

### Appendix 3: Semi-Structured Interview Guide

1. How would you describe your experience in nursing practice?
  - a. Tell me about your career path?
  - b. What about your practice experience?
  
2. When I say *nursing leadership*, what comes to mind for you?
  - a. What does nursing leadership mean to you?
  
3. Tell me about your experience with nursing leadership.
  - a. What are your experiences being mentored as a junior nurse?
  - b. What are your experiences mentoring junior nurses?
  
4. How has race (being Black) influenced your experience in nursing leadership?
  - a. What about other concepts, including: class, gender, sexuality, ability, misogyny?
  - b. Tell me about other factors that influence your experience with leadership?
  
5. How does your place of work encourage, support or positively reinforce your leadership?
  - a. Tell me about educational opportunities/ continuing competencies (ie: committee participation).
  - b. What about professional development (conferences etc.)?
  
6. Tell me about your positive experiences in nursing leadership.
  - a. Please share some of your more challenging experiences.
  
7. What do you believe would encourage more Black nurses to be involved in leadership?
  
8. How can the health care system (organizations) better assist Black nurses as leaders?
  - a. What about in nursing education?
  
9. Is there anything else you would like to share?