

## Supplementary materials

### Supplementary Table 1 Questionnaire for the evaluation of the participation of female surgeons in transplant clinics (answered by transplant surgery directors)

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#### Questionnaire

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1. In which country is the transplant clinic/unit in which you are the director located?

2. What is the total number of specialized/attending doctors currently working as surgeons in your transplant unit?

3. How many doctors are currently doing their PhD in your transplant unit?

4. How many female doctors are currently doing their PhD in your transplant unit?

5. What is the total number of academic fellows/research associates/lecturers currently in your transplant unit?

6. What is the number of female academic fellows/research associates/lecturers currently in your transplant unit?

7. How many transplant surgery professors (assistant/associate/full) are currently associated with your transplant unit?

8. How many female transplant surgery professors (assistant/associate/full) are currently associated with your transplant unit?

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PhD: Doctor of Philosophy.

## Supplementary Table 2 Questionnaire

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### Questionnaire

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1. Which country do you work in?

2. What is your age?

3. What is your ethnicity?

- American Indian or Alaskan Native*
- Asian*
- Black or African American*
- Hispanic or Latino*
- Middle Eastern*
- Native Hawaiian or Other Pacific Islander*
- White/Caucasian*
- Other*
- I prefer not to answer*

4. What is your marital status?

- Single*
- In a relationship or married*
- Single with children*
- In a relationship or married with children*
- I prefer not to answer*

5. Which doctor grade describes your current position?

- Fellowship trainee*
- Attending/ consultant*
- Medical Director*
- I prefer not to answer*

6. Do you hold a PhD degree?

- Yes*
- No*

- *I am a PhD candidate*
- *I prefer not to answer*

7. Do you possess any academic position?

- *Research associate*
- *Academic fellow*
- *Assistant professor*
- *Associate professor*
- *Full professor*
- *No academic position*
- *I prefer not to answer*

8. Do you aspire to take on a leadership role (e.g., department head, program director, or president in Transplantation/ Transplant Surgery Organizations) in the field of transplant surgery?

- *Yes, I currently hold a leadership role.*
- *Yes, I aspire to hold a leadership role.*
- *Yes, but I feel there are significant barriers to achieving it.*
- *No, I do not aspire to hold a leadership role*
- *I prefer not to answer*

9. Do you think of yourself as an autonomous surgeon (A surgeon is considered “autonomous” when performing a surgical procedure in its entirety, from incision to skin closure.)?

- *Yes*
- *No*
- *I prefer not to answer*

10. On a scale 1-5, with 1 being the minimum and 5 the maximum, how do you rate your level of participation into surgical activity in your transplant unit?

11. Have you experienced any type of discrimination during your career as a transplant surgeon?

- *Gender Discrimination*

- *Race Discrimination*
- *Country of Origin discrimination*
- *Other*
- *I haven't experienced any type of discrimination*
- *I prefer not to answer*

12. Have you ever experienced sexual harassment in your work environment while working as a transplant surgeon?

□

13. How frequently have you experienced any form of sexual harassment? (0= Never, 1= Rarely (once or twice), 2= Occasionally (a few times a year), 3= Sometimes (monthly), 4= Frequently (weekly), 5= Very frequently (daily or almost daily))

14. To what extent do you agree with the following statement: "I am satisfied with my work-life balance"?

- *Strongly agree*
- *Agree*
- *Neutral*
- *Disagree*
- *Strongly disagree*
- *I prefer not to answer*

15. Have you ever reconsidered your career in transplant surgery due to challenges related to gender disparities or workplace inequities?

- *Yes, I have thought about changing my specialty but remaining in the field of Transplantation.*
- *Yes, I have considered leaving the field of Transplantation.*
- *Yes, I have considered leaving medicine altogether.*
- *Yes, but for reasons unrelated to gender disparities or workplace inequities.*
- *No, I have never reconsidered my career*
- *I prefer not to answer*

16. Do you feel that you need to put in increased effort to succeed in your role as a

transplant surgeon because of your gender?

