Afrozensus 2020: Intersectionality in mixed-methods research projects

Equinet seminar
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AFROZENSUS

Large-scale study that records the realities of life and the (discriminatory) experiences of black, African and Afrodiasporic people in Germany

Implementation of the online survey

When?   Survey period: 20 July to 6 September 2020

How?
- Town Halls in different regions of Germany – community input into survey design
- Hidden & hard to reach: Snowball sampling by self-identification
- Cooperation with 15 Black organisations from six federal states (many of them active nationwide), numerous well-known Black individuals and other organisations (e.g. anti-discrimination offices) who acted as outreach partners.

How many?
- 6,419 persons (before data cleaning)
- 5,793 Total participants N

What made the survey a good practice of research and data collection? (1)

1. **Community-led and embedded**: funding of a Black community organisation that has teams working on youth, anti-discrimination, monitoring, arts (..) and has anti-black racism and community empowerment as core principles in all its work (EOTO); partnered with a research-department in a ngo that was strong on antidiscrimination data; from this follows:

2. **Theoretically embedded** in critical, emancipatory research and analysis based on Black and African, feminist and decolonial approaches

3. **Mixed-methods approach**: interweaving quantitative (online questionnaire) and qualitative (focus groups and expert interviews) research.

4. **Applied 7 key principles for the collection of anti-discrimination and equality data:** 1. self-identification, 7. no harm

Key principles for the collection of anti-discrimination and equality data

1. Self-identification (respondents can indicate how they identify themselves)

2. Voluntary participation

3. Clarification of the purpose of data collection

4. Anonymity of the respondents

5. Participation of representatives of discriminated groups in the process of data collection, analysis and dissemination

6. Possibility to indicate several identities, grounds of discrimination and external attributions as well as an intersectional evaluation

7. Principle of non-harm (data must not be misused)

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skills: mad - pay: bad?

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What made the survey a good practice of research and data collection? (2)

5. **Community participation:** co-developed the questionnaire

6. **"Informed consent":** broad communication material on the purpose of the survey (consent form, FAQ, social media, radio, newspaper interviews, town halls face2face, outreach partners)

7. **Data safety/no harm:** team with expertise on 1. politically implications of data points about certain 'subgroups' 2. core principles about quantitative and qualitative data safety; data on EOTO servers

8. **"Inclusive" design und communication:** illustrations, ALT-text, graphs with full-text legend, …

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Partagez votre connaissance!

What made the survey a good practice of research and data collection? (3)

9. Impact:

   - Data indicate: „**The problem is structural**, not personal"

   - **Empowerment: Validating** the individual and collective **experience** of Black, African and Afro-diasporic people - empowerment **against feelings of isolation.**

   - **Action:** Establish data basis for calling for policy action to address and reduce anti-black racism & promote equality and empowerment

   - "This is a milestone for us, I used this in my grant application/project proposal."

   - "This helped me in conversation with my teacher/professor/colleagues."

   - ….

How did you apply intersectional/ multiple discrimination (survey + analysis?

	Woman
	Muslima
	Person of color
	Migratory background
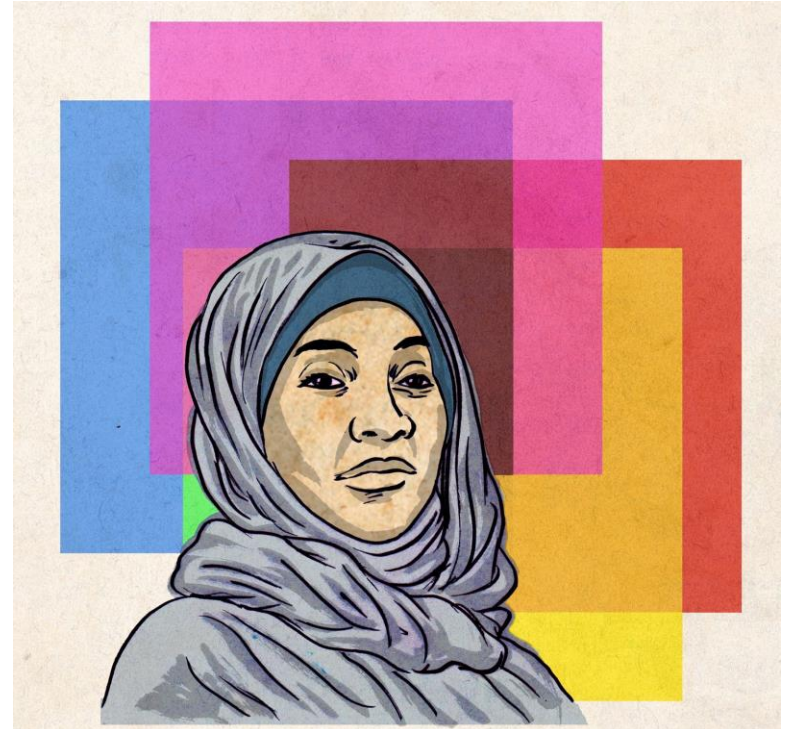
Applied intersectionality (1): Dimensions of Diversity

