

## Supplemental Digital Appendix 1

### **Standardized Tool Used in a Critical Discourse Analysis of Statements Issued by Academic Medical Organizations After the Killing of George Floyd**

Q1 Rater: \_\_\_\_\_

Q2 Medical School/Organization: \_\_\_\_\_

Q3 Is there any criticism of how the statements look visually? (ex: bolded words/phrases, titles, photographs, etc.)

Q4 What is the primary message of the statement? What is "explicitly" said?

Q5 Are there any words or phrases that stand out to you that reinforce power?

Q6 Are there any conflicting messages between what is explicitly or implicitly said?

Q7 Who is the recipient of the statement? Who is the writer speaking to?

Q8 Does the statement name victims of police brutality and racial violence? Who is being named, and who might be excluded? How are they discussed and referred to?

Q9 Did the statement explicitly acknowledge racism as a problem in their own country?

Unsure

No

Yes

Q10 Did the statement explicitly acknowledge racism as a problem in healthcare?

Unsure

No

Yes

Q11 Did the statement acknowledge the school or organization's current and/or historical failure in being anti-racist? (e.g., excluding BIPOC learners in medicine, failing to promote inclusive environments for BIPOC students in medicine and faculty in academic medicine, etc.)

Unsure

No

Yes

Q12 How is the statement acknowledging current and/or historical violence in their country? In healthcare? In academic medicine? In their institution? How does it acknowledge racism, racial violence, police brutality or other injustices in the statement?

Q3 Does the statement explicitly state their support for Black Lives Matter? The protests?

Unsure

No

Yes

Comments and Criticisms \_\_\_\_\_

Supplemental digital content for Brown A, Auguste E, Omobhude F, Bakana N, Sukhera J. Symbolic solidarity or virtue signaling? A critical discourse analysis of the public statements released by academic medical organizations in the wake of the killing of George Floyd. Acad Med.

Q14 Does the statement explicitly outline the next steps they would pursue to take action for racial justice and anti-racist work in their own medical school at an *individual* level? (i.e., solutions focusing on people) (select ALL that apply)

Unsure

No

Yes - Hiring more BIPOC Staff and Faculty

Yes - Admitting more BIPOC Students

Yes - Training/education of others (e.g., implicit bias training, anti racism training)

Yes - Other (specify) \_\_\_\_\_

Q15 How does the statement explicitly outline the next steps they would pursue to take action for racial justice and anti-racist work in their own medical school at a *systems* level? (i.e., changing policies, practices, culture)

Unsure

No

Yes - Examining and dismantling policies and practices

Yes - Increasing admissions

Yes - Changing the core curriculum

Yes - Other \_\_\_\_\_

Q65 What is your general impression of their action plan and the focus of their efforts on individuals, systems, or both?

Q17 Are educational resources provided in the statement or links at all? (including embedded links to resources in the main statement and lists of resources at the end of the statement)

Unsure

No

Yes (specify) \_\_\_\_\_

Comments and criticisms \_\_\_\_\_

Q18 Are mental health or wellness resources provided in the statement or links at all?

Unsure

No

Yes (specify) \_\_\_\_\_

Comments and criticisms \_\_\_\_\_

Q19 Is there a feedback mechanism listed for people to provide any feedback or ideas to the school or person signing off on the statement? (e.g., an email, person to contact)

Unsure

No

Yes - Personal Email

Yes - Generic Email (e.g., dean@medschool.ca)

Comments and Criticisms \_\_\_\_\_

Q20 What do you think are the underlying messages of the statement?

Q21 What was not said in the statement that maybe should have been said? What is missing?

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Q22 What else would you criticize about this statement that hasn't been addressed yet or that you wish to address/criticize in more detail?

Q23 What would you say was good about this statement?

Q24 Final Comments/Thoughts/Reflections: