

## Supplementary materials (Supplementary Table 1; Figures S1a,b,c)

**Supplementary Table 1:** Results for quantitative survey questions with three-point Likert Scale disaggregated by gender (presented as a percentage of the total of either women or men respondents).

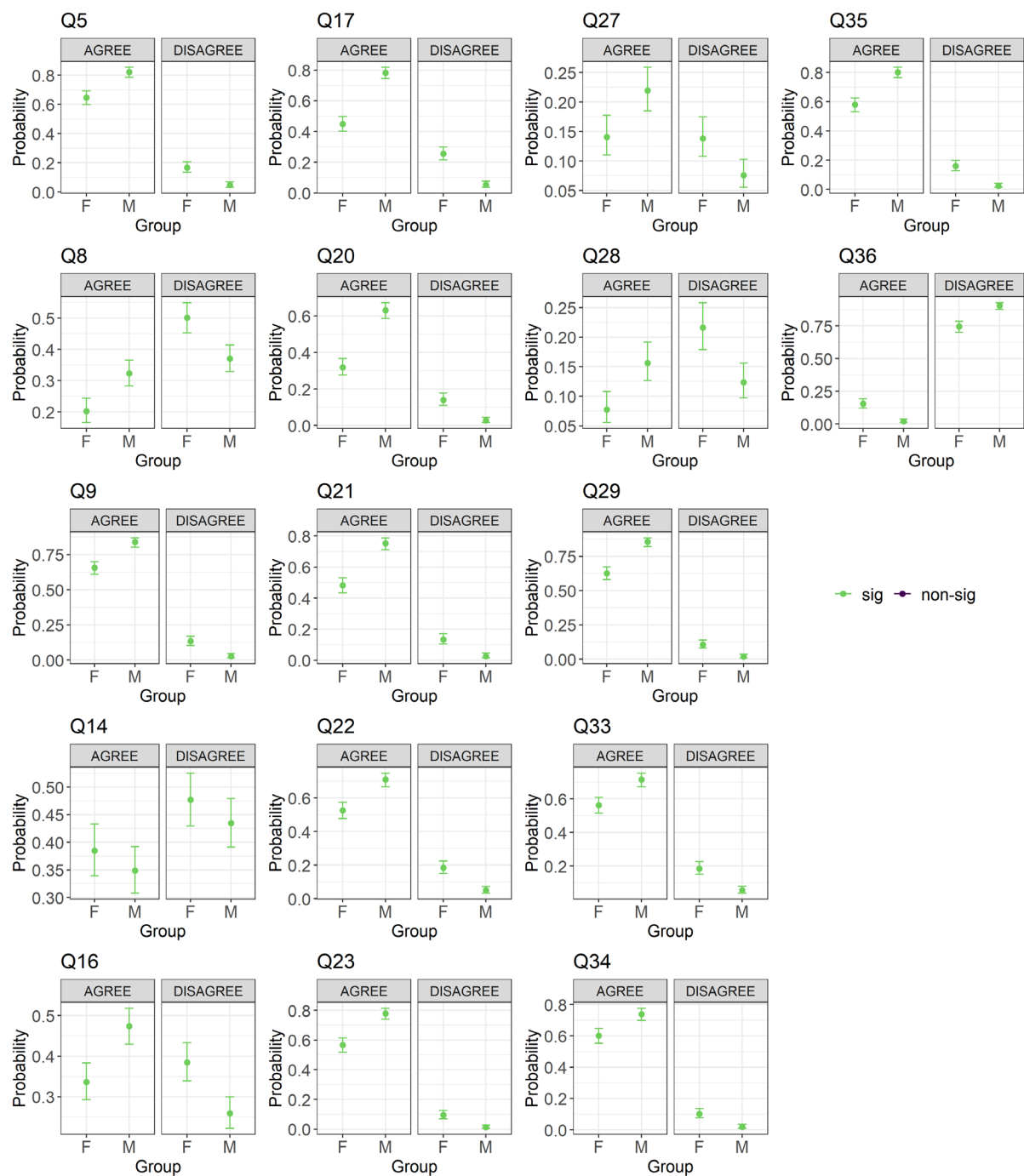
Gender	Likert Scale	At TNC, the conservation/science staff in my business unit/program are at least 50% women.	At TNC, I feel that I have an influential role in deciding the research/conservation priorities for my business unit/program.	At TNC, I feel that overall women have an influential role in deciding the research/conservation priorities for my immediate business unit/program.	At TNC, my supervisors regularly share ideas/seek my input when making strategic decisions for my business unit/program.	At TNC, I have enough opportunity to influence science research/conservation priorities for my program/business unit.	At TNC, I have made important contributions to shaping the Shared Conservation Agenda.	At TNC, career/professional development opportunities are equally available to women and men in my team.
		Q3	Q4	Q5	Q6	Q7	Q8	Q9
Woman	Agree	61%	50%	64%	59%	49%	20%	65%
Woman	Neither agree nor disagree	7%	22%	19%	17%	25%	29%	21%
Woman	Disagree	32%	28%	17%	24%	25%	50%	13%
Woman	Don't Know	0%	0%	0%	0%	0%	0%	0%
Man	Agree	63%	67%	82%	72%	65%	32%	83%
Man	Neither agree nor disagree	8%	17%	13%	16%	20%	30%	13%
Man	Disagree	29%	16%	5%	12%	15%	37%	3%
Man	Don't Know	0%	0%	0%	0%	0%	0%	0%