- gender identity(ies)
- sexual orientation/identities
- Age (both by age group and by generation group)
- place of residence (urban/rural; east/west)
- disability and/or impairment
- religious affiliation (in relation to anti-Muslim racism)
- Nationality
- Refugee experience
- Migration background
- Education
- Income
- Marital status in relation to single parents
- Number of African/Afro-diasporic parents

Most frequently named markers of discrimination

Racist reasons /"ethnic origin"
93,9%

Hautfarbe
91,5%

gender
52,5%

name
44,8%

hair/beard
38,1%

social status /social origin
33,5%

language
27,8%

citizenship
21,5%

Young age
21,3%

religion/world view/ascribed religion
18,6%

Body weight
17,4%
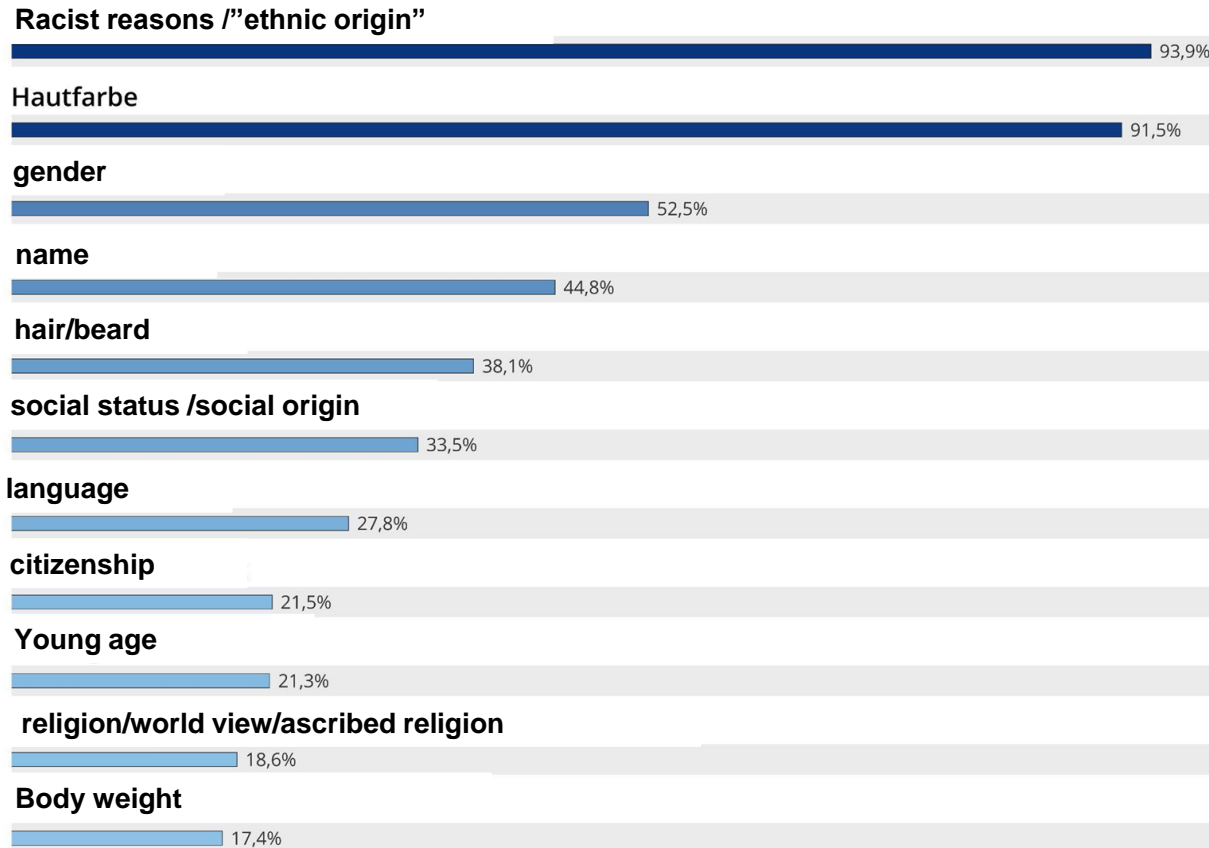
Applied intersectionality (2)

- We analyzed markers of discrimination in 14 areas of life, e.g.....
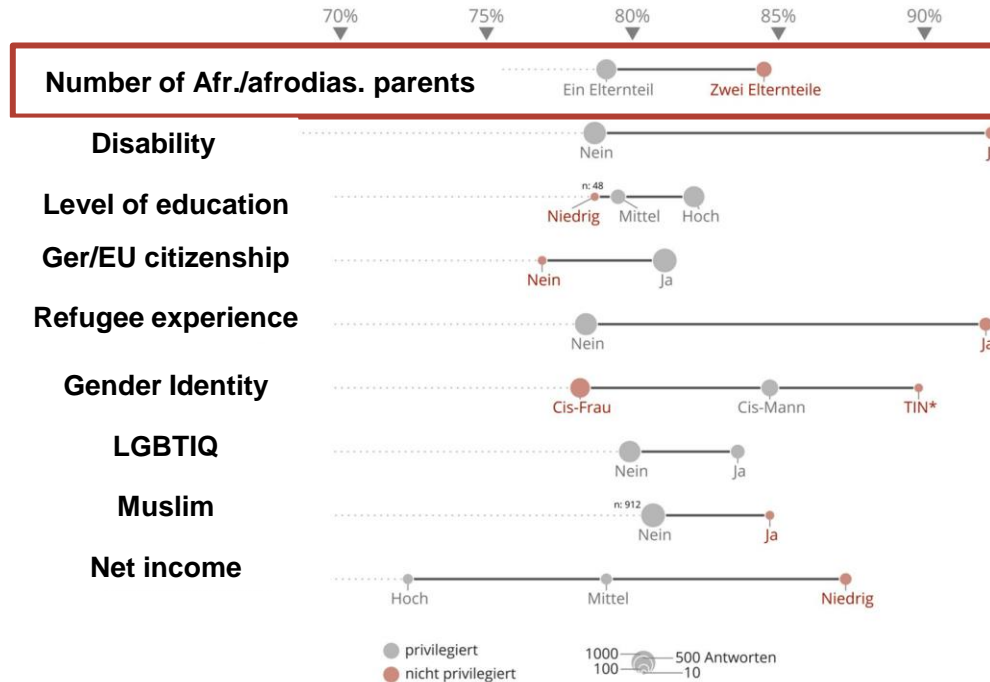

