

## Appendix A – Survey Instrument

What is the highest level of education you have completed? (select one)

- Less than a Bachelor's degree
- Bachelor's degree
- Master's degree or Professional degree (e.g., MBA, J.D., M.D.)
- Doctoral degree (e.g., Ph.D., Ed.D.)

Was your highest degree concentrated in economics?

- Yes
- No

How many years of work experience do you have in the field of economics?

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Which *Journal of Economic Literature* categories best describe your expertise? (select up to three)

- 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
- N: Economic History
- O: Economic Development, Innovation, Technological Change, and Growth
- P: Economic Systems
- Q: Agricultural and Natural Resource Economics
- R: Urban, Rural, Regional, Real Estate, and Transportation Economics
- Y and Z: Other

In which province/territory do you currently reside? (select one)

- Newfoundland and Labrador
- Prince Edward Island
- Nova Scotia
- New Brunswick
- Other (please specify) \_\_\_\_\_

**Appendix A – Survey Instrument (Continued)**

In which province/territory do you currently work? (select one)

- Newfoundland and Labrador
- Prince Edward Island
- Nova Scotia
- New Brunswick
- Other (please specify) \_\_\_\_\_

Which best describes your current primary employer? (select one)

- College or university
- Local, Indigenous, provincial/territorial or federal government
- Private firm or organization (for-profit or non-profit)
- Self-employed

If college or university: How many faculty are in your primary department? (select one)

- Less than 10 people
- 10 or more people

If college or university: What is your current rank? (select one)

- Full professor
- Associate professor
- Assistant professor
- Professor emerit
- Contract faculty (instructor, researcher, postdoctoral fellow)
- Visiting faculty
- Other (please specify) \_\_\_\_\_

If college or university: Which best describes your tenure status? (select one)

- Tenured
- On tenure track
- Not on tenure track

If college or university: Which best describes your current primary employment status? (select one)

- Full-time (30 or more hours per week)
- Part-time (less than 30 hours per week)

If government or private: How many people work for your primary employer at all locations? (select one)

- Less than 20 people
- 20 - 99 people
- 100 - 500 people
- More than 500 people

## Appendix A – Survey Instrument (Continued)

If government or private: What is your current rank? (select one)

- Entry-level position
- Mid-level position
- Senior-level/leadership position

If government or private: Which best describes your current primary employment status? (select one)

- Full-time (30 or more hours per week) on a permanent/continuing basis
- Full-time (30 or more hours per week) on a temporary/fixed-term basis
- Part-time (less than 30 hours per week)

If self-employed: Which best describes your current self-employment status? (select one)

- Full-time (30 or more hours per week)
- Part-time (less than 30 hours per week)

If government or private or self-employed: Do you currently have any teaching and/or research responsibilities at a college or university?

- Yes
- No

If college or university or government or private: In the next part of the survey, you will be given a set of statements about the field of economics, followed by the same statements about your workplace. Please select the degree to which they apply to you.

If self-employed: In the next part of the survey, you will be given a set of statements about the field of economics. Please select the degree to which they apply to you.

I feel intellectually included in the field of economics. (select one)

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

I feel socially included in the field of economics. (select one)

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

**Appendix A – Survey Instrument (Continued)**

I feel respected in the field of economics. (select one)

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

I feel that people from diverse backgrounds are respected in the field of economics. (select one)

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

Climate refers to "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" (American Economic Association).

I am satisfied with the overall climate in the field of economics. (select one)

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

If college or university or government or private: I feel intellectually included in my workplace. (select one)

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

If college or university or government or private: I feel socially included in my workplace. (select one)

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

## Appendix A – Survey Instrument (Continued)

If college or university or government or private: I feel respected in my workplace. (select one)

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

If college or university or government or private: I feel that people from diverse backgrounds are respected in my workplace. (select one)

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

If college or university or government or private: Climate refers to "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" (American Economic Association).

I am satisfied with the overall climate in my workplace. (select one)

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

I am satisfied with my work-life balance. (select one)

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

In the next part of the survey, you will be asked about your personal characteristics. This will allow us to better understand diversity in the field of economics in Atlantic Canada, and to assess how perceptions and experiences might differ across personal characteristics.

In what year were you born?

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## Appendix A – Survey Instrument (Continued)

What is your current gender identity? (select all that apply)

- Male
- Female
- Transgender male
- Transgender female
- Non-binary person (agender, pangender, genderqueer, genderfluid, gender-nonconforming, Two-Spirit)
- Not listed or prefer to self-identify \_\_\_\_\_

What is your sexual orientation? (select one)

- Heterosexual/straight
- Gay
- Lesbian
- Bisexual
- Pansexual
- Not listed or prefer to self-identify \_\_\_\_\_

Which best describes your current marital status? (select one)

- Married or living common law
- Separated or divorced (not living common law)
- Widowed (not living common law)
- Never married (not living common law)

Do you currently have substantial parenting or caregiving responsibilities (e.g., children, spouse/partner, other family members)?

- Yes
- No

Do you have a health condition that affects your work?

- Yes
- No

Which best describes your citizenship status in Canada? (select one)

- Citizen by birth
- Citizen by naturalization (process by which an immigrant is granted citizenship)
- Landed immigrant or permanent resident (not a citizen)
- Temporary resident (not a citizen)

According to the Employment Equity Act, visible minorities are "persons, other than Aboriginal [Indigenous] peoples, who are non-Caucasian in race or non-white in colour".

Do you identify as a visible minority?

