

Supplemental Digital Appendix 3

Survey tool administered electronically (Qualtrics, Provo, Utah) to leaders, faculty, and staff who participated a virtual reality racism workshop at Zucker School of Medicine at Hofstra/Northwell, Hempstead, New York, October 2019

Virtual Reality

Was this your first time participating in a diversity workshop (e.g. implicit bias, microaggressions, cultural humility, etc.)?

- Yes
- No
- Not Sure

Was this your first experience with Virtual Reality (VR) ?

- Yes
- No
- Not Sure

How completely were **all** of your senses engaged in the VR session?

- Not at all
- A little
- A moderate amount
- A lot
- Almost completely

During the VR session, how aware were you of events occurring outside in the real world?

- Very aware
- Somewhat aware
- Neutral
- Somewhat unaware
- Very unaware

This VR session is an effective tool for understanding the experiences of other people.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

After participating in this VR session, I feel that I can better empathize with some of the experiences of minorities in the U.S.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Overall, how much impact did the VR session today have on you? (1, No impact - 10, High impact)

	0	1	2	3	4	5	6	7	8	9	10
Click to write Choice 1											

What is the likelihood that the VR session and the debrief has changed your approach to communication within Northwell/ZSOM and in your life outside of the medical school/Northwell?

- Extremely unlikely
- Somewhat unlikely
- Neither likely nor unlikely
- Somewhat likely
- Extremely likely

Did you experience any physical discomfort during the VR session (e.g. dizziness, vertigo, etc.)?

- Yes
- No
- Not Sure

Please feel free to add **any** additional comments. For ex: Which aspect(s) of today's session were most memorable or moving? And why? Was there anything missing that would improve the experience?