Annex 2. Codebook

Table 3 provides the hierarchical codebook used in the analysis, including categories, codes, and subcodes with their operational definitions. This structure ensured transparency and consistency in the coding process and facilitated the systematic comparison of discourses and practices across participant groups.

Table 3

Hierarchical Codebook Used in the Content Analysis

Category	Code	Subcode	Operational Definition (compact)
A. Perceptions of Diversity and Discrimination	A1. Valuing diversity	A11. Celebratory discourse on diversity	Diversity as pride, enrichment, or prestige.
		A12. Instrumental or critically realist discourse on diversity	Diversity valued for practical benefits or critical acknowledgment of inequalities.
		A13. Rejection or fatigue with diversity	Resistance or scepticism towards diversity initiatives.
		A14. Diversity as safer environment	Diversity linked to safety and respectful climate.
		A15. Perceived lack of diversity	Diversity seen as insufficient or absent.
		A16. Perceived presence of diversity	Diversity recognised as present or visible.
	A2. Forms of discrimination	A21. Class discrimination	Unequal treatment based on socioeconomic status.
		A22. Gender discrimination	Unequal treatment based on gender or identity.
		A23. Disability discrimination	Barriers or unequal treatment linked to disability.

		A24. Mental health discrimination	Stigma or exclusion due to mental illness.
		A25. LGBTI-phobia	Discrimination based on sexual orientation or gender identity.
		A26. Racism and xenophobia	Unequal treatment based on race or nationality.
		A27. Age discrimination	Unequal treatment due to age.
		A28. Minimisation/meritocratic equal-requirements discourse	Denial of discrimination through formal equality/meritocracy.
	A3. Conceptualisation of discrimination	A31. Conceptual clarity about discrimination	Explicit definitions of what counts as discrimination.
B. Change Agencies	B1. Individual and collective agency	B11. Individual empowerment	Self-efficacy to promote inclusion.
		B12. Recognition of others' agency and collaborative change	Acknowledgment of other groups' role and joint initiatives.
	B2. Institutional dynamics	B21. Institutional enablers of agency	Policies or resources that support inclusive action.
		B22. Inter-actor frictions and coordination gaps	Mistrust, poor communication, or conflicting expectations.
		B23. Multi-level resistances and capacity gaps	Resistance and lack of resources/training at different levels.
C. Perception of Institutional Change	C1. Barriers to change	C11. Structural and procedural constraints	Resistance, administrative, or contextual barriers.
		C12. Lack of leadership or will	Weak political will or institutional leadership.