

**Supplemental Material S4.** Examples of participant responses to qualitative questions with corresponding codes.

Response	Overarching Category	General Codes (themes)	Specific Codes (subthemes)
<i>"As a white woman in the field of speech language pathology white privilege has affected my life in the sense that no one ever told me I couldn't become a speech pathologist or discouraged me from pursuing this path. All of my professors from undergrad and in graduate school (thus far) look like me. It have affected me in a positive way because of the benefits I have received from being white, cis-gender, and middle-class, but the homogenous nature of our field affects our field and clients/families in an extremely negative way. I think it is also a problem in academia going through a graduate program specially in SLP/AuD is very expensive and time-consuming which allows only a certain person that has a lot of privilege (white, inter-generational wealth, etc.) to undergo this journey. So, it is no surprise to me that most of the field is white-middle class women. It just is unfortunate because there is little talk of what is going on in the world (ie, the death of Jelani Day)." (In response to Question 22)</i>	Acknowledgement and Awareness	<p>Response acknowledges positive impact of racial privilege for White individuals</p> <p>Response acknowledges negative impact of racism for BIPOC individuals</p> <p>Response acknowledges the systemic aspect of racism</p>	<p>Fewer Barriers</p> <p>Representation and/or disproportionality</p> <p>Socioeconomic status: awareness</p>
<i>"I believe white privilege has greatly affected my life in positive and negative ways. In a positive way, I have never feared the cops, my parents didn't have to teach me to not look "suspicious." I have been provided opportunities that people of color do not receive as easily. Negatively, I have a biased viewpoint and can be oblivious to my privilege." (In response to Question 22)</i>	Acknowledgement and Awareness	<p>Response acknowledges positive impact of racial privilege for White individuals</p> <p>Response acknowledges negative impact of racism for BIPOC individuals</p>	<p>Access &amp; opportunities</p> <p>Safety</p> <p>Privilege to remain unaware or uninformed</p>
<i>"Often times, the ways that systemic racism shows up is unconscious to those practicing and enabling it. I do not think that most educators and health practitioners are intentionally being racist and exclusionary, but it is happening regardless of intention. People of color have less access to care in general and also have a profound (and understandable) lack of trust in any education or health care system. White folk have various privileges that offer them access to educational opportunities</i>	Acknowledgement and Awareness	<p>Response acknowledges negative impact of racism for BIPOC individuals</p> <p>Response acknowledges the systemic aspect of racism</p>	<p>Access &amp; opportunities</p> <p>Clinician incompetence</p> <p>Distrust of healthcare</p> <p>Representation and/or disproportionality</p>

<i>that also afford them the ability to attend college and pursue a career in speech language pathology or audiology. The result is a group of professionals that are disproportionately white. Those white people then proliferate a system that keeps cycling through white people and under representing people of color.” (In response to Question 23)</i>			
<i>“I believe that white privilege has effected my life positively because I am a cis white female and therefore have not had the same struggles as those who are people of color. I would like to think that it has not benefited me, however I know that it has and I cannot change that. I can only change what type of care my future patients receive, to help break the systemic racism cycle.” (In response to Question 22)</i>	Acknowledgement and Awareness	Response acknowledges positive impact of racial privilege for White individuals	White guilt Necessity for progress
		Response acknowledges negative impact of racism for BIPOC individuals	Reduced barriers
		Response acknowledges the systemic aspect of racism	
<i>“White clients have access where families of color do not. This stems from economic privileges and educational privileges that trickle into so many other systems and institutions. Families of color do not have access to care that is unique to them by people who do not represent their community and cannot understand some of the unique aspects of those communities. For example, I do not have enough knowledge or training in American Black Vernacular to adequately treat someone who speaks using that dialect, but I and my white colleagues may be their only option.” (In response to Question 24)</i>	Acknowledgement and Awareness	Response acknowledges positive impact of racial privilege for White individuals	Access & opportunities Clinician incompetence
		Response acknowledges negative impact of racism for BIPOC individuals	Impact on quality of services Linguistic impact
		Response acknowledges the systemic aspect of racism	Representation and/or disproportionality
<i>“Absolutely. There is little to no representation in my program (which is not based in the south where I live) and the professors try to act "woke" but you can tell it's just lip service and they are just afraid to offend someone or get canceled. I also feel like my supervisors in my clinical experiences have negative preconceptions about the Black and Hispanic families they serve. The expectation is that the parents are lazy or uninvolved and when they meet that expectation there is less concern for the child than there is in cases of negligence for white families and if they surpass the expectation and are</i>	Acknowledgement and Awareness	Response acknowledges negative impact of racism for BIPOC individuals	Representation and/or disproportionality
			Overt racism

<i>involved and engaged they are "difficult to work with" or "overbearing" (In response to Question 23)</i>			
<i>"Some ways that systemic racism has effected my learning is in how a few of my preceptors treat people of color. I have unfortunately witnessed someones level of care decrease significantly when the patient is POC and does not speak english. I have also seen how some of my patients treat my preceptors who are POC negatively with backhanded comments on their race." (In response to Question 23)</i>	Acknowledgement and Awareness	Response acknowledges negative impact of racism for BIPOC individuals	Impact on quality of services  Hostility in the work environment
<i>"I benefit from White privilege because I am white. My competence as a student does not get questioned by professors/supervisors/students/parents. I do not experience microaggressions on a daily basis." (In response to Question 22)</i>	Acknowledgement and Awareness	Response acknowledges positive impact of racial privilege for White individuals	Assumptions based on appearance  Spokesperson and/or token representative
<i>"Not giving people of color the same opportunities or singling them out during trainings to provide information for everyone else on how to be equal." (In response to Question 23)</i>	Acknowledgement and Awareness	Response acknowledges negative impact of racism for BIPOC individuals	Access & opportunities
<i>"I think currently we have a very white dominant field. I think programs are open to people or color or from diverse backgrounds but students of color/diverse cultures might not ever consider this field due to them not being able to speak "right" or they might think they are not educated properly. Do to this field being very white dominant, individuals might feel discriminated or as a minority due to the lack of diversity." (In response to Question 23)</i>	Acknowledgement and Awareness	Response acknowledges negative impact of racism for BIPOC individuals	Representation and/or disproportionality  Belonging
<i>"I haven't personally seen cases of this impact, although I don't doubt it exists." (In response to Question 23)</i>	Limited or mixed awareness	Response contains conflicting statements  Lack of expansion	N/A
<i>"I do not believe white privilege exists. I believe privileges come from ones work ethic and character not based on a person's skin color. I believe white privilege is a myth and lie designed to trick minority groups into believing that they are</i>	Denial or lack of awareness	Response contains statements consistent with colorblindness	Racism as issue of the past  Reverse racism

<i>victims and less capable of achieving or obtaining things that white people have. I also do not believe there is systemic racism. It existed and was abolished during the civil rights movement. We now have culturally diverse doctors, lawyers, presidents, etc. There are racist individuals but overall the United States is a diverse country and I believe we celebrate that diversity.</i> " (In response to Question 22)		Response reflects hostility towards acknowledgement of White privilege and systemic racism	Role of work ethic
<i>"Nope. If anything, we're sensitive to these things. I think the lens is more appropriately focused on socioeconomic status, rather than race, since that is what impedes access to care."</i> (In response to Question 23)	Denial or lack of awareness	Response contains statements consistent with colorblindness	Diversions  Socioeconomic status: denial