- Yes*
- No*
- I prefer not to answer*

17. Is your salary equal to your male colleagues?

- Yes*
- No, I am being paid more*
- No, my male colleagues are being paid more*
- I don't know*
- I prefer not to answer*

18. Does your hospital or institution provide sufficient support for maternity leave and return-to-work transitions?

- Yes*
- No*
- I prefer not to answer*

19. To what extent do you agree with the following statement: "As a female transplant surgeon, balancing family responsibilities and professional commitments is more challenging for me compared to my male colleagues."?

- Strongly agree*
- Agree*
- Neutral*
- Disagree*
- Strongly disagree*
- I prefer not to answer*

20. To what extent do you agree with the following statement: "As a female transplant surgeon, I have experienced discrimination in my career due to family planning or family obligations."?

- *Strongly agree*
- *Agree*
- *Neutral*
- *Disagree*
- *Strongly disagree*
- *I prefer not to answer*

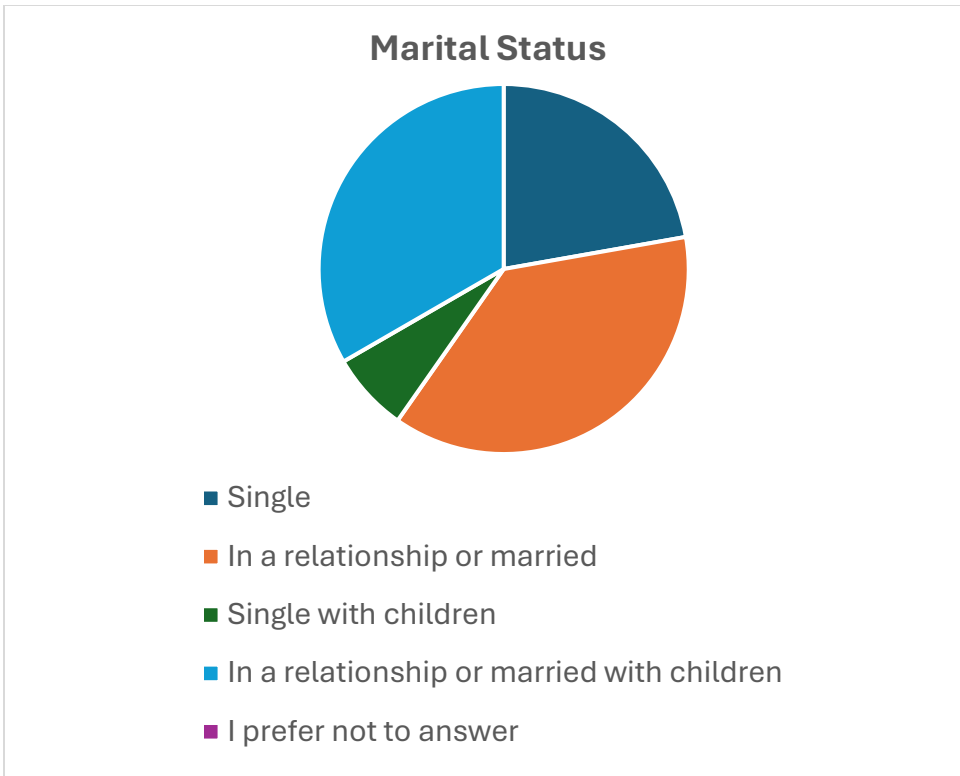
21. What steps has your transplant unit taken to minimize sexual disparity between surgeons?

