**Ethnic diversity in local government interview guide (semi-structured)**

[Since the interviewees will vary in their connection to the topic: they will be white, or minority ethnic, they might be local councillors, unsuccessful candidates, or party activists, the contents of the interviews will vary to reflect this.]

**Introduction:**

Hello and introduction. Thanks for time, importance of contribution.

Reminder about anonymity, read through the consent letter, sign participation information sheet, agree recording

**Part one: diversity in the local context and local politics**

* 1. Local ethnic diversity in the interviewees local council/area
     1. Record relevant context: which level on the council, what party is interviewee covering, what is their expertise/interest in the area,
     2. is the local area ethnically diverse and is this reflected in local government/how does this reflect diversity of political party/parties, other organisations locally?
     3. Are there any ethnic organisations on the ground? How do ethnic minorities organise, or do they not organise politically in the are? Are these organisations linked to local parties/local government?
  2. Demand for diversity: is there any?
     1. Where is it coming from?
     2. Is it only minorities, or are white majority populations invested (why? Why not?)

**Part two: obstacles to candidacy and election**

* 1. Are there ethnic minority local politicians willing to stand/standing locally?
     1. Why is there no sufficient number of minority candidates (if mentioned)
     2. What are the difficulties in getting selected/elected (prompt traditional supply/demand factors: costs, )
     3. Are these the same/different for ethnic minorities (prompt selector prejudice, structural disadvantages such as money)
     4. Are there differences in level of encouragement?
     5. Who selects candidates/decides locally?
     6. What are the criteria candidates must meet (are they different for ethnic minorities?)

[prompt personal experiences if interviewee minority ethnic]

**Part three: is anything being done**

* 1. Is there anything being done locally to [counter obstacles named before]
     1. What is being done/who is this targeted at, who benefits
     2. Who and in what capacity is doing it?
     3. How long/when was the effort started/is there are evidence of results?
     4. If nothing why not?
  2. At the national level there are a lot of efforts being made to increase representation: why is the local government falling behind?
     1. Is there something specific about the local context?
     2. What are the specific local problems/difficulties/obstacles?
     3. What does the future hold/what does the interviewee plan to do/would like to see done?
     4. Ultimately whose responsibility is it?

**Part four: wrap-up**

1. Thank you – stop recording
2. What will happen now: data analysis, reporting, reminder of anonymity
3. An opportunity to ask questions