likert scale ranging from “Not supported at all” to “Very well supported”.

In the next section, participants indicated some descriptive data about their attendance patterns at SPSP conferences and then indicated whether SPSP has met its stated goal to promote diversity and inclusiveness of people and ideas in the context of 5 specific SPSP programs. Participants indicated a “Yes,” “No,” or “don’t know” response to these questions. Participants next indicated if they feel safe from sexual harassment at SPSP events and programs, if they feel their social identities are valued by SPSP, if people of all identities have equal opportunity at SPSP, if SPSP is safe, if SPSP is a place where people are free to express themselves, and if they feel represented when attending SPSP events, all on a 7-point Likert scale (1= Strongly disagree, 7 = Strongly agree). Lastly, participants gave SPSP a letter grade for its commitment to diversity and inclusiveness on a scale ranging from A+ to F. At several points in the survey, participants were encouraged to provide open-ended feedback about experiences of discrimination or harassment, SPSP actions and potential improvements, or in general about the climate at SPSP.

**Focus on Descriptive Statistics with Some Inferences.** Our analytic approach to the climate survey has been to focus on describing the experiences of our members with these data. A

descriptive analysis has several direct benefits for creating plans for diversity, equity, and inclusion at SPSP. Given that the survey is a data point for understanding members' experiences, the descriptive analysis here gives us a sense of how prevalent harassment and discrimination are for our members and in particular, for our members from marginalized social identities. Knowledge of prevalence can drive policy within SPSP without having to be limited by needing to reach some benchmark of statistical difference.

However, some of our questions about climate revolve around understanding trends in inclusion across time or in whether marginalized group members have more experiences of discrimination at SPSP. In those cases we rely on two-tailed tests of significance with the alpha level set to  $p = .05$ . Despite these significance tests, we can think of approaching this climate survey from a perspective of harm reduction, and from that perspective, erring on the side of increasing belonging means that we need not adhere to rigid standards of statistical significance set for publication in academic journals.

We reiterate that this climate survey is meant to start conversations among our membership about ways to promote DEI at SPSP and to base those changes on evidence collected here and in past climate surveys.

#### IV. Results Summary and Analysis

**Overall Diversity and Inclusion Grade.** Overall, respondents did not differ in their grade for SPSP's diversity and inclusiveness from the 2019 climate survey ( $M = 4.47$  [B+/B],  $SD = 2.28$ ) to the 2022 climate survey ( $M = 4.41$  [B+/B],  $SD = 2.42$ ;  $t(1540) = 0.473$ ,  $p = 0.637$ ). In terms of the range of SPSP grades, the most common grade was an A- ( $n = 80$ ) with 24 participants giving SPSP an A+ grade and 6 respondents giving SPSP a grade of F. As in the 2019 climate survey, White respondents (B+) gave higher climate grades to SPSP than did SPSP members from marginalized racial groups (B),  $t(359) = -2.151$ ,  $p = .032$ .

To better understand this grade we also examined ratings of whether SPSP was meeting its diversity and inclusion goals in the contexts of presenters, instructors, leadership, awards, and presentation topics. Overall, between 60% and 80% of members sampled felt the goals were met by SPSP. We also also examined if surveyed members thought SPSP events valued their identities, provided opportunities across identities, provided a safe space, and if they felt represented. Overall, between 50% and 80% at least slightly agreed with these statements.

Importantly, not all members of SPSP are likely to feel equal amounts of belonging and inclusion at SPSP, particularly when they come from groups that have been historically marginalized in society and by practices that persist within our field and organizations (Freeman, 2018; Gruber et al., 2021; Klancy et al., 2014; Ray, 2019; Roberts et al., 2020). When we disaggregated these beliefs about the goals of SPSP ( $\alpha = .90$ ) and felt belonging at events ( $\alpha = .80$ ) some clear patterns emerged associated with SPSP member identity groups (see Figure 1). Members of racial minority groups, defined in terms of participant self-identification as at least one nonwhite ethno-racial group category, reported that SPSP met its goals to a lesser extent than did majority members  $t(324) = 3.244$ ,  $p = .001$ , and that they felt less belonging at SPSP events  $t(377) = 4.627$ ,  $p < .001$ . Members from gender minorities (i.e.,

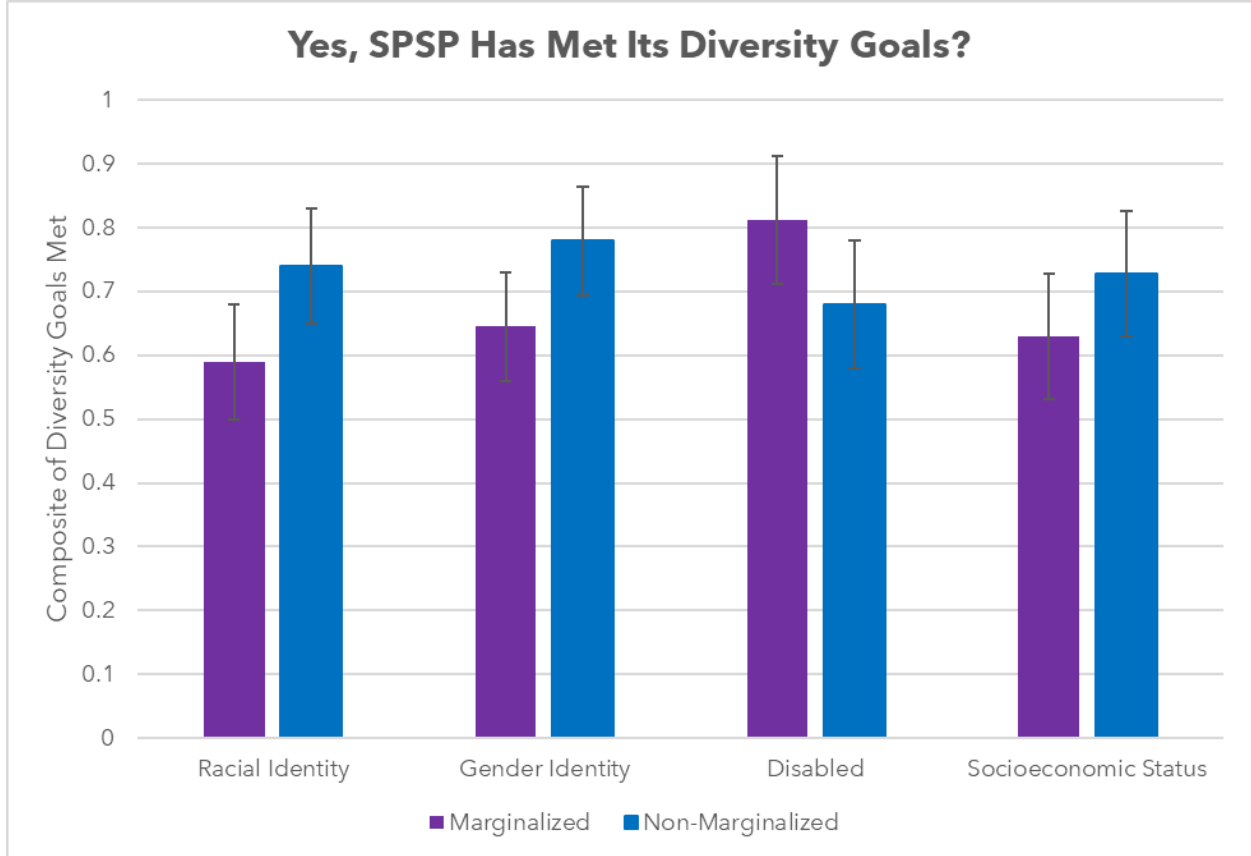
those not identifying as cisgender men) were less likely to say SPSP met its diversity goals  $t(327) = 3.019, p = .003$ , but not less likely to report belonging at events  $t(379) = 1.799, p = .073$ . For sexual orientation minorities (i.e., all those not identifying as straight), there were no differences in goals or belonging at events compared with majority group members ( $t_s < 0.20$ ). Lower socioeconomic status (SES) members also reported that SPSP was less likely to meet its goals than higher SES members  $t(325) = 2.085, p = .038$  although these members did not report lower levels of belonging at events  $t(380) = 1.571, p = .117$ . Disabled members were actually more likely to report that SPSP did reach its goals  $t(312) = -2.152, p = .032$  relative to able bodied members. Disabled members did not report significantly less belonging at SPSP events  $t(363) = 1.122, p = .263$ .

