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| **Appendix 1: Structured Interview Guide** |
| Pregnancy | * Tell me about your experience being pregnant as it pertains to work.
* What was the most difficult part of this experience?
* What was a positive experience?
* How would you optimize this experience?
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| Parental Leave | * Tell me about your experience with parental leave.
* What was the most difficult part of this experience?
* What was a positive experience?
* How would you optimize this experience?

Probe:* Was this the amount of time you wanted to take?
* Was it paid or unpaid, and by whom?
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| Return To Work | * Tell me about your experience returning to work.
* What was the most difficult part of this experience?
* What was a positive experience?
* How would you optimize this experience?

Probe: * What was your experience with breastfeeding or pumping?
* What was your experience with your colleagues’ perceptions?
* Did parental leave affect professional opportunities?
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