

Table 1 Outline of the study steps and participants

Sequence of steps	Aim of step	Participants	Activities conducted	Results
Step 1: archive study	To identify the existing components of cultural competence	Researchers	Searching databases, surveying articles and documents, identifying existing components during 40 discussion sessions	20 components in 3 domains were identified relating to cultural competence of faculty members in medical schools
Step 2: interviews	To identify the new components of cultural competence	Researchers & 6 faculty members	Conducting 6 interviews, analysing data and eliciting new components	After deleting duplicate components, 5 new components were added
Step 3: first FGD	To identify the new components of cultural competence	Researchers & 14 faculty members	Conducting FGDs, brain-storming and summarizing findings	After deleting duplicate components, 3 new components were added
Step 4: questionnaire	To determine the importance of each component (scoring round)	Researchers & 21 faculty members	Scoring the components	Mean score of all the components was > 5
Step 5: second FGD	To finalize the components	Researchers & 8 faculty members	Preparing the final framework	21 components in 3 domains were agreed to define the cultural competence of faculty members in medical schools

FGD – focus group discussion.