When examining multiple marginalized identities (related to sexual orientation, gender identity, SES, racial identity, and disabled status) we also found that as the number of marginalized identities each participant belonged to increased the less belonging that participant experienced at SPSP events  $R(388) = -.165, p = .001$ , and the less effective that participant reported SPSP being in meeting its goals  $R(333) = -.169, p = .002$ .

In terms of political attitudes, we surveyed participants both in terms of their conservatism in US based terms as well as by assessing their general tendency to trust government to do what is best for the country (Wike et al, 2021). The latter provides a less US centric frame from which to examine how political attitudes shape expectations about climate at SPSP. SPSP members higher in US conservatism tended to feel less included at SPSP events  $R(304) = -.167, p = .003$ , but did not indicate that SPSP was less likely to meet its goals  $R(258) = .026, p = .675$ . In terms of general trust in government, those high in government trust were more likely to feel included at SPSP events  $R(386) = .257, p < .001$ , and to feel like SPSP was achieving its goals  $R(330) = .144, p = .009$ .

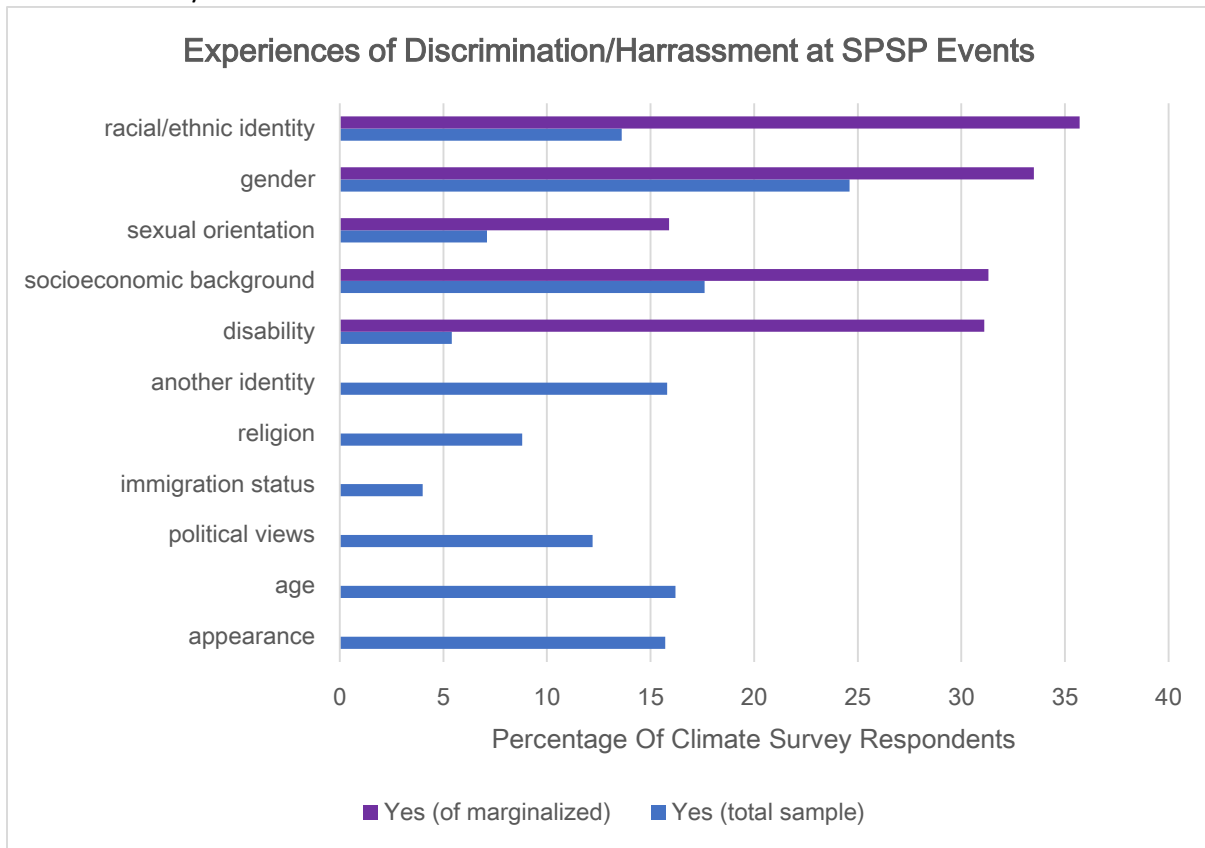


Figure 1. Responses to questions about whether SPSP has met its diversity goals broken up by marginalized and non-marginalized identity group membership. Error bars indicate 95% confidence intervals around the mean. Higher scores indicate greater agreement that SPSP has met its diversity goals. Marginalized SPSP members tended to report less diversity goal achievement for SPSP members from marginalized racial, gender, and SES groups. In contrast, disabled students said SPSP met more diversity goals than their more able-bodied counterparts.



