**Additional File 2: Focus Group Schedule**

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| **Domain** | **Topic and Probes** |
| **Levels of understanding, engagement with and perceived importance of conducting D&I research** | * What comes to mind when you think about D&I research? * Do you have experience with conducting, or supporting D&I research (i.e. through direct funding, supervision or collaboration on a project)? * Is D&I research something you would support / think is relevant / important? Why? Why not? (please ask both: why and why not) |
| **Types of barriers to conducting D&I research, exploring differences across countries, between disciplines and academic career stages;** | Suppose you or your colleagues **want to** conduct, fund or support D&I research   * What are **barriers** that you or your colleagues face? What makes it difficult? Why? (ask for explanation) * Are you aware of any differences across countries? * Do academics at different career stages experience different challenges?   *Carefully repeat back all factors cited by the respondents and ask if there are more* |
| **Individual (researcher) and organisational (internal and external institutional) strategies to facilitate, support and incentivise research that aims to reduce the research-to-practice gap.** | We are trying to identify **strategies to facilitate, support and/or incentivise research** that aims to reduce the research-to-practice gap.   * What would help **you as an individual** to conduct or support research that aims to reduce the research-to-practice gap? What is needed? Why? (ask for explanation)   If not covered, prompt for:   * Knowledge, perceived importance, skills, self-efficacy researchers * Institutional/academic system value/priority * Time * Funding * Influence on politics / health agenda * Communicate research findings - journals * Stakeholder partnerships * What could **your organisation** do facilitate, support and incentivise research that aims to reduce the research-to-practice gap? What is needed? Why? (ask for explanation) * What could **the academic system** (e.g. National Funding Agencies, peer-review Journals, academic promotion structures) do to facilitate, support and incentivise research that aims to reduce the research-to-practice gap? What is needed? Why? (ask for explanation)   *Carefully repeat back all factors cited by the respondents (+ and -) , and ask if there are more* |
| **Closing** | Is there anything else you think is important to mention that we have not talked about?   * Summarise * Thank respondents * Explain future steps of research project |