

## Supplemental Materials

### Appendix 1: Survey Items

#### *Demographic Questions*

1. What is your gender identity?

- Male
- Female
- Another gender identity, please specify: \_\_\_\_\_
- I prefer not to respond.

2. What is your age? (Leave blank, if prefer not to answer).

\_\_\_\_\_

3. What is your racial or ethnic identification? (Select all that apply.)

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- White
- Other, please specify: \_\_\_\_\_
- I prefer not to respond.

4. What is the highest level of education completed by either of your parents (or those who raised you)?

- Did not finish high school
- High school diploma or G.E.D.
- Attended college but did not complete degree
- Associate degree (A.A., A.S., etc.)
- Bachelor's degree (B.A., B.S., etc.)
- Master's degree (M.A., M.S., etc.)
- Doctoral or professional degree (Ph.D., J.D., M.D., etc.)

- I prefer not to answer.

5. Which of these describes your personal income last year?

- \$0
- \$1 to \$9 999
- \$10 000 to \$24 999
- \$25 000 to 49 999
- \$50 000 to 74 999
- \$75 000 to 99 999
- \$100 000 to 149 999
- \$150 000 and greater
- I prefer not to answer.

6. Including yourself, how many people live in your household? (Leave blank, if prefer not to answer).

- 1
- 2
- 3
- 4
- 5
- More than 5 people

7. What is your total household income?

- Less than \$25,000
- \$25,001 to \$50,000
- \$50,001 to \$75,000
- \$75,001 to \$100,000
- \$100,001 to \$125,000
- \$125,001 to \$150,000
- \$150,001 to \$175,000

- \$175,001 to \$200,000
- \$200,000 or more
- I prefer not to answer.

*Questions about prior mentoring exposure*

Please answer the following questions about your prior mentoring relationships (collaborative process in which you and your mentor(s) took part in reciprocal and dynamic activities such as planning, acting, reflecting, questioning, and problem solving). These relationships may have been formal or informal. Unless otherwise specified, “mentor” refers to both a formal and informal mentor.

*Formal mentoring:* a mentoring relationship in which a designated mentor(s) and mentee(s) are assigned as part of an organizationally supported program. *Example:* A person who is assigned to help you succeed such as a research mentor or an advisor.

*Informal mentoring:* mentoring relationship (s) that developed spontaneously based on mutual interest and interpersonal comfort. *Example:* A person who is not assigned to you, but you sought guidance from for professional development such as a professor or doctor.

8. In the last five years, how many people can you identify as mentor(s)?

- Formal mentor (s) \_\_\_\_\_
- Informal mentor (s) \_\_\_\_\_

Please answer the following questions about your **formal** mentoring experiences.

9. What was the gender identity of your mentor? (Respondents could respond separately about their first, second, and third formal mentor.)

- Male
- Female
- Other
- Prefer not to answer

10. What was the profession of your mentor? (Respondents could respond separately about their first, second, and third formal mentor.)

- Medical professional \_\_\_\_\_

- University faculty \_\_\_\_\_
- Other \_\_\_\_\_

11. Was your **formal** mentoring experience voluntary or required? (Respondents could respond separately about their first, second, and third formal mentoring experience.)

- Voluntary
- Required

Please answer the following questions about your **informal** mentoring experiences

12. What was the gender identity of your **informal** mentor? (Respondents could respond separately about their first, second, and third informal mentor.)

- Male
- Female
- Other
- Prefer not to answer

13. What was the profession of your **informal** mentor? (Respondents could respond separately about their first, second, and third informal mentor.)

- Medical professional \_\_\_\_\_
- University faculty \_\_\_\_\_
- Other \_\_\_\_\_

14. Was your **informal** mentoring experience voluntary or required? (Respondents could respond separately about their first, second, and third informal mentoring experience.)

- Voluntary
- Required

11. In the last five years, have you been mentored in a group setting? If yes, including yourself, how many mentors and mentees were a part of the group (e.g., one mentor with two mentees, two mentors with one mentee, one mentor with three mentees, etc.)

