Table 1 Demographics

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| Sample size**​** | 19**​** | **​** |
| Age​ | Range            ​  Mean, SD​ | 25-51​  34, 7.16​ |
| Participant gender​ | Female​  Male​ | n=16 (842%)​  n=3   (15.8%)​ |
| Race/ Ethnicity​ | Born outside U.S.​  Born in the U.S.​ | n= 12 (63.2%)​  n= 7 (36.8%)​ |
| First role as a professional nurse​ | Staff nurse​ | n= 18 (94.7%)​  n= 1 (5.3%) (no)​ |
| ​  Currently working at a Partners Healthcare Hospital​ | Yes​   * Massachusetts General Hospital (MGH)​ * Brigham & Women’s Hospital​ * Faulkner Hospital​   No​ | n= 15 (78.9%)​  n= 9 (60.0%)​  n= 4 (26.7%)​  n= 2 (13.3%)​  n=4 (21.15)​ |