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)​ |