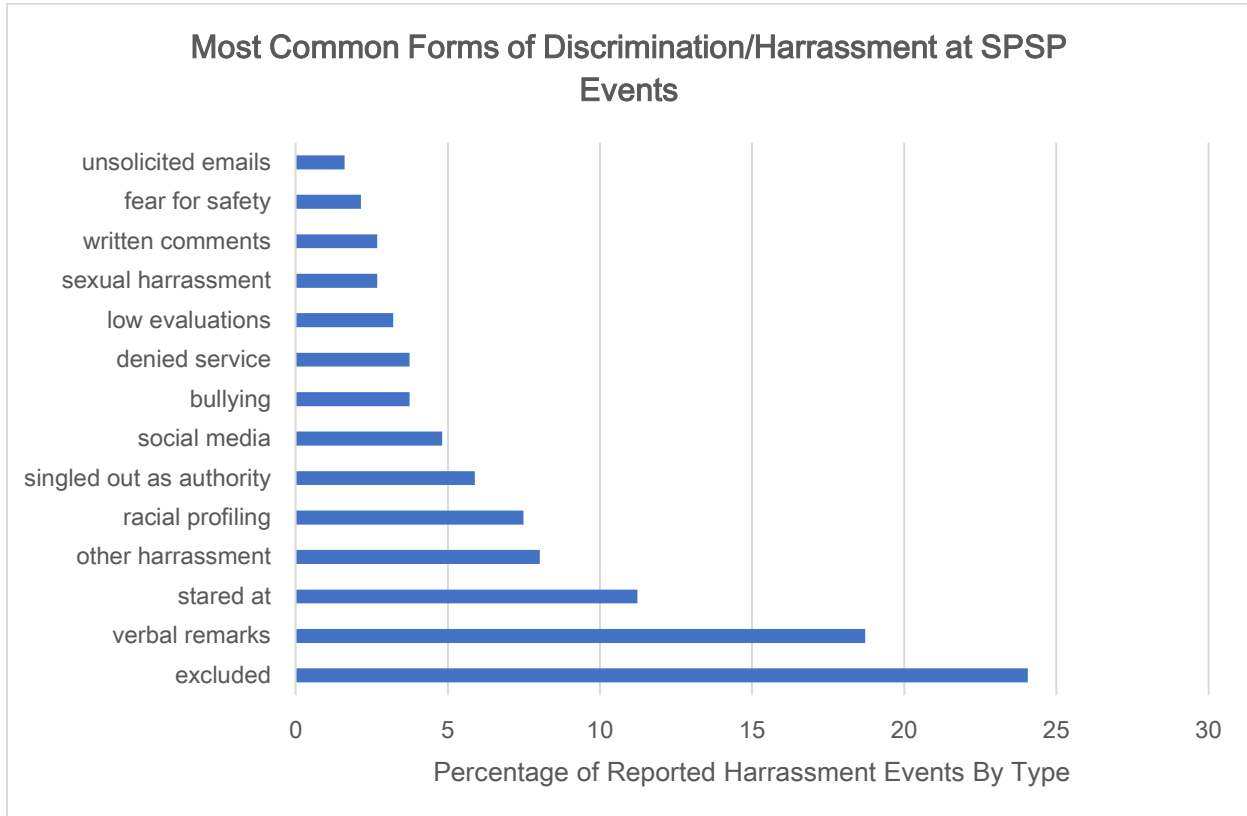
**Discrimination based on categories.** For our respondents who reported experiences of discrimination/harassment based on identity or other category related variables we examined whether these experiences occurred or did not. We report these incidences both in comparison to the full sample of surveyed respondents as well as for those specific members who come from the marginalized categories related to the specific experience of discrimination (e.g., experiences of discrimination based on racial identity among those who are from marginalized racial groups). The result of this analysis (see Figure 2) shows that **1 in 4 SPSP members surveyed experienced gender discrimination**. When examining discrimination as a proportion of a marginalized category, **discrimination occurs the most in the context of racial/ethnic identity for more than 35% of members surveyed**. For marginalized gender, SES, and disabled members surveyed the rates exceed 30%.

Figure 2. Experiences of identity-based discrimination and harassment at SPSP events as a percentage of all members surveyed or all members who come from marginalized identities. Higher numbers indicate that a higher proportion of members experience identity based discrimination/harassment.



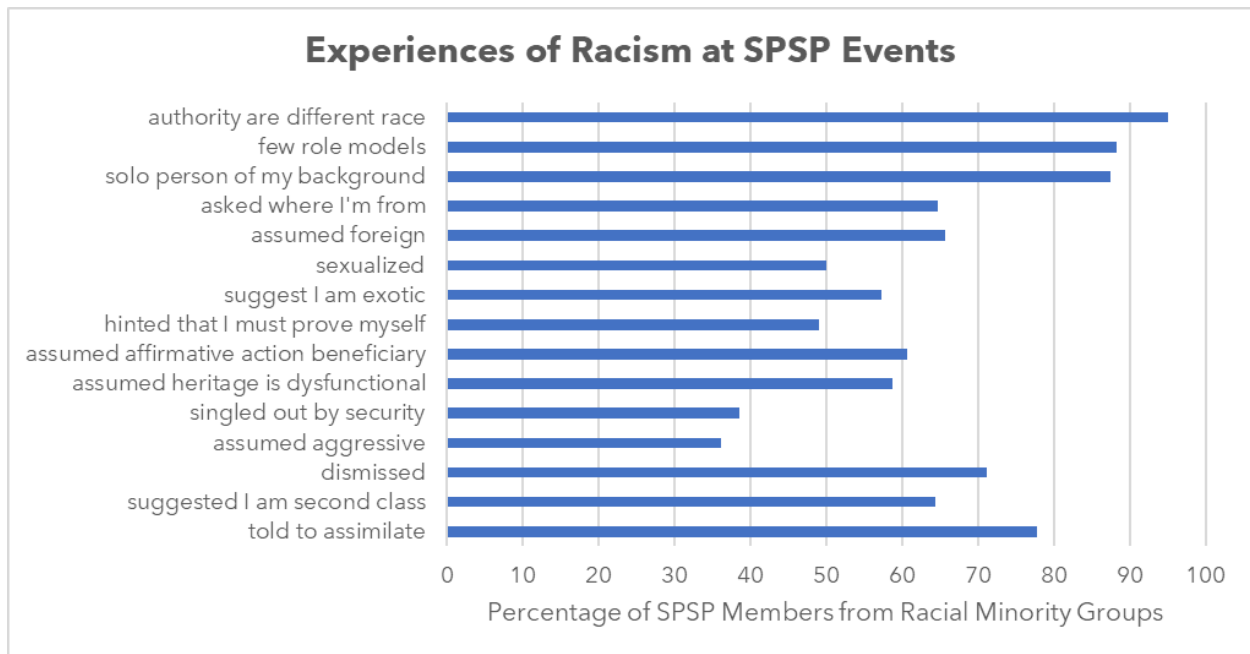
**Forms of Discrimination/Harassment.** Of the reported incidents of discrimination/harassment about 9.7% of these occurred at the convention with another 5.3% occurring in convention adjacent activities or in the online convention (2.4%). **Critically, of the incidences only 4% of people reported them to SPSP.** Much of the experiences involve being excluded based on an identity category (see Figure 3).

Figure 3. The percentage of the most common kinds of harassment experienced by SPSP members surveyed. Higher scores indicate a more common experiences of discrimination/harassment.



