

Appendix B. Parental leave questionnaire for female residents

1. How many children did you have during residency? (if more than one, refer to the first child you had during residency for the remainder of the survey)

- 1
- 2
- 3
- 4 or more
- Twins

2. What was the birth order of the child you had during residency?

- first-born
- second-born
- third-born
- fourth-born
- twins
- Other (please specify)

3. How old were you at the time of delivery?

4. Was the pregnancy planned?

- Yes
- No
- My child was adopted

5. If the pregnancy was planned, why did you want to have a child during residency? (leave blank if the pregnancy was not planned)

6. Where did you do your residency?

- University of British Columbia
- Queen's University
- University of Alberta
- University of Ottawa
- University of Calgary
- McGill University
- University of Saskatchewan
- Université de Montréal
- University of Manitoba
- Université Laval
- Northern Ontario School of Medicine
- Université de Sherbrooke
- Western University
- Dalhousie University
- McMaster University
- Memorial University of Newfoundland
- University of Toronto

7. What was/is your residency program (e.g., family medicine, surgery, pediatrics, etc.)?

8. In which year did you start your residency?

9. In which postgraduate year (PGY) did you start your maternity leave?

- 1
- 2
- 3
- 4
- 5
- 6
- Other (please specify)

10. Immediately following the birth, how many months did you take off for maternity leave?

11. If you took off less than 12 months for maternity leave, what was the reason? (Leave blank if you took 12 or more months off)

12. In retrospect, would you have liked to take more time off for maternity leave during residency?

- Yes
- No
- Unsure

13. Did you have to extend your residency due to taking maternity leave (e.g. you did not finish with your original cohort)?

- Yes
- No

14. Did you do any academic work during your maternity leave (e.g., teaching half-days, research, etc)?

- Yes
- No

15. What was your marital status at the time of delivery?

- Married
- Divorced or Separated
- Common-Law
- Widowed
- Single

16. If employed, what was your partner's occupation at the time of delivery? (leave blank if you didn't have a partner or they were unemployed)

17. If employed, how many weeks off did your partner take after the delivery? (leave blank if you didn't have a partner or they were unemployed)

18. When did you inform your program director that you were pregnant (in weeks of gestation)?

- <12
- 12-20
- >20
- Unsure

19. What was your program director's reaction when you informed them of your pregnancy?

- Very positive
- Positive
- Neutral
- Negative
- Very negative

20. If your child was breastfed, how long did you breastfeed (in months)? (leave blank if you did not breastfeed)

21. If you stopped breastfeeding earlier than you wished, what was the reason? (leave blank if you did not breastfeed, or breastfed for as long as you wished)

22. What were your childcare arrangements when you returned to residency?

- On-site daycare
- Nanny
- Community daycare
- Partner
- Home daycare
- Grandparent
- Other (please specify)

23. Did you do any out-of-town rotations or electives during your residency after you returned from maternity leave?

- Yes
- No

24. If you did out-of-town rotations or electives after you returned from maternity leave, did your child come with you?

- Yes
- No
- I did not do out-of-town rotations or electives

25. What was your first rotation after returning to residency following maternity leave?

26. If you wrote your MCCQE Part 2 Exam during or after maternity leave, did you pass on the first try? (leave blank if you have not yet written the MCCQE Part 2 Exam)

- Yes
- No
- I wrote my MCCQE Part 2 exam before maternity leave

27. If you wrote your licensing exam (e.g., CFPC or RCPSC) during or after maternity leave, did you pass on the first try? (leave blank if you have not yet written your licensing exam)

- Yes
- No
- I wrote my royal college or CFPC exam before maternity leave

28. How would you rate your experience of returning to residency duties following your maternity leave?

- Very positive
- Positive
- Neutral
- Negative
- Very negative

29. What challenges did you experience when returning to residency after maternity leave? (choose all that apply)

- Sleep deprivation
- Difficulty with on-call responsibilities
- Difficulty finding childcare and/or caring for sick children
- Having to do out-of-town rotations
- Long and unpredictable work hours
- Finding time to study for exams
- Lack of support or resentment from partner/spouse

- Lack of support from extended family
- Losing contact with your original cohort of residency colleagues or study partners
- Lack of support or hostility from a preceptor
- Feeling guilty for being away from your child and/or family
- Feeling inadequate as a resident
- Feeling inadequate as a parent
- Decline in skills after being on leave
- Feeling 'less sharp' mentally (e.g., memory or recall difficulties)
- Lack of role models (e.g., preceptors or colleagues with children or on maternity leave)
- Lack of program-specific maternity/parenting policies
- Feeling burnt-out or less motivated to practice medicine
- Difficulties with breastfeeding or pumping (e.g., not having time, no private area, no fridge for storage)
- Frequent changes in workplace
- Financial stress
- Other (please specify)

30. From all the challenges listed in the previous question, which ONE challenge do you feel was the greatest for you?

31. Did you speak to your program director about any challenges you experienced after returning from maternity leave?

- Yes
- No
- I did not have any challenges

32. Were you offered any of the following accommodations when returning to residency after maternity leave? (choose all that apply)

- The ability to leave early or take a day off when your child was sick, sent home from daycare, or for appointments
- Receiving a handbook with information and checklists for resident parents
- The ability to return to residency part-time or with modified work hours
- The option to do teaching/academic sessions or research while on maternity leave
- The ability to use vacation time immediately before or after your leave
- Dedicated time to study for exams
- Flexibility in your rotation schedule
- The option to avoid out-of-town rotations (or help finding accommodations and childcare)
- Breaks to breastfeed or pump
- A private area to breastfeed or pump
- Refrigerated storage for pumped breastmilk
- The option to extend your maternity leave if requested
- Receiving a 'top-up' to your parental leave benefits
- A mentor, role-model or peer for social support
- If you were offered other accommodations, please specify below...

