

**Supplementary Data**

**TABLE 1**

Residency Orientation (Vanderbilt University Medical Center) Session Titles and Roles of Presenters

<b>Session Title</b>	<b>Role(s) of Presenter(s)</b>
VUMC and Nashville History of Race and Racism ( <i>45 minutes, large group setting</i> )	Vice Chancellor for Equity, Diversity, and Inclusion Chief Diversity Officer, Professor of Medicine, Professor of Biomedical Engineering and Radiology and Radiologic Sciences
Prioritizing Racial Equity and Anti-Racism in Health Care ( <i>45 minutes, large group</i> )	Senior Vice President for Health Equity and Inclusive Excellence Senior Associate Dean for Health Equity and Inclusive
Diverse Nashville: More than Black and White ( <i>45 minutes, large group setting</i> )	Vice Chair for Diversity and Inclusion, Professor of Medicine
Introduction to GOL2D and Systems Thinking ( <i>30 minutes, large group setting</i> )	Associate Professor of Clinical Medicine
Introduction to Leadership ( <i>45 minutes, large group setting</i> )	Assistant Professor of Otolaryngology, Head and Neck Surgery Residency Program Director
Seeds of Equity ( <i>30 minutes, large group setting</i> )	Office of Health Equity
Neighborhoods of Nashville ( <i>1 hour, large group setting</i> )	Senior Project Manager
Addressing Patient’s Social Determinants of Health: Virtual Visits at VUMC and in the Community ( <i>1.5 hours, large group setting</i> )	Shade Tree Clinic; VIVID Health; Open Table Nashville; Second Harvest Foodbank of Nashville, Tennessee Department of Health, Tennessee Justice Center; Room In The Inn - Nashville; VUMC Bridge Clinic; and Siloam Health
Words Matter: Developing a Shared Language/Definitions (Video) ( <i>10 minutes, large group setting</i> )	Assistant Professor of Emergency Medicine

**TABLE 2**

Residency Orientation (University of Mississippi Medical Center) Session Titles and Roles of Presenters

Session Title	Role(s) of Presenter(s)
<p>Structural Competency in Orientation and Residency Experiences (S.C.O.R.E. ) Overview (15 minutes, large group setting)</p> <p>-Diverse Patient Populations (Dimensions of Diversity, Intersectionality &amp; Provider Connection, Diversifying Health Professions &amp; Patient Outcomes)</p> <p>Common Terminology (Terms in Academic Medicine, Racism-Impact on Society &amp; Patient Care, Respect)</p> <p>Structural Competence, Part 1 (Civil Rights &amp; Healthcare, Social Determinants of Health, Cultural Competency/Cultural Humility)</p> <p>Structural Competence, Part 2 (Goals of Structural Competency Framework, Health Equity)</p> <p>Structural Competence, Part 3 (Community building, Structural Interventions, Social Needs Resources)</p>	<p>Chief Diversity and Inclusion Officer, Professor of Health Administration, School of Health-Related Professions</p> <p>Assistant Professor of Medicine</p> <p>Assistant Professor, Child Development Clinic</p>
<p>Health Equity &amp; EversCare Clinic Overview (15 minutes, large group setting)</p> <p>-EversCare structure and mission</p> <p>-Patient Care Populations</p> <p>-Health Disparities</p> <p>-Social Determinants of Health</p>	<p>Assistant Dean for Student Affairs Executive Director, Myrlie Evers-Williams Institute for the Elimination of Health Disparities</p>
<p>Health System Science Overview (15 minutes, large group setting)</p> <p>-Structure and Process</p> <p>-Health System Improvement</p>	<p>Associate Professor of Medicine, Associate Program Director</p>

<p>-Population, Public, and Social Determinants of Health</p>	
<p>S.C.O.R.E. Case Studies and Discussion (<i>45 minutes, large group setting</i>)                  -Residents are grouped in differing specialties and given case scenarios in which they must together formulate a patient care plan for each scenario.                  -Group Discussion</p>	<p>Chief Diversity and Inclusion Officer, Professor of Health Administration, School of Health-Related Professions                   Assistant Dean for Student Affairs                  Executive Director, Myrlie Evers-Williams Institute for the Elimination of Health Disparities</p>