The State of Diversity, Equity and Inclusion in the Cloud Physics Community

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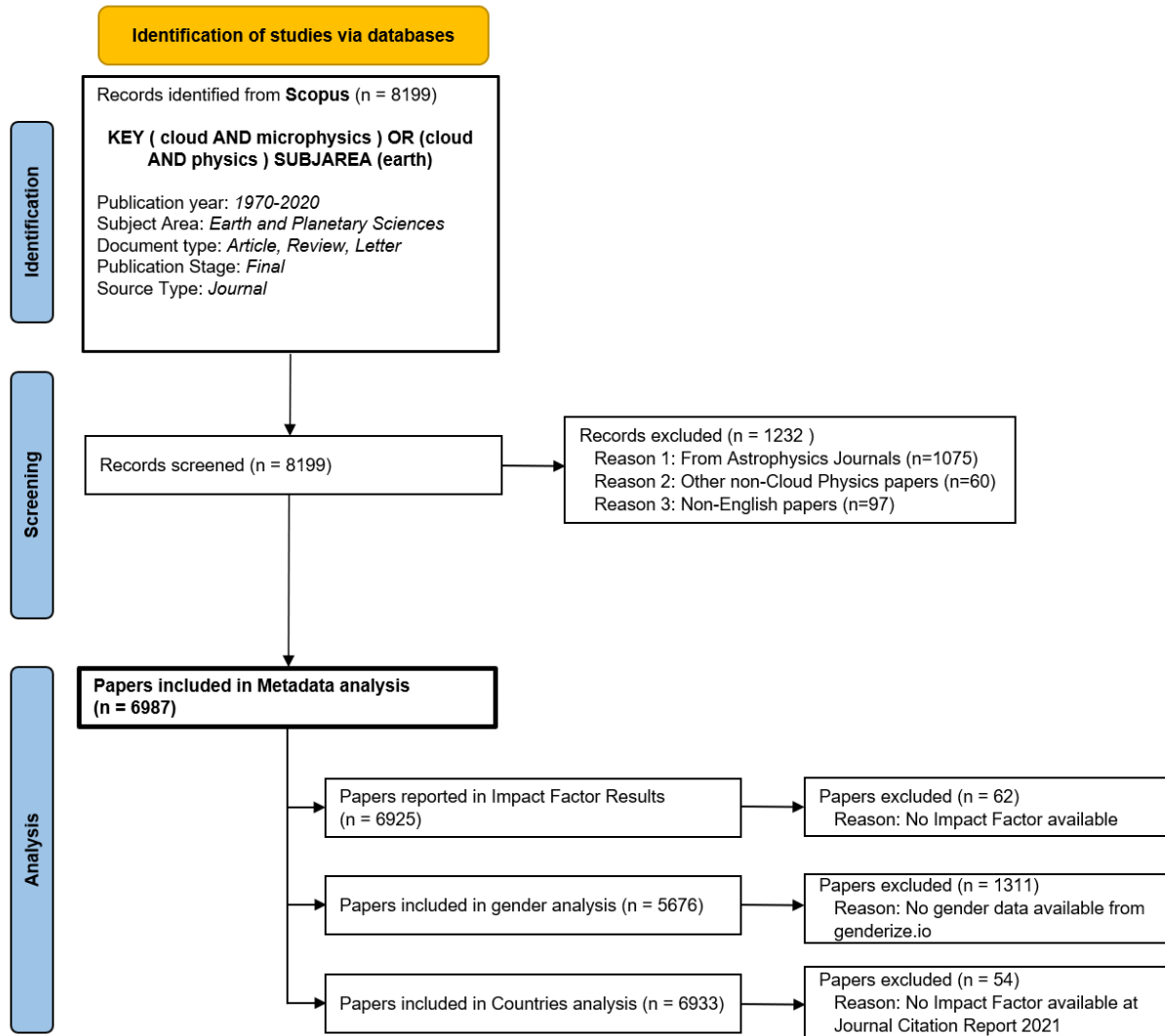
Figure S1. Database search algorithm used for the Metadata to analyze metrics from 6987 peer-reviewed publications in the cloud-physics field between the years 1970 – 2020.