Gender	Likert Scale	At TNC, I am generally aware of opportunities for career enhancement and advancement.	At TNC, I actively pursue opportunities for career enhancement and advancement.	I believe my prospects for career enhancement/ advancement at TNC are good.	At TNC, my supervisor encourages me to apply for more senior roles/ stretch projects.	At TNC, I have a mentor (formal or informal) who helps me develop in my role.	I am satisfied overall with my current role at TNC.	I feel like I am realising my full potential at TNC.
		Q10	Q11	Q12	Q13	Q14	Q15	Q16
Woman	Agree	52%	64%	43%	38%	38%	60%	34%
Woman	Neither agree nor disagree	21%	23%	29%	33%	14%	21%	28%
Woman	Disagree	27%	13%	28%	29%	48%	18%	38%
Woman	Don't Know	0%	0%	0%	0%	0%	0%	0%
Man	Agree	63%	52%	47%	37%	35%	70%	47%
Man	Neither agree nor disagree	22%	33%	31%	36%	22%	18%	27%
Man	Disagree	15%	15%	22%	26%	43%	12%	26%
Man	Don't Know	0%	0%	0%	0%	0%	0%	0%

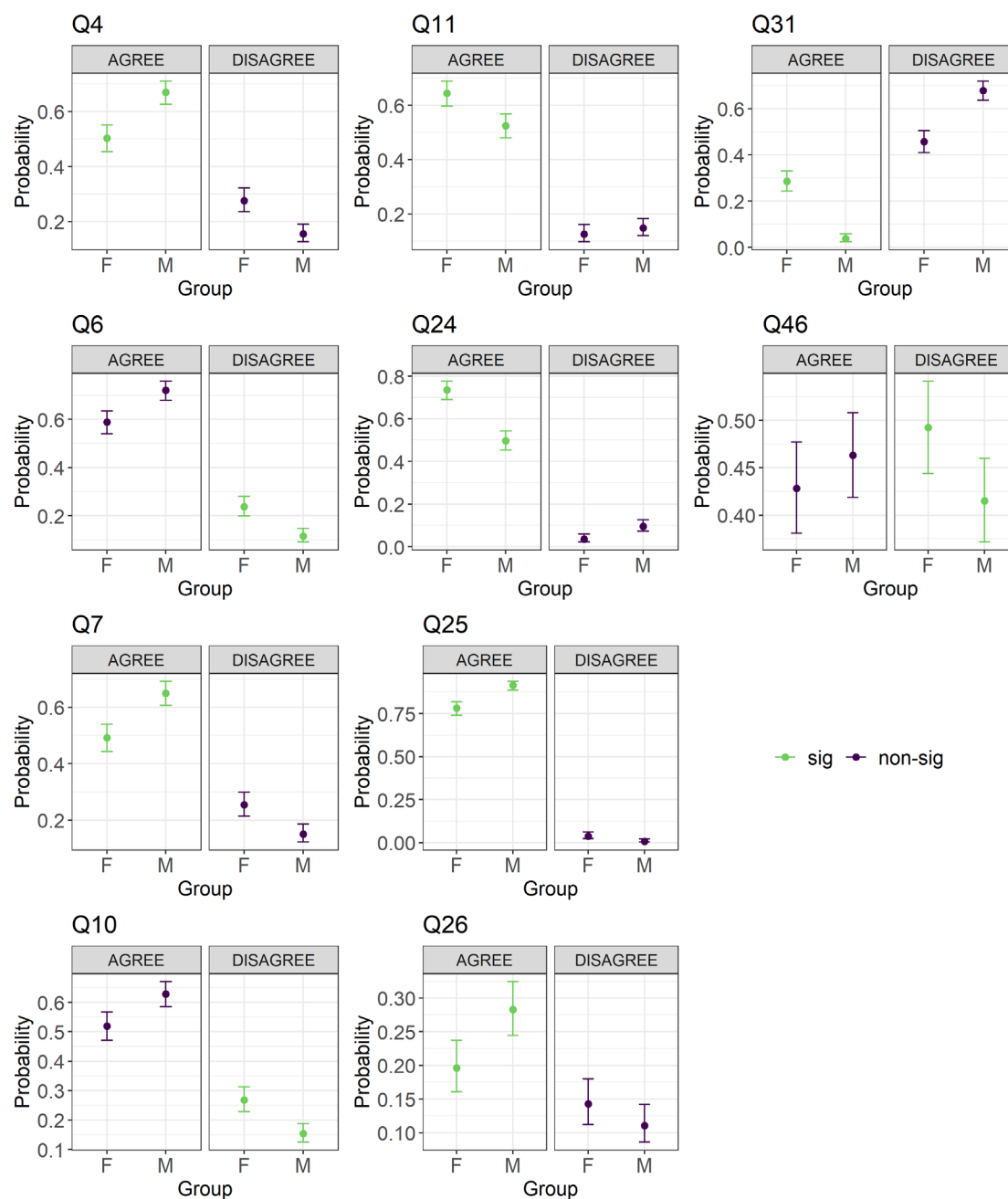
Gender	Likert Scale	At TNC, women have the same opportunities to advance as men.	At TNC, If I took leave of absence for six months or more to handle a family matter, it would negatively impact my position at work.	I am not achieving everything in my career because of balancing family commitments.	TNC pay policies mean that women have the same opportunities to advance as men.	TNC human resources policies and procedures mean that women have the same opportunities to advance as men.	At TNC, my gender has not influenced me getting a raise, promotion, key assignment, or chance to get ahead.	TNC is doing a good job to improve the role of women in conservation and science.