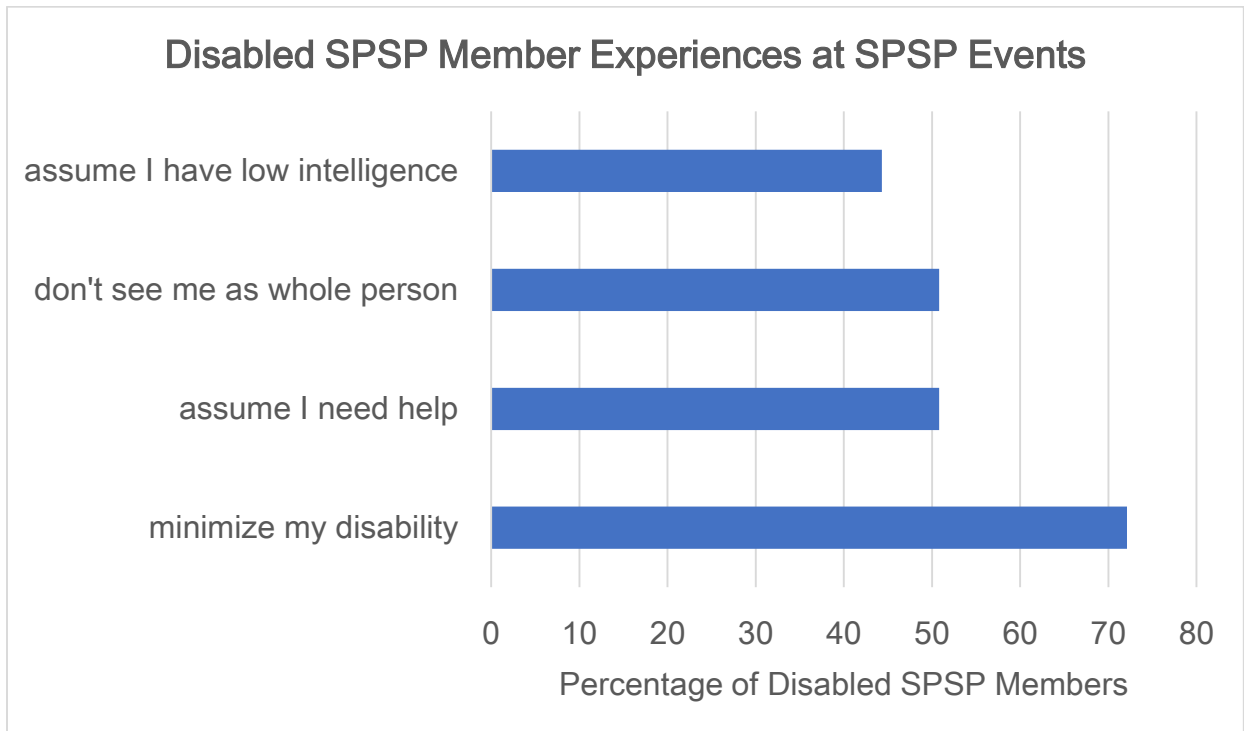
**Racism at SPSP.** Beyond experiences of discrimination, SPSP members of color surveyed may have had some other general experiences with racism at SPSP events, and we surveyed these experiences in the 2021 climate survey (see Figure 4). The descriptive statistics for these experiences are striking in that the vast majority of SPSP members of color surveyed have experienced, at least rarely, some form of racism at SPSP events. Some of the more common forms of this experience have to do with the notable inequity in our society, particularly at senior leadership levels of the field, wherein diversity is least prevalent (Roberts et al., 2020). This lack of diversity has an impact on our climate such that **more than 90% of surveyed members of color say that authority figures are of a different race than they are. Greater than 80% say they have few same race role models and are often the only person in the room from their racial background.** Some SPSP members of color (nearly 40%) report being singled out by security, which could put our members’ health and safety at risk. As well, these experiences with security underscore whose identities are valued at SPSP events. Overall, these data indicate that experiences of racism are fairly common experiences for our SPSP members from marginalized racial backgrounds.

Figure 4. Prevalence of experiences of racism at SPSP events among members from marginalized racial groups. Higher scores indicate more common experiences.



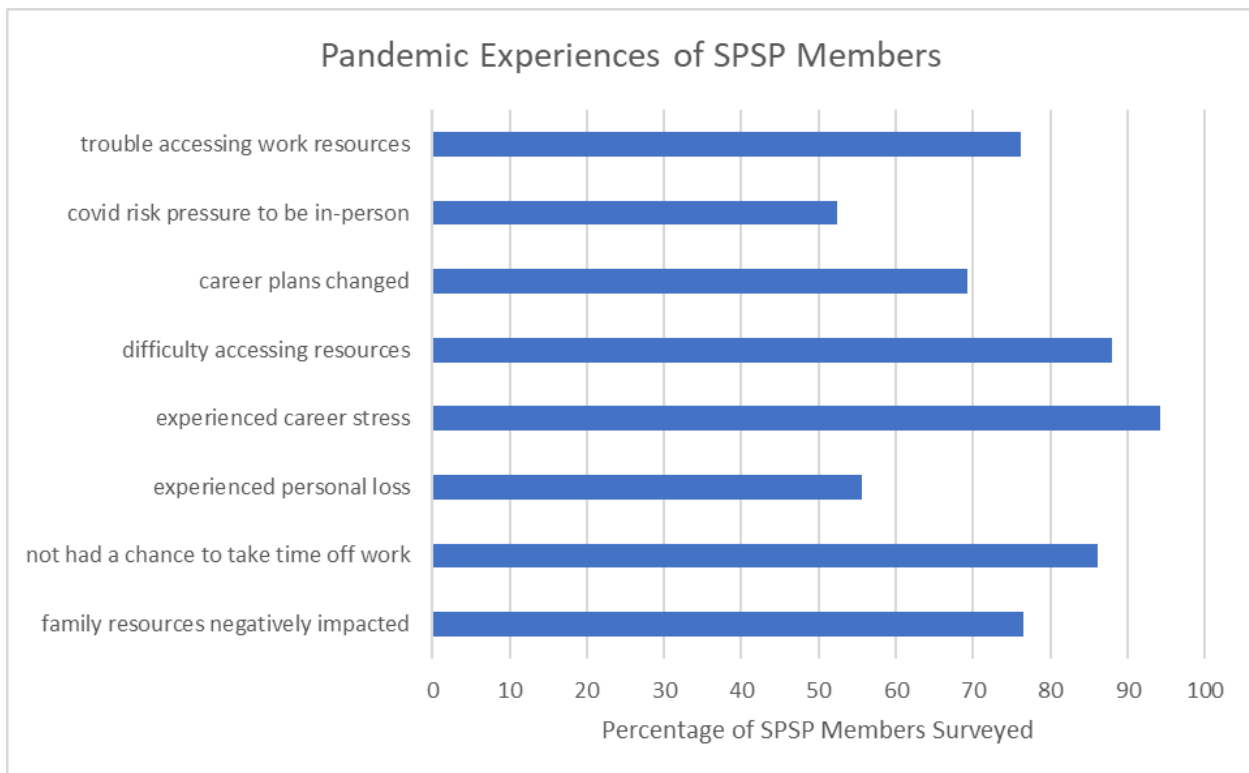
**Disability Status.** In the 2021 climate survey, we asked focused questions about the experiences of disabled SPSP members with SPSP. Our disabled SPSP members reported strong agreement that a virtual option for the annual convention has made it “easier for me to participate” (M= 5.40, SD = 1.51). Beyond this access issue, our survey also points to clear areas for increased inclusion for our disabled members who were surveyed here, with **more than 50% reporting not being seen as a full person, having the assumption that they need help made of them, and of many people minimizing their disability** (see Figure 5).

