**Interviewer:** Okay, thank you for joining me in this interview. I will start the questions now, after the consent to record has been given by you. Thank you.

So, this interview, we have 6 different sections. [ Uh]I will start with the first section, section one is demographic information. There are 5 question, sir.

So, the 1st question under this section says that: Can you share your age, gender and country of origin?

**Participant 6:** I am 50 years old. I'm a female and I'm from Nigeria.

**Interviewer:** Okay, thank you. Next question is [uh] - What is your highest level of education and what country did you obtain your degree from.

**Participant 6**: I have an MBA from Nigeria.

**Interviewer**: Okay. Thank you.

**Participant 6:** Excuse me, please let me pick this call from my husband.

**Interviewer**: Okay, I can [uh] pause the recording. Okay Question number three - How long have you lived in the United States in Maryland Specifically?

**Participant 6:** 3 years.

**Interviewer:** 3 years. Okay, thank you. Question four - What is your current profession or job title?

**Participant 6**: I am presently a caregiver, a direct support professional but I'm also running my business by the wayside, by the side.

**Interviewer:**  Okay, thank you. Question five - What was your profession in Nigeria before you migrated to the US?

**Interviewer**: Before I migrated to US, I was working with the Nigerian Government, the Presidency and I was the Director of communication; Government Communications.

**Interviewer:** Okay, thank you for sharing that. We'll go to section two. Section two: Push and Pull factors; push and pull factors are factors that influence why people migrate.

Under this section, I have about four questions. I will frame in a way that to be able to give a very precise answers to the questions.

[Uh]The 1st question under this section is- What motivated your decision to migrate to the United States? Are they, specifically are they economic, social, or political challenges?

**Participant 6:** I would say the three. The 1st is when I mean political threat, I'm talking more of security. Nigeria became so insecure that for 3 years, I couldn't drive because we're living in Abuja like I said I was working with the Federal Government. I was very scared, I was scared of the Boko haram, I was scared of the kidnapping became worse. So, for me that became a threat, for 3 years I was that scared.

The second one was economic. My son had been admitted into university here we're paying the school fees. He's an Irish citizen, my daughter is a US Citizen. So, when we started paying, It was, we were paying 200 [laughs] and something exchange rate before we knew it, within a year 200 had become $700.

The exchange rate multiplied within the, times 3, so there was no way we could keep up with paying that money without earning in dollar and coupled with the security challenges.

Then there were threats. We had a farm, we bought a farm and the intention was to have the farm and probably when we retire, start the farming. We had paid for the farm like more than 3 times people kept saying hey! this is my farm, you know all those.

So, the next thing they were like they were going to kill us; they were going to. We're having threats that we should leave the farm, that you know. So those were the things.

I became disoriented, I became delusional so my husband, had to tell my husband. Is it either I run away from run to wherever and I couldn't run because I had children to take care. My son is in university here. My daughter is about to enter university. She's a citizen of the USA and I had a small child that is just 9 years old, so we had to take that decision to relocate, so to say.

So that was why we are here. That's how we became immigrants so to say.

**Interviewer**: In the United states.

**Participant 6:** Yes

**Interviewer:** Okay, thank you for sharing these factors. Well, physical security, safety, economic.

Yeah, they're very, very important factors. Thank you. The next question -What attracted you to the United States, Maryland in particular?

**Participant 6**: Well, my parents are citizens. My younger brother is a citizen, so he filed for my parents. I've not seen my father in like 10 years, I’ve not seen my younger brother in like the same 10 years,my mom everybody's here. My mom is here,my dad is here. My younger brother is there with his family So, it was the best we could do. We had to come to family first while we are relocating you need the you need to be with family so that they can help you with the navigation and help you settle down.

So, it was obvious and since this is where they are, it was obvious it was the best place for us to come to, and that is why we came to.

Apart from that we understand that Maryland is a sanctuary state and it was easy for us to settle down. There are so many Nigerians here in diaspora that are in Maryland and basically there's family, there is a diaspora link and there's assurance that it’s a sanctuary state, that you will not be harassed so to say if you're trying to settle down and migrate. So those were the 3 reasons for chose Maryland.

**Interviewer**: Okay, thank you. The last question in this section- What challenges have you encountered during the migration process? Were there any specific challenges?

