

Appendix 1: Methods for needs assessment survey

Survey Design

A cross sectional study using an open survey was conducted to assess the need for Black mentorship among Black residents. Potential participants were identified through the BRPO, and a convenience sample of our target population was recruited using three methods; word of mouth, social media and newsletter. Inclusion criteria were individuals who self-identify as Black and are currently undergoing training in a Canadian residency program.

Study Aims

The aims of the study were to assess whether Black residents in Canada have adequate mentorship to navigate training as an under-represented minority, and to inform the development of the first national Black mentorship program in Canada.

Survey Administration

This was a voluntary survey with adaptive questioning administered on GoogleDocs. No incentives were offered. The survey was completed from June 8, 2020 to July 22, 2020. Data were collected using a 7-item survey that assessed the residency experience of Black residents across Canada. Demographics and questions pertaining to mentorship were used to assess the needs of Black residents (**Box 1**). Participants' responses were recorded immediately after they submitted the survey, duplicate responses were excluded.

Box 1: Mentorship questions

Mentorship

- Are you interested in participating in a mentorship program offered by the BRPO, which matches black residents with practicing or retired physicians? If "yes", continue this section. If "no", go to the next section.
 - Yes
 - No
 - If yes, what sectors of mentorship are you most interested in?
Tick all that apply.
 - Academic versus community career
 - Leadership opportunities at work
 - Building a research career
 - Overcoming racial and/or gender barriers in medicine
 - Other, please specify
 - Do you EITHER currently have a mentor OR have one in mind? If "yes", please provide details below. If "no", type "No".
 - Do you have a specific preference for your mentor? Please keep in mind that not all mentors will necessarily look like you.
 - How often would you like to/be able to meet/communicate with your mentor?
 - Once a month
 - Every other month (6 times/year)
 - Every 3 months (4 times/year)
 - Every 4 months (3 times/year)
 - Twice per year
 - Would you be interested in being a mentor to black medical students?
 - Yes
 - No
 - Do you have any additional comments related to mentorship?
- Note: BRPO = Black Resident Physicians of Ontario.

Analysis

Both complete and incomplete surveys were analyzed. Descriptive statistics were generated.

Appendix 1, as supplied by the authors. Appendix to: Egbedeyi O, El-Hadi H, Madzima TR, et al. Assessing the need for Black mentorship within residency training in Canada. *CMAJ* 2022. doi: 10.1503/cmaj.212124. Copyright © 2022 The Author(s) or their employer(s). To receive this resource in an accessible format, please contact us at cmajgroup@cmaj.ca.

Institutional Review Board (IRB) Approval and Informed Consent Process

IRB approval was not obtained as this work was done in the context of quality improvement for medical education to be used for program development purposes. Participants were notified that their responses would be published anonymously. Data was protected using a private GoogleDocs sheet that only allowed the research team access to survey responses.