

Table S1 Providers interview guide

Questions	Second-Level Questions
0. Please describe your role and how long you have been in this role at this facility.	
1. I'd like to specifically talk about your seriously ill patients. What are some of the important decisions that you've discussed with patients and families?	What are additional important decisions you think that families and patients should consider?
2. What were some challenges you faced when communicating with patients about next steps in their course?	How did you talk about your recommendations for the patient and family? How do you talk to a patient or their family when they don't agree with your recommendations?
3. I'd like to now focus on "goals-of-care planning" – the discussion between a provider and the patient about their hopes, fears, and values. Some people propose that with a serious illness, this should happen regularly. Can you discuss whether you think that's a good idea or not?	
4. If we were going to try to make these goals-of-care conversations more common, how would you recommend we go about that?	Who should initiate or do the bulk of goals-of-care planning discussions with the patient? How and when should palliative care specialists be involved?
5. If you have done so before, what were some challenges you faced while addressing goals of care, particularly those with a different background from you?	Did you have problems with: -Lack of time? -Comfort level with goals of care discussions? -Difficulty inserting language about goals of care? Which part was especially challenging: -Interaction with family? -Patient health literacy? -Patient cultural values?
6. I'd like us to think about a specific patient you've had. Can you recall and share an example when that patient's identity was important to their care?	Can you share examples of when their identity influenced decision-making and your conversation? Was this patient's background different or like yours? In what ways? How did you navigate that interaction?
7. What worked best when addressing challenges you had communicating with diverse patients, particularly those with a different background from you?	Do you ever bring up aspects of your patient's identity during shared decision-making?
8. What could we do to better prepare clinicians for addressing diverse cultures that we encounter when providing care?	What programs for improving cultural competency does your workplace offer?