

**Table 2: Responses to needs assessment survey from Pulmonary and Critical Care Medicine fellows (n=18) and faculty (n=32)**

Question		1	2	3	4	5
Race is genetic.	Fellows	6%	33%	39%	11%	11%
	Faculty	6%	10%	34%	50%	0%
Race is a significant contributor to disparities in healthcare access and equity.	Fellows	6%	0%	0%	22%	72%
	Faculty	0%	0%	12.5%	25%	62.5%
I have encountered racism in the professional setting.	Fellows	6%	22%	11%	28%	33%
	Faculty	3%	25%	22%	31%	19%
Racial bias contributes to healthcare inequities specific to Pulmonary and Critical Care Medicine.	Fellows	6%	0%	6%	50%	38%
	Faculty	0%	9%	25%	38%	28%
I feel comfortable addressing racism in the workplace in the following situations: overt racism from patients and families	Fellows	0%	17%	5%	50%	28%
	Faculty	6%	13%	19%	53%	9%
I feel comfortable addressing racism in the workplace in the following situations: overt racism from colleagues.	Fellows	17%	11%	0%	50%	22%
	Faculty	9.5%	9.5%	28%	50%	3%
I feel comfortable addressing racism in the workplace in the following situations: subtle racism from patients and families.	Fellows	0%	44%	22%	28%	6%
	Faculty	9%	16%	44%	28%	3%
I feel comfortable addressing racism in the workplace in the following situations: subtle racism from colleagues.	Fellows	11%	22%	28%	33%	6%
	Faculty	9%	16%	41%	31%	3%

1 = strongly disagree, 5 = strongly agree.