

Appendix: Interview Guide

Introduction

I appreciate you participating in this study and I would like to remind you that it is your choice to participate and at any point you wish to stop or not continue please let me know. I would also like to remind you that I will be video recording this Zoom interview to help me complete our research. Are you okay to start?

This interview will focus on Equity, Diversity and Inclusivity (EDI) from the perspective of culture. Culture can refer to a number of aspects. It refers to your background and your parents' background, possibly even your grandparents'. It can mean many different things to different people. It refers to people from diverse language, heritage, tradition, religious and socioeconomic backgrounds. It may include people from Aboriginal and Torres Strait Islander backgrounds, people who speak English as an Additional Language/Dialect, first in family academics, people from international heritages, Caucasian Australians, etc. It is inclusive of all cultures, whatever they may be.

Do you have any questions before we begin?

Please also keep in mind that if I ask any questions that make you feel uncomfortable, you don't need to answer them. Feel free to ask me to just move on to the next question.

Interview Questions

Part 1: Cultural Identity/Background

1. Let's talk about your academic background. How long have you been an academic? Are you considered an early, mid career or more experienced academic?
2. What gender classification do you prefer to use?
3. I'd like to know about your cultural identity if I may ask. Based on the description in just read through above (but feel free to branch away from that), what "culture" or "cultures" do you belong to? Please describe your cultural identity and its importance to you (Follow-up: What languages do you speak? What is your ethnic heritage (mother's side/father's side); what's your friendship circle – Mainly Caucasian, other ethnicity or mixed?).

Part 2: Your Cultural Identity and Working at the University

4. Is there much cultural diversity among academics in your faculty? What does it look like overall? (Acker)
5. In what ways does your cultural identity make work easier for you?
6. Do you encounter any difficulties in your work life due to your cultural identity? Please describe.
7. What strengths, if any, do you think that the university has in promoting cultural inclusivity? Can you give some examples?
8. What barriers, if any, do you think there are towards the university promoting inclusivity? Can you give some examples?
9. What types of mentoring support, if any, do you receive at the university that helps you traverse culture-related barriers in the workplace? 2) What other types of mentoring support would be beneficial?

Optional Follow-up Questions to be used as needed based on responses to questions above: (if time allows; to follow-up on responses made to the previous questions if necessary)

- What barriers to and/or support toward achieving promotion (getting through probation) have you encountered, if any?
- What kinds of leadership communication styles do you feel are supportive of cultural diversity at the university that you've encountered at the university? Based on what you've experienced at the university, which ones are not?
- To what degree do you feel included and your cultural diversity respected at meetings? What does this look like? What could be done better?
- The phrase "Go back where you came from" – Have you ever heard this at the university? How was it addressed at the time?
- In terms of language or accent, to what extent, if any, have you ever experienced anything that has caused you difficulties? Has the university taken any measures (positive/negative) to address these issues?
- Have you ever experienced issues related to bullying/harassment based on your cultural background? How was this addressed?

Part 3: Moving Forward in Promoting Cultural EDI

10. Let's talk about resilience. In what ways does your cultural identity build up or strengthen your resilience in working at the university? Protective factors increase our ability to be resilient – and can be personal (such as positive relationships, humour, positive attitude, a sense of purpose, faith, initiative, creativity) or environmental (including interactions, freedom to try new ideas, supportive colleagues, mentoring or opportunities for professional development). What protective factors do you draw upon – both personally and professionally?
11. In what ways does your cultural identity have a negative impact or challenge your resilience as you work here? Risk factors decrease our ability to be resilient. These can also be personal or environmental, and may include loss and grief, poor academic achievement or advancement, relationship difficulties, discrimination, or fears and uncertainty. Can you describe any risk factors you have identified or experienced? What do you do to mitigate these challenges, if anything?
12. Moving forward into the future, if you had the ability or capacity, and based on what you've discussed in this interview thus far, what measures would you take or suggest that the university take to tackle workplace inequality resulting from the cultural barriers or to enhance current strengths relating to culture here?
13. Would you like to add any final thoughts or reflections about your own cultural identity and your experiences at the university?