Figure 5. Disabled SPSP members’ experiences with disability relevant microaggressions.



**COVID-19.** A persistent challenge of the period surrounding the 2021 Climate Survey is the ongoing pandemic. Perhaps unsurprisingly given this context, 89.6% of SPSP members surveyed said that they felt online and hybrid activities of SPSP made them feel at least a little supported during the ongoing pandemic. Besides this encouraging statistic, our survey items about the impact of COVID-19 reveal that the majority of our members felt the pandemic’s impact across their personal and professional lives. This included more than **90% experiencing career stressors related to the pandemic.**

Figure 6. Reports of SPSP member challenges related to work changes happening during the COVID-19 pandemic. Higher scores indicate more common experiences of pandemic-related disruption.



**SPSP Membership and Conference Costs.** The costs of SPSP activities remain a concern for our membership. For instance 30.2% of our surveyed members hold some amount of student debt. Of the 114 surveyed SPSP members who reported their student loan debt, the amount of that debt ranged from \$3,000 USD to \$500,000 USD with a mean of \$51,750 USD. Controlling costs of SPSP activities remains a policy concern of SPSP for this reason, but also because both for members in North America and abroad, conference flights have been more costly given that many of the conferences have been held in North America.

## **V. Policy Considerations and Recommendations**

**Progress.** In this section of the Climate Survey report the DCC has used the data and findings reported here to think about potential policy relevant recommendations as SPSP continues to try to make progress toward its diversity, equity, and inclusion goals. A first reaction to the report is that SPSP's overall letter grade for meeting DEI goals has not improved since the last administration of the Climate Survey. Moreover, that the gap in grade between marginalized and non-marginalized members of SPSP still persists suggests that SPSP as a society still has much work to do to create the conditions for equity, justice, and inclusion that are part of the society's broad mission. These results suggest that more change is necessary within our society, and in this section, as well as in the conversations we hope will follow from this report, we hope to push the society to center the experiences of marginalized scholars in our society.

**Representation.** Among the most striking observations from the data in the report is that members from marginalized racial groups have the experience of lack of representation of similarly marginalized scholars at SPSP events and in authority positions. These reports point to the continual need to shift the demographics of our field and membership so that those who win awards, serve in leadership positions at SPSP, and speak at the conference have a closer resemblance to the population of the world than they do now. Critically, this problem may be exacerbated by a push to increase the number of marginalized students in our society without a comparative and equal push to change the demographics of leadership.

Recently SPSP has made plans to restructure DEI efforts within the organization to be less siloed within the single committee of the DCC and more broadly distributed in every committee within the organization. We hope that this structure will incentivize award committees, convention organizers, and publishing committees to continue to center DEI efforts across SPSP activities. Through these efforts SPSP can continue to play a direct role shaping how diversity is valued in the rewards that determine hiring, promotion, and graduation within our field.

**Discrimination and Harrassment.** Beyond these structural changes, SPSP members from marginalized backgrounds report experiencing harassment and discrimination at SPSP events, and the DCC views the prevalence of these experiences as far too high for promoting a climate of inclusion and belonging within our membership. Moreover, very few people report these experiences to SPSP. Clearer mechanisms for reporting harassment are needed, as well as a communication of norms and costs for this sort of unacceptable behavior; however, this lack of reporting is understandable given the possibility of reprisals from senior members of SPSP who

may be able to identify whistleblowers, and as such, SPSP must think about more creative ways to bring other non-marginalized folks into the conversation of how to end harassment and discrimination at SPSP.

One notable solution might be investing in a bystander intervention campaign such as the Green Dot program (<https://alteristic.org/services/green-dot/>) wherein SPSP incentivizes and normalizes spotting, calling out, and when appropriate, intervening in instances of discrimination and harassment that occur at SPSP. This kind of program leverages our collective expertise in normative influence, and also takes the pressure off of our marginalized members from having to report their own experiences of harassment/discrimination.

As SPSP members are also teachers, we must also invest as a society in educating, where possible, our membership in supportive mentorship practices for SPSP members from marginalized groups. Efforts on this front are underway as part of the Anti-Racism task force that convened during 2020, and sharing these resources will be instrumental in helping our society reduce some of the harassment and discrimination that persists at our SPSP events. In particular, disabled members' reports of microaggressions suggest that much work could still be done to educate our community about how to be more inclusive to people who are disabled members of SPSP.

Identity based affinity groups are also a mechanism to increase inclusion and belonging at SPSP events and we hope SPSP will continue to catalyze the formation of these communities of belonging (through the DCC administered community catalyst grant program) as well as sustain their connections to SPSP for the future.

Virtual Options. Our SPSP members were deeply disrupted by the pandemic and many reported appreciating the pivot that SPSP made, at great administrative challenge, to virtual content offerings. The DCC notes that these virtual options for engaging with SPSP are crucial for knocking down many different barriers to equitable participation in our science and society. In particular, disabled students surveyed appreciated the virtual conference offerings as well as the opportunity to make connections through networking. As well, global participation in our society, including from more resource-poor universities and countries, benefits a great deal from continuing to have virtual options for our conference events. The climate survey underscores the importance of SPSP's virtual presence both now and in the future.

Conclusion. To close, we at the DCC hope that the Climate Survey will continue to support SPSPs goals to create a more diverse, equitable, and inclusive organization. We hope that this means that SPSP will continue to interrogate its priorities with respect to DEI, and use data from the Climate Survey to drive change. Here the data suggest that SPSP is still a work in progress, and we hope SPSP will continue to advocate for its DEI goals and inform its membership about changes to the organization that positively support these efforts. We also hope that the survey will evolve across time, so that we can continue to improve the climate at SPSP by structuring the society in ways that center equity and justice.



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## VII. Climate Survey Items

# 2021 SPSP Climate Survey

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Start of Block: Intro

intro Dear Members of the SPSP Community,

Welcome to the second SPSP Climate Survey. In this survey we are interested in understanding how the broader SPSP community feels in terms of its relationship to SPSP activities both online and in person. The survey, which will take approximately 10-20 minutes to complete, asks you to provide demographic information and asks you to respond to questions about your experiences at different SPSP events online and in person. At any point you wish, you may leave the survey and come back to the point you left off. Upon beginning the survey, you will have 48 hours to complete it.

Though privacy and confidentiality are of the utmost importance to us in the collection of these data, we understand and affirm your agency in choosing which questions to answer or not answer. Despite the survey being anonymous, there may be real concerns that your identity can be linked to survey responses, should data be mishandled. To minimize the risks of loss of privacy, only members of the SPSP Diversity & Climate Committee and its assistants will have access to the raw data in the form that you submit. All other access to the data will be permitted in aggregated form only so that your responses cannot be directly tied to aspects of your identity. The data itself will be stored in password-protected files and the key personnel below will be the only parties with access.