Table S1: The text below is the survey that was sent to the cloud physics community mailing list to gather responses for the survey part of the analysis used in this paper.

Diversity, Equity, and Inclusion in the Cloud Physics Community
You have reached the diversity, equity, and inclusion in the cloud physics community Survey! Thank you for taking the time to complete this questionnaire. Your responses will help improve our knowledge about the diversity, equity, and inclusion in the cloud physics community. If you have any question or concerns about this study, please contact us by email
(cloud.physics.survey@gmail.com)
* Required

1. Please indicate your age by selecting one of the following options:*
   - ☐ <20 year old
   - ☐ 20-30 years old
   - ☐ 30-40 years old
   - ☐ 40-50 years old
   - ☐ 50-60 years old
   - ☐ 60-70 years old
   - ☐ 70-80 years old
   - ☐ > 80 years old
   - ☐ Prefer not to respond

2. Where were you born?*
   Mark only one oval

Afghanistan	Cocos (Keeling) Islands	Guyana	Mongolia	Sierra Leone
Akrotiri	Colombia	Haiti	Montenegro	Singapore
Albania	Comoros	Heard Island and McDonald Islands	Montserrat	Slovakia
Algeria	Congo, Democratic Republic of Congo	Holy See	Morocco	Slovenia
American Samoa	Congo, Republic of Congo	Honduras	Mozambique	Solomon Islands
Andorra	Cook Islands	Hong Kong	Myanmar	Somalia
Angola	Coral Sea Islands	Hungary	Namibia	South Africa
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Austria	Djibouti	Italy	Niger	Suriname
Azerbaijan	Dominica	Jamaica	Nigeria	Svalbard
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Bhutan	Europa Island	Laos	Papua New Guinea	Togo
Bolivia	Falkland Islands (Islas Malvinas)	Latvia	Paracel Islands	Tokelau
Bosnia and Herzegovina	Faeroe Islands	Lebanon	Paraguay	Tonga
Botswana	Fiji	Lesotho	Peru	Trinidad and Tobago
Bouvet Island	Finland	Liberia	Philippines	Tromelin Island

Brazil	France	Libya	Pitcairn Islands	Tunisia
British Indian Ocean Territory	French Guiana	Liechtenstein	Poland	Turkey
British Virgin Islands	French Polynesia	Lithuania	Portugal	Turkmenistan
Brunei	French Southern and Antarctic Lands	Luxembourg	Puerto Rico	Turks and Caicos Islands
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Burma	Gaza Strip	Madagascar	Romania	Ukraine
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China	Guernsey	Micronesia	Senegal	Yemen
Christmas Island	Guinea	Moldova	Serbia	Zambia
Clipperton Island	Guinea-Bissau	Monaco	Seychelles	Zimbabwe

3. If your nationality is different from where you were born please write your country/ies of citizenship (in other) *
   Mark only one oval.
   ☐ Does not apply to me
   ☐ Other:

4. What is your current country of residence? *
   Mark only one oval.

Afghanistan	Cocos (Keeling) Islands	Guyana	Mongolia	Sierra Leone
Akrotiri	Colombia	Haiti	Montenegro	Singapore
Albania	Comoros	Heard Island and McDonald Islands	Montserrat	Slovakia
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5. Have you ever relocated for a spouse or partner?*

Mark only one oval.

☐ Yes
☐ No
☐ Does not apply to me

6. How do you identify your race/ethnicity?*

Check all that apply.