- Yes
- No

## Appendix A – Survey Instrument (Continued)

Do you identify as First Nations (North American Indian), Métis and/or Inuk (Inuit)?

- Yes
- No

Which best describes your ethnic or cultural origins? (select all that apply)

- North American
- European
- Caribbean
- Latin, Central or South American
- African
- Asian
- Other (please specify) \_\_\_\_\_

Which language(s) do you speak most often at home? (select all that apply)

- English
- French
- Other (please specify) \_\_\_\_\_

Which language(s) do you speak most often at work? (select all that apply)

- English
- French
- Other (please specify) \_\_\_\_\_

Which best describes your religion? (select one)

- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- No religion or secular perspectives
- Other (please specify) \_\_\_\_\_

In the next part of the survey, you will be given a set of statements about personal experiences of discrimination and harassment, followed by the same statements about witnessing discrimination and harassment.

Discrimination refers to unfair or negative treatment based on personal characteristics, whereas harassment refers to unwanted physical or verbal behaviour that may cause offence or humiliation to another person (Canadian Human Rights Commission).

I have personally experienced discrimination in the field of economics.

- Yes
- No

**Appendix A – Survey Instrument (Continued)**

I have personally experienced discrimination in my workplace.

- Yes
- No

I have personally experienced harassment in the field of economics.

- Yes
- No

I have personally experienced harassment in my workplace.

- Yes
- No

I have witnessed discrimination in the field of economics.

- Yes
- No

I have witnessed discrimination in my workplace.

- Yes
- No

I have witnessed harassment in the field of economics.

- Yes
- No

I have witnessed harassment in my workplace.

- Yes
- No

If you wish, use this space to describe any discrimination or harassment you have personally experienced or witnessed in the field of economics or your workplace. Please do not identify individuals or employers.

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Use this space to provide suggestions about what should be done by individuals, employers and/or professional associations to improve diversity, equity and inclusion in the field of economics in Atlantic Canada.

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**Appendix B – Supplementary Tables**

Table B1. Climate in the Economics Profession in Atlantic Canada by Employer Type and Rank. Percentage of Academic and Non-Academic Respondents Who Agree with Each Statement and Difference in Proportion of Respondents Who Agree in Rank of Interest versus Comparison Rank (% Relative to Comparison Rank)

	Academic Economists (n = 50)	Non-Academic Economists (n = 30)	Rank Lower than Full Professor versus Full Professor (Academic)	Entry- or Mid-Level Position versus Senior-Level (Non-Academic)
<b>Work-Life Balance</b>				
I am satisfied with my work-life balance.	52.9	75.0	-25.8	57.1*
<b>General Climate – Field of Economics</b>				
I feel intellectually included in the field of economics.	76.5	75.0	-14.7	-12.7
I feel socially included in the field of economics.	66.7	65.6	-24.8	4.8
I feel respected in the field of economics.	58.8	59.4	-32.1	-28.0
People from diverse backgrounds are respected in the field of economics.	54.9	59.4	-20.8	-10.2
I am satisfied with the overall climate in the field of economics.	46.0	43.8	14.9	-47.6
<b>General Climate – Workplace</b>				
I feel intellectually included in my workplace.	74.5	100.0	-26.7*	0.0
I feel socially included in my workplace.	68.6	83.9	-29.5*	7.1
I feel respected in my workplace.	76.5	96.7	-23.2*	-4.8
People from diverse backgrounds are respected in my workplace.	62.7	80.0	-32.7*	4.1
I am satisfied with the overall climate in my workplace.	56.9	83.9	-26.9	29.3
<b>Discrimination and Harassment – Field of Economics</b>				
I have personally experienced discrimination in the field of economics.	33.3	21.9	42.5	-30.2
I have personally experienced harassment in the field of economics.	11.8	—	197.0	-73.8
I have witnessed discrimination in the field of economics.	51.0	31.3	33.6	-47.6
I have witnessed harassment in the field of economics.	30.0	—	12.5	—
<b>Discrimination and Harassment – Workplace</b>				
I have personally experienced discrimination in my workplace.	30.0	28.1	22.6	4.8
I have personally experienced harassment in my workplace.	18.0	15.6	-23.4	-65.1
I have witnessed discrimination in my workplace.	44.0	37.5	7.3	-26.7
I have witnessed harassment in my workplace.	36.0	25.0	-3.7	-68.6*

Notes: The sample size has been rounded to protect privacy and confidentiality. When assessing differences by rank, statistical significance is denoted by \* $p < 0.10$ , \*\* $p < 0.05$  and \*\*\* $p < 0.01$ .

**Appendix B – Supplementary Tables (Continued)**

Table B2. Phi Correlation Coefficients for Measures of General Climate, Discrimination and Harassment in the Field of Economics versus the Workplace

	Economists in Atlantic Canada (n = 80)
<b>General Climate</b>	
I feel intellectually included in the field of economics/my workplace.	0.30
I feel socially included in the field of economics/my workplace.	0.34
I feel respected in the field of economics/my workplace.	0.31
People from diverse backgrounds are respected in the field of economics/my workplace.	0.55
I am satisfied with the overall climate in the field of economics/my workplace.	0.42
<b>Discrimination and Harassment</b>	
I have personally experienced discrimination in the field of economics/my workplace.	0.55
I have personally experienced harassment in the field of economics/my workplace.	0.29
I have witnessed discrimination in the field of economics/my workplace.	0.37
I have witnessed harassment in the field of economics/my workplace.	0.27

Notes: The sample size has been rounded to protect privacy and confidentiality.