Appendix 1

Questionnaire:

1. You are
   - A man
   - A woman
   - Other

2. Currently you are
   - Student
   - Resident
   - Physician without speciality title
   - Physician with speciality title
   - Senior attending
   - Independent
   - Retired
   - Other occupation (please specify)

3. You have:
   - < 5 years experience
   - 5-10 years experience
   - 10-15 years experience
   - 15-20 years experience
   - > 20 years experience
   - Other (please specify)

4. You work in:
   - A public hospital
   - A private hospital
   - Medical practice
   - Other

5. Workplace
   - Switzerland
   - Europe
   - Outside Europe

6. Which of these sentences best represents your current stance:
   - You were the victim of discrimination, acts of sexism or gender-inequality.
   - You witnessed discrimination, acts of sexism or gender-inequality.
   - I have an ethical concern. I support initiatives that help the medical culture evolve.
   - I don’t feel concerned.
7. According to your experience what problems have you observed?
   - Discrimination in hiring, and working conditions
   - Career development
   - Access to research
   - Respect of maternity laws
   - Acts of sexism
   - Psychological pressure
   - Sexual harassment
   - None
   - Other

8. At the present time, what are your needs?
   - Network for a better transmission of skills and competence
   - Support in career development
   - Knowledge about my rights and have them respected
   - Promotion of equality and inclusivity in the medical culture
   - Clinical mentoring
   - No specific need
   - Other

9. What needs to be done in the future to achieve an ideal professional world and what are the remaining challenges?

10. I am interested in MedFem. I would like to contribute by:
    - Talking about Medfem to people around me
    - Participating in MedFem events
    - Helping organizing events
    - Developing a communication strategy via social media
    - Fund raising
    - Participating in mentoring
    - Supporting us without being concretely involved
    - I don’t want to contribute
    - Other

11. With respect to anonymity, I would like to add: