**Background information**

No. of interview:

Gender:

Age:

Residence:

Living situation:

Country of origin:

Education:

Occupation at MSF-OCA:

**Opening questions**

To start this interview, I would like to ask you about your work at MSF.

1. When did you start working for MSF?

* Probe: which positions, which locations, which missions

1. What was your motivation to start working for MSF?
2. What are your current tasks at MSF?

* Probe: occupation, activities, going on field missions, working in the office

1. How do you experience working for MSF?

* Probe: mixed feelings, positive or negative, contact with colleagues/supervisor, meaningful contribution, reasons to join

1. What do you like about working here?

* Probe: contact with colleagues, meaningful contribution, making a difference, help the less fortunate of this world, challenging tasks

1. What do you like less about working here?

* Probe: stress, work-life balance, working hours, long periods of being away from home

**Key questions**

I would now like to continue by asking you about the contact with your co-workers and your involvement with MSF.

1. How would you describe the contact you have with your colleagues?

* Probe: frequency, outside of work setting, friends or friendly

1. And how would you describe the contact you have with your supervisor(s)?

* Probe: frequency, outside of work setting, friends or friendly

1. Could you tell me about moments when you feel very much a member of MSF?

* Probe: which moments, what happened exactly, how did you feel exactly, can you explain why (felt appreciated, valued, supported). *Ask for specific details when participant describes such moments!*

1. And could you tell me about moments when you do not feel very much a member of MSF?

* Probe: which moments, what happened exactly, how did you feel exactly, can you explain why (felt unappreciated, not valued, unsupported). *Ask for specific details when participant describes such moments!*

1. And when you look back on your MSF career, were there moments when you felt unsafe or unsure about whether to join on a field mission or accept an office job?

* If so, when / why was that? Could you tell me more about it?
  + Probe: personal safety, organizational risks, protect other expats, respect local culture
* If no – why, do you think, was it that you have actually felt safe or sure about this?
  + Probe: role of management, effective policies, support from organization or personal contacts

If you do not mind, I would like to continue by asking you a few questions about your sexual orientation and its influence on your work at MSF.

1. How would you describe your sexual orientation?
2. How open are you about your sexual orientation at the workplace?

* Probe: personal discomfort, lack of connection with other LGBQ, negative moral and religious attitudes, internalized versus societal oppression.

13a. *If* ***not open***: Why did you decide to not be open about your sexual orientation?

* Probe: negative previous experiences, foreseeing barriers in future, irrelevance of sexual orientation in the workplace, fear, no one’s business.

13b. *If* ***open***: Why did you decide to be open about your sexual orientation?

* Probe: self-acceptance, role model to others, sexual orientation does not matter, being authentic to own identity, encouraged by others.

1. Could you tell me about some of your experiences as an LGBQ individual working for MSF?

* Probe: positive experiences, no problems (pride, happiness, acceptance, support). *Ask for specific details when participant describes such moments!*
  + Probe: role organization, managers/supervisors, team, colleagues.
* Probe: negative experiences, problems (cannot bring partner, remain closeted, negative reactions expats/locals, discrimination, fear, stereotyping). *Ask for specific details when participant describes such moments!*
  + Probe: role organization, managers/supervisors, team, colleagues.

*Are there more moments that you can think of? Could you please carefully describe what happened, and how you felt about that?*

1. How are you involved in the LGBTQ+-community within MSF-OCA?

* Probe: LGBQ friends, attending groups or events

1. Why did you decide to become involved in the LGBTQ+-community within MSF-OCA?

* Probe: social support, prevent social isolation, career opportunities, self-acceptance

To continue, I would like to ask you for your view on what the organization could do for their LGBQ employees.

1. What do you think MSF-OCA could do to support LGBQ staff members within the office?

* Probes: policies aimed at inclusion and diversity, mission statement, procedures based on equality, justice, fairness, special treatment for LGBQs, counselling, role of Rainbow Network
* Probe: role individual, role manager/supervisor, role colleagues

1. What do you think MSF-OCA could do to support LGBQ staff members during field missions?

* Probes: policies aimed at inclusion and diversity, mission statement, procedures based on equality, justice, and fairness, special treatment for LGBQs, communication with locals/expats, thorough briefing and debriefing, counselling
* Probe: role individual, role manager/supervisor, role colleagues, role local staff, role expats

To end this interview, I have an additional pair of questions.

**Closing questions**

1. What do you hope the Rainbow Network can achieve?
2. What are your plans for the future?