- Yes (\_\_\_\_\_)
- No

12. In the last five years, which mentoring configurations have you experienced? (Select all that apply)

- Pairing of one mentor and one mentee
- Two or more mentees with a mentor
- Two or more mentors with one mentee
- Two mentors and three mentees
- Mentorship network for one mentee with formal mentor(s) and informal mentor (s)
- Another mentoring configuration \_\_\_\_\_

*Questions about mentoring goals and perceived benefits*

These items are not listed here but are available in Tepper et al. 1996. The goal and benefit items are identical, except the goal items used the word “should” to replace the existing verb in the Tepper et al. 1996 paper.

Tepper, K., Shaffer, B. C., and Tepper, B.J. (1996). Latent structure of mentoring functions and scales. *Educational and Psychological Measurement* 56(5):848-857.

*Optional Contact Information*

Please enter your e-mail address if you would like to be entered into a drawing for one of the \$20 gift cards. Approximately 10% of individuals including contact information will receive a gift card.

## Appendix 2: Interview Questions

1. Have you had people you identified as mentors?
2. Have you ever heard of “facilitated peer mentoring?” Please choose of the following responses:
  - 1 = No, not at all.
  - 2 = Not really, although I had heard the term.
  - 3 = Yes, but only a little.
  - 4 = Yes, I have been mentored in a facilitated peer mentoring setting.
  - 5 = Yes, and I am participating in a facilitated peer mentoring setting.
3. How hard was it for you to find a mentor (s) (if applicable)?
4. What qualities were you looking for in a mentor?
5. What do you remember about your prior mentoring experiences? How have your prior mentor (s) affected your career choices?
6. What did you like about your mentoring experiences?
7. What did you dislike about your mentoring experiences?
8. What did you want to get out of mentoring at the time of mentoring? Did you mainly seek out career guidance or psychosocial guidance (role modeling) from your mentor (s)?
9. How did your mentoring experiences affect your decision to attend medical school?
10. How would you describe the emotional support that you received from your mentor (s)?
11. Was/were your mentor (s) a role model (s) to you? Please expand.
12. How do you think your gender identity and/or race and/or ethnicity and/or socioeconomic class may have impacted your ability to find a mentor?
13. How do you think your gender identity and/or race and/or ethnicity and/or socioeconomic class may have impacted your choice of mentor?
14. How do you think your gender identity and/or race and/or ethnicity and/or socioeconomic class may have impacted your goals for mentoring (whether you were seeking career guidance or emotional support/role modeling)?
15. How have your mentoring goals impacted your mentoring experiences?

16. Is there anything else you would like to add?

## Appendix 3: Codebook

| Code                | Description  | Example  |
|---------------------|--|--|
| Choice of Mentor    | This code describes how demographic characteristics (including but not limited to race, gender, and household income) impact explicit choice of mentor | “A lot of those people were women in leadership. And so, I definitely identified them as mentors over other people, because um, and I think they were also more likely to want to mentor me, because they were like "Oh, another woman who is interested in following like similar footsteps that I have done.”  |
| Emotional Support   | This code describes the emotional support mentees received from their mentors or mentions of psychological guidance                                    | “I think it was just I'd always sort of had it in the back of my mind that I would try it, but just sorta giving me the confidence to be, like, well, it may not work out, but also it might, and then you would get what you wanted. So, you (laughing) should at least try and see if it does.”  |
| Mentor Availability | This code explains how hard it was for mentees to find a mentor prior to entering medical school   | “I would say for the formal experience, it wasn't that hard. Um, I think it helped living in Raleigh and having like the university nearby and being a student and everything. It was pretty easy to, to find an opportunity where they were looking for students to do lab work and stuff like that, so, that was pretty easy. Finding the mentors to do like shadowing with was a lot harder.” |
| Mentoring Dislikes  | This code describes what mentees disliked about their mentoring experiences  | “When mentorships have not worked out, communication has usually then the biggest um, issue. Uh, whether it's my not communicating with them or them not communicating with me or um, or differing expectations.”  |
| Career Guidance     | This code corresponds to ideas of mentors helping in various ways with advancement in career (example: reading applications)                           | “They really were honest with me of what they knew about medicine, um, they work with a lot of medical professionals so they have an idea of what that   |



|                 |  |   |
|-----------------|--|---|
|                 |  | looks like, and I think they were very clear to me of what my expectations should be out of my own career.”   |
| Mentoring Likes | This code describes what mentees liked about their mentoring experiences | “She was very like compassionate but also like willing to um, to talk at any point. She had to make difficult decisions and also like priority-prioritized everyone at the clinic while also like prioritizing herself. Like doing both.” |

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