Table S1 Supplementary: Characteristics of participants (full socio-demographic table)

	N	%[1]	Number of answers
Age			28
25-34 years	1	3.2	
35-44 years	7	22.6	
45-54 years	13	41.9	
55-64 years	4	12.9	
65-74 years	3	9.7	
75+	0	0.0	
Sex			31
Male	12	38.7	
Female	19	61.3	
Diverse	0	0.0	
Prefer not to say	0	0.0	
Country of origin			29
Austria	1	3.2	
Bulgaria	2	6.9	
Denmark	2	6.9	
France	1	3.2	
Germany	3	9.7	
Greece	2	6.9	
Italy	1	3.2	
Netherlands, The	1	3.2	
Spain	5	16.2	
Sweden	3	9.7	
Switzerland	2	6.9	
United Kingdom, The	1	3.2	
India	1	3.2	
Japan	1	3.2	
Morocco	1	3.2	
United States, The	2	6.9	
Country of residency			26
Austria	1	3.8	
Bulgaria	1	3.8	
Denmark	4	12.9	
France	2	6.9	
Germany	5	16.2	
Greece	1	3.2	
Italy	1	3.2	
Netherlands, The	3	9.7	
Norway	1	3.2	
Spain	3	9.7	
Sweden	5	16.2	
Switzerland	3	9.7	
United Kingdom, The	1	3.2	
Highest academic degree			31
MSc, MA, MD	15	48.4	
Phd and Dr	14	45.2	
Other	1	3.2	
			31

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[1] If not stated differently: 31 panellists = 100%

(Ziegler et al. 2000: Delphi Study Diversity Competence)

Table S1 Supplementary: Characteristics of participants (full socio-demographic table)

Disciplines (multiple possible)			
Medicine	14	45.1	
Public Health	3	9.7	
Nursing and nursing sciences	3	9.7	
Psychology	2	6.9	
Social and cultural sciences	10	32.3	
Current job position (multiple possible)			31
Administrator	2	6.9	
Teacher	8	25.8	
Nurse	2	6.9	
Medical doctor	8	25.8	
Research/academic expert	23	74.2	
Diversity trainer	4	12.9	
Other (please specify)	6	19.4	
▪ PhD student in sociology, teaching at the university			
▪ Counsellor for volunteers and professionals, coordinator of peer-based health prevention program for refugees			
▪ Clinical psychologist			
▪ Project manager in IO			
▪ Additionally managing interpreting services at a hospital			
▪ Director of the medical operational support unit			
Years of experience in this job position			29
1-4	6	19.4	
5-9	3	9.7	
10-14	7	22.9	
15-19	4	12.9	
20-24	5	16.2	
25-29	1	3.2	
30-34	1	3.2	
35-39	2	6.9	
Min. = 2			
Max. = 36			
Average = 14.6			
Are you or have you previously been involved in the medical care of migrant and ethnic minority patients?			31
Yes	18	58.1	
No	13	41.9	
If yes to the above, for how many years have you been working with migrant and ethnic minority patients?		18 (=100%)	18 (=100%)
1-4	3	16.7	
5-9	4	22.2	
10-14	1	5.3	
15-19	5	27.8	
20-24	2	11.1	
25-29	1	5.6	
30-34	0	0.0	
35-39	2	11.1	

(Ziegler et al. 2000: Delphi Study Diversity Competence)

Min. = 2			
Max. = 36			
Average = 14.4			
If yes to the above, how many migrant and ethnic minority patients do you see per month? (approximately)			18 (=100%)
0-10	2	11.1	
11-20	5	27.8	
21-30	2	11.1	
31-40	3	9.7	
41-50	1	5.6	
51-60	1	5.6	
61-100	1	5.6	
More than 100	2	11.1	
Min. = 0			
Max. = 600			
Average = 66			
Are you involved in research activities regarding diversity?			31
Yes	26	83.8	
No	5	16.1	
How many publications (peer-reviewed articles, reports, books, etc.) have you published on diversity and/or transcultural competence topics?			31
None	4	12.9	
1-5	9	29.0	
6-10	4	12.9	
More than 10	14	45.2	
Are you involved in training or teaching activities regarding diversity competencies/sensitivity for health professionals? (or other professionals)			31
Yes	25	80.6	
No	6	19.4	
If yes to the above, what did your responsibilities include? (multiple possible)			25 (= 100%)
Course development	23	92.0	
Course implementation/teaching	25	100.0	
Advisory role	13	52.0	
Other	0	0.0	

(Ziegler et al. 2000: Delphi Study Diversity Competence)