**Supplemental Digital Content 1.** Modified WEPs Gender Gap Analysis Questionnaire - Division Chairs Plastic and Reconstructive Surgery

1. Do you consent to completing this questionnaire?
2. What is your gender?
3. What is your age?
4. Specify the total number of full time faculty affiliated with your Division of Plastic and Reconstructive Surgery
5. What is the gender composition of the Plastic Surgery division?
6. How many hospital sites are affiliated with your division?
7. Does your Plastic Surgery division have a gender non-discrimination and equal opportunity policy?
8. Does your Plastic Surgery division have an approach to ensure gender non-discrimination and equal opportunity in recruitment processes?
9. Does your Plastic Surgery division have an approach to ensure gender non-discrimination and equal opportunity in professional development and promotion processes?
10. Does your Plastic Surgery division have leadership commitment and support for gender equality and women's empowerment?
11. Does your Plastic Surgery division have an approach to accommodate the work/life balance of all members?
12. Does your Plastic Surgery division have an approach to offer and support paid maternity/paternity/caregiver leave?
13. Does your Plastic Surgery division have an approach to support (non-financially) members as parents and/or caregivers?

14. Does your division have an approach to ensure an environment free of violence and harassment?

15. Do you have any comments regarding gender and equity?

16. Do you have any comments or feedback on this survey?
Appendix 2. Modified WEPs Gender Gap Analysis Questionnaire-Residency Program

Directors Plastic and Reconstructive Surgery

1. Do you consent to completing this questionnaire?
2. What is your gender?
3. What is your age?
4. Specify the total number of Plastic Surgery resident trainees currently enrolled in your program
5. What is the gender composition of the current group of Plastic Surgery residency trainees?
6. Does your Plastic Surgery residency program have a gender non-discrimination and equal opportunity policy?
7. Does your Plastic Surgery residency program have an approach to ensure gender non-discrimination and equal opportunity in trainee selection?
8. Does your Plastic Surgery residency program have an approach to ensure gender non-discrimination and equal opportunity in training opportunities?
9. Does your Plastic Surgery residency program have an approach to offer and support paid maternity/paternity/caregiver leave?
10. Does your Plastic Surgery residency program have an approach to support (non-financially) trainees as parents and/or caregivers?
11. Does your Plastic Surgery residency program have an approach to accommodate the work/life balance of all trainees?
12. Does your Plastic Surgery residency program have an approach to ensure an environment free of violence and harassment?
13. Do you have any comments regarding gender and equity?

14. Do you any comments or feedback on this survey?