Graphic: Discrimination in areas of life
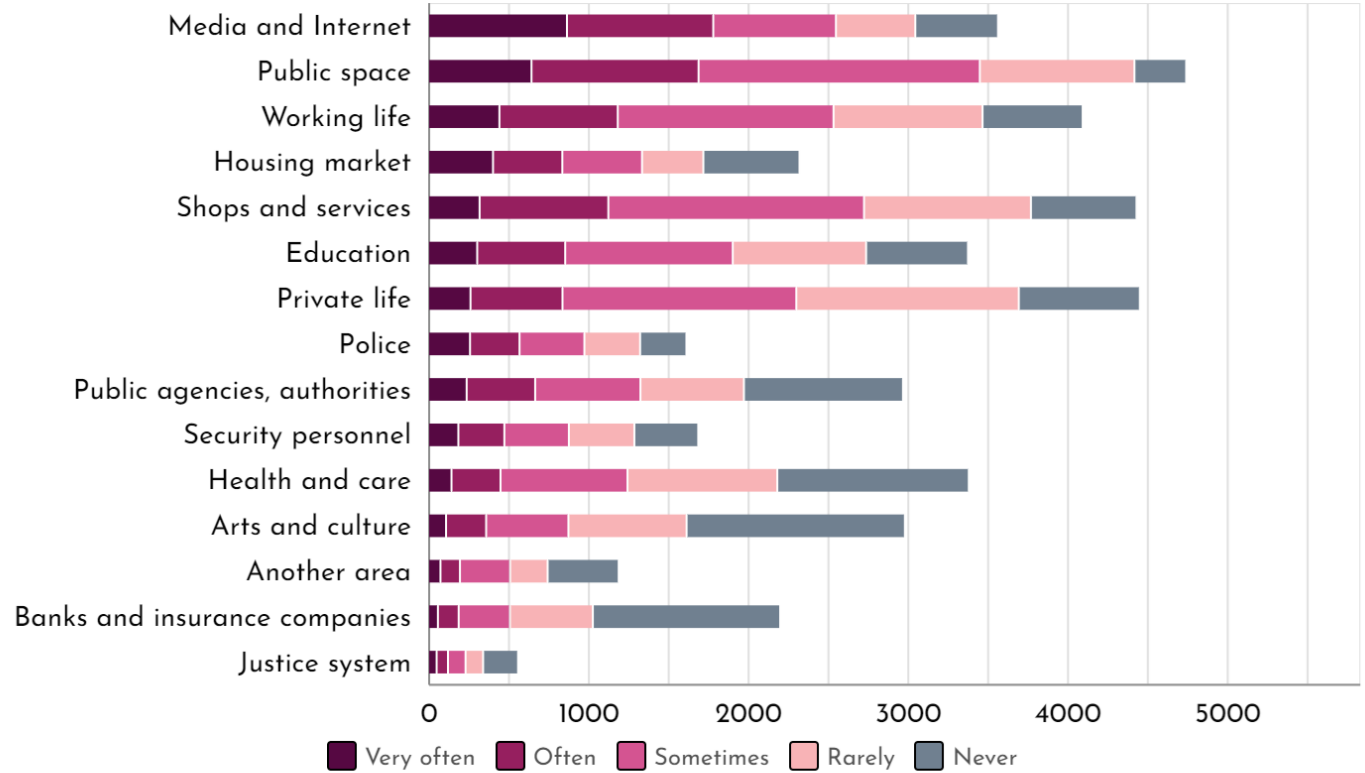
...at work: Prevalence of discrimination by dimensions of diversity

Frequency of experiences of discrimination along selected dimensions of diversity in the <u>field of work life</u>

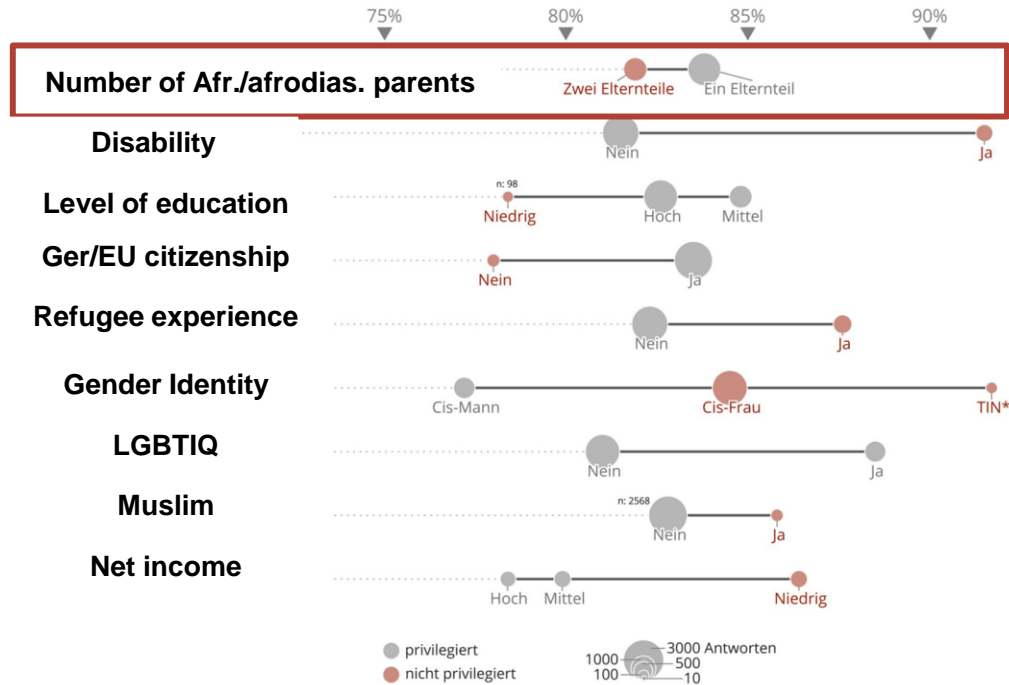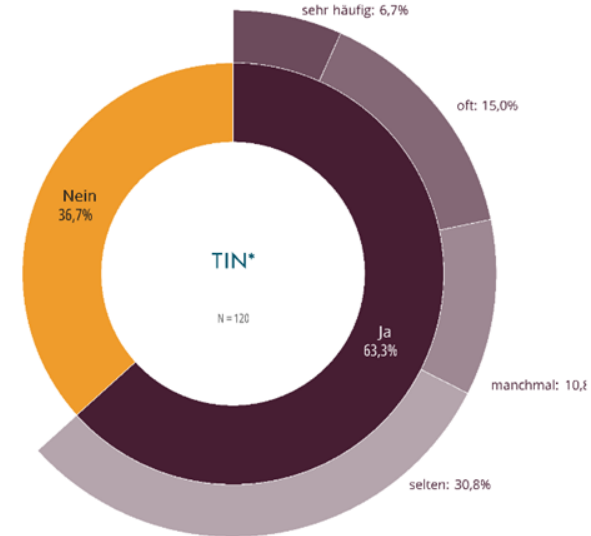# …in private life: Prevalence of discrimination by dimensions of diversity

