Appendix A

Interview Protocol

1. How did you become involved at ECMC?
2. What is your understanding of race?
3. What is your experience as a person of color at ECMC as a predominantly white community?
	1. Probe: Values?
	2. Probe: Ways of speaking?
	3. Probe: Everyday concerns?
	4. Probe: Topics of teachers’ talks?
4. What is your understanding of racial inclusivity?
	1. Probe: What does it look like?
	2. Probe: How does it incorporate different values?
	3. Probe: How does it incorporate different identities?
5. How has ECMC promoted racial inclusivity?
	1. Probe: Power
	2. Probe: Race
6. Please describe an experience that you have had at ECMC in which you felt truly included as a person of color.
	1. Try to describe your thoughts and feelings during that experience. How did you know that you were welcome?
		1. Prompt: asking again for feelings.
7. Please describe an experience that you have had at ECMC in which you felt parts of your racial identity were excluded.
8. Try to describe what your thoughts and feelings during that experience. How did you know that you were not completely welcome?
	* 1. Prompt: asking again for feelings
9. Now, with your permission, I’d like to lead you through a thought experiment. Imagine that tonight, as you sleep, a miracle occurs. Overnight, magically, ECMC becomes a truly racially diverse and inclusive space. Of course, you're sleeping, so you don't know it happened. But when you walk into your next ECMC meeting, everything has changed. You feel totally welcomed, all of you. You feel truly at home.
	1. What's different?
	2. What's the first thing you notice when you walk in the room?
	3. What do you see?
	4. What do you hear?
	5. What do you smell?
	6. Who do you see?
	7. How do people treat you?
10. How could ECMC become a truly racially inclusive and diverse community?