**Participant 6**: Yes, there is a of course the cultural, the cultural shock. The difference in how people do things, how you, when we came in, we assumed I'm going to use the word assumed, that we were technocrats, we had gone to school, we had masters. My husband has his Master's from University of Coventry, So, we assumed that coming here, you're just going to be a plug and play. You start applying for jobs, and we are not getting job. [Oh man] that was it, it wasn't what we expected, so we had to tell ourselves that there's nothing wrong with starting all over. So, you have to pick the DSP jobs and then here we are.

**Interviewer**: Okay. thank you. We'll get to that later in the interview. But, in other words, what you are trying to say is that your expectations in terms of your fit; your career progress in the US Is not [uh, laughs] by the time you got here it wasn't as expected. You thought you just because of your level of experience and education and especially back in Nigeria; Your expectation was that when you go there it's going to be like, you're just taking off right away. Okay, we'll talk about that one more later.

**Participant 6:**  Okay.

**Interviewer:** Thank you for sharing that. We go to Section 3, Under that section 3, we talk about professional experiences. I also have 5 questions there. So, the 1st question under the sections is-

Please tell us about your career trajectory in Nigeria before you reocating to the United States. I know you mentioned a little about being a director of government communication with the Presidency.

**Participant 6:** Yeah. I have over 20; before I left I had like 23 years work experience because I finished school in 98 so and over 23 years work, experience of private sector, government.

[Uh] I’ve done all the works rising from being a salesperson to a customer service to strategy to communications for both private and sector. So, I've grown through the ranks to the extent I was working with the Presidency, I was working with policy and government and governmental relationships. So that has been my growth in terms of my career in Nigeria before relocating.

**Interviewer:** Okay, thank you. Question 2- How would you describe your current career trajectory in the United States?

**Participant 6**: [uh] United States, I don't have a career right now. I have survival instincts. I'm trying to pick my bills and the good thing is, I don't see it as a bad thing. I see it as a good thing that it's making me see things from a different perspective. And it's also giving me the leverage to pick a new career so to say.

You know, once you've worked with somebody or something for 23 years, you might, you think you actually achieved where you become redundant, you become you just, you coast like my former boss would say, you're coasted because you know the process, you know what to do but now I'm here that I have to start a different; this is health and I'm in a different space, I'm in the health sector now I was not in the health sector in Nigeria, I'm in the health sector now, I'm learning how to do the basics, I'm learning how to take care of people within the [eh] health sectors. So, it's fun, it's challenging, and it's also a new experience for me.

**Interviewer:** Okay

**Participant 6:** So, in terms of my career, following my career growth coming from Nigeria, it could be seen as negative but there was one thing when I was doing my MBA that I read that said, once you've reached the age of 45, you need to have a change of career. You need to have cause from that 20 or 25 to 45, you spent 20 years doing the same thing over and over again. It's time to have a shift. So, I was kind of excited, challenged, and also looking forward to the change so to say.

So, for me, I see it as a positive [uh] maybe because I'm old, I've been, maybe for somebody coming after 5 years of working in Nigeria you think you still have to build that career but for me I think I've seen it, done that 23 years. So, I'm just starting new and I'm excited and I'm [uh] happy even though I'm starting from the … [pauses and laughs], I’m starting from the…what do you call it now?

**Interviewer**: starting from the scratch, again right?

**Participant 6:**  starting from the scratch, all over. It's exciting. It's new, it's challenging, it’s giving my brain, tasking my brain to work more and like I said, its's also giving me room to be an entrepreneur.

Anyway, we'll get to that, so don't let me drop the gun yet.

**Interviewer**: Okay, thank you. [uh] – How well do you feel your skills and qualifications are being fully utilized in your current role?

**Participant 6:**  Like I keep telling people there are no lost knowledge, no lost information even the so-called basics, one plus one we learned in school, or the trapezoid, or whatever that we think they're not useful, they are actually useful because they're actually used the in everyday life, whether at work, whether with your children, whether with family, whether with social, whether with interacting with people ,these things information whatever I've learned over the years they come to play and I can give you thousands and one example of. I'm working with people that probably they're just lucky to have a DDA homes, many of them didn't go to school, and I look at the way they're running the business and I'm laughing. I'm like [oh] and I have to come in and say do you have a SOP? Do you have this? Do you have your KPIs? They don't have that but I have all that.

