

## SUPPLEMENTARY MATERIAL

**Table S1** | Knowledge gain data subset to include only AAP participants submitting resubmissions (n = 88 surveys). Given are the mean and SD of the percent difference in participants that indicated “*A great deal*” between the post- and pre-completion surveys for each knowledge area (knowledge gain), grouped by AAP cohort (n = 6 cohorts). Also given are the t-statistic and p-value from one-sample t-tests ( $\mu = 0$ ) conducted on each knowledge area. Significant p-values ( $\alpha = 0.05$ ) are bolded.

Knowledge Area	Mean Knowledge Gain (%)	Knowledge Gain SD (%)	t-Statistic Value	p-Value
Approach	71.80	10.56	16.65	<b>1.43e-05</b>
PHS Assignment Form	67.05	10.78	15.24	<b>2.21e-05</b>
Overall Impact	56.21	23.60	5.83	<b>0.002</b>
Budget	61.29	20.02	7.50	<b>0.0007</b>
Innovation	59.92	16.75	8.76	<b>0.0003</b>
How CSR works	54.53	18.99	7.04	<b>0.0009</b>
Where to find information	62.73	23.59	6.51	<b>0.001</b>
Contacting a PO	58.47	22.70	6.31	<b>0.001</b>
Advisory Council Review	52.22	14.31	8.94	<b>0.0003</b>
Significance	49.85	19.20	6.36	<b>0.001</b>
Submission (ASSIST)	45.19	17.76	6.23	<b>0.002</b>
Scientific Merit Review	52.88	17.05	7.60	<b>0.0006</b>
Investigators	47.08	12.22	9.44	<b>0.0002</b>
Scientific Environment	43.80	16.03	6.69	<b>0.001</b>
Vertebrate Animals	52.78	34.02	3.80	<b>0.013</b>
Human Subjects	46.34	36.62	3.10	<b>0.027</b>

**Table S2** | Knowledge gain data subset to include only AAP participants who were majority-owned by women and/or members of an underrepresented minority (n = 500 surveys). Given are the mean and SD of the percent difference in participants that indicated “*A great deal*” between the post- and pre-completion surveys for each knowledge area, grouped by AAP cohort.

<b>Knowledge Area</b>	<b>Mean Difference (%)</b>	<b>SD (%)</b>
<b>Approach</b>	62.07	31.08
<b>Contacting a PO</b>	57.73	29.44
<b>Significance</b>	60.21	30.05
<b>Innovation</b>	58.78	30.52
<b>Investigators</b>	56.12	27.80
<b>Where to find information</b>	56.20	28.39
<b>Overall Impact</b>	55.07	28.14
<b>Budget</b>	55.39	27.99
<b>Submission (ASSIST)</b>	51.72	25.52
<b>PHS Assignment Form</b>	48.26	24.87
<b>Scientific Environment</b>	46.09	22.73
<b>Scientific Merit Review</b>	39.44	21.56
<b>Advisory Council Review</b>	34.94	18.81
<b>How CSR works</b>	35.32	18.81
<b>Vertebrate Animals</b>	35.95	19.58
<b>Human Subjects</b>	32.66	20.70