

Supplemental Material

CBE—Life Sciences Education

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Interview Protocol for Exploring the journey of STEM faculty into justice-centered pedagogy

Part 1: Get to Know the Participant:

1. Tell me a little about yourself. How would those who know you best describe you?
2. What role/position do you currently hold?
3. How do you identify (ethnicity, gender, nationality, sexuality)?

Part 2: Commitment to Social Justice:

For this part of the interview, I want to ask you about what social justice means to you and learn more about your commitment to social justice.

1. In this study, we are particularly interested in your work in social justice where you have an identity of privilege. An example of this can be someone who is white who is working in racial equity or someone who is straight who works to promote equity for LGBTQ+. Given this, what areas of social justice are most salient to you?
2. Why do you think it is important for you to be committed to [this type of] justice?
3. Walk me through the process of your first awareness of the need for justice in this area to who you are in your activism today?
 - a. Probe 1: What was going on in your life then? How would you describe your view of this topic before?
 - b. Probe 2: How, if at all, has your view changed over time?
4. Could you give me an example of a time when you thought your behavior embodied your commitment to [this type of] justice?
5. How about a time you caught yourself thinking or saying something that didn't align with your commitment?

Part 3: Being a Faculty in STEM

Ok, thank you for sharing with me. For this next part, I want to talk about your experiences as a faculty member in STEM.

1. Let's start by getting a sense of what you teach. Can you describe your current courses (or any relevant teaching experience)?
2. How, if at all, do you think your commitment to social justice impacts your instruction?
 - a. Probe 1: Are there changes in your teaching pedagogy and/or curriculum that you have implemented to further social justice aims?
 - b. Probe 2: Have you felt supported in your [department/school/job] in making these changes and/or engaging in social justice work?
 - c. Probe 3: Have you ever received pushback from your colleagues and/or department on implementing these changes in the classroom? If yes, what has been the reasoning on their part?
3. What areas, if any, your pedagogy and/or curriculum would you like to make more changes too?
 - a. Probe 1: What is currently holding you back from making those changes?
4. Have you ever felt concerned or worried about engaging in social justice in the STEM classroom (if they said they have)? And if yes, could you describe the situation?

Part 4: Wrap Up

1. Is there anything that you'd like to revisit/anything else I should understand better?
2. Is there anything you would like to ask me?