Frequency of experiences of discrimination along selected dimensions of diversity in the <u>field of private life</u>

Police Checks
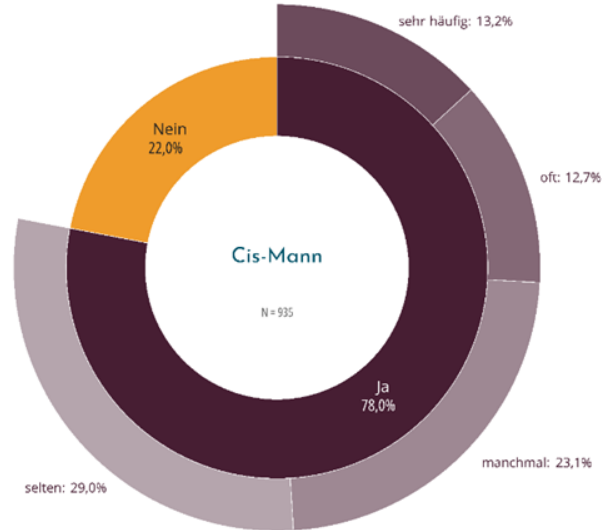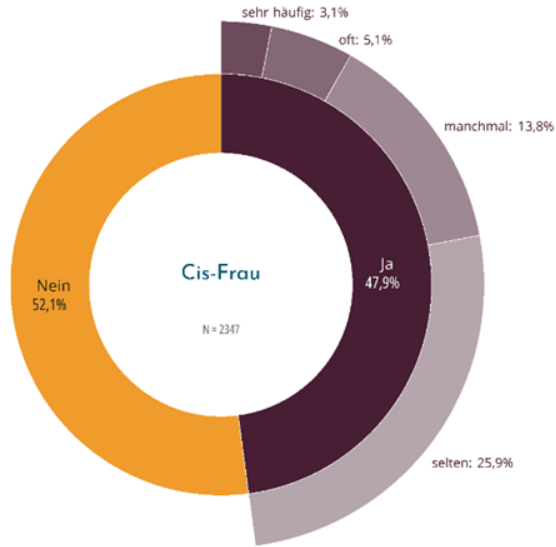
The high degree of differentiation of the Afrocensus data enables an insight into specific risk situations and thus enables anti-discrimination policy and anti-racist NGO work to take targeted action against specific ASR dynamics in terms of measures, counselling and empowerment services and prevention.

