

Recruiting Participants for Interviews and Focus Groups

Drs. Virginia Gunn and Karen Kennedy, Associate Professors of Nursing at Cape Breton University, are seeking health workers to participate in a study examining racism and other discrimination-related factors that may influence recruitment into the Nova Scotia health system, retention within the workforce, opportunities for advancement into leadership roles, and potential solutions to address these challenges.

Who is considered a health worker?

Health workers may include:

- Regulated professionals, such as audiologists and speech-language pathologists, chiropractors, counselling therapists, dental hygienists, dentists, dietitians, medical imaging and radiation therapy professionals, medical laboratory technologists, midwives, nurses, occupational therapists, opticians, optometrists, paramedics, pharmacists, physicians, physiotherapists, psychologists, respiratory therapists, social workers, or other licenced health professionals; and
- Unregulated care providers, such as home health aides, nursing aides, patient care assistants, personal support workers, or other unlicensed health workers.

What does participation involve?

Eligible participants may take part in:

- A virtual interview lasting approximately one hour, and/or
- A virtual focus group lasting one to two hours.

In-person interviews or focus groups can be arranged if preferred.

Participants will receive a \$50 e-gift card (Walmart, Amazon, Atlantic Superstore, or Sobeys) after completing an interview or focus group.

Who is eligible?

Participation is open to both regulated and unregulated health workers who identify as having experienced discrimination that influenced their recruitment, retention, or opportunities for career advancement in the Nova Scotia health system. Eligible participants may identify with one or more of the following groups:

- Racialized communities (including African Nova Scotian)
- Acadian or Francophonie communities
- Immigrant communities
- 2SLGBTQIA+ communities
- People living with disabilities

Individuals who meet the eligibility criteria and wish to learn more are encouraged to contact our Research Project Coordinator at HealthWorkerStudy@cbu.ca.

Purpose of the Study

The study aims to examine discrimination related factors affecting health workers and to identify practical and policy relevant solutions. The broader goal is to advance anti-discrimination policy changes, strengthen health equity initiatives, and support evidence informed policy development within the Nova Scotia health system.

Possible Benefits of Participation

Participants may benefit directly from this study, as improved understanding of the barriers to fully participating in the health system—and of the factors that support recruitment, retention, and advancement to leadership roles—may help inform advocacy efforts and collaborations with individuals and groups who hold decision-making power and support improved working conditions.

A Safe and Anonymous Opportunity to Share Experiences

The study will be conducted in a trauma-informed, culturally humble, safe, and anonymous way. No findings will be tied to individual participants or their employers.

Funding

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