So, I come with my little even as startups because I'm telling my supervisor “Sir, I think you need the KPI for you to be able to identify the good people, the people that actually adding value. You need to streamline your operations with your SOP, you know”. So. for me like I keep saying people , I always see the cup half full and I see that there's a little something to give wherever you, whether you're at the bottom, you're in the middle, or you're at the top, there's always something there's always value you can bring to people. So, for me It is what it is.

**Interviewer**: Yeah, okay, thank you for sharing that.

**Participant 6:** Uhm Uhm

**Interviewer:** What barriers have you faced in the professional landscape such as licensing requirements, recognition of foreign qualifications or workplace discrimination?

**Participant 6**: Okay. I'm going to answer this in two parts because fortunately or unfortunately; Fortunately, I’m working with Nigerian-based companies so the discrimination I didn't face.

The only way I felt discriminations were probably when I was looking for a house and the discrimination even came from the Black Americans, not even the whites. I hope I'm not using the wrong words white or black?

**Interviewer**: No, no, no, no, it's ok

**Participant 6**: ... came in from the from the African Americans.

**Interviewer:** Okay.

**Participant 6**: It's shocking that it's African Americans that are discriminating against me. Why? I don't know what the white or the they're very cordial, they're very respectful and they'll give you what you need.

So, for me the discrimination maybe the whites will not show it because they know how to hide or whatever I don't know but, like I said, most of the times I've worked with Nigerians in the Nigerian space with Nigerian entrepreneurs and Nigerian business owners.

And with respect to licensing requirement, the good thing I know, the good thing I have learned about this place is you can do whatever you want to be here unlike Nigeria that stiffens your creativity when you come here is it that you are focusing on your career or you're in the business, or you're working for somebody.

In Nigeria, the only thing they teach us is how to work for people but here the sky is the limit. You can be a business owner, you can be whatever you want to be. So, because of your foreign qualifications, you can do whatever qualifications you want. All you have to do is google, get your qualifications and boom, you have it. Once you have your money, you pay for it and you're good.

There's a problem in the diaspora space: lack of information. People don't share information which is very good, which is very bad I mean. People don’t share information. So.

**Interviewer**: Okay, thank you. The next question is related to the one we just talked about. Now, all these challenges that people face in terms of licensing, credentialing and recognition of any qualifications and workplace discrimination.

So, the next question is – What strategies have you used to overcome these challenges? I know you talked about you being the kind of somebody who sees things from the positive perspective. So, if you still have anything to add to that, you can add it here.

**Participant 6**: I will tell you that information is king. Most people I talk to here, and it's so funny because the information is right there in front of them and they don't take advantage of it. I'll give you a typical example and thank God my face is not shown so nobody will know. There's a guy I just met, he does his taxes, he pays his taxes. By the time he gets money from the government, he gets as much as because his wife is also a nurse, so I think they earn a lot of money. He earns 13,000 from federal, another 7,000 from the State. That's 20k you know, at the end of year taxes and then I asked him “What do you do with that 20,000? And he smiles [Oh] well… I'm like God.

With 20,000 you can be buying a house every year, with 20,000 you can put on your IUL, with 20,000 you can put it on your children's trust, you can put it on businesses that within 5 years you have the financial freedom, you have the time, freedom but know what? he's been doing the DSP job for 7 years to 8 years now, I look at him, and I'm like “Uncle, Are you for real?

What am I trying to say? The challenges are there.

**Interviewer**: Right.

**Participant 6: …**The challenges will always be there, even where we're coming from, but I would tell anybody that's ready to listen, the opportunities supersede the challenges. The opportunities have so much swallowed up the challenges that if you do not make it here, then the fault is yours.

Discrimination is always there even in Nigeria because like I said I worked with the Federal Government, you will see the nepotism where at federal executive level the President is speaking local language when there are other ministers that don't even understand Hausa and he's okay speaking the language for the next 5, 6 minutes because he thinks he can.

**Interviewer:** Yeah

**Participant 6:**  That's nepotism or when you need to go to work, and they will tell you they can't give you the job because you're not from a particular state. So, the challenges are everywhere in the world whether you go to a Garden of Eden, the challenges are there and I keep telling people stop seeing the challenges, there are always, anywhere there’s a challenge, there are opportunities because there are always needs and what has helped me is, I listen.

I won't say I eavesdrop when people are talking, but when I see somebody talking on the phone and I hear business idea and information, I just keep quie, I absorb everything after you're done with your conversation. Excuse me sir sorry I was eavesdropping, I heard so, so and so can you guide me?