Fields of voluntary work

Age categories – 20-39

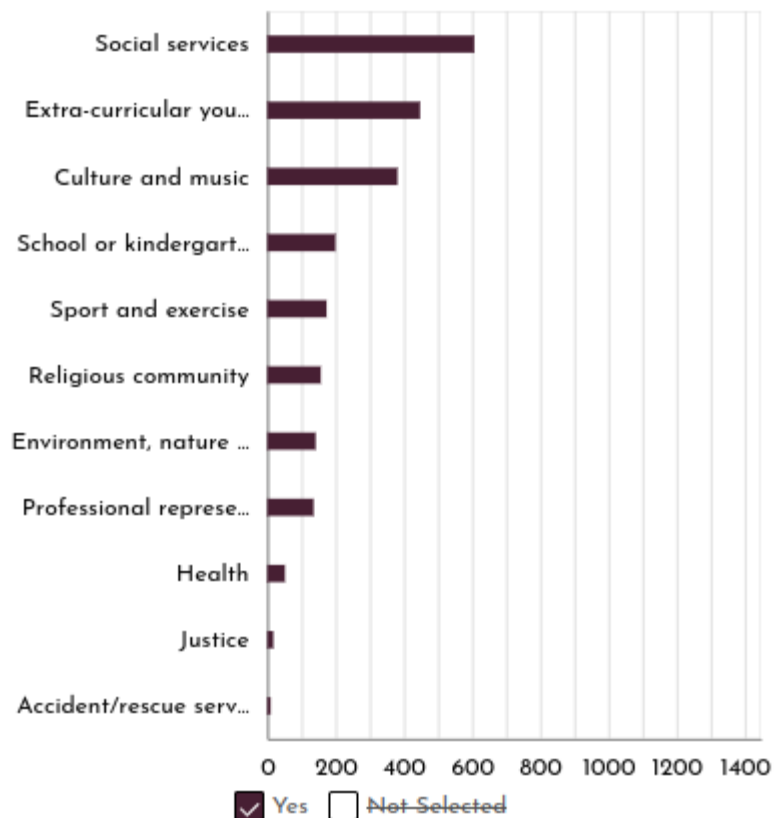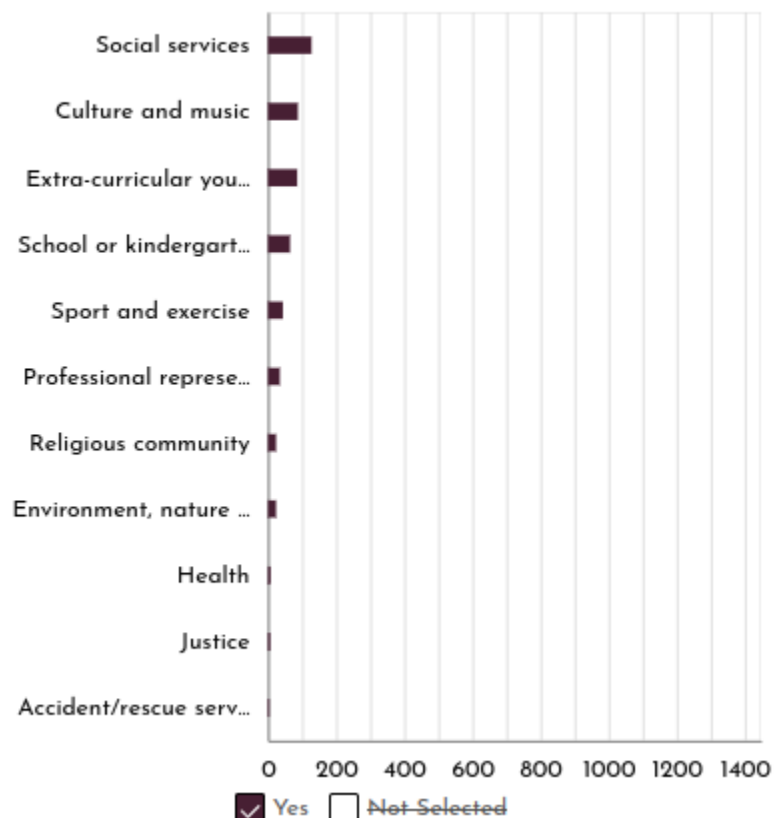|	
Social services	
Extra-curricular you...	
Culture and music	
School or kindergart...	
Sport and exercise	
Religious community	
Environment, nature ...	
Professional represe...	
Health	
Justice	
Accident/rescue serv...	