		Q17	Q18	Q19	Q20	Q21	Q22	Q23
Woman	Agree	45%	48%	31%	32%	48%	52%	56%
Woman	Neither agree nor disagree	29%	32%	20%	54%	38%	29%	34%
Woman	Disagree	25%	20%	49%	14%	13%	18%	9%
Woman	Don't Know	0%	0%	0%	0%	0%	0%	0%
Man	Agree	78%	42%	28%	63%	74%	71%	78%
Man	Neither agree nor disagree	16%	32%	23%	34%	22%	24%	21%
Man	Disagree	5%	26%	49%	3%	3%	5%	1%
Man	Don't Know	0%	0%	0%	0%	0%	0%	0%

Gender	Likert Scale	TNC should be doing more to increase gender equity at all levels at TNC.	I would recommend TNC as a great place to work for women pursuing a career in science and/or conservation.	I think staff in science/ conservation roles at TNC outside the US have significant influence on setting our global conservation/ science priorities for the organisation.	I think women in science/ conservation roles at TNC outside the US have significant influence on setting our global conservation/ science priorities.	I think women from outside the US are well represented in science/ conservation leadership roles in TNC.	I would recommend TNC as a great place to work for women pursuing a leadership position in science and conservation.	BEFORE I came to TNC, my gender played a role in me missing out on a raise, promotion, key assignment, or chance to get ahead.
		Q24	Q25	Q26	Q27	Q28	Q29	Q31
Woman	Agree	73%	78%	20%	14%	8%	63%	29%
Woman	Neither agree nor disagree	23%	18%	27%	0%	0%	27%	26%
Woman	Disagree	4%	4%	14%	14%	21%	11%	46%
Woman	Don't Know	0%	0%	39%	72%	70%	0%	0%
Man	Agree	50%	91%	28%	22%	16%	85%	4%
Man	Neither agree nor disagree	40%	8%	29%	0%	0%	12%	28%
Man	Disagree	10%	1%	11%	8%	12%	2%	67%
Man	Don't Know	0%	0%	32%	70%	71%	0%	0%

