

Focus Group Informed Consent

Please ensure that you have read this document prior to attending the focus group sessions

The purpose of this research is to explore how embodied racism shows up for Canadian-born South Asian women in their workplaces, and to understand how second-generation women experience psychological safety in the workplace. In addition to submitting my final report to Royal Roads University in partial fulfillment for the degree of Doctor of Business Administration, I will also be sharing my research findings through a dissertation by portfolio. The research results will be published in public outlets, including doctoral dissertation that will be published in RRU's Digital Archive, Pro-Quest and Library and Archives Canada. The results will also be disseminated at public and academic conferences and presentations. You may verify the authenticity of this project by contacting my supervisor: Dr. Debora Linehan at deb.linehan@royalroads.ca.

The asynchronous focus group will be hosted at [www. https://www.sgsacwstudy2025.ca/](https://www.sgsacwstudy2025.ca/). The participants of the focus group will be given the opportunity to review the emerging, preliminary key findings from the data collected in the questionnaire stage of this study. In the questionnaire, second-generation women were asked to share their experiences of direct, indirect and witnessed, or overheard racism in the workplace. Participants of the focus group will be asked to reflect on the findings and to discuss how organizations can learn from the findings by posting on the website above. Participants will be able to reply to others' comments.

Confidentiality: The focus group is anonymous. The comment form will allow the user to select a name. They may elect to use their own name, or any name they choose prior to posting their comments. The website will not track or post any other information other than the participant's comment and selected name.

Risks: There are no known risks to participants; however personal stories of negative experiences may trigger emotional responses. This study addresses sensitive topics related to racism which may evoke emotions or memories. If you feel uncomfortable at any point, please prioritize your well-being and take a break, or decline to answer any or all questions, or elect to terminate involvement at any time. Further, if you feel the need for support before, during or after participating in the focus group, you are encouraged to reach out for counselling services through your health benefits providers. Mental Health support can be found by province or territory here: (<https://www.canada.ca/en/public-health/services/mental-health-services/mental-health-get-help.html#a1>)

Benefits: The focus of this study is to address the gap in management studies literature by exploring the embodiment of racism for second-generation women in Canadian workplaces. Further, this study seeks to provide organizations with opportunities to mitigate the harm of embodied racism for second-generation women. And lastly, this study seeks to provide a place second-generation woman can share their stories with each other.

The focus group is administered through the researcher's website as noted above. The data gathered will be retained for 1 year after the researcher completes the dissertation and stored in the researcher's home office. It will be archived for 1 year.

Your participation is completely voluntary. If you do choose to terminate participation, any data submitted through the focus group becomes part of the anonymized dataset. Participation is entirely voluntary, and you have the right to withdraw at any time without consequences, up until the point at which the data will be analyzed and aggregated. Your decision to withdraw will not affect your relationship with the researcher or any affiliated

institutions. Similarly, if you choose not to participate in this research project, this information will be maintained in confidence.

This research project has been approved by the RRU Research Ethics Board. If you have any questions regarding your rights as a research participant, please contact the Office of Research Ethics at ethicalreview@royalroads.ca.

Participants of this study must self-identify that they meet all of the eligibility criteria:

- Must identify as having South Asian ancestry (including Southern parts of Asia, India, Pakistan, Sri Lanka, Fiji and Bangladesh, and identities such as Gujrati, Punjabi, Kashmiri, Nepali, Sikh, Hindi and Goan amongst others)
- Must identify as a woman.
- Must be born in Canada or immigrated to Canada before starting Kindergarten.
- Must have experience working in the Canadian workplace

By registering for a focus group on this web page, and by clicking on any of the Zoom links on this web page you are indicating your consent to participate. You agree that:

- You are over the age of 19,
- You meet the eligibility criteria for this study,
- You have read the information letter for this study,
- You are giving you voluntary and informed consent to participate in this research,
- You are giving permission for me to use data that I collect in this research to be used in the dissertation for this doctoral research study and for future publications and written works by the researcher.