Can you take me through this? People are shocked that within 3 years, less than 3 years, myself and my husband, we have achieved so much and we have people that have been here for like 20 years, and they're going through the same circle of excuses: “The system doesn't like me, it’s because I'm from Nigeria, it’s because of my tone; of the way I speak, it’s because I'm black, because I didn't go to school.’

**Interviewer:** So, the strategies is networking, looking for the right information, and taking advantage of the opportunities.

**Participant 6:** [laughs] Thank you. Take advantage of the opportunities around you. This country is built on capitalism, is built on entrepreneurship. Every Nigerian we have it in our blood because we were raised that way, “Nigeria no dey carry last” means Nigerians will always excel.

So, it upsets my spirit when I see people doing DSP work for 20 years and they are comfortable having one house or two houses and they think they are okay in this country.

**Interviewer:** [Laughs] Yeah, I understand that's a very that's a very good insight.

**Participant 6:** Let me keep quiet.

**Interviewer**: Yeah, [ Both laughs] Yes. We can. Yeah, I think we still have the opportunity to talk about that because we are going to Section four.

Section 4 is about Cultural assimilation and Social integration.

**Participant 6: [**Uhm Uhm]

**Interviewer**: How would you describe your experience of cultural assimilation in Maryland? Have you experienced any cultural or social challenges since you migrated?

**Participant 6**: Yes, I have and like I said, the first six months that was when we were still trying to navigate our way. And like I said the good thing was we had family here that was holding..

[**interviewer** **interjects:** **Okay**] that held our hands before we came in. They had gotten us a place so we didn't stay with anybody, we had paid for our house, we had paid for a car. We know it was as if we're just coming and….

The culture thing was there but Maryland is like home to me, I will not lie to you; I eat my African food every day, 98% of the people I work with are Nigerians. Sometimes I pinch myself and I say “babe are you in Nigeria, or you're in Surulere? [ **interviewer interjects:** **laughs**], {Surulere is in Lagos by the way} to understand, because maybe if I was probably in Nebraska or [**interviewer interjects**: **somewhere else]** , some other place I would be like “ oh my God, I'm in trouble” but Maryland is like Lagos to me.

So, the cultural shock [uh], assimilation is not really, it’s there, but it's not; it’s marginal [**interviewer** **interjects: okay**]. it's not much for me.

**Interviewer:** Okay, thank you for sharing that. The next question is: —[uhm] I'm going to ask you something that, maybe something a little bit within professional landscape.

**Participant 6:** Okay

**Interviewer**: You said you work with a lot of Nigerians and [erm] you already had a family before you came over, so everything seemed to be very seamless, for you.

**Participant 6:** Yes,

**Interviewer:** But are there cultural differences in the professional setting like you know, when you walk into an office for example, there are set of you mentioned SOP before and I think SOP means standard operating procedure or polices?

**Participant 6**: [Uhm Uhm]

**Interviewer:** Did you find any of these SOP or these KPIs that you mentioned in a professional setting? Did you find any of them giving you, you know giving you some kind of a different culture, different cultural environment from where you're coming from in Nigeria?

**Participant 6:** The thing is that... not to sound cocky…

**Interviewer**: Yeah

**Participant 6: ...t**he people I work with presently right now, [uh] they don’t even know, they also just took opportunity of the business environment and started their businesses. Many of them are not technocrats so they don't even have all these… It’s as if I'm the one coming in and telling them, this is what you should have. Am I making sense?

**Interviewer:** I understand that.

**Participant 6:**  Probably if I was working with UPS, or Amazon, or Oracle so to say, or one of this, I'll be able to answer you well with this question. But the people, unfortunately the people I've worked with are people who [ when people are doing [‘**Iya-alaje shop’** **: A Nigerian word for small business run** **by one man and does not operate on standards and polices**] Do you understand?

Interviewer: I'm trying to. I'm trying to interpret that in English If you can help me.

**Participant 6**: You know, when people run their business: How do I, how do I put it now? when you run your business as ‘Osinachi and sons’.

**Interviewer**: Okay, like I own my business and ….

**Participant 6:** God bless you like a one-man business! That's the word, you know and even though you have over 100 staff but you're still running it like a one man show that you don't have things in place. You don't have systems in place to run itself and anybody can come and say because I think I'm perverse, I can harass you, I can sack you, I can do this because of the labor policies, of the policies that exist within Maryland, that because the people that are working for them do not know…

**Interviewer**: Hmm.

**Participant 6: …**they are not aware of their rights, of how they should be treated within the labor system so everybody just absorbs it “I don't want to lose my job, or I don't want to business”. So, for me, I don't want to deviate from your core and your core is career professionals, right?