0 200 400 600 800 1000 1200 1400

☑ Yes ☐ Not Selected

Age categories – 40-59

Social services	
Culture and music	
Extra-curricular you...	
School or kindergart...	
Sport and exercise	
Professional represe...	
Religious community	
Environment, nature ...	
Health	
Justice	
Accident/rescue serv...	

0 200 400 600 800 1000 1200 1400

☑ Yes ☐ Not Selected

Discrimination Experiences ... ✕   Discrimination in areas of life ✕   Age generations ✕
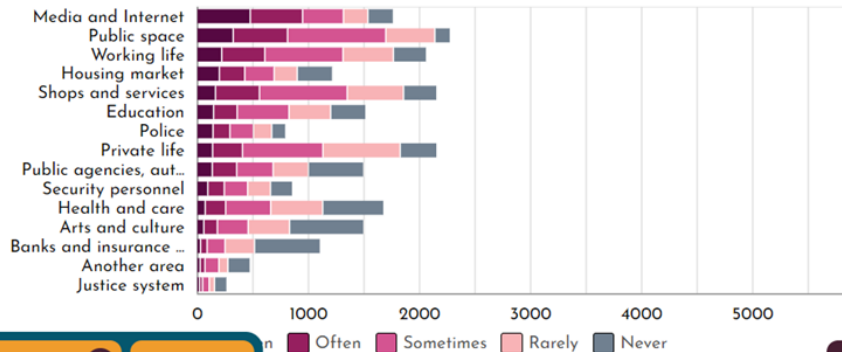
Q | You have stated that you have had contact with the following areas in Germany in the last 2 years. Please indicate how often you were discriminated against ther... MORE (*n = 5300*)

Charts: "Discrimination in areas of life" grouped by "Age generations"
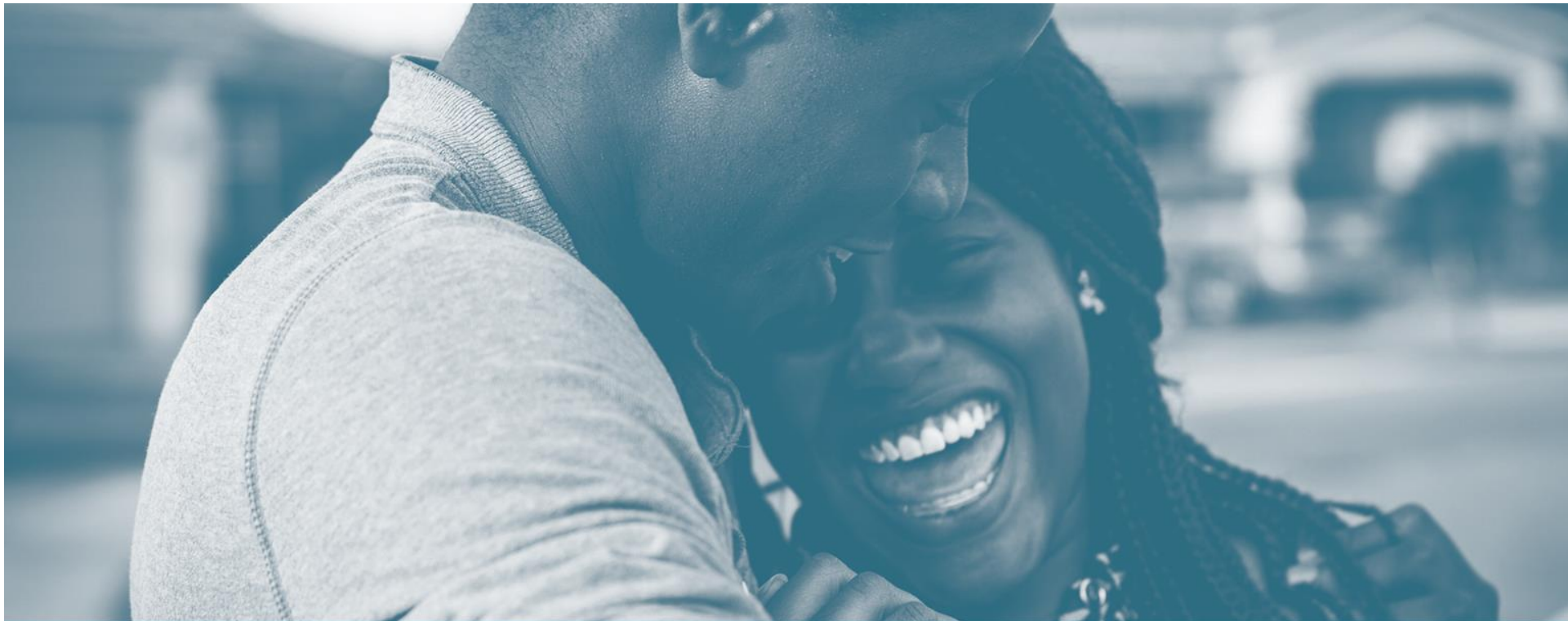
Age generations – Boomer

