SUPPLEMENTARY MATERIAL

Intercoder Reliability

Intercoder reliability, or the measure of agreement between how multiple coders code the same data, in principle involves entire datasets being thematically coded by multiple researchers working on consensus definitions of the themes. The reality of the practical constraints of early-career research, acknowledged by Campbell et al. (2013), is that thematic coding is often undertaken by a single researcher. This is the case in the present paper. A comprehensive validation of thematic coding by other researchers was not possible, but we take inspiration from Kracker & Pollio (2003) in testing intercoder reliability for a randomly generated sample of the total corpus of text selections (in this case, 10%). Early in the coding process, the random sample of texts was analyzed by an outside researcher (a graduate student with considerable professional experience in Canadian policy contexts) who had been briefed on the meaning of each theme. Intercoder reliability is calculated using Holsti's method (1969),

$$Intercoder\ Reliability\ = \frac{2\,M}{(N_1 + N_2)}$$

where M is the number of coding events (in this case, themes) that both coders agreed upon, N_1 is the total number of coding events assigned by the primary researcher, and N_2 is the total number of coding events assigned by the outside researcher.

For the random sample of 15 selections of text used here, $M = 21$ (that is, both coders agreed on the presence of 21 coding events), $N_1 = 28$, and $N_2 = 32$, giving an intercoder reliability of 70%. The suitability of this level of concordance between coders differs based on which standard is chosen as our benchmark, from meeting Landis & Koch's (1977) oft-cited standard for 'substantial agreement' to falling slightly short of Joffe's (2011) proposed standard of 75% agreement. It is worth noting that in 7/8 (approximately 88% of) instances where the outside researcher marked a coding event while the primary researcher did not, the theme applied was 'Theme 9: Other Forms of Integration' – significantly less clearly defined than the other themes, largely by design.