Though this survey is not an effective venue to report on specific incidences of discrimination or harassment, if you do have a specific instance that you would like to report, please directly contact the Executive Director of SPSP, Rachel Puffer ([rpuffer@spsp.org](mailto:rpuffer@spsp.org)).

Content Advisory: This climate survey involves questions related to harassment and discriminatory experiences. If you experience discomfort related to answering questions about these experiences and would like to speak with a professional, please see these online resources to find a local professional: <https://locator.apa.org>

Thank you for your willingness to respond to this Climate Survey, your answers are a great service to SPSP.

Sincerely,

The SPSP Diversity & Climate Committee      Jon Freeman, co-chair, New York University      Michael W. Kraus, co-chair, Yale University      Daryl Anthony Wout, past chair, John Jay College-CUNY      Kristin Pauker, past chair, University of Hawaii      Kristin N. Dukes, Allegheny College      Jessica J. Good, Davidson College      Aneeta Rattan, London Business School      Jessica Remedios, Tufts University

End of Block: Intro

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Start of Block: Demographics: SPSP Membership



member Please indicate your current SPSP membership status:

- Current member
- Former member
- Not a member

End of Block: Demographics: SPSP Membership

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Start of Block: Demographics: Country

born Please recall that this survey is anonymous and that you have the right to skip any questions.

In what country were you born?

▼ Afghanistan ... Taiwan

---

reside In what country do you currently reside?

▼ Afghanistan ... Taiwan

End of Block: Demographics: Country

---

Start of Block: Demographics: Race



race What is your race/ethnicity? *Check all that apply*

Black

Middle Eastern or North African

East Asian

South Asian

Southeast Asian

Other Asian

Filipina/o/x

Native Hawaiian or Pacific Islander

Indigenous / Aboriginal Identity

Mexican American or Chicano/a/x

Puerto Rican

Central American

South American

Other Latino/a/x

White

Something else: \_\_\_\_\_

I don't know

I'd rather not say

---

X→

nationality What is your nationality? *Check all that apply.*

Afghanistan

Albania

Algeria

Andorra

Angola

Antigua and Barbuda

Argentina

Armenia

Australia

Austria

Azerbaijan

Bahamas

Bahrain

Bangladesh

Barbados

Belarus

Belgium

- Belize
- Benin
- Bhutan
- Bolivia
- Bosnia and Herzegovina
- Botswana
- Brazil
- Brunei Darussalam
- Bulgaria
- Burkina Faso
- Burundi
- Cambodia
- Cameroon
- Canada
- Cape Verde
- Central African Republic
- Chad
- Chile

- China
- Colombia
- Comoros
- Congo, Republic of the...
- Costa Rica
- Côte d'Ivoire
- Croatia
- Cuba
- Cyprus
- Czech Republic
- Democratic Republic of the Congo
- Denmark
- Djibouti
- Dominica
- Dominican Republic
- Ecuador
- Egypt
- El Salvador



Equatorial Guinea

Eritrea

Estonia

Ethiopia

Fiji

Finland

France

Gabon

Gambia

Georgia

Germany

Ghana

Greece

Grenada

Guatemala

Guinea

Guinea-Bissau

Guyana

- Haiti
- Honduras
- Hong Kong (S.A.R.)
- Hungary
- Iceland
- India
- Indonesia
- Iran
- Iraq
- Ireland
- Israel
- Italy
- Jamaica
- Japan
- Jordan
- Kazakhstan
- Kenya
- Kiribati

- Kuwait
- Kyrgyzstan
- Lao People's Democratic Republic
- Latvia
- Lebanon
- Lesotho
- Liberia
- Libyan Arab Jamahiriya
- Liechtenstein
- Lithuania
- Luxembourg
- Madagascar
- Malawi
- Malaysia
- Maldives
- Mali
- Malta
- Marshall Islands

Mauritania

Mauritius

Mexico

Micronesia, Federated States of...

Monaco

Mongolia

Montenegro

Morocco

Mozambique

Myanmar

Namibia

Nauru

Nepal

Netherlands

New Zealand

Nicaragua

Niger

Nigeria

North Korea

Norway

Oman

Pakistan

Palau

Panama

Papua New Guinea

Paraguay

Peru

Philippines

Poland

Portugal

Qatar

Republic of Moldova

Romania

Russian Federation

Rwanda

Saint Kitts and Nevis

- Saint Lucia
- Saint Vincent and the Grenadines
- Samoa
- San Marino
- Sao Tome and Principe
- Saudi Arabia
- Senegal
- Serbia
- Seychelles
- Sierra Leone
- Singapore
- Slovakia
- Slovenia
- Solomon Islands
- Somalia
- South Africa
- South Korea
- Spain

- Sri Lanka
- Sudan
- Suriname
- Swaziland
- Sweden
- Switzerland
- Syrian Arab Republic
- Tajikistan
- Thailand
- The former Yugoslav Republic of Macedonia
- Timor-Leste
- Togo
- Tonga
- Trinidad and Tobago
- Tunisia
- Turkey
- Turkmenistan
- Tuvalu

- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom of Great Britain and Northern Ireland
- United Republic of Tanzania
- United States of America
- Uruguay
- Uzbekistan
- Vanuatu
- Venezuela, Bolivarian Republic of...
- Viet Nam
- Yemen
- Zambia
- Zimbabwe
- Something else \_\_\_\_\_
- I don't know
- I'd rather not say

End of Block: Demographics: Race

---



Start of Block: Demographics: Gender and sexual orientation



gender What is your gender?

- Man
  - Woman
  - Non-binary
  - Genderqueer or gender non-conforming
  - Another identity not listed (please specify the term you use)  
\_\_\_\_\_
  - I'd rather not say
- 

trans Do you identify as transgender?

- No
  - Yes
  - I'd rather not say
- 



sex\_orientation What is your sexual orientation?

- Bisexual
- Gay or Lesbian
- Straight
- Another orientation not listed (please specify the term you use)  
\_\_\_\_\_
- I'd rather not say

End of Block: Demographics: Gender and sexual orientation

---

Start of Block: Demographics: Disability

disability Do you have a disability?

- No
- Yes
- I don't know
- I'd rather not say

End of Block: Demographics: Disability

---

Start of Block: Demographics: 1st Generation

first\_gen Are you part of the first generation in your immediate family to graduate from a college or university?

- No
- Yes
- I don't know
- I'd rather not say

End of Block: Demographics: 1st Generation

---

Start of Block: Demographics: Career



affiliation

Indicate your affiliation:

*Check all that apply*

- Academic: College / University with **doctoral programs**
  - Academic: College / University with **master programs and without doctoral programs**
  - Academic: College / University with **undergraduate programs only**
  - Academic: **Two year College / Community College**
  - Government
  - Non-Profit
  - Private / Corporate
  - Other (please indicate) \_\_\_\_\_
-



academic\_role If you are an academic, which best describes you?  
*Check all that apply*

- Graduate Student
  - Undergraduate student
  - Adjunct
  - Part-time
  - Post-doc / Research Scientist
  - Pre-tenure or equivalent (e.g. lecturer)
  - Tenured or equivalent (e.g. senior or principal lecturer)
  - Teaching appointment
  - Visiting professor / Fixed-term
  - Other (Please specify) \_\_\_\_\_
- 

doctorate\_year In what year did you receive or will you receive your doctorate?