☐ African American
☐ Black
☐ East Asian
☐ Hispanic or Latinx
☐ Middle Eastern or North African

- ☐ Native American or Alaskan Native
- ☐ Native Hawaiian or other Pacific Islander
- ☐ South Asian
- ☐ White or Caucasian
- ☐ Prefer not to respond
- ☐ Other____

7. Please select one of the following options related to how you identify yourself*

Mark only one oval.
- ☐ Agender
- ☐ Man
- ☐ Nonbinary
- ☐ Two-spirited
- ☐ Woman
- ☐ Prefer not to respond
- ☐ Other____

8. Which of the following do you identify as?*

Mark only one oval.
- ☐ Cisgender (those who identify as their sex assigned at birth)
- ☐ Intersex
- ☐ Transgender
- ☐ Prefer not to respond
- ☐ Other____

9. What is your sexual orientation?*

Mark only one oval.
- ☐ Bisexual or pansexual
- ☐ Heterosexual
- ☐ Homosexual
- ☐ Prefer not to respond
- ☐ Other____

10. Is English your native language?*

Mark only one oval.
- ☐ Yes, Skip to question 13
- ☐ No, Skip to question 11

11. What is your native language?*_____________________________

12. Have your skills to communicate in English influenced your ability or capacity to collaborate with other scientists? *

Mark only one oval.
- ☐ Yes
- ☐ No

13. In which country did you earn your highest academic degree?*

Mark only one oval.

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Chile	Guatemala	Mexico	Saudi Arabia	Western Sahara
China	Guernsey	Micronesia	Senegal	Yemen
Christmas Island	Guinea	Moldova	Serbia	Zambia
Clipperton Island	Guinea-Bissau	Monaco	Seychelles	Zimbabwe

14. Please indicate what is your highest academic degree*
Mark only one oval.

☐ Bachelor (or equivalent), Skip to question 19
☐ Master (or equivalent), Skip to question 19
☐ PhD. (or equivalent), Skip to question 15
☐ Other____

15. Did you do a Postdoc?*
Mark only one oval.

☐ Yes, Skip to question 16
☐ No, Skip to question 19

16. In which country did you do your first Postdoc?* *Mark only one oval.*

Afghanistan	Cocos (Keeling) Islands	Guyana	Mongolia	Sierra Leone
Akrotiri	Colombia	Haiti	Montenegro	Singapore
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Algeria	Congo, Democratic Republic of Congo	Holy See	Morocco	Slovenia
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Angola	Coral Sea Islands	Hungary	Namibia	South Africa
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Austria	Djibouti	Italy	Niger	Suriname
Azerbaijan	Dominica	Jamaica	Nigeria	Svalbard
Bahamas,	Dominican Republic	Jan Mayen	Niue	Swaziland
Bahrain	DR Congo	Japan	Norfolk Island	Sweden
Bangladesh	Ecuador	Jersey	North Korea	Switzerland
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Belgium	Eritrea	Kenya	Oman	Tanzania
Belize	Estonia	Kiribati	Pakistan	Thailand
Benin	Eswatini	Kuwait	Palau	The Bahamas
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Bulgaria	Gabon	Macao	Qatar	Tuvalu
Burkina Faso	Gambia	Macedonia	Réunion	Uganda
Burma	Gaza Strip	Madagascar	Romania	Ukraine
Burundi	Georgia	Malawi	Russia	United Arab Emirates
Cabo Verde	Germany	Malaysia	Rwanda	United Kingdom
Cambodia	Ghana	Maldives	Saint Helena	United States
Cameroon	Gibraltar	Mali	Saint Kitts and Nevis	Uruguay
Canada	Glorioso Islands	Malta	Saint Lucia	Uzbekistan
Cape Verde	Greece	Marshall Islands	Saint Pierre and Miquelon	Venezuela
Cayman Islands	Greenland	Martinique	Saint Vincent and the Grenadines	Vietnam
Central African Republic	Grenada	Mauritania	Samoa	Wake Island
Chad	Guadeloupe	Mauritius	San Marino	Wallis and Futuna
Channel Islands	Guam	Mayotte	Sao Tome & Principe	West Bank
Chile	Guatemala	Mexico	Saudi Arabia	Western Sahara
China	Guernsey	Micronesia	Senegal	Yemen
Christmas Island	Guinea	Moldova	Serbia	Zambia
Clipperton Island	Guinea-Bissau	Monaco	Seychelles	Zimbabwe