□

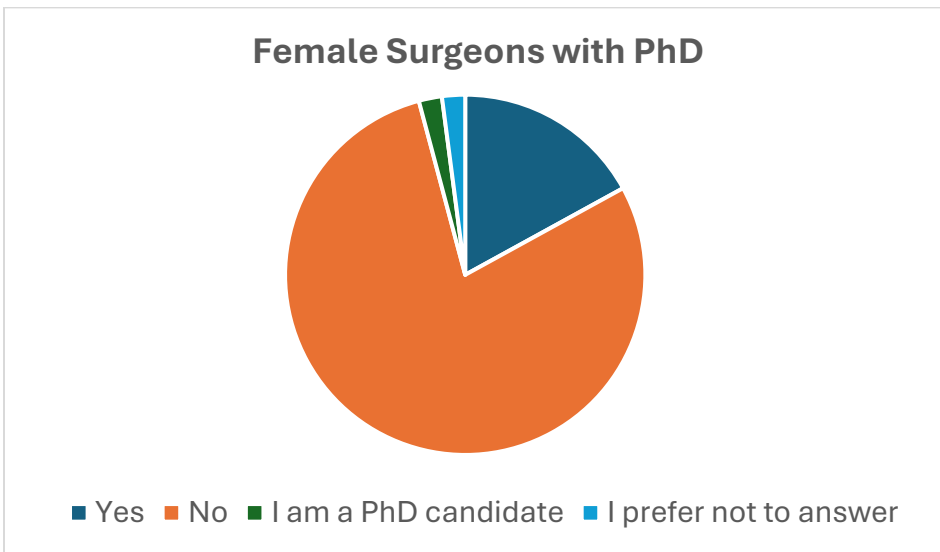
22. What has been the most significant challenge you have faced as a woman surgeon in the transplant surgery field?

23. Do you have any suggestions for the achievement of professional equality in transplantation surgery?

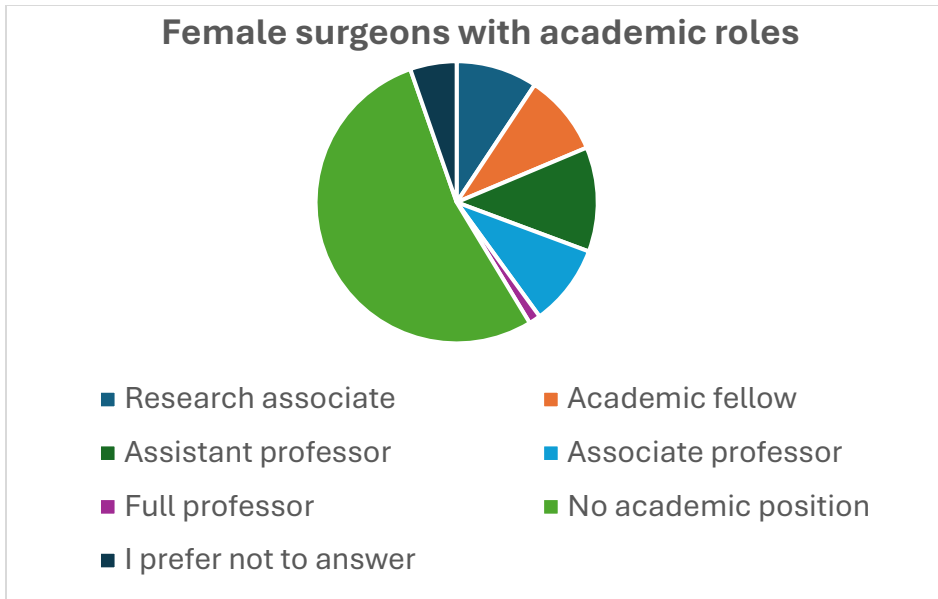
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**Supplementary Figure 1 Marital status of female transplant surgeons.**



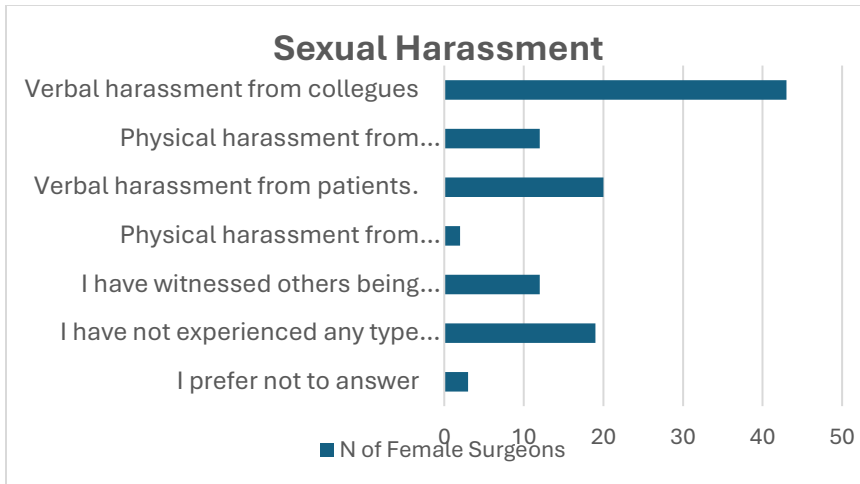
**Supplementary Figure 2 Percentage of female transplant surgeons that hold a PhD or are PhD candidates.**



