

Supplementary File 1

Search Strategy for all Databases

- 1 Significant consultations with
 - (A) Librarian, Learning and Engagement Kemmy Business School, Mr. Peter Reilly and
 - (B) Librarian, Health Research Methods, Ms. Liz Dorsregarding relevant Databases and appropriate Boolean Terms.
- 2 Databases that needed to be screened for this study:
 - A Cinahl Complete
 - B Embase
 - C PsycInfo
 - D Scopus
 - E Medline (Pubmed & Ovid)
 - F Business Source Complete
 - G Google Scholar
- 3 After consultation with the above librarians, the following Boolean Terms were utilized in the above search engines:
 - A Equality and Inclusion
 - B Equality and Inclusion and healthcare
 - C Staff Equality and Inclusion and leadership
 - D Staff Equality and Inclusion and Professional development
 - E Staff Equality and Inclusion and training and development
 - F Staff Equality and Inclusion and staff development
 - G Staff Equality and Inclusion and mentoring

H Healthcare Employees and Equality and Culture

Note: (1) In the above search, the word “and” is utilized to ensure all search engines cover all search terms simultaneously, for example equality and inclusion. This is a vital step in the process as excluding the word “and” means articles relating to equality are included only.

4 Filters

The following filters were applied in the above search engines:

A Publication Date (2010-2022)

Note: *The researcher could customize the dates, meaning the end date is the most recent (3rd November 2022)*

B Article Type – peer reviewed articles

5 Additional Filters

Limited to English language

6 Saving Citations

Citations will be saved to Endnote

Note: *The researcher can eliminate duplication of file*