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?

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Appendix 3, as submitted by the authors. Appendix to: Jefferies K, Martin-Misener R, Tomblin Murphy G, et al. African Nova Scotian nurses' perceptions and experiences of leadership: a qualitative study informed by Black feminist theory. CMAJ 2022. doi: 10.1503/cmaj.220019. Copyright © 2022 The Author(s) or their employer(s). To receive this resource in an accessible format, please contact us at cmajgroup@cmaj.ca.