Table S6. Descriptive and t-tests results for perceptions of gender equality in departments.
“sd”=standard deviation. “N”=Sample size. “df”=degrees of freedom. “95CI”=95% Confidence intervals.

<table>
<thead>
<tr>
<th>Question</th>
<th>Women</th>
<th>Men</th>
<th>Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>mean</td>
<td>sd</td>
<td>N</td>
</tr>
</tbody>
</table>
| In general, men and women are treated equally in my department           | 5.06  | 1.79 | 825  | 6.05  | 1.41 | 468  | -11.05  | 1160   | 0.8205 - 1.1748 | 2.20E-16  | 0.61
| My department is committed to promoting gender equality                   | 4.31  | 1.93 | 826  | 4.97  | 1.92 | 467  | -5.95   | 973    | 0.444 - 0.881 | 3.72E-06  | 0.34
| If I had concerns about gender equality in my department, I would know who to approach | 3.9   | 2.15 | 823  | 4.52  | 2.17 | 468  | -4.98   | 962    | 0.378 - 0.869 | 6.86E-07  | 0.28
| My department is (or would be) responsive to concerns about gender equality | 4.32  | 2.04 | 823  | 5.07  | 1.9  | 467  | -6.61   | 1027   | 0.526 - 0.970 | 1.33E-10  | 0.38
| Women are perceived as good leaders in research by other women           | 5.01  | 1.8  | 823  | 5.05  | 2.26 | 465  | -0.28   | 799    | 0.205 - 0.274 | 7.79E-01  | 0.02
| Women are perceived as good leaders in research by men                    | 4.03  | 1.88 | 821  | 5.4   | 1.76 | 466  | -13.11  | 1022   | 1.165 - 1.575 | 2.20E-16  | 0.75
| **ALL ITEMS**                                                            | 4.44  | 1.93 | 812  | 5.18  | 1.90 | 461  | 7.42    | 2475   | 0.5204 - 0.9596 | 1.59E-13  | 0.39