

June 30, 2021 #EquityChat
Carmel Malixi (@carmelnikki_),
#EquityAvengers Project Manager (@equityavengers)

[@lamkeithcurry](#) Welcome to #EquityChat sponsored by @CollegeFutures. I'm riding solo again this evening, but excited to welcome and introduce our newest member to the team, #EquityAvengers Project Manager [@carmelnikki_](#) [@carmelnikki](#). This still feels a little surreal. Thanks so much for inviting me to be today's guest! [@lamkeithcurry](#) [@SDMesaPrez](#) #EquityChat

[@lamkeithcurry](#) Q1. [@carmelnikki_](#). Our education, background, and experiences make us who we are. Please tell us about the non-resume you? We want to know what's not on your resume. [@lamkeithcurry](#) [@SDMesaPrez](#) [@equityavengers](#) [@CollegeFutures](#) #EquityChat
[@carmelnikki](#) A1. Let's see... I'm a 1st gen Filipina American whose family stressed the importance of edu. very early on. My mom actually worked at my HS ed planning center, which inspired my passion for helping others in their college journey. (1/2) [@lamkeithcurry](#) [@SDMesaPrez](#) #EquityChat
[@carmelnikki](#) A1. Outside of education, I'm a huge fangirl and proud member of the BTS ARMY. My first fandoms were probably Star Wars and Marvel though. It's a bit crazy that I get to call myself an #EquityAvenger now! (2/2) #EquityChat

[@lamkeithcurry](#) Q2. [@carmelnikki_](#). Tell us about your role as Project Manager for [@equityavengers](#). Can you share a little bit about what projects you're working on? [@lamkeithcurry](#) [@SDMesaPrez](#) [@equityavengers](#) [@CollegeFutures](#) #EquityChat
[@carmelnikki](#) A2. Sure! As Project Manager, I'm really here to help build the infrastructure for [@equityavengers](#) & implementation of their programs and activities. [@lamkeithcurry](#) & [@SDMesaPrez](#) have a lot of ideas, & I'm the person that figures out how to operationalize them. (1/3) #EquityChat
[@carmelnikki](#) A2. One of my first tasks has been to work on creating our digital office space. It's great that there are so many ways to collaborate remotely, but we needed a centralized space where we could keep all our [@equityavengers](#) business together. (2/3) #EquityChat
[@carmelnikki](#) A2. The biggest project I'm working on right now is archiving all past #EquityChat convos to build a library where we can share the amazing discourse around equity that's taken place on here. This also helps us identify trends to inform our future programs & activities. (3/3)

[@lamkeithcurry](#) Q3. [@carmelnikki_](#). What is your definition of equity? How is equity-minded practice embedded in your work? [@lamkeithcurry](#) [@SDMesaPrez](#) [@equityavengers](#) [@CollegeFutures](#) #EquityChat
[@carmelnikki](#) A3. I love seeing how other guests have been answering this question. To me, equity means one