

**Table 1: Brief Needs Assessment Questionnaire**

- What is your affiliation with the department?
- Where are you primarily located in the department?
- What is your familiarity with a department diversity and inclusion committee?
- To what extent do you think the Department of Psychiatry overall could benefit from a Diversity and Inclusion Committee?
- To what extent do you think the Department of Psychiatry trainees (e.g., psychiatry, psychology, social work) could benefit from a Diversity and Inclusion Committee?
- What initiatives would you recommend that a proposed Diversity and Inclusion Committee address within the department?