Additional file 1

Appendix 1: Key search terms (/Medical Subject Headings MeSH)

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| **Concept** | **Workforce Diversity concept** | **Social justice concept** | **Equity concept** |
| MeSH terms (2022) | **Health Care**Health Care Facilities, Manpower, and ServicesHealth Care Economics and OrganizationsHealth Services AdministrationHealth Care Quality, Access, and Evaluation**Disciplines and occupations**Health occupations**Named groups**Students, Health Occupations | - | - |
| Key terms | **Diversity**BME/BAME (Black, Asian, minority)DiversityEthnic/ethnicityEthnically diverse**Workforce**CareerCandidateEmployeeEmployment InterviewJobPost-qualificationRecruitmentSelectionStaff retention Staff skillsTalentWorkforceWorkforce planning | Disparity/disparitiesEquality gapEquity gapEquality of opportunityHuman potentialInequality/inequalitiesLife chanceSocial justiceSocial mobilityRacial justiceRace/race equalityRacialized | Affirmative actionEqualityEquity interventionInductionMentorshipPositive actionPositive interventionPreceptorshipRedistributionRole model  |