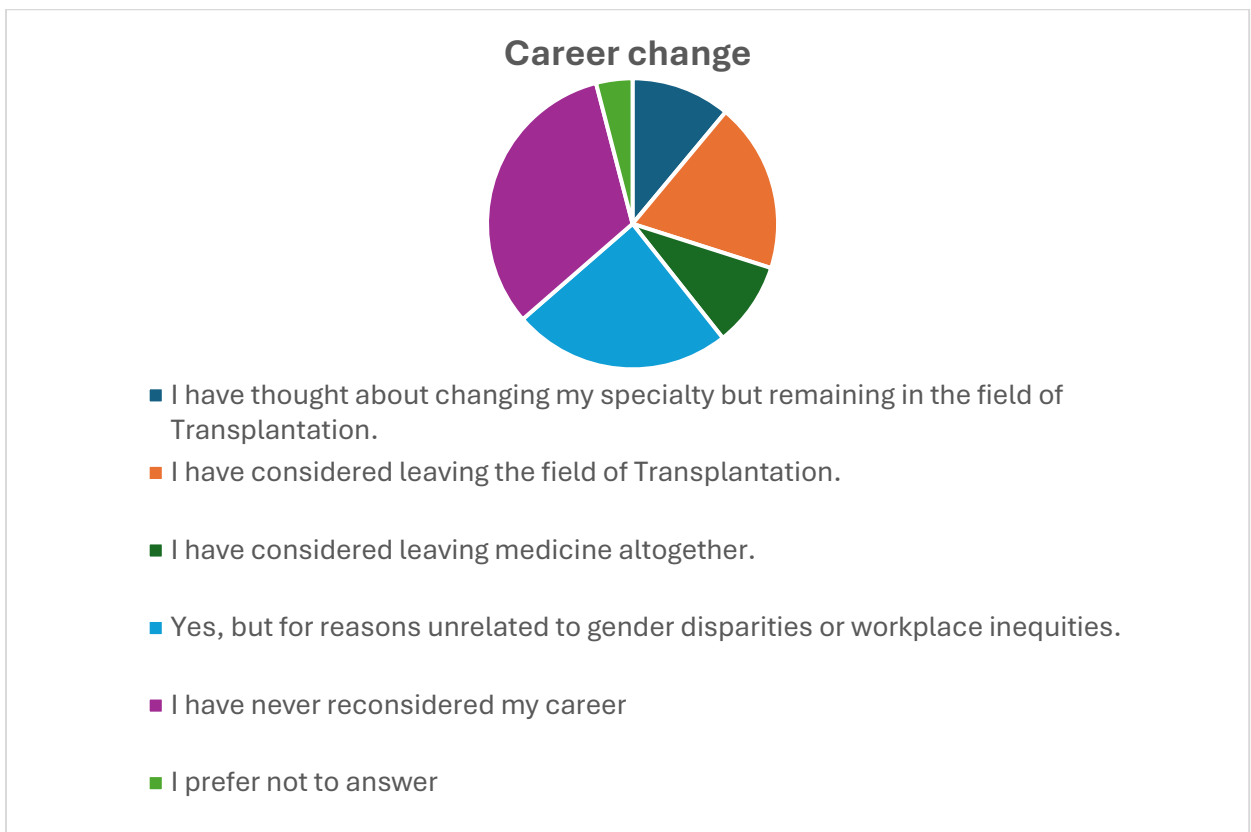
**Supplementary Figure 3 Percentage of female transplant surgeons that hold an academic position.**



