

Appendix 1: Recruitment Letter

My name is Keisha Jefferies and I am a registered nurse and PhD student in nursing at Dalhousie University. I was born and raised in New Glasgow, Nova Scotia and have been living in Halifax, Nova Scotia since 2005. I graduated from the nursing program at Dalhousie in 2013, after which I practiced in the neonatal intensive care unit at the IWK Health Centre for 2 years. I then returned to Dalhousie for graduate education. Currently, I am working on a research project that is attempting to understand the experiences of African Nova Scotian nurses in healthcare practice.

I am recruiting participants who identify as African Nova Scotian, Black Nova Scotia or Black, with at least one Black parent who was born in Nova Scotia. I am interested in interviewing licensed practical nurses, registered nurses and advanced practice nurses (nurse practitioners and clinical nurse specialists), who identify as African Nova Scotian to learn about leadership experiences in the nursing profession. Nurses must be at least one year post-graduation and have experience practicing nursing in Canada. The interviews will take place at a time and location that is convenient for you. Confidentiality is of the utmost importance thus, every effort will be made to ensure that your privacy is protected. The commitment to privacy and confidentiality is in compliance with the Nova Scotia Health Authority Research Ethics Board requirements on ethical conduct for research.

The goal of my research is to understand how race, class and gender influence nursing practice and nursing leadership. Please note, nurses are not required to hold an official leadership position (charge nurse, manager, etc.) in order to be eligible to participate in this research.

If you are eligible to participate in this research, please contact Keisha Jefferies at keisha.jefferies@dal.ca