

## Appendix 2 (as supplied by the authors): Interview Guide

The semi-structured interview guide is presented below; it is meant to convey the general line of questioning. The interviewers were encouraged to explore issues that arose during the interview that were not addressed by the interview guide. Note that throughout the data collection phase of the study the guides are dynamic may be refined to reflect the important themes emerging in particular participant interviews.

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### *Section 1: Semi-Structured Questions*

Currently, there are 208 scientists at the Li Ka Shing Knowledge Institute (LKSKI) of St. Michael's Hospital, of whom only 29.8% (N=62) are women compared to a large percentage (70.2%, N=146) who are male scientists, indicating a wide (40.4%) gender gap. Compared with other academic hospitals, LKSKI has the largest gender gap.

1. What is your interpretation of these data?
2. Do you think the gender gap has influenced the work environment at LKSKI?
  - a. if yes, how so? (probe for examples)
3. In your opinion, what are some of the reasons this gender gap exists?
4. Have you been personally impacted by this gender gap?
  - a. if yes, how so? (probe for examples)
5. *Past employees*: What are the reasons you left LKSKI?
  - b. Did the gender gap at LKSKI have any impact on your decision to leave?

6. In your opinion, how should this gap be addressed (if at all)?

7. Do you believe this gap should be monitored over time?

a. If yes, how so? (probe for suggestions)

*Section 2: Structured Questions*

1. How long have you been working as a scientist? (please select the appropriate category)

☐ <5 years

☐ 5 – 15 years

☐ >15 years

2. What is your gender?

☐ Male

☐ Female

3. Are you a clinician by training?

☐ Yes

☐ No

4. Are/were you a full time or part time scientist?

☐ FT

☐ PT