**Interviewer**: Yes, I understand that. Yeah, because it's relevant because you knew all these things, you understood all these variances because you work in a very, very professional settings, that you had those check boxes that you tick to meet all those KPIs that you mentioned before, and I do appreciate that insight.

**Participant 6:** [ uhm uhm] Yeah.

Are there…. One more question in this cultural assimilation, social integration - Are there specific community networks or organizations that have supported your integration? And how well have these organizations supported your career advancement? Something similar questions, like [uh] different people have given responses, talk about church, I know you've also mentioned your family, you already had a family before you came over.

**Participant 6:** Yeah, I had a family. Yeah?

**Interviewer:** Apart from the family? Are there other, maybe community network or professional organization?

**Participant 6** : Yes, I go to a church and the church is one of the best things that's ever happened to me in terms of, because like I said when I came in, I started work with these [Osinachi] people (*meaning one man businesses run without standard operating procedures*). So now the church is putting a framework on how things should be for me, or what should be my expectations. The church is rolling out programs, is bringing technocrats to talk to people. This is the way to do this, is the way things. So, the church has really helped me.

And also networking in terms of bringing like-minded people together like my husband has a club, that what they did was, okay, let's bring like-minded together, Let's share ideas, Let's see how best we can help ourselves in terms of our careers, in terms of our families, in terms of our businesses and those are the things that have helped us because, like, I said, information is king.

And there's also the Internet. I keep telling people, the Internet is a world of knowledge. I love surfing. I love looking for information. So, the Internet has helped, the church has helped, the family has helped us integrated and also interact with like-minded people. When I see someone that is like-minded like, I leash onto the person and I like ‘Please, I’m here I need abcd “ and many of them are willing to help. Unlike the

if it's [Isinachi] people, do you understand?

**Interviewer**: Okay

**Participant 6:** So, there are 2 classes of people in Maryland. We have the technocrats that are career minded and we have the people that probably [shhh] I don't want, my husband hates me when I talk like this, but…...

**Interviewer:** Yeah, I wanted to. I think you're trying to talk about people that are positively minded and people that maybe the other people that look at the negative side of something [ **Participant 6**

**Interject: Yeah]** and they allow it to influence them in terms of whether they need to action or not. But you used a word or something before that wasn't clear to me. You said “sinachi “or something, Is that an English word?

**Participant 6: [**Isinachi] is one-man business. It’s a transport business in Nigeria that is run by a one man Show.

**Interviewer:** okay! Oh, oh, oh [ laughs]

**Participant 6:**  I’m just referring the one man show thing. So.

**Interviewer**: Oh, okay, okay, okay. [Laughs]so that I know how to clarify that when I'm doing this transcription (transcribing). Okay, thank you. Okay, we move to Section 5.

**Participant 6:** Uhm Uhm

**Interviewer**: Section 5 is about dual cultural and economic challenges.

[Uh] you feel tom between the cultural expectations of Nigeria and the United States and how do you navigate this?

**Participant 6:** What does this mean?

**Interviewer**: So, what this mean is that cultural expectations of Nigeria and the United States is that[uh] If you live in an environment like this. There are norms that are peculiar to you as a Nigeria, as an African person, maybe in terms of value then when you come over you realize that maybe, the value system is not exactly the way it is that you are used to.

It could be the way people communicate, it could be values such as what you feel is respect, what you feel is cordiality, what you think, what you feel is friendship but it doesn't exactly turn out the way you expected yeah. And for you to really feel accepted in this society,[Laughs] you feel like you have to be able to put up the appearances, or maybe something you don't really agree with.

Is there anything like that more like a conflict for you but you're trying to find a way, or you succeeded in finding a way to manage those kinds of conflict, cultural conflict?

**Participant 6**: Yeah, for me like I mentioned earlier, the cultural conflict was the African Americans attitude to….

**Interviewer:** African immigrants. Okay?

**Participant 6:** African immigrants and I'm like we are meant to be brothers. Do you understand? I didn't understand the animosity and the negativity towards the African immigrants from the African Americans; I couldn't place a hand on it that why so much hatred for the African immigrants? Why, why, would you think we are trying to take something from you? No, we just here also, to make ends meet and to live, to have a better life.