33. What other accommodations (apart from those listed in the question above) would you have liked to have available after returning from maternity leave? (leave blank if you don't know any)

34. How satisfied were you with how well your program provided accommodations and/or support when you returned to residency after maternity leave?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied

- Very dissatisfied

35. How satisfied were you in your ability to achieve good work-life balance when returning to residency after maternity leave?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

36. After you had your baby and returned to residency, do you feel that your overall performance in residency...

- Improved
- Remained the same
- Declined
- Unsure

37. Would you recommend having a child during residency?

- Yes
- No
- Unsure

38. Did you have a family doctor for yourself when you returned to residency after maternity leave?

- Yes
- No

39. If you have any other comments about your experiences with returning to residency after maternity leave, or what would have helped this transition, please provide them below.

Appendix C. Program director questionnaire

1. At which University are you located?

- University of British Columbia
- University of Alberta
- University of Calgary
- University of Saskatchewan
- University of Manitoba
- Northern Ontario School of Medicine
- Western University
- McMaster University
- University of Toronto
- Queen's University
- University of Ottawa
- McGill University
- Université de Montréal
- Université Laval
- Université de Sherbrooke
- Dalhousie University
- Memorial University of Newfoundland

2. For which residency program are you the director?

3. How many residents are currently in your program?

4. How many current residents are female?

5. In the past 10 years, how many female residents haven taken at least one maternity leave during residency?

6. What is the approximate average length of maternity leave for female residents (in months) in your program?

7. Do most female residents taking maternity leave have to extend their residency (e.g, not finishing with their original cohort)?

- Yes
- No

8. In the past 10 years, how many male residents haven taken at least one paternity leave during residency?

9. What is the approximate average length of paternity leave for male residents (in weeks) in your program?

10. Do most male residents taking paternity leave have to extend their residency (e.g, not finishing with their original cohort)?

- Yes
- No

11. When do residents typically inform you that they plan to take parental leave (in weeks of gestation of the pregnancy)?

- <12
- 12-20
- >20
- Unsure

12. In the past 10 years, how many residents failed the MCCQE Part 2 Exam on their first try when taking it during or after a maternity or paternity leave?

13. In the past 10 years, how many residents failed their licensing exam (e.g., CFPC or RCPSC) on their first try when taking it during or after a maternity or paternity leave?

14. What challenges do you think most residents experience when returning to residency after a maternity or paternity leave? (choose all that apply)

- Sleep deprivation
- Difficulty with on-call responsibilities
- Difficulty finding childcare and/or caring for sick children
- Having to do out-of-town rotations
- Long and unpredictable work hours
- Finding time to study for exams
- Lack of support or resentment from their partner/spouse
- Lack of support from extended family
- Losing contact with their original cohort of residency colleagues or study partners
- Lack of support or hostility from a preceptor
- Feeling guilty for being away from their child and/or family
- Feeling inadequate as a resident
- Feeling inadequate as a parent
- Decline in skills after being on leave
- Feeling 'less sharp' mentally (e.g., memory or recall difficulties)
- Lack of role models (e.g., preceptors or colleagues with children or on parental leave)
- Lack of program-specific parental leave policies
- Feeling burnt-out or less motivated to practice medicine
- Difficulties with breastfeeding or pumping (e.g., not having time, no private area, no fridge for storage)
- Frequent changes in workplace
- Financial stress
- Other (please specify)

15. From all the challenges listed above in Question 14, which ONE challenge do you feel is the greatest for most FEMALE residents who take a maternity leave?

16. From all the challenges listed above in Question 14, which ONE challenge do you feel is the greatest for most MALE residents who take a paternity leave?

17. Have you had any residents speak to you directly about any challenges they are experiencing after returning from maternity or paternity leave?

- Yes
- No

18. Do you offer any of the following accommodations to residents returning from a maternity or paternity leave? (choose all that apply)

- The ability to leave early or take a day off when their child is sick, sent home from daycare, or for appointments
- The ability to return to residency part-time or with modified work hours
- The ability to use vacation time immediately before or after their leave
- Flexibility in their rotation schedule
- The option to avoid out-of-town rotations (or help finding accommodations and childcare)
- The option to extend their maternity or paternity leave if requested
- A mentor, role-model or peer for social support
- Receiving a handbook with information and checklists for resident parents

- The option to do teaching/academic sessions or research while on maternity or paternity leave
- Dedicated time to study for exams
- Breaks to breastfeed or pump
- A private area to breastfeed or pump
- Refrigerated storage for pumped breastmilk
- Receiving a 'top-up' to parental leave benefits
- If you offer any other accommodations, please specify them below...

19. How satisfied are you with how well your program provides accommodations to residents when returning to residency after a MATERNITY leave?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

20. How satisfied are you with how well your program provides accommodations to residents when returning to residency after a PATERNITY leave?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

21. On average, do you feel that after taking a maternity or paternity leave most residents' overall work performance in residency...

- Improves
- Remains the same
- Declines
- Unsure

22. On average, do you feel that after taking a maternity or paternity leave most residents' overall well-being in residency...

- Improves
- Remains the same
- Declines
- Unsure

23. Would you discourage residents from having a child during residency?

- Yes
- No
- Unsure

24. In which postgraduate (PGY) year do you think is the best time to have a child in residency?

- 1
- 2
- 3
- 4
- 5
- 6
- No particular year is best

- Unsure

25. If you have any other comments about your program's policies regarding parental leave, or experiences your residents face when returning to residency after maternity or paternity leave, please provide them below