

Thank you for participating in this research project. This study examines the experiences of minoritized volunteer leaders in their professional association and how they disrupt actions that are irrational, unsustainable, and unjust.

This interview will last between 60 to 90 minutes. Your participation in this interview today is completely voluntary, and you can stop the interview at any time. You can also let me know if there are any questions you would rather not answer.

You will choose a pseudonym for this study, and we will not disclose any identifiable information to anyone as part of the project. You have already received a copy of the consent form, do you have any questions?

Thank you! Will it be okay if I record the audio of this interview?

*****Start recordings!**

The audio file will be saved in a password-protected folder and will be permanently erased after the study is completed. May I receive your verbal consent for participating in this study, as well as for recording our conversation? Do you have any questions before we begin the interview?

*****Make sure recordings are recording.**

The first part of the interview will focus on you, your work experiences, and your professional association.

1. Can you begin by telling me about yourself and your background?
2. Why are interested in participating in this study?
3. To make sure to operationalize your understanding, could you answer how do you define Whiteness?
4. Additionally, how would you define a communion of critical consciousness, what I'm calling the bayanihan:
 - a. Are there specific elements needed to build a bayanihan?
 - b. Looking at both your criteria and my criteria to build a bayanihan, do you have a word that is more salient for you when you disrupt whiteness?
5. How long have you been at your professional/work organization?
6. What's within your work portfolio?
7. According to the intake survey, you are a member of X organizations. Could you share how you found out about all these professional membership organizations?
8. How long have you been a member of X organization?
 - a. If applicable, why are you no longer a part of this organization?
9. Do you remember your first experience with X organization?

10. What was your path to involvement with X organization? Were there any roadblocks?

I now want to focus on your current experiences with X organization, specifically around leadership and actions around the way things are said, done, and related to.

11. What are some standards of leadership at this organization that relate to your current volunteer role(s)?

12. Can you describe a specific incident or experience when you were outside of this norm? Don't worry about why, but please delve into the what and how.

a. How were you maintaining this norm?

b. How did you break this norm?

13. What about a time when you felt you had to play the part of this norm? Can you describe that experience? How did it make you feel?

14. Can you describe an experience where you felt there was a force choice, perhaps options that seemed binary in nature, but you operated outside of that binary?

15. The specific methodology that I'm utilizing, Critical Participatory Action Research, offered a few prompts to use when "investigating practices and the practice architectures that support them" (pp 96-97). I'm going to share with you some augmented questions as a starting point to discuss with you how Whiteness manifests within association management. If we could address each section one by one, that would be great.

o Sayings:

- How have you seen Whiteness manifest in your professional association in the way things are said?
- How is what is said and thought rational or irrational?
 - How is language used to reinforce the norm (of Whiteness)?
 - Where does this specific language come from? How is it supported?
 - Who speaks this language? The most? The least?
 - Are there ideas in the field that are dominant?

o Doings:

- How have you seen Whiteness manifest in your professional association in the way things are done?
- How is what is done, resources used, and infrastructure set sustainable or unsustainable?
 - Who is doing what to reinforce the norm (of Whiteness)?
 - What physical spaces are used? Not used?
 - How are resources distributed?

o Relatings:

- How have you seen Whiteness manifest in your professional association in the way people relate?
- How are the social arrangements just or unjust?

- How do appointment practices used to reinforce the norm (of Whiteness)?
- Are there systems of positions, roles, or functions that influence the norm (of Whiteness)?
- How does power play a part of the problem?
- Do people collaborate or compete for resources?

16. If you could talk to a younger you as they entered this professional association, what would you say to them?

17. Is there anything else that you would like to share about you or your volunteer experiences that you have not shared with me yet?

*****Stop recording!**

Thank you so much for sharing about your volunteer experiences in your professional associations!

We are still looking for participants for our study, so we ask you to please share our recruitment information with anyone you know who meets the criteria for the study. Do you have any questions about this process?

Additionally, if you are interested in participating in phase 2 of this study, please let me know.

Thank you so much!