

Supplemental Digital Appendix 1

Four captured moments of various scenes from *1000 Cut Journey*, depicting both what the user is doing in the real world and what the user sees in virtual reality. The scenes depict Michael Sterling, a Black male, at three different time points in his life: (A) at age 7, sitting on the floor playing with blocks and being unfairly disciplined by a teacher and taunted by children; (B) at age 15, kneeling on the ground while experiencing an intense interaction with aggressive police; (C) at age 30, being ignored and dismissed during a professional interaction surrounding a job interview; and (D) again at age 30 sharing a big moment with a romantic partner while listening to a voicemail from the interviewer explaining, “You aren't a good cultural fit for the organization.” One of the users depicted is a creator of the virtual reality experience; the other is an author of the Innovation Report.



Supplemental digital content for Roswell RO, Cogburn CD, Tocco J, Martinez J, Bangeranye C, Bailenson JN, Wright M, Mieres JH, Smith L. Cultivating empathy through virtual reality: Advancing conversations about racism, inequity, and climate in medicine. *Acad Med.* 2020;95.

Supplemental Digital Appendix 2

A virtual reality participant's hands as the avatar of Michael Sterling, a Black male, at age 7, looking in the mirror. The scene is part of the virtual reality experience *1000 Cut Journey*, which leaders, faculty, and staff experienced as part of a virtual reality racism workshop at Zucker School of Medicine at Hofstra/Northwell, Hempstead, New York, October 2019.

