**Appendix 2. Survey Items sent to participants**

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| **Question number** | **Survey prompts** |
| 1   | Upon receiving the e-mailed speaker request to consider concepts of Inclusion, Diversity, Equity and Antiracism (“IDEA”) related to your lecture topic [“intervention”], did you change your presentation?1a. If "yes", how? [Open ended]1b. If "no," why not? - Selected Choice(s) and/or Other (enter free text)  |
| 2  | Did you acquire new knowledge on your topic as a result of the intervention? [Yes/No]2a. If "yes," what did you learn? [Open ended] |
| 3 | Did receiving this intervention prompt you to change future presentations? [Yes/No] |
| 4 | Did receiving this intervention change your future clinical practice? [Yes/No] |
| 5 | Did you find literature to support how inclusion, diversity, equity, or antiracism are relevant to your topic? [Yes/No] |
| 6 | Please rate on a scale of extremely easy to extremely difficult, how was the request to consider and incorporate inclusion, diversity, equity or antiracism and health disparities into your presentation? [Likert Scale] \* |
| 7 | What was your comfort with integrating themes of inclusion, diversity, equity or antiracism and health disparities into your presentation? [Likert Scale] \* |
| 8 | Please provide any other comments you may have related to preparing and delivering your presentation after receiving the e-mailed speaker request to consider concepts of inclusion, diversity, equity, and antiracism related to your lecture topic? [Open ended] |
| Note: \*Q.6 and 7 the Likert 5- point scale, collapsed to 3-point scale |