

## Appendix 1. Semi-structured interview guide

1. Can you please tell me about yourself?
  - a. How would you describe your family's cultural or ethnic community?
    - i. How connected or distant do you feel to that community?
  - b. How would you describe your personal or ethnic cultural identity?
2. Thinking back to the start of the pandemic until now, have you personally experienced any type of discrimination or racism?
  - a. Has your broader community been exposed to racism?
    - i. Do you see any patterns in people you know who have experienced these instances (similarities/differences/quantity)?
  - b. IF NOT, Why do you think you have not experienced any form of discrimination or racism?
3. Do you feel as if you have encountered an increase in race-based insults, harassment or violence in-person or through social media since the onset of COVID-19?
  - a. Have you experienced any of these encounters in your workplace?
  - b. Can you describe some of the ways that this experience/experiences have impacted you?
  - c. Have these experiences, or knowledge of other's experiences affected your sense of safety in your community?
  - d. Have they affected or influenced how you engage with infection prevention practices? (e.g., mask-wearing, physical distancing)
4. Has the pandemic impacted you or your community economically?
  - a. Is this different from the general population?
5. Since the onset of the COVID-19 pandemic, do you feel as though there has been a change in how your community is perceived by the public?
  - i. If No, Can you describe how you feel your community is broadly perceived by the public?
  - b. Do you think this has been influenced by the media coverage on COVID-19?
  - c. Has this affected how you feel about your 'Canadian' identity or how others see you as 'Canadian'?
6. How have you found resilience through these experiences?
  - a. Can you describe any strategies that have empowered you in these experiences?

Do you have any final thoughts?

Thank you for participating in our study.