

## Supplemental Digital Appendix 1

### Significant ( $P < .05$ ) Interactions Between Independent Variables in Three Racism Domains and Medical Students' Race/Ethnicity, in a Study of Medical Students' Intentions to Practice in Underserved or Minority Communities, From the Medical Student Cognitive Habits and Growth Evaluation Study (CHANGE Study), 2010-2014

Dependent variable	Strata	Significant interaction <sup>a</sup>	Beta coefficient	P value	Mean (SD) for each pair of interacting variables
Intention to work in an underserved community	Yes at baseline	Hispanic/Latino ethnicity x favorability of interactions with black students, faculty, allied health staff, etc.	-1.19	.043	Hispanic/Latino and high favorable (> 3): 2.51 (.62) Hispanic/Latino and low favorable (< 3): 2.64 (.58) White and high favorable (> 3): 2.58 (.60) White and low favorable (< 3): 2.45 (.63)
Intention to work with minority populations	Undecided at baseline	Black race x completed an Implicit Association Test (IAT) of unconscious racial bias	1.51	.001	Black and completed IAT: 2.42 (.61) Black and did not complete IAT: 1.98 (.65) White and completed IAT: 1.99 (.61) White and did not complete IAT: 1.91 (.62)
Intention to work with minority populations	Undecided at baseline	Hispanic/Latino ethnicity x completed an Implicit Association Test of unconscious racial bias	.76	.004	Hispanic/Latino and completed IAT: 2.20 (.62) Hispanic/Latino and did not complete IAT: 2.15 (.64) White and completed IAT: 1.99 (.61) White and did not complete IAT: 1.91 (.62)

<sup>a</sup>White race is the reference group.