

Appendix 1. Semi-structured Interview Guide

Tell me about yourself.

- How did you get involved in your current position?

What was your workplace like before and after the pandemic?

- What are some novel challenges that you have dealt with during the pandemic?
- Were there any issues that surprised you? Why?

Tell me about your experiences as an Asian Canadian/American during the COVID-19 pandemic

- Compared to a non-Asian healthcare worker, do you believe that your experiences at the workplace are different?
- Did you experience any microaggressions since the onset of the pandemic?
- How did it make you feel?
- What did you do to cope with these feelings?
- Did you take any other actions related to these microaggressions?
- What do you believe was the cause of these racial slights?
- Do you know of any Asian friends, family members or colleagues who have experienced anti-Asian discrimination? If so, what are the similarities and differences?
- Have you ever experienced microaggressions before the pandemic? If so, were there any differences?

Besides microaggressions, did you experience any other challenges related to your race, ethnicity or appearance during the pandemic? If so, can you tell me about this?

- How did it make you feel?
- What did you do to cope with these feelings?
- Did you take any actions related to this?
- Have you ever experienced anything similar before the pandemic?

What are your thoughts on your organization's response towards anti-Asian racism?

- What are your thoughts on your country's leadership response towards anti-Asian racism?
- Do you believe there are any changes that are needed to be done with regards to these issues? If so, can you elaborate?

Is there anything else you would like to talk about?

Thank you!