Thank you for your interest in the MGH DoM Anti-RaCism (ARC) Assessment. This survey is part of a research study being done in the Department of Medicine to assess knowledge and attitudes about racism. The following survey contains 25 questions and should take less than 10 minutes to complete.

We recognize that our Department of Medicine community hails from around the world and that our questions focus on US history and frameworks. Given that we are predominantly physically based in US, we believe that it is important to understand our community’s knowledge and attitudes about structural racism in this US context.

Please answer these questions to the best of your ability and refrain from using outside resources.

The risks associated with participation in this research are minimal. Your responses will be completely anonymous and only authorized study staff will have access to the anonymized response data. Please note that you have the option to not share your demographic information.

Your participation is voluntary. Choosing not to complete the below survey will not affect your academic standing or evaluations.

There are no direct benefits to you for participating, however a better understanding of knowledge and attitudes about racism will serve as an important initial step towards cultivating an anti-racist workforce.

After completing this survey, you will be able to opt-in to receive a $20 incentive.

If you have any questions about this survey you can contact XXXXX, Study Coordinator, at 617-XXX-XXXX. If you’d like to speak to someone not involved in this research about your rights as a research subject, or any concerns or complaints you may have about the research, contact the Partners Human Research Committee at 857-XXX-XXXX.

By completing the survey below you are giving us your consent to participate in this research study.

I have read the above text and understand that by completing this survey, I am giving my consent to participate in this research study. ○ Yes

In Dred Scott v. Sandford (1857), the U.S. Supreme Court ruled that slaves were not U.S. citizens. ○ Strongly Agree ○ Agree ○ Neither agree or disagree ○ Disagree ○ Strongly Disagree

Slavery was banned by the 13th Amendment in 1864. ○ Strongly Agree ○ Agree ○ Neither agree or disagree ○ Disagree ○ Strongly Disagree

The U.S. Supreme Court was influenced by a study of children’s reactions to Black and White dolls in Brown v. Board of Education (1954). ○ Strongly Agree ○ Agree ○ Neither agree or disagree ○ Disagree ○ Strongly Disagree
In 2003, in companion cases from Michigan, the U.S. Supreme Court found that the University of Michigan’s law school plan, which gave preference to minority students, was constitutional.

| Statement                                                                 | Strongly Agree | Agree | Neither agree or disagree | Disagree | Strongly Disagree |
|---------------------------------------------------------------------------|----------------|-------|----------------------------|----------|-------------------|
| Being White and having an advantage go hand in hand.                     |                |       |                            |          |                   |
| Government policies favor White people.                                   |                |       |                            |          |                   |
| White cultural characteristics are more valued than those of people of color. |                |       |                            |          |                   |
| The lighter your skin color, the less prejudice and discrimination you experience. |                |       |                            |          |                   |
| The majority of positive role models in movies are White.                |                |       |                            |          |                   |
| Generations of slavery and discrimination have created conditions that make it difficult for Black people to work their way out of the lower class. |                |       |                            |          |                   |
| Black people get much more attention from the government than they deserve. |                |       |                            |          |                   |
| It is easy to understand the anger of Black people in America.           |                |       |                            |          |                   |
| Black people with a college degree or more education have a lower life expectancy than do White and Latinx people who graduated from high school. |                |       |                            |          |                   |
| Statement                                                                 | Strongly Agree | Agree | Neither agree or disagree | Disagree | Strongly Disagree |
|--------------------------------------------------------------------------|----------------|-------|---------------------------|----------|-------------------|
| Higher levels of racial discrimination are associated with an elevated   |Strongly Agree  | Agree | Neither agree or disagree | Disagree | Strongly Disagree |
|   risk of hypertension, obesity, breast cancer, heart disease, stroke,   |                |       |                           |          |                   |
|   and premature mortality.                                               |                |       |                           |          |                   |
| Black people are systematically undertreated for pain relative to White  |Strongly Agree  | Agree | Neither agree or disagree | Disagree | Strongly Disagree |
|   people due to racial bias related to false beliefs about biological    |                |       |                           |          |                   |
|   differences.                                                           |                |       |                           |          |                   |
| Black scientists are less likely to receive NIH funding.                 |Strongly Agree  | Agree | Neither agree or disagree | Disagree | Strongly Disagree |
| Black women who have completed a college degree are more likely to die   |Strongly Agree  | Agree | Neither agree or disagree | Disagree | Strongly Disagree |
|   from pregnancy related causes than White women with less than a high  |                |       |                           |          |                   |
|   school degree.                                                         |                |       |                           |          |                   |
| The increased pregnancy related mortality rate of Black women is         |Strongly Agree  | Agree | Neither agree or disagree | Disagree | Strongly Disagree |
|   improving over time.                                                   |                |       |                           |          |                   |
| Residential segregation has been linked to the following adverse        |Strongly Agree  | Agree | Neither agree or disagree | Disagree | Strongly Disagree |
|   outcomes for Black people: increased exposure to air pollutants,      |                |       |                           |          |                   |
|   decreased longevity, increased risk of chronic disease.                |                |       |                           |          |                   |
| Racial and ethnic disparities exist in cardiac care in the US.           |Strongly Agree  | Agree | Neither agree or disagree | Disagree | Strongly Disagree |
| When I have observed an overt or covert racist encounter at MGH, I       |Strongly Agree  | Agree | Neither agree or disagree | Disagree | Strongly Disagree |
|   have spoken to the person who made the statement about it.             |                |       |                           |          |                   |
| When I have observed an overt or covert racist encounter at MGH, I       |Strongly Agree  | Agree | Neither agree or disagree | Disagree | Strongly Disagree |
|   have spoken to someone in leadership about it.                        |                |       |                           |          |                   |
| When I have observed an overt or covert racist encounter at MGH, I       |Strongly Agree  | Agree | Neither agree or disagree | Disagree | Strongly Disagree |
|   have spoken to someone, but they were not in leadership and they were |                |       |                           |          |                   |
|   not the person who made the statement about it.                       |                |       |                           |          |                   |
When I have learned of an MGH practice or policy that reinforces racism, I have spoken to someone in leadership about it.

- Strongly Agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly Disagree

When I have learned of an MGH practice or policy that reinforces racism, I have spoken to someone not in leadership about it.

- Strongly Agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly Disagree

The following questions ask about your demographic information. Please note you can always choose "decline to answer".

### Role Group
- Trainee (intern, resident, fellow)
- Faculty
- Decline to answer

### Area of focus (select all that apply)
- Clinical Work
- Research
- Other
- Decline to Answer

Please specify other area of focus

________________________

### Age in Decade
- 20-29
- 30-39
- 40-49
- 50-59
- 60-69
- 70+
- Decline to answer

### Race (check all that apply)
- American Indian/Native American
- Alaska Native
- Asian
- Black or African American
- Native Hawaiian
- Other Pacific Islander
- White
- Other
- Decline to answer

Please specify other race

________________________

### Ethnicity
- Latinx/Hispanic
- Non-Latinx/Hispanic
- Other
- Decline to answer

Specify other ethnicity:

________________________
Gender identity
- Cis-gender female
- Cis-gender male
- Non-binary
- Transgender female
- Transgender male
- Other
- Decline to answer

Specify other gender identity: ____________________________________

Sexual orientation/identity
- Heterosexual
- Gay or Lesbian
- Bisexual
- Other
- Decline to answer

Specify other sexual orientation/identity: ___________________________

Please note that after clicking "submit" below you will be re-directed to a form to opt-in to receive a $20 incentive. It will NOT be possible to link the incentive form to your survey responses above.