17. In which country did you do your second Postdoc? *
Mark only one oval.

Afghanistan	Cocos (Keeling) Islands	Guyana	Mongolia	Sierra Leone
Akrotiri	Colombia	Haiti	Montenegro	Singapore
Albania	Comoros	Heard Island and McDonald Islands	Montserrat	Slovakia
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Christmas Island	Guinea	Moldova	Serbia	Zambia
Clipperton Island	Guinea-Bissau	Monaco	Seychelles	Zimbabwe

18. In which country did you do your third Postdoc?*
Mark only one oval.

Afghanistan	Cocos (Keeling) Islands	Guyana	Mongolia	Sierra Leone
Akrotiri	Colombia	Haiti	Montenegro	Singapore
Albania	Comoros	Heard Island and McDonald Islands	Montserrat	Slovakia
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Burundi	Georgia	Malawi	Russia	United Arab Emirates
Cabo Verde	Germany	Malaysia	Rwanda	United Kingdom
Cambodia	Ghana	Maldives	Saint Helena	United States
Cameroon	Gibraltar	Mali	Saint Kitts and Nevis	Uruguay
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Chile	Guatemala	Mexico	Saudi Arabia	Western Sahara
China	Guernsey	Micronesia	Senegal	Yemen
Christmas Island	Guinea	Moldova	Serbia	Zambia
Clipperton Island	Guinea-Bissau	Monaco	Seychelles	Zimbabwe

19. Choose one of the following options that best describes your current position*
Mark only one oval.

- ☐ Master student
- ☐ PhD student
- ☐ Postdoc
- ☐ Professor (including assistant and associate professors)
- ☐ Research Scientist
- ☐ Lecturer
- ☐ Retired
- ☐ Industry
- ☐ Other______________________________________

20. Which of the following best describes your primary employer?*
Mark only one oval.

- ☐ University or college
- ☐ Contractor/consulting
- ☐ Government employee
- ☐ Industry for profit
- ☐ Non-profit organization or Non-governmental organization (NGO)
- ☐ Self-employed
- ☐ Retired
- ☐ Other____

21. Please select one of the following options that best describes your area of expertise (select more than one if relevant) *
Check all that apply.
- ☐ Data Scientist
- ☐ Experimentalist
- ☐ Modeler
- ☐ Theoretical
- ☐ Other____

22. Does most of your research and/or recent academic activities fall under the Cloud Physics field? *
Mark only one oval.
- ☐ Yes
- ☐ No

23. Do you feel included in the cloud physics community?*
  Mark only one oval.
- ☐ Always
- ☐ Most of the time
- ☐ Some of the time
- ☐ Not at all

24.Does most of your research and/or recent academic activities fall under the ice nucleation field? *
Mark only one oval.
- ☐ Yes
- ☐ No

25.In which of the following categories have you interacted with women over the course of your science career (select more than one if relevant) *
Check all that apply.
- ☐ Master or PhD supervisors
- ☐ Master or PhD students
- ☐ Mentors/role models
- ☐ Mentees
- ☐ None

26.Currently, what fraction do women represent in your group or working team?*
Mark only one oval.
- ☐ <25%
- ☐ 25-50%
- ☐ ~50%
- ☐ 50-75%
- ☐ >75%

27.In your opinion/perception, has the number of women past the PhD level (i.e. post-doc and above) increased in cloud physics research over the course of your career?*

Mark only one oval.
- ☐ Yes
- ☐ No
- ☐ Prefer not to respond

28.Do you find your working environment to be sensitive to gender issues?*
Mark only one oval.
- ☐ Yes
- ☐ No

29. Do you feel that your gender is a disadvantage (in any way) for your scientific career? *
Mark only one oval.
- ☐ Yes, Skip to question 30
- ☐ No, Skip to question 31

30. Please describe briefly in what way you feel your gender disadvantages (in anyway) your scientific career? *
____

31. In your experience, do women get disproportionately assigned to academic/university/industry service work in order to represent their gender?
Mark only one oval.
- ☐ Yes
- ☐ No
- ☐ Prefer not to respond