▼ Not pursuing a doctorate ... 1950

---

apa Are you a member of APA?

No

Yes

---

student\_debt Do you have student-related debt to pay off (e.g., student loans, other debt accrued during graduate school)? If so, please estimate how much.

Estimated student debt (in US Dollars) \_\_\_\_\_

No debt

I have debt, but I'd prefer not to give an estimate

End of Block: Demographics: Career

---

Start of Block: Demographics: Caretaker

primary\_caretaker Are you someone who is the primary person responsible for the care of another person (e.g., child, elderly, disabled person)?

No

Yes

I don't know

I'd rather not say

End of Block: Demographics: Caretaker

---

Start of Block: Demographics: Age

age What is your age?

I am \_\_\_ years old \_\_\_\_\_

I'd rather not say

End of Block: Demographics: Age

---

Start of Block: Demographics: Politics

pol\_fr How would you describe your political orientation?

My political orientation is... \_\_\_\_\_

I don't know

I'd rather not say

---

*Display This Question:*

*If In what country do you currently reside? = United States of America (USA)*

us\_pol You indicated that you reside in the USA. Which of the following best describes your political orientation?

- Very Liberal
  - Liberal
  - Somewhat Liberal
  - Neither liberal nor conservative
  - Somewhat Conservative
  - Conservative
  - Very Conservative
  - I don't know
  - I'd rather not say
- 



trust\_gvt I trust my national government to do what is right for my country.

- Not at all
- Not much
- Somewhat
- A lot
- I'd rather not say

End of Block: Demographics: Politics

---

Start of Block: Discrimination/Harassment

dh\_intro **In this section of the survey we would like you to reflect on your experiences during and around SPSP events (e.g., Convention, summer institutes, Free-Form Fridays) in person and online.**

---

Page Break



dh\_you How often have you been discriminated against or harassed at SPSP events in person or online for the following reasons?

	Never	Rarely	Sometimes	Often
My racial/ethnic identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My socioeconomic background	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My religious background	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immigration status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My political views	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My physical appearance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some other aspect of my identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

---

Page Break

Display This Question:

If How often have you been discriminated against or harassed at SPSP events in person or online for... [ Rarely]  
(Count) > 0

Or How often have you been discriminated against or harassed at SPSP events in person or online for... [ Sometimes]  
(Count) > 0

Or How often have you been discriminated against or harassed at SPSP events in person or online for... [ Often]  
(Count) > 0

dh\_3years You indicated experiencing discrimination or harassment during an SPSP event. Did this happen in the last three years?

No

Yes

---

Page Break

Display This Question:

*If You indicated experiencing discrimination or harassment during an SPSP event. Did this happen in... = Yes*



dh\_lastyear Please indicate which of the following forms of discrimination or harassment you have experienced in the last three years:

- Stared at
- Deliberately ignored, isolated, left out, or excluded
- Singled out as the "resident authority"
- Racial / ethnic profiling
- Graffiti or other forms of vandalism on campus
- Derogatory written comments
- Derogatory remarks
- Derogatory posts on social media
- Derogatory phone calls
- Derogatory / unsolicited emails
- Received a poor grade because of a hostile classroom environment
- Received a low performance evaluation
- Denied service or access to resources
- Intimidated / bullied
- Threatened with physical violence
- Feared for your physical safety
- Feared for your family's safety

- Physical violence
  - Sexual assault / harassment
  - Other form of discrimination / harassment
- 

*Display This Question:*  
*If You indicated experiencing discrimination or harassment during an SPSP event. Did this happen in... = Yes*



dh\_where Did these occur in any of the following locations? *Check all that apply.*

- SPSP Annual Convention
- With SPSP members attending the convention, offsite (transit, hotel)
- Online convention
- Free Form Friday
- Summer Institute
- SP Undergrad Research Program
- Application to SPSP Award
- Other location \_\_\_\_\_

*Display This Question:*  
*If You indicated experiencing discrimination or harassment during an SPSP event. Did this happen in... = Yes*

dh\_report Did you report the incident to SPSP?

No

Yes

---

*Display This Question:*

*If You indicated experiencing discrimination or harassment during an SPSP event. Did this happen in... = Yes*

dh\_fr Is there any information you'd like to add?

---

---

---

---

---

End of Block: Discrimination/Harassment

---

Start of Block: Disability Microaggressions

dis\_exp\_spsp **You indicated that you have a disability. In this survey we are interested in learning about how this identity impacts your experiences at SPSP events online and in person.**

Please answer the following questions. Keep in mind that we will only provide access to response data in aggregate.



dis\_help People feel they need to do something to help me because I have a disability.

- Never
  - Rarely
  - Sometimes
  - Often
- 



dis\_minimize People minimize my disability or suggest that it could be worse.

- Never
  - Rarely
  - Sometimes
  - Often
- 



dis\_whole\_person People don't see me as a whole person because I have a disability.

- Never
- Rarely
- Sometimes
- Often



dis\_intelligence People assume I have low intelligence because of my disability.

- Never
- Rarely
- Sometimes
- Often



dis\_virtual Having a virtual option for the annual convention has made it easier for me to participate.

- Strongly disagree
- Disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Agree
- Strongly agree

---

dis\_fr How can SPSP better serve its members with disabilities?

---



---

---

---

---

End of Block: Disability Microaggressions

---

Start of Block: Racial Microaggressions

**intro You indicated that you are a person of color. In this survey we are interested in learning about how this identity impacts your experiences at SPSP events online and in person.**

Please answer the following questions. Keep in mind that we will only provide access to response data in aggregate:



race\_inv\_assimilate Others prefer that I assimilate to White culture and downplay my racial background.

- Never
- A little bit
- A moderate amount
- Frequently



race\_inv\_secondclass I am treated like a second-class citizen because of my race.

- Never
  - Rarely
  - Sometimes
  - Often
- 



race\_inv\_dismissed My contributions are dismissed or devalued because of my racial background.

- Never
  - Rarely
  - Sometimes
  - Often
- 



race\_crim\_aggressive Others assume I will behave aggressively because of my race.

- Never
- Rarely
- Sometimes
- Often

---

X→

race\_crim\_police I am singled out by police or security people because of my race.

- Never
- Rarely
- Sometimes
- Often

---

X→

race\_low\_heritage Others suggest my racial heritage is dysfunctional or undesirable.

- Never
- Rarely
- Sometimes
- Often

---

X→

race\_low\_affirmative Other people assume that I am successful because of affirmative action, not because I earned my accomplishments.

- Never
  - Rarely
  - Sometimes
  - Often
- 



race\_low\_prove Others hint that I should work hard to prove that I am not like other people of my race.

- Never
  - Rarely
  - Sometimes
  - Often
- 



race\_sex\_exotic People suggest I am “exotic” in a sexual way because of my race.

