

Supplementary files

Supplementary file 1. Full search strategy

The terms used for the CINAHL database are shown below as an example.

(TI (((early-career OR mid-career OR junior) N2 researcher*)) OR ((early-career OR mid-career OR junior) N2 academic*)) OR ((early-career OR mid-career OR junior) N2 lecturer)) OR (post-doc* OR postdoc* OR post-PhD) OR (teaching and fellow) or (ECR or ECRs or MCR or MCRs or EMCR or EMCRs)) OR AB (((early-career OR mid-career OR junior) N2 researcher*)) OR ((early-career OR mid-career OR junior) N2 academic*)) OR ((early-career OR mid-career OR junior) N2 lecturer)) OR (post-doc* OR postdoc* OR post-PhD) OR (teaching and fellow) or (ECR or ECRs or MCR or MCRs or EMCR or EMCRs))) AND (MJ (Education OR Education, Dental OR Education, Medical OR Education, Nursing OR Health Education OR Dental Health Education OR Education, Premedical OR Education, Nursing, Research-Based OR Research, Nursing OR Research OR Health Services Research OR Research Personnel OR Medicine OR Dentistry OR Nursing as a Profession OR Allied Health Professions OR Allied Health Personnel OR Research, Medical) OR TI (research* or educat* or institut* or universit* or academi*) OR AB (research* or educat* or institut* or universit* or academi*))) AND (((MJ (Cultural Diversity OR Culture OR Prejudice OR Ageism OR Gender Equality OR Homophobia OR Racism OR Sexism OR Weight Bias OR Disabled OR Health Status OR Mental Health OR Social Norms OR Gender Role OR Minority Groups OR Demography OR Ethnic Groups OR Health Status OR Sexism OR Parenting or Parents or Parent-Child Relations or Mothers or Pregnancy or Fathers or Family or Child) OR (TI (diversity or social identity or parent* or father* or pregnan* or mother* or mum*) OR AB (diversity or social identity or parent* or father* or pregnan* or mother* or mum*))) OR (MJ (Career Planning and Development OR Career Mobility OR Leadership OR Mentorship OR Morale OR Demoralization OR Role OR Professional Role OR Organizational Culture) OR TI (mentor* promot* or advoca* or success* or funding or career* or progress* or develop* or secur* or diversity or professional identity) OR AU (mentor* promot* or advoca* or success* or funding or career* or progress* or develop* or secur* or diversity or professional identity)) OR (MJ (Social Inclusion OR Interprofessional Relations OR Peer Group OR Peer Review OR Research Support) OR TI (belonging OR inclusion OR culture) OR AB (belonging OR inclusion OR culture))))

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Supplementary file 2. Methodological quality of included studies.

	Tool	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Additional appraisal tool notes		
Afonja (2021)	CASP - Q	Y	Y	Y	Y	Y	N	Y	Y	Y	OK							
Behar (2017)	CASP - Q	Y	Y	Y	Y	Y	Y	Y	Y	Y	OK							
Cameron (2020)	NIH – X	Y	Y	N	Y	N	N/A	N/A	N/A	Y	N/A	Y	N/A	Y	Y	Fair		
Chaudron (2021)	NIH – P/P	Y	Y	Y	N	Y	Y	Y	N	N	Y	N	N			Fair		
Cumbler (2018)	CASP - Q	Y	Y	Y	Y	Y	N	Y	Y	Y	LIMITED							
Deane (2021)	CASP - Q	Y	Y	Y	Y	Y	Y	Y	Y	Y	OK							
Duke (2020)	NIH – X	N	Y	Y	Y	N	N/A	N/A	N/A	N/A	N/A	Y	N/A	N/A	Y	Fair		
Eisen (2017)	MMAT	N	N													No further questions responded as research question unclear		
Lang (2019)	CASP - Q	Y	Y	Y	Y	Y	N	Y	Y	Y	OK							
Price (2018)	CASP - Q	Y	Y	Y	Y	Y	N	Y	Y	Y	OK							
VanDongen (2021)	MMAT	N	N													No further questions responded as research question unclear		

Abbreviations: CASP – Q = Critical Appraisal Skills Programme – qualitative study appraisal tool (<https://casp-uk.net/casp-tools-checklists/>); MMAT = Mixed Methods Appraisal Tool (MMAT) Version 2018 (http://mixedmethodsappraisaltoolpublic.pbworks.com/w/file/fetch/127916259/MMAT_2018_criteria-manual_2018-08-01_ENG.pdf); NIH – X = National Heart, Lung, and Blood Institute Quality Assessment Tool for Observational Cohort and Cross-Sectional Studies (<https://www.nhlbi.nih.gov/health-topics/study-quality-assessment-tools>); NIH – P/P = National Heart, Lung, and Blood Institute Quality Assessment Tool for Before-After (Pre-Post) Studies With No Control Group (<https://www.nhlbi.nih.gov/health-topics/study-quality-assessment-tools>).