



## **Pre-Simulation Training Learner Survey**

1- Please select your professional role:

- Physician
- Nurse
- Social Worker
- Psychologist
- Other (please specify)

2- How many years of experience do you have in your current profession?

3- How would you rate your current knowledge of implicit bias and stigma towards vulnerable groups on a scale of 1 to 10, with 1 being very low and 10 being very high?

4- Please list any specific vulnerable or marginalized groups (e.g., racial/ethnic minorities, LGBTQ+ individuals, individuals with disabilities) you feel less confident or knowledgeable about.

5- Have you personally experienced or witnessed any instances of bias or stigma towards vulnerable groups in your workplace? If yes, please briefly describe one such instance.

6- What do you think are some common stereotypes or misconceptions about vulnerable groups that exist in the healthcare field?

7- How comfortable do you feel discussing issues related to implicit bias and stigma with your colleagues?

- Very comfortable
- Somewhat comfortable
- Neutral
- Somewhat uncomfortable
- Very uncomfortable

8- Do you think you have any implicit biases or prejudices that might affect your interactions with vulnerable groups?

- Yes
- No
- Not sure



## **Post Simulation Learner Survey**

1- How would you rate the quality and effectiveness of the simulation training on a scale of 1 to 10, with 1 being very low and 10 being very high?

2- Have you gained a better understanding of the impact of implicit bias and stigma on patient care and outcomes as a result of this training?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

3- Were there any specific scenarios or activities during the simulation training that you found particularly valuable or impactful? Please describe.

4- How confident do you feel now in recognizing and addressing instances of implicit bias and stigma in your clinical practice?

- Much more confident
- Somewhat more confident
- About the same
- Less confident
- Much less confident

5- Have you personally experienced a shift in your attitudes or behaviors related to vulnerable groups as a result of the training?

- Yes
- No
- Not sure

6- Are you more aware of your own implicit biases and prejudices now than you were before the training?

- Yes
- No
- Not sure



7- What changes will you make in your clinical practice or approach as a result of the simulation training?

8- In your opinion, what aspects of the training were most effective in helping clinicians recognize and combat implicit bias and stigma?

9- Please share any other feedback or comments about the simulation training or its impact on your clinical practice.



### **3rd Month Progress Survey for Learners**

1. On a scale of 1 to 10, how would you rate your awareness of implicit biases related to vulnerable populations before starting the simulation program?
2. Have you noticed any changes in your awareness of implicit biases since the beginning of the program? If yes, please provide specific examples.
3. In what ways has the program enhanced your communication skills when interacting with patients from diverse backgrounds?



## **6th Month Progress Survey for Learners**

1. How has the program influenced your approach to providing patient-centered care for individuals from different cultural backgrounds or marginalized communities?
2. Can you share an experience where you felt your patient-centered care was positively impacted by the program?
3. How have you integrated feedback from the program into your daily practice? Provide specific examples of changes you've made.
4. Reflecting on the last six months, what do you think will be the long-term impact of this program on your medical practice, particularly in reducing implicit bias and stigma?
5. Are there specific aspects of the simulation program that you believe could be enhanced or modified for better effectiveness in reducing implicit bias and stigma?



## **Patient Experience Survey**

### **Important Definitions**

**Implicit Bias:** the unconscious attitudes and beliefs people have about others based on factors like race, gender, or age, which can affect their judgments and actions.

**Stigma:** Stigma is a negative and often unfair belief or label that society attaches to individuals or groups, leading to discrimination or social exclusion based on certain characteristics or conditions

### **Questions**

1. 1- Have you ever felt uncomfortable or discriminated against by a healthcare provider during a medical appointment or treatment?
2. 2- During your care did you feel that the provider did not listen to your concerns or took your symptoms seriously because of your race, ethnicity, gender, sexual orientation, religion, disability, or any other characteristic?
3. 3- Did you feel that the healthcare provider made assumptions about you without asking for your input or considering your unique circumstances?
6. 4-Please describe any specific incidents or situations where you believe you may have experienced bias or stigma from a healthcare provider.