

## Appendix A: Key Informant Interview Guide

1. Before we begin, would you like me to provide some context on the project?

*I'm working with Karen Rideout at the BCCDC on a project aimed at identifying and examining environmental health policy levers through an equity lens. For my part of the project, I've been scanning legislation, regulation, policy and practice across Canada in the principal areas covered by environmental health practice to identify where equity has been explicitly mentioned and to try and determine how it has been operationalized.*

2. I'd like to start the interview by asking you to briefly describe what your program does and whether (or how) you apply an equity lens in your work. As you respond, I may prompt you with other questions to ask you to expand on what you are saying.

3. What was the process that led to the creation of your program? What's the current status?

*Prompting questions: What types of policy levers were at play, if any? Examples include: legislation, regulations, organizational policies, direction from government, organizational strategic direction, etc. Was its creation driven by an overarching goal articulated by another branch of government (in, for example, a health framework)?*

4. Who were the players involved? What were their roles?

5. Is equity incorporated or integrated into your program or into the practice of environmental health in your organization?

*Prompting question: what kinds of policy levers determine whether or how an equity lens is applied? For example, is it a strategic goal or priority of your organization?*

6. How does it work in practice?

*Sample prompting question: I see from your website that health equity promotion is a core area of public health programming in your organization. I'm wondering how equity has been (or is being) integrated into specific areas of practice.*

7. What kinds of challenges were encountered in the creation of your program? How did your organization overcome them? (Alternate phrasing: What kinds of challenges do you encounter in incorporating equity into your work specifically - or into the practice of environmental health more broadly? How have you overcome them?)

*Prompting question: are policy levers (like legislation or strategic plans) barriers or facilitators to the application of an equity lens in your work? Additional prompts: other challenges might include: human or financial resources, lack of organizational support, organizational or legislative constraints.*

8. What factors have facilitated the successful incorporation of equity into your work? (Alternate phrasing: What factors influence (or have influenced) your ability to incorporate equity into your work specifically - or into the practice of environmental health more broadly?)

*Prompts: examples of facilitators include management/executive level support, collaboration with other groups or departments, etc.*

9. Any final thoughts or comments?