**Appendices**

1. **Interview Questions**
* Reflecting on your arrival in the United States, share instances as a Nigerian with intersecting identities as a black African and an immigrant when you experienced racism or discrimination. How did these challenges shape your relationship with the host country?
* In what ways have these experiences affected your emotional and mental well-being? How did you cope with the emotional toll of facing racism or discrimination?
* Considering your various identities – Black immigrant, how have these intersected to shape your experiences with discrimination? Have certain aspects of your identity exacerbated or mitigated the challenges you faced?
* Have you encountered any challenges related to racism or discrimination in educational or professional settings? How have these experiences influenced your academic or career trajectory?
1. **Demographic Data**

Table 2: Qualitative Demographic Data (N=22)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Case ID** | **Gender** | **Age** | **Arrival Year** | **Length of Stay** | **Education** | **Profession** | **Employment** |
| NDD001 | Female | 35-44 | 2018 | 2 | Master’s | Grad student | Part time |
| NDD002 | Male | 55-64 | 1996 | 24 | PhD. | Professor | Full time |
| NDD003 | Male | 55-64 | 2018 | 4 | PhD. | Diplomat | Full time |
| NDD004 | Male | 35-44 | 2011 | 9 | PhD. | PG | Full time |
| NDD005 | Female | 45-54 | 1999 | 21 | Bachelors | RN | Full time. |
| NDD006 | Male | 25-34 | 2016 | 4 | Master’s | Grad student | Part time |
| NDD007 | Male | 55-64 | 1983 | 33 | PhD. | Professor/Cleric | Full time |
| NDD008 | Male | 35-44 | 2019 | 1 | Master’s | Grad student | Part time |
| NDD009 | Male | 55-64 | 2011 | 9 | Master’s | Instructor | Retired |
| NDD010 | Male | 55-64 | 1997 | 23 | Master’s | Engineer | Full time |
| NDD011 | Female | 65-74 | 1990 | 20 | Bachelors | Nurse | Retired |
| NDD012 | Male | 55-64 | 1997 | 23 | PhD. | Financial Analyst | Full time |
| NDD013 | Female | 35-44 | 2005 | 15 | Master’s | Grad student | Part time |
| NDD014 | Male | 55-64 | 1980 | 30 | Bachelors | Accountant | Full time |
| NDD015 | Male | 55-64 | 1995 | 25 | Medical | Medical Doctor | Full time |
| NDD016 | Male | 35-44 | 2017 | 3 | Master’s | Grad student | Part time |
| NDD017 | Male | 45-54 | 2012 | 8 | Master’s | Journalist | Part time |
| NDD018 | Male | 45-54 | 1979 | 31 | Master’s | ME | Full time |
| NDD019 | Male | 65-74 | 1991 | 19 | Master’s | Care-giver | Full time |
| NDD020 | Female | 25-34 | 2017 | 5 | CNA | Nurse | Full time |
| NDD021 | Female | 35-44 | 2011 | 9 | Masters | Animal Scientist | Full time |
| NDD022 | Female | 35-44 | 2005 | 15 | Master | Lawyer/Caterer | Full time |

Note: PG = Physical Geographer; RN=Registered Nurse; ME=Mechanical Engineer

1. **Thematic Analysis**

Table 3: Showing Thematic Analysis

|  |  |
| --- | --- |
| **Main Themes** | **Example of Narratives** |
| Structural and Social Integration  | “All I can say is that I love my life here in the US. This is because I have discovered that this country helps bring out the best in you. If you have an interest and you want to pursue it, they give you the opportunity to do that. Also, there is good security here. Which helps you to feel at home and focus on what you want to do without any fear.” |
| Nuanced Experiences of Racial Discrimination |  “I remember crying for several nights, especially at my place of work. I had spoken with my supervisor at one time, telling her, ‘I am sorry that I am the way that I am (meaning that she is Black). Nevertheless, look at the job I do instead of how I look. I cannot change who I am, but I can change how I do my job. If you are not satisfied with my performance, then know that I am trainable. But I cannot change the way I look. I am grateful to God because that is what he gave me. It is a gift that I cannot reject. So, just work with me with regards to the job.”  |
|  | “About three years ago, I went to a primarily White area to see a patient. I could not find the direction to the place, so I called the owner of the foster home where the patient lives, and then I parked my car on the side of the road. There was a young boy that was mowing a lawn. The boy called the owner of the house, who came out and told me to leave. I told him that my car was parked at the side of the road, so I would not leave. Then he threatened to call the police if I did not leave. I told him to call the police, ‘How can you see me park a car by the side of the road and behave like this?’ I asked. So, he waited a few minutes until the owner of the foster home came to get me, then he left.” |
| Nuanced Experiences of Workplace Discrimination. | “Of course, as a Black person in this country…I have experienced a lot of discrimination. For example, at my previous job, my supervisor hated me for no reason. So, I assumed it is either because of the color of my skin or because I came from another country. As a Nurse in Nigeria, my training included having interactive relations with my patients. But when I interacted with my patients here, they loved it. Unfortunately, that made me a target among my colleagues, who often reported me to my bosses for little to no offense… So, that makes the work very challenging.”   |
|  | “I faced discrimination while job hunting in the U.S., being told that I was either underqualified or overqualified for positions. I eventually settled for a job as a technician with unequal pay compared to my qualifications.”  |
| Discrimination Based on National Identity and Immigration Status | “Contrastingly, African immigrants face discrimination rooted in their identity and country of origin, as illustrated by Badung, a college professor, who recounts his challenges both as a graduate student and in the pursuit of a professorial position”. |
|  | “I believe I face discrimination for two main reasons. First, it is because I am Black, and second, it is because I am a Black immigrant. I feel that people expect me to be less knowledgeable in an academic setting due to my race and immigrant status. I think that preconceived notions about Black immigrants lead to unfair treatment, and while White individuals make similar mistakes, they aren’t judged as harshly. So, I believe that my skin color is the primary reason for differential treatment, but my migrant status also plays a role.” |