### Supplemental Digital Content 1: Survey questions

| Question                                                                                                                                                                                                                                                                                                                                                     |
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| With which gender do you identify?                                                                                                                                                                                                                                                                                                                      |
| With which race/ethnicity(ies) do you identify? (select all that apply)                                                                                                                                                                                                                                                                               |
| Where is your program located?                                                                                                                                                                                                                                                                                                                          |
| Do you believe that your program is comprised of more racially/ethnically diverse faculty relative to other plastic surgery residency training programs?                                                                                                                                                                                                                           |
| Do you believe that your program is comprised of younger faculty relative to other plastic surgery residency training programs?                                                                                                                                                                                                                                     |
| Are most (>50%) of your faculty hired from within your program (having previously trained there) or do you predominantly recruit from outside of your program?                                                                                                                                                                                                       |
| Do you think diversity (age, gender, race/ethnicity) is an important consideration for the composition of plastic surgery faculty?                                                                                                                                                                                                                               |
| Do you have a program in place to recruit ethnic minority and/or female faculty? Please explain.                                                                                                                                                                                                                                                                                     |
| Do you believe there are aspects of your program that make it more attractive to ethnic minority and/or female faculty? What are these aspects?                                                                                                                                                                                                                       |
| Do you actively maintain a relationship with identity-based surgical societies (e.g. Society of Academic Black Surgeons, Latino Surgical Society, Association of Women Surgeons, Society of Asian American Surgeons) oriented around diversity, equity, and inclusion in surgery? Which identity-based surgical societies?                                                                 |
| What steps has your program taken to cultivate a climate that values gender and ethnic diversity, equity, and inclusion in surgery? |
