Supplemental digital content for Rubenstein J, Rahiem S, Nelapati SS, Arevalo Soriano T, Tatem A. Discrimination 911: A novel response framework to teach bystanders to become upstanders when facing microaggressions. Acad Med.

## **Supplemental Digital Appendix 1**

Algorithm for Guiding Upstanders (i.e., Health Care Team Members) Through How to Respond to a Case of Mistaken Identity or a Situation Where a Colleague Is Incorrectly Assumed to Hold a Different Role due to Conscious or Unconscious Biases (Algorithm 3 of Discrimination 911), Texas Children's Hospital, August 2020 to December 2021