- Never
  - Rarely
  - Sometimes
  - Often
- 



race\_sex\_sexual Other people view me in an overly sexual way because of my race.

- Never
  - Rarely
  - Sometimes
  - Often
- 



race\_for\_assume Because of my race, other people assume that I am a foreigner.

- Never
- Rarely
- Sometimes
- Often

---

X→

race\_for\_belong Other people often ask me where I am from, suggesting that I don't belong.

- Never
- Rarely
- Sometimes
- Often

---

X→

race\_env\_solo I find I am the only person of my racial background in these spaces.

- Never
- Rarely
- Sometimes
- Often

---

X→

race\_env\_rolemodels I notice there are few role models of my racial background in my chosen career.

- Never
- Rarely
- Sometimes
- Often



race\_env\_authority When I interact with authority figures, they are usually of a different racial background.

- Never
- Rarely
- Sometimes
- Often

---

race\_fr How can SPSP better serve its members of color? Do you think SPSP is doing enough to combat racism? If not, do you have any suggestions?

---

---

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---

Start of Block: COVID

intro **In these questions we are interested in learning more about how the ongoing COVID-19 pandemic has impacted your life, work, and career.**

It is all right to skip questions you do not feel comfortable answering, and please remember that there is no right or wrong answer.

**Due to the ongoing COVID-19 pandemic...**



covid\_familyresource My family's resources (e.g., time, health, finances) were negatively impacted.

- Not at all
- A little
- Somewhat
- A lot
- Very much





covid\_personal\_loss I have experienced loss / bereavement.

- Not at all
  - A little
  - Somewhat
  - A lot
  - Very much
- 



covid\_timeoff I have not had much chance to take time off work.

- Not at all
  - A little
  - Somewhat
  - A lot
  - Very much
- 



covid\_career\_stress I have experienced career-related stress (e.g., related to research/ teaching mentoring responsibilities or graduation/employment/promotion prospects).

- Not at all
  - A little
  - Somewhat
  - A lot
  - Very much
- 



covid\_accessresearch It has been difficult for me to access the things I need for my research and/or career progression due to the pandemic (including work-related travel).

- Not at all
  - A little
  - Somewhat
  - A lot
  - Very much
- 



covid\_career\_plans My future career-related plans and goals (career type, job location, mentoring, retirement) have changed due to the pandemic.

- Not at all
  - A little
  - Somewhat
  - A lot
  - Very much
- 



covid\_pressured\_risk I have felt pressured into in-person teaching, mentoring, meetings, conferences, or other activities that risk covid exposure.

- Not at all
  - A little
  - Somewhat
  - A lot
  - Very much
- 



covid\_wfh\_resources Remote work during the pandemic prevented me from accessing resources (e.g., family support, childcare, laboratory space) that were available to me previously.

- Not at all
- A little
- Somewhat
- A lot
- Very much

---

Page Break

**Q145 SPSP support during the COVID-19 pandemic**

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covid\_spsp\_supported I have felt supported by SPSP during the pandemic (e.g., online/hybrid convention, Free Form Fridays, workshops, online resources)?

- Not supported at all
  - A little supported
  - Somewhat supported
  - Supported a lot
  - Very well supported
- 

covid\_fr What can SPSP do to support you (or your students, colleagues, etc.) in order to help address the challenges you **currently** face due to the ongoing pandemic?

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End of Block: COVID

---

Start of Block: Longitudinal Block



att\_2021\_virtual Did you attend the Virtual Convention in 2021?

No

Yes

---

att\_2020\_nola Did you attend the 2020 Convention in New Orleans?

No

Yes

---



SPSP\_num Approximately how many times have you attended the SPSP Annual Conference? (Please note there have been 22 total conventions since the first one in 2000.)

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---

goals SPSP identifies diversity and inclusiveness of people and ideas as one of the core values that is central to the organization. Are we meeting this goal in the selection of:

	Yes	No	Do not know
Presenters at SPSP conferences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instructors at SISPP or other SPSP sponsored events (e.g. SPUR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SPSP Leadership (e.g. President, Board Members)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SPSP award recipients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Presentation topics at SPSP conferences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

---

SPSP\_Percep\_5 I feel safe from sexual harassment at SPSP events and programs.

- Strongly disagree
- Moderately disagree
- Slightly disagree
- Neither disagree nor agree
- Slightly agree
- Moderately agree
- Strongly agree

---

Page Break



events\_valued *Please indicate your level of agreement or disagreement with the following statements:*

As a whole, I feel that my social identities are valued by SPSP

- Strongly disagree
  - Disagree
  - Slightly Disagree
  - Neither Agree nor Disagree
  - Slightly Agree
  - Agree
  - Strongly Agree
- 





events\_excel At SPSP events, people have equal opportunity to excel, regardless of their social identities.

- Strongly disagree
  - Disagree
  - Slightly Disagree
  - Neither Agree nor Disagree
  - Slightly Agree
  - Agree
  - Strongly Agree
- 



events\_express SPSP events provide environments where people are free to express their ideas, opinions, or beliefs.

- Strongly disagree
- Disagree
- Slightly Disagree
- Neither Agree nor Disagree
- Slightly Agree
- Agree
- Strongly Agree



events\_safe Overall, I feel that SPSP events are a safe place.

- Strongly disagree
- Disagree
- Slightly Disagree
- Neither Agree nor Disagree
- Slightly Agree
- Agree
- Strongly Agree



events\_represented Based on my social identities, I feel that I am represented when attending SPSP events.

- Strongly disagree
- Disagree
- Slightly Disagree
- Neither Agree nor Disagree
- Slightly Agree
- Agree
- Strongly Agree

---

Page Break



grade\_score SPSP identified diversity and inclusiveness of people and ideas as one of the core values that is central to the organization. Below, please indicate a grade that indicates how well SPSP is living up to this value.

Please note that we are hoping to use this grade to assess how far we are from our goal of an A+, and **to measure our improvement over time.**

A+

A

A-

B+

B

B-

C+

C

C-

D+

D

D-

F

---

Page Break

other\_feedback Please provide below any other feedback you have for SPSP regarding climate or inclusion.

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Thanks Thank you for participating and helping SPSP with its goals to obtain important information needed to tailor policies, procedures, and funding priorities in an effort to support the belonging and inclusion of our communities at SPSP. We are grateful that you have taken the time to complete this survey.

The results of the survey will be presented to the SPSP Executive Board and also, in the future, disseminated to the membership.

If you have any questions or concerns about this survey, please direct them to the Diversity and Climate Committee at the following email address ([dcc@spsp.org](mailto:dcc@spsp.org)).

**Diversity and Climate Committee:**

Jon Freeman, co-chair, New York University      Michael W. Kraus, co-chair, Yale University  
Daryl Anthony Wout, past chair, John Jay College-CUNY      Kristin Pauker, past chair, University of Hawaii  
Kristin N. Dukes, Allegheny College      Jessica J. Good, Davidson College      Aneeta Rattan, London Business School  
Jessica Remedios, Tufts University

End of Block: Longitudinal Block

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