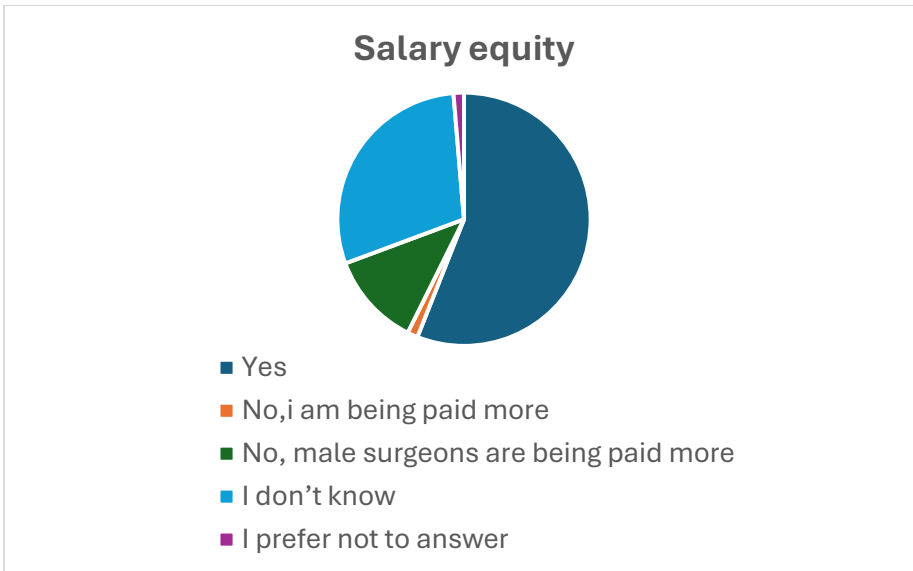
**Supplementary Figure 4 Percentage of female transplant surgeons that aspire to take on a leadership role (e.g., department head, program director, or president Transplantation/ Transplant Surgery Organizations).**



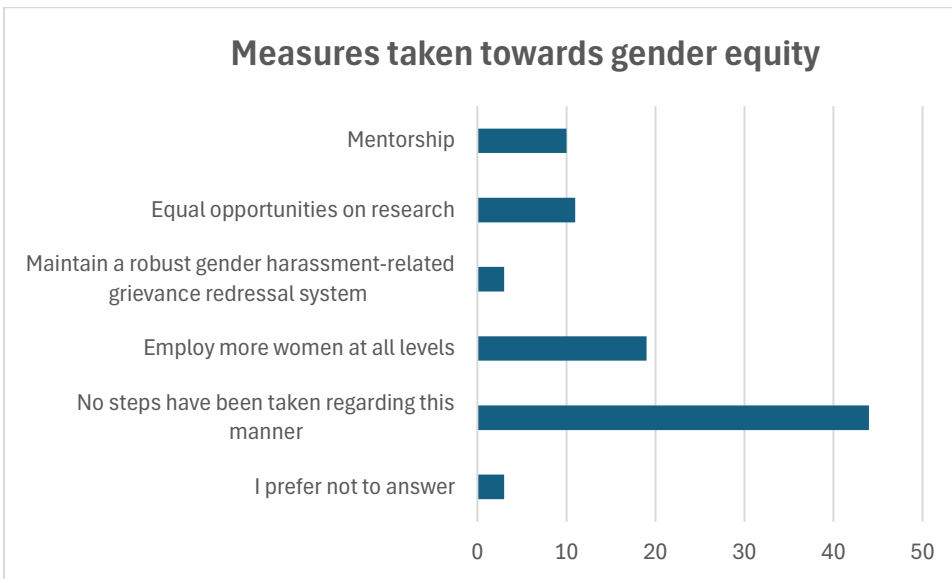
**Supplementary Figure 5 Number of female transplant surgeons that have experienced sexual harassment in any form.**



**Supplementary Figure 6 Percentage of female transplant surgeons that have reconsidered their career.**



**Supplementary Figure 7 Percentage of female transplant surgeons reporting salary equity.**



**Supplementary Figure 8 Measures taken from hospitals/institutions towards gender equity within the field of transplantation surgery.**