Supplemental Digital Appendix 1

Algorithm for Guiding Upstanders (i.e., Health Care Team Members) Through How to Respond to a Case of Mistaken Identity or a Situation Where a Colleague Is Incorrectly Assumed to Hold a Different Role due to Conscious or Unconscious Biases (Algorithm 3 of Discrimination 911), Texas Children’s Hospital, August 2020 to December 2021

Algorithm 3: Mistaken Identity

1. Medically stable patient?
   - Unstable: Proceed with urgent medical treatment
   - Stable: Easily identifiable mistake?
     - Yes: Respond with an objective statement to clarify the mistaken role
       - “Let me clarify something: This member of your care team is...”
     - No: Discuss with care team after the encounter
       - “Did anyone else notice...? That made me feel uncomfortable.”

2. If the patient is medically stable, further steps can be taken:
   - Inform colleagues of the situation
   - Acknowledge and support (see Algorithm 4)