

Interview Guide

Introduction

Thank you for agreeing to be interviewed for this study. The purpose of this interview is to learn more about your perspectives and thoughts on equity focused admissions policies and processes at your school/department/program within your university's Faculty of Health Sciences. Please feel free to ask for clarification if required.

Today's interview will take approximately **30 minutes** and will be audio recorded. The recording will be transcribed, pseudonyms will be used in place of your name, and your personal information and information pertaining to your particular position, program, school, or department will be obscured to ensure confidentiality. We will keep the recording and transcript of this interview securely stored on encrypted online software supported by the University for five years after the completion of the study, at which point we will securely dispose of them. You are free to not answer any question that you would prefer not to answer, and you can end the interview at any time.

Have you read the Letter of Information?

Do you consent to participate in the interview?

Questions

Your university's Faculty of Health Sciences is creating a focus on adjusting current admissions processes to more effectively admit equity deserving groups with its faculty programs. This may include the adoption of interventions such as separate admissions application and reserved seats/spots for applicants in equity-deserving groups, equity and accessibility training for all admissions staff including file reviewers, admission committee members, and interviewers, tracking and analysis of admissions data (e.g. equity census) to continuously improve the process, websites with accessible information on EDIIA, outreach mentorship programs for potential applicants belonging to equity deserving groups, subsidizing application and interview fees for applicants in financial need, and diversifying composition of the admissions panel.

1. Thinking about EDIIA focused admissions within your School/Department/Program(s), please describe contextual factors in your school/department/program(s), that would enable a shift to more EDIIA focused admissions processes.

a. Prompts

- i. Resources?
- ii. Policies and processes
- iii. Faculty, staff, and student perspectives?
- iv. Type of intervention

2. Now that we have discussed the enablers of EDIIA focused admissions, I was hoping we could look at some of the challenges. Similar to above, please describe the contextual factors in your school/department/program(s) that make facilitating a shift to more EDIIA focused admissions processes challenging?

- a. **Prompts**

- i. Resources?
 - ii. Policies and processes
 - iii. Faculty, staff, and student perspectives?
 - iv. Type of intervention

Thank you.