**Interviewer:** Right.

**Participant 6**: I am not here to take your grind, do you understand? For me that took me a long time to adjust to and up till now, I see I still can't understand their reason why they think they have to behave, or maybe and I want to be on a positive, maybe because of the of the level of people I'm around. Maybe if probably I'm around people with that have probably career minded, I've gone to school I won't receive such animosity from them, maybe because I'm starting from the low. Do you understand? Because if I'm coming from the low, it is the probably the low people I also meet. Am I making sense?

**Interviewer:** Yeah, I understand what you're. I understand the point you are I'm making.

**Participant 6:** I want to believe that it is not an African American thing.

**Interviewer**: Okay.

**Participant 6:**  It's just the level of people I'm interacting with for now because of where I work or because [ **interviewer interjects: okay** ] socializing because I would not want to believe that every black, every African American has this toward an African immigrant .

For me that was a cultural shock and I wouldn't call it respect or disrespect, because like I said, I worked in all my life, I worked in a in a tech environment so I call my first boss by his 1st name. Am I making sense?

**Interviewer:** Yeah.

**Participant 6:** The only cultural difference I see probably children calling their parents by their 1st name.

Okay, I can't figure that out.

**Interviewer:** Okay.

**Participant 6:** For me that is, I can’t, I can’t even wrap my head around that. For me that is one.Then two, the fact that you can tell your parents to shut up, or you can smoke in the house or do many vices, and the parents are okay with it. In Africa [‘dem no born you’: A Nigerian term to say you cannot do that]. It's with eye my mum will use to talk to me and it's the eye I’m using to talk to my children.

So, my children know what to do. For me, those are just the cultural differences in terms of family.

But in terms of economy or career for me, it's a plug and play. Everything we do in Africa is from the Internet with everybody sees what's do, what is expected. A is equal to B, is equal to C

It’s the same all over the world, so.

**Interviewer:** So okay. thank you. But before I move to the next question, I just wanted maybe one, just point in terms of [erm] - How have you been managing this kind of values and these things that you find Strange? How have you been managing it?

**Participant 6:** I tell myself “Tishe” Sorry I mentioned my name, right?

**Interviewer**: Yes, sorry. I'm not meant to. I tell myself: “Girl, why are you here? Stay focused, mind your business, stay focused, I tell myself you are here for a particular reason. This is the reason why you're here. All these are distractions, don't be distracted, stay focused and learn your craft, do your business, and

**Interviewer**: Okay. So, I and I think I can also add, in other words, that probably this kind of situations or exposure help to be more tolerant[Laughs] of one another as human beings, because we're just different people, you know, from different values, different cultural backgrounds but [uh]we all live together as one, and we're also able to understand ourselves better that way.

Thank you. Thank you for sharing that

Next question - Have you encountered economic challenges related to remittances or supporting family members in Nigeria and what strategies have you used to balance these challenges?

**Participant 6**: [Sighs heavily] [Oh] that's a whole cup of tea. [Both laughs].

Normally in Nigeria I work 8 to 5 by 2 like I said I work with the government so I’m done with most of my work by 2. So, I have like 4 or 5 hours just chilling and coasting, but here I do 24 by 7.

I work 7 to 3, I pick the other shift 3 to 11, I pick the other shift 11 to 7 round the clock 24/ 7, because I have bills to pay. I need to pay my son's school fees of $7,000 every month for 3 months.

I have people at home I need to take care of before I left, I had a foundation, I had like 20 children I was sending to school. So, for me, I can’t and you know, in Nigeria, once you are here they think you're walking on the street of gold; they think you're just picking the dollars on the way, and their expectations are real because really, by the time you turn $10, I mean $1 is 17,000 or whatever, so

**Interviewer**: 1,700.

**Participant 6:** Yes, even if you send $20 to somebody that's a lot of money.

Do you understand? That's a lot of money. So, I have to keep the ground working. I do 24 by 7.

I have the foundation to take care of, I have my son to pay his school fees who is here, he’s in his final year right now so thank God for that so it's the workload, the work has to be done, and it is what it is. but I keep telling myself stay focused you know why you are here; stay focused.

**Interviewer Interjects:** Hmm, thank you.

**Participant 6:**  This is not for life. This is, you're not going to do this for 20 years, like those people.

I have a target, start your business; take advantage of the of the opportunities within the system and build your wealth. Build your generational wealth, which is what I'm doing presently.

