

Appendix A: Data Workforce Survey Questions

1. Are you a professional in research data management, data curation, data preservation, data archives, or related data fields (i.e., data management, data science, data workflows, etc.)?
2. What is your primary role in your organization?
3. What is your secondary role in your organization?
4. What is your primary educational background?
5. How much time do you spend on the following data-related activities in your current position? (*Acquire/Collection; Assure; Described/Organize; Preserve; Find/Discover; Share/Publish; Integrate; Analyze*)
6. How much additional training or professional development do you need in the following areas of expertise? (*Acquire/Collection; Assure; Described/Organize; Preserve; Find/Discover; Share/Publish; Integrate; Analyze*)
7. Describe any other opportunities or challenges related to the data-related activities in your current position (e.g., the need for additional training on a specific skill set, etc.).
8. How important were the following items in facilitating your entry into your current position? (*Advertisement; DEI Initiatives; Education; Hiring Process; Internships; Job Availability; Networks/Personal Connection; Postgraduate Work; Recruitment*)
9. How important were the following items as barriers to entry into your current position? (*Advertisement; DEI Initiatives; Education; Hiring Process;*

Internships; Job Availability; Networks/Personal Connection; Postgraduate Work; Recruitment)

10. Describe any other opportunities or challenges that influenced your decision to enter into your current position.
11. To what extent do the following items facilitate your retention in your current position? *(Culture; DEI Initiatives; Geographic Location; Family-Friendly Initiative; Job Security; Salary/Benefits; Reward/Recognition; Organizational Mission; Training/Mentoring; Work/Life Balance)*
12. To what extent do the following items act as barriers to retention in your current position? *(Culture; DEI Initiatives; Geographic Location; Family-Friendly Initiative; Job Security; Salary/Benefits; Reward/Recognition; Organizational Mission; Training/Mentoring; Work/Life Balance)*
13. Describe any other opportunities or challenges that could influence your decision to leave your current position.
14. Does your organization participate in diversity, equity, and inclusion (DEI) initiatives?
15. To what extent does your organization provide the following types of diversity, equity, and inclusion (DEI) initiatives? *(DEI Statements; Professional development/mentoring programs that target diverse populations; Professional development workshops to raise awareness; Specific policies and procedures that support DEI efforts)*
16. To what extent have diversity, equity, and inclusion (DEI) initiatives influenced your workplace? *(DEI Statements; Professional development/mentoring*

programs that target diverse populations; Professional development workshops to raise awareness; Specific policies and procedures that support DEI efforts)

17. From your perspective, how do diversity, equity, and inclusion initiatives impact the entry of employees into your workplace? (*A greater sense of belonging; A greater sense of recognition of DEI issues; More colleagues that contribute to a shared sense of community; More compulsory participation; More opportunities for professional development; Unwanted scrutiny*)
18. From your perspective, how do diversity, equity, and inclusion initiatives impact employee retention at your workplace?
19. How long have you been in your profession?
20. What is the highest level of education you have completed?
21. With which gender do you identify?
22. What is your race or ethnicity?
23. Where is your job located?
24. What is your employment status?
25. To which professional organizations do you belong? (Check all that apply)
26. How did you learn about this survey?
27. Would you be willing to participate in a brief interview regarding entry and retention in the data fields? You will be provided with a \$50 gift card for your time.