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| **Element** | **Question(s)** | **Explanation** |
| 1. **Inclusiveness climate** | *How do you experience working for MSF?* (4);  *How would you describe the contact you have with your colleagues?* (7) | Addresses the participant’s assessment of the positive and/or negative aspects of working for MSF, and could provide some insights into the perceived openness or hostility of the organizational climate;  Encompasses the participant’s colleagues’ openness towards him/her as an LGBQ individual. |
| 2. **Inclusive leadership** | *And how would you describe the contact you have with your supervisor(s)?* (8) | Encompasses the relationship between participant and supervisor(s). Might indicate openness towards him/her as an LGBQ individual. |
| 3. **Inclusiveness practices** | *What do you think MSF-OCA could do to support LGBQ staff members within the office?* (17);  *What do you think MSF-OCA could do to support LGBQ staff members during field missions?* (18) | Both questions address the participant’s thoughts and ideas on how the organization could facilitate the work of LGBQ staff members; by analysing what is said, I can deduce which practices are currently *not* in place. |
| 4. **Disclosure dilemma** | *Why did you decide to (not) be open about your sexual orientation?* (13a/b, after previously asking how open they are about their sexual orientation) | Demonstrates one’s reasons and potential struggles in dealing with their sexual identity in the workplace. |
| 5a. **Belonging** | *Could you tell me about moments when you feel very much a member of MSF?* (9);  *And could you tell me about moments when you do not feel very much a member of MSF?* (10);  *Could you tell me about some of your experiences as an LGBQ individual working for MSF?* (14) | Together, these address one’s degree to which s/he feels like s/he belongs to MSF, and is able to have stable and positive relations within the organization;  Open question which could show examples of feeling high or low in belonging. |
| 5b. **Authenticity** | *Could you tell me about some of your experiences as an LGBQ individual working for MSF?* (14) | Open question which could show examples of feeling high or low in authenticity. |

“It’s not always possible to live your life openly or honestly in the same way” – Workplace inclusion of lesbian and gay humanitarian aid workers in Doctors without Borders

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Operationalizations of the core concepts of the conceptual model