Oops! Unfortunately, this result cannot be displayed because not enough respondents answered this question or parts of the question. For more information on results not being displayed, please visit the FAQ.

Age generations – Millennials

Media and Internet
Public space
Working life
Housing market
Shops and services
Education
Police
Private life
Public agencies, aut...
Security personnel
Health and care
Arts and culture
Banks and insurance ...
Another area
Justice system

0   1000   2000   3000   4000   5000

■ Often   ■ Sometimes   ■ Rarely   ■ Never

SHARE % ⓘ   TABLE ⓘ   SORT 0-N ⓘ   ■ SINGLE

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Obstacles in conducting research and capturing intersectional/multiple discrimination?

- **Who is asking?** We cannot trust the state to conduct similar data collection efforts in light of the rise of the far right; the research was successful because it is and was community-led and -embedded

- **Small n (in intersectional quant research):** is a major problem, but through outreach campaigns, outreach partners and the Zeitgeist-dynamics around BLM and the murder of George Floyd we reached a N above our target goal

- **No quant. data for comparison**

- **Complexity**: to do good intersectional research you need time; the team worked far (!!!) beyond what was funded

- **It's a starting point**: We only showed what the data can do, but a deep-dive intersectional
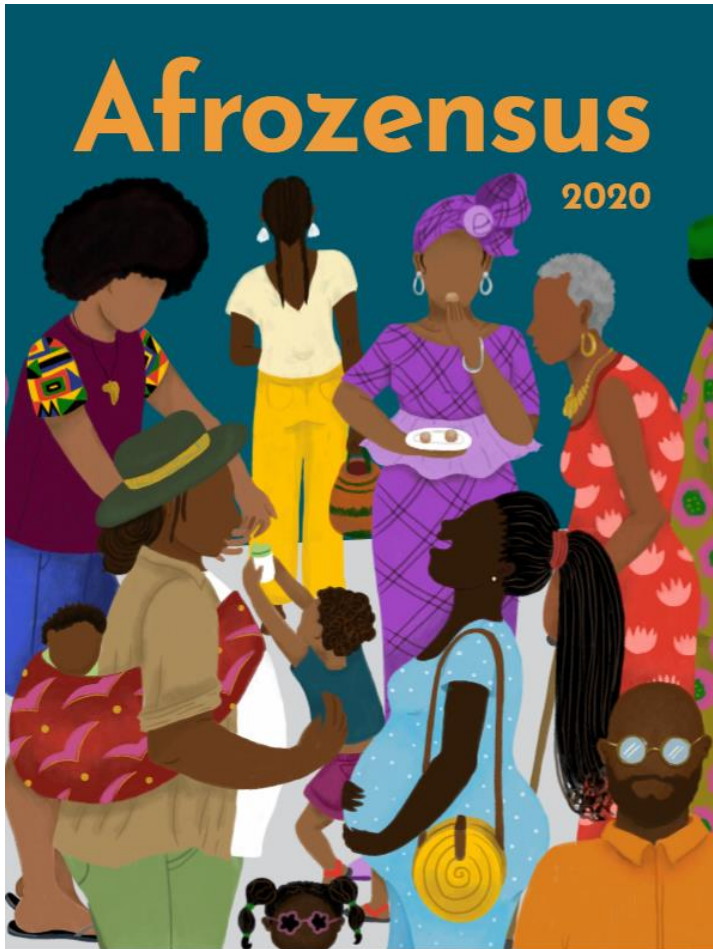
Thank you!

- Find the project, report and all graphs as download here: www.afrozensus.de
- And the data explorer here (in German, English and French) here: https://explorer.afrozensus.de/

  contact: gyamerah@zedela.org