**Interviewer:** Okay, thank you. Thank you so much. Yeah, we are coming to the end of the interview. We are on the last section, section 6, which is recommendations. So, I,,,there are about 3 questions here.

**Participant 6:** Uhm Uhm

**Interviewer:** So, the first one is - What changes or support system will you suggest to help highly educated Nigerian immigrants succeed in their careers in the US. Do you think there are any changes or support system that you would suggest?

**Participant 6**: Yeah, there so many. I ‘ll tell you before you relocate, do your homework.

**Interviewe**r: Okay.

**Participant 6:** That’s the first. It would be foolish of you to think you're coming to do a plug and play here. There are different systems, there different cultures, there different way of life, everybody does things differently and nobody's going to change their system for you. So, the earlier we get that the better for us

So, the 1st thing I'll tell you is, do your homework well, know that when you come here there will be a cultural shift you are not going to do a plug and play. You have to learn their system, if you have to go to school, if you have to start from the scratch you can do that to yourself it depends on what you want to do, what you want to achieve in life. So 1st thing first is knowing and getting yourself into that mental state will help you so that when you come here you don't become disoriented, you don't become [uh] I'm looking for the right way, you don't become negative and bitter.

I'll tell you. I have somebody. She's a professor from Nigeria and we are doing the same DSP Job.

and she's a professor in Nigeria and I asked “what is your plan? Okay, you're a professor, you came here now you couldn't get your professor job, you’re now cleaning, taking care of people, you’re in the health system, taking care of people; you're packing shit and stuff like we say. ‘what is your plan?

And she doesn't have a plan; the only thing you hear her say, she's complaining and complaining and I'm like you're not helping yourself by complaining. Open your eyes, opportunities abound you don't have to continue to be a professor, you can do a shift, you can change your career.

**Interviewer:** Change of career, you mean.

**Participant 6:** Yes you don’t have to continue in that line if it doesn't work for you, if you think you're here and like I keep telling her, she's still packing the shit after I met her here 5 years, 6 years and I've seen people that came in as professors, or came in as lecturer, too, and I've introduced them to people that have helped them get into the universities, that they still want to continue to teach. But she is there very bitter.

**Interviewer:** Hmm

**Participant 6:** Complaining, nagging because she thinks the 7 K or 8 K she's earning. She's okay with the money, but she's not satisfied. What do you call it? There's a word that satisfaction of adding value to yourself. She does. She's not getting it so she's become a person….

**Interviewer:** So, I'm good. Yeah. So, I'm going to ask a question. The next question is something somewhere related to that because you mentioned somebody who is highly educated, and because of these circumstances they find themselves in situations whereby they are not able to maximize the skills they already acquired before they migrated like you said it wasn't like a plug and play. [laughs]

So now there are many people in the situation at the end, do you think there are…So, I’m already asking the next question - Do you do you think there are policies or programs that already in existence in the State and in the country that make it difficult for such people to be able to utilize these skills that they have within their existing policies that maybe like an hindrance to people from really utilizing those kinds of skill if somebody find himself or herself in that kind of situation you know.

**Participant 6: You** know and like I said, nobody's going to change that system for you.

**Interviewer**: Okay.

**Participant 6:** That's is if you think because you you're a professor from Nigeria, from University of Ife, or from wherever, or you have 35 years then you come here they should accept you know nobody's going to do that, nobody's going to change their system for you the same when you come to when they come to Nigeria, they're not going to change their system for them.

It is for you to look at what you are bringing to the table. Identify where your niche is. If you cannot find your niche, create a new one for yourself. You don't have to be invited to the table. Create a table for yourself, be the table.

**Interviewer:** Okay

**Participant 6:**  I don't want to swear.

I**nterviewer**: [Laughs]

**Participant 6**: (Inaudible) If you are that intelligent, then build your own table, and in building your table; America , they can give you 5 million loan, 5 million dollars to run businesses.

You can start your own school if you think you the only thing you know is teaching, come up with a business proposal but nobody's going to spoon-feed you and change their system to suit you because you think you're coming with 35 years’ work, experience you're the best thing since Adam .

We have people that are best things before Adam here. So, they're not going to change their system for you. It is for you to identify and create your own table.

