



TELEPHONE SCRIPT

DESCRIPTION

We will conduct semi-structured telephone interviews and thematic qualitative analysis. Individuals will be enrolled among those who complete the associated survey and consent to be contacted for a telephone interview. Interviews will be conducted after obtaining verbal informed consent over the telephone. All interviews will be digitally recorded and then transcribed verbatim, without personal identifying data. Transcripts will initially be coded and then sorted into themes. One investigator will lead data analysis to generate themes, with coding to be confirmed by a second investigator; themes generated will then be reviewed with other research team members. NVivo15 will be used to support qualitative data analysis. Interviews will be conducted until saturation of themes is achieved; however we predict needing to conduct 20-30 interviews. Digital recordings of interviews will be stored in a secure drive within the AHS password protected database behind the AHS firewall.

CONSENT

Participants who provide their contact information as a part of the survey will be contacted and read the following statement prior to beginning the conversation:

"Thank you for requesting a follow-up conversation for this project on how the COVID-19 pandemic has affected the health care workforce. This conversation will be audio-recorded and all comments will be transcribed and used in combination with your survey responses. Do you agree to proceed with the conversation?"

START RECORDING QUESTIONS

- Demographics: (gender; age range; type of healthcare provider; country; if Canada - province; formal leadership role (clinical leader, healthcare administrator, and/or academic/research leadership role);
- Did you have a change in your leadership role during COVID, either a decrease or increase in your role? if yes, please explain
- Did you have any input into the planning of changes to your workplace environment or services related to COVID? Please describe
- Did you experience or observe an increase in inequity related to gender, race/ethnicity, sexual orientation or age during COVID? Please describe
- Are there specific pandemic-related experiences about which you would like to tell us more?

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