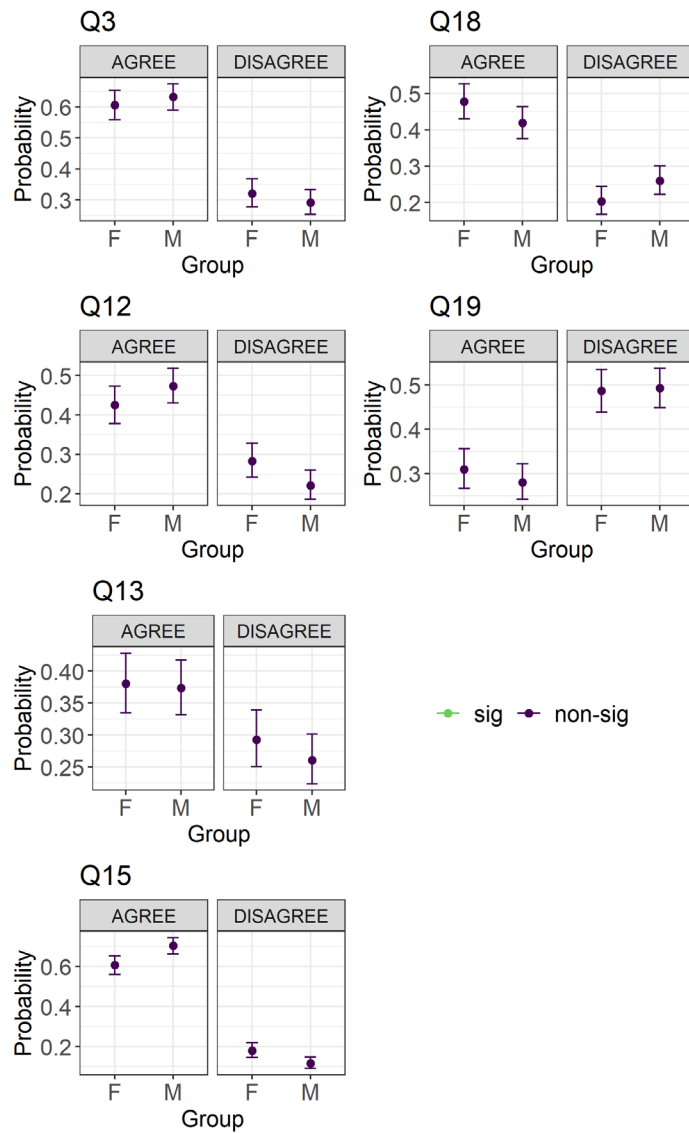
Gender	Likert Scale	At TNC, I feel supported to raise issues of gender bias (intentional or unintentional) without fear of reprisal.	At TNC, women are just as likely as men to be offered opportunities such as co-authoring a paper or speaking at a conference.	At TNC, the overall culture supports women as much as men to advance their career in conservation/science.	I have experienced sexual harassment at past conferences or important meetings I have attended.	I care for a child/ children/ other family members which can impact on my ability to work fulltime, travel or work outside of hours at short notice.
		Q33	Q34	Q35	Q36	Q46
Woman	Agree	56%	60%	58%	15%	42%
Woman	Neither agree nor disagree	25%	29%	26%	10%	8%
Woman	Disagree	18%	10%	16%	74%	48%
Woman	Don't Know	0%	0%	0%	0%	0%
Man	Agree	71%	73%	80%	2%	45%
Man	Neither agree nor disagree	23%	24%	17%	7%	12%
Man	Disagree	6%	2%	2%	90%	40%
Man	Don't Know	0%	0%	0%	0%	0%



**Figure S1a:** Survey questions where both aggregated 'agree' and 'disagree' response differed significantly between women (F) and men (M).



**Figure S1b:** Survey questions where either aggregated 'agree' or 'disagree' response differed significantly between women (F) and men (M).



**Figure S1c:** Survey questions where neither aggregated 'agree' nor 'disagree' response differed significantly between women (F) and men (M).