**Interviewer:** Hmm

**Participant 6:** Don't let them invite you to their table. Build your own table. That's what I would tell you and the good thing is, they allow you to build your table; they would rather allow you build your table than invite you.

**Interviewer**: [Hmm]Thank you. I have 2 more questions to go. The next question- I feel like you've addressed this question, but let me still read it in case maybe something else jumps into your mind.

Are there any policies or programs that you think can be implemented to address some of the problems being faced by African and Nigerian immigrants in the in Maryland and in the US?

I know you already said nobody is going to change their..

**Participant 6:** Nobody's going to change their policy. But we that are here can build something.

And like I keep saying, I do not expect people to spoon feed me.

**Interviewer:** Hmm.

**Participant 6**: And that is the way Nigerians are raised. We don't expect anybody to spoon feed us. We are so many here in Maryland that we can form a quorum, we can come up with ideas we can come up with and I'll give example when we came in. The 1st thing is go and meet so, so person -You can get your tax ID within (inaudible) those are the people you need around you; information, maybe, as you're coming into as, for example, we create. . what’s the word? It's safeplace as you're coming in.

People around know that as you're coming in, go to so and so place they will direct you on how to go about? Are you coming in as an immigrant or as you're coming in as a career person, or you're coming in as an Asylee, or you're coming in as: My thing is that we should create it for ourselves, America is not going to create it for us.

They've given us the platform, the foundation, they've given us an open canvas, is left for us to build whatever masterpiece we want to build on it. Maybe that's way I think, maybe that's the way I was raised by my dad. Nobody's going to do things for you. You need to work it out yourself. God has given you the canvas, whatever magic you want to work on, it is yours. As you lay your bed like my dad would say you lie on it.

**Interviewer**: Hmm, thank you so much

**Participant 6:**  So, what we can do for ourselves, as immigrants, some of us are here already that we have gone through the ropes, we have gone through the fire, they have come out of the fire. They know what to do per time, so that you, the journey that took them 10 years will not take you 10 years, you that are coming in.

It is for us to help ourselves, our brothers. It is for us to come up with that space. Now that's maybe it’s a website, you just publish it. You're coming in as something, go to so- so place.

You can call the way they do AA, the way they do those safe places. If you're coming in as Asylee, call social number this person will guide you through, if you're coming in with B 2 or b, 1 or Hb, or whatever and you think you're stuck, you don't know what next thing to do, or how to go about navigating the 1st 6 months, call this number they'll guide you.

How many, how many criteria, how many things can people come in through? They're not up to 20, now right?

**Interviewer:** Hmm Okay

**Participant 6**: And we have people that have gone through the process that have that have gone through this. They have gone to it with their blood and they are willing to help people.

They're willing to say, I have done this. I don't want you to go through it.

**Interviewer:** okay.

**Participant 6:**  For me. It's do not expect the government to do that for us. I expect us to do that for ourselves. I don’t expect…That's me. Maryland has done so much. You know in Maryland you can now do your driving school, your driving lesson in Yoruba language, are you aware?

**Interviewer:** Yes, I am. What else we want; which State has done that for people in diaspora. And if you, if you have kids in school. if you stated that you speak Yoruba as a 1st language, back in Nigeria, they communicate to you as a parent in Yoruba text, which is very, very beautiful.

**Participant 6:** What else do you want? They are spoon feeding us already. You want them to clean our butt for us. No ,more than enough.

**Interviewer:** Hmm

**Participant 6:** And like I said, Maryland is one of the best places in, because they hold you like a baby and navigate you and when I hear of stories of people from other places I'm like [sighs] **Interviewer:** Maryland is the place to be [ laughs]

**Participant 6:** Maryland, is the place to be. Let’s pick up from where they have what, from where they are, and help ourselves.

**Interviewer:** Thank you so much for sharing that extensive [Laughs] insight, beautiful insight. Just one more question before we round it up. It's just if you have any additional comment on insights that you would like to share other than that.

**Participant 6:**  I have said a lot and my husband is calling me again. I have said all I have to say Have to go.

**Interviewer:** [Laughs] Thank you. I want to thank you for your time and the valuable input to share during this interview.

**Participant 6:** No problem.

**Interviewer:** If you would like me to share the summary of my research findings when it's completed with you, please let me know. I will provide a copy via email.

**Participant 6:**  I would want to.

**Interviewer:** Thank you so much. I will. I will stop the recording now.

**Participant 6**: Okay.