

Supplementary Figure 1

Interview Guide

Background

First, we will ask a few questions to understand a bit more about your general experience with your Demonstration Project.

1. What is your role in the demonstration project?
2. Tell us a little more about how you have incorporated health equity into your project.
 - Probe: Are there facilitators or barriers you have faced?

Study team

The next questions are focused on understanding how individuals interact as part of the research team. We are interested in learning more about how teams work together and create equitable environments. We define team members as anyone who attends meetings regularly and contributes to study design or implementation or dissemination.

3. Tell me a little bit more about your study team.
4. What promotes diverse perspectives and inclusion in your study team?
5. What are some of the strengths and weaknesses related to diversity and inclusion in your team?

Probes:

- Do you share your identities and lived experiences with the team? Why or why not?
- How do you learn about the identities or lived experiences of the members of your team and how that informs their perspectives?
- What else is important for us to know about the dynamics of the study team?

Community Partners

The next questions are focused on the relationships and involvement of the community in the demonstration project.

6. Community engagement happens on a spectrum from outreach to co-creation. Where do you feel your study falls? Why?
7. Can you give examples of how you have or will involve community partners or organizations or people with lived experience (e.g. patients) in your demonstration project?
 - Probe: How have you identified community priorities in your study?
8. What barriers do you face to engaging with community partners and people with lived experience?

Study Design Elements

We will now turn our attention to elements of the study design and recruitment.

9. What process or steps have you taken to recruit and enroll a diverse sample?
 - Probe: Describe your approach to selecting study sites? How does site selection impact diversity and representation of the target population in your study?
10. Describe the process of determining what participants might need to support their engagement in the study? **Clarification:** For instance, supporting transportation costs, providing work release notes, or providing dependent care during research activities, WIFI access or supporting digital literacy.
11. Can you share what the term “implementing partner” means to you?

12. Can you tell me about the plans you and your implementing partners have for disseminating research findings?

Overall Reflections

This is the final section. We would like you to reflect more generally on your experience. We will also provide an opportunity for any additional input.

13. What resources from the Health Equity Core would facilitate health equity practices in your work?
14. Is there anything else you would like to share?