32. Do you consider yourself as part of a minority group?*
Mark only one oval.
- ☐
- ☐ Yes, Skip to question 33
- ☐ No, Skip to question 35
- ☐ Prefer not to respond, Skip to question 35

33. Do you consider that being part of a minority group has negatively affected your scientific career? *
Mark only one oval.
- ☐ Yes, Skip to question 34
- ☐ No, Skip to question 35

34. Where did you feel the most impactful effect (select more than one if relevant)?*
Check all that apply.
- ☐ Publishing
- ☐ Citations
- ☐ Funding access
- ☐ Collaborations
- ☐ Salary
- ☐ Promotions and recognitions
- ☐ Other_______________________________________

35. Do you have any disability or accessibility needs?*
Mark only one oval.
- ☐ Yes, Skip to question 36
- ☐ No, Skip to question 40
- ☐ Prefer not to respond, Skip to question 40

36. If you have a disability, which of the following apply to you? Please check all that apply*

Check all that apply.
- ☐ Mental
- ☐ Neurological
- ☐ Physical
- ☐ Prefer not to respond
- ☐ Other____

37. Have you ever felt excluded in your academic career or working-environment because of your disability? *
Mark only one oval.
- ☐ Yes
- ☐ No
- ☐ Prefer not to respond

38. Do you consider that being part of a disability group has negatively affected your scientific career?
Mark only one oval.
- ☐ Yes
- ☐ No

39.Where did you feel the most impactful effect (select more than one if relevant)?
Check all that apply.
- ☐ Publishing
- ☐ Citations
- ☐ Funding access
- ☐ Collaborations
- ☐ Salary
- ☐ Promotions and recognitions
- ☐ Other____

40. Excluding yourself (if relevant), are there members that belong to any minority category in your research group or working team? *
Mark only one oval.
- ☐ Yes
- ☐ No

41. Have you ever supervised students from minority groups?*
Mark only one oval.
- ☐ Yes, Skip to question 42
- ☐ No, Skip to question 43
- ☐ Does not apply to me, Skip to question 43

42. If you have supervised students from minority groups, what fraction do they represent from your overall students? *
Mark only one oval.
- ☐ <25%
- ☐ 25-50%
- ☐ ~50%
- ☐ 50-75%
- ☐ >75%.

43. Have you had a manager or supervisor (bachelor, master, PhD and postdoc) from a minority group?*
Mark only one oval.
- ☐ Yes, Skip to question 44
- ☐ No, Skip to question 45

44. How many?*
Mark only one oval.
1 2 3 4 5 6 7 8 9 10

45. Have you ever supervised a student/employee with any disability?*
Mark only one oval.
- ☐ Yes, Skip to question 46
- ☐ No, Skip to question 47
- ☐ Not relevant to me, Skip to question 47

47. What percentage of your students/employees (past and present) had a disability?*
Mark only one oval.
- ☐ <25%
- ☐ 25-50%
- ☐ ~50%
- ☐ 50-75%
- ☐ >75%

48. In general, do you consider students or colleagues from a minority/disability group are usually equitably treated in your working environment? *
   Mark only one oval.
- ☐ Yes
- ☐ No
- ☐ Prefer not to respond

49. Do you agree with the following statements?*
Mark only one oval per row.

	To-tally Agree	Agree	I do not agree	Totally disagree	Do not have an opinion	Does not apply to me
The cloud physics field is a diverse community						
It is important for me to work with people with diverse backgrounds						
My gender is represented in my workplace						
My gender is under represented in my workplace						
Higher positions in my work place are filled by diverse people						
Over the last 50years there has been a change in diversity, equity and inclusion in the cloud physics community						
I think that looking for diversity, equity, and inclusion is important in my field						

49. Have you ever experienced a hostile environment because of your gender/race/ethnicity/sexual orientation/disability?*
Mark only one oval.
- ☐ Yes
- ☐ No
- ☐ Does not apply to me
- ☐ Prefer not to respond

50. Have you ever encountered harassment or bullying by anyone from the cloud physics community? Please check all that apply. Harassment or bullying includes, but is not limited to: *Violent threats or language directed against another person.*Discriminatory jokes and language. *Posting sexually explicit or violent material, including overtly sexual aliases or other nicknames. *Posting or threatening to post other people's personally identifying information or doxing. *Personal insults, especially those using racist or sexist terms. *Unwelcome sexual attention.*Advocating for or encouraging any of the above behavior. *Spamming, trolling, flaming, baiting or other attention-stealing behavior that is not allowed. *

Check all that apply.

- ☐ Yes, it happened to me
- ☐ Yes, I witnessed it happening to someone else
- ☐ Yes, I heard about it happening to someone else
- ☐ No
- ☐ Prefer not to respond
- ☐ Other____

51. Have you ever supervised a student/employee from developing or tropical countries (Between 23°N and 23°S)? *

Mark only one oval.

- ☐ Yes, Skip to question 52
- ☐ No, Skip to question 53
- ☐ Does not apply to me, Skip to question 53

52. What fraction do they represent from your overall students/employees?*

Mark only one oval.

- ☐ <25%
- ☐ 25-50%
- ☐ ~50%
- ☐ 50-75%
- ☐ >75%
- ☐ It does not apply to me

53. Did you have any manager or supervisor (bachelor, master, PhD and postdoc) from developing or tropical countries (Between 23°N and 23°S)? *

Mark only one oval.

- ☐ Yes, Skip to question 54
- ☐ No, Skip to question 55

54.How many?*

Mark only one oval.

- ☐ One
- ☐ <3
- ☐ >3
- ☐ It does not apply to me

55. Have you ever collaborated with people from institutes outside of your working country? *

Mark only one oval.

- ☐ Yes, Skip to question 56
- ☐ No, Skip to question 57

56. To which region did the institutes belong (select more than one if relevant)?*

Check all that apply.

- ☐ Africa
- ☐ Asia

- ☐ Australia
- ☐ Central America and Caribbean
- ☐ Eastern Europe
- ☐ Middle East
- ☐ North America (Canada and US)
- ☐ Pacific Islands
- ☐ South America
- ☐ Western Europe
- ☐ Other____

57. Have you ever collaborated with people from institutes in developing countries?*
Mark only one oval.
- ☐ Yes, Skip to question 58
- ☐ No, Skip to question 59

58. On how many projects?*
Mark only one oval.
- ☐ Only once
- ☐ Several times (<10)
- ☐ Very often (>10)

59. Have you ever collaborated with people from institutes in tropical countries(Between 23°N and 23°S)? *
Mark only one oval.
- ☐ Yes, Skip to question 60
- ☐ No, Skip to question 65

60. On how many projects?*
Mark only one oval.
- ☐ Only once
- ☐ Several times (<10)
- ☐ Very often (>10)

61. Please name the tropical countries of collaboration* _________________________________

62. What were the collaborations mostly based on?*
Check all that apply.
- ☐ Field measurements
- ☐ Theoretical work
- ☐ Laboratory experiments
- ☐ Other____

63. What was the main source of the funding for these collaborations?*
Check all that apply.
- ☐ Industry
- ☐ Government agency
- ☐ University funding
- ☐ No funding
- ☐ Other____

64. Name the tropical country with the longest collaboration*_________________________

65. Do you think a collaboration with scientists from developing countries is key for the development of the cloud physics field? *
Mark only one oval.

- ☐ Agree
- ☐ I do not agree
- ☐ Totally disagree
- ☐ Do not have an opinion

66. What motivates you to establish international collaborations (select more than one if relevant)? *
Check all that apply.
- ☐ To share/ complement data between partners
- ☐ To share the cost and maintenance of equipment
- ☐ To improve quality of scientific research
- ☐ Capacity building
- ☐ Does not apply to me
- ☐ Other____

67. Are you planning to execute a collaboration with colleagues from developing countries in the near future?
Mark only one oval.
- ☐ Yes
- ☐ No