



Space is an issue. Support for research is an issue.

Mentoring is an issue.

lack of affinity groups

Shared values, connectivity, belonging,

Twice as many women said they would leave to find a place whose priorities matched their own

When discrimination is reported the women are very unsatisfied with how it is responded to and how it is handled.

Student perceptions of faculty is problematic (more negative or hostile for URM)

Family friendly practices can be an issue for some faculty.

\*In the faculty of color and international focus group seemed to be compared to men rather than white faculty.\* noted as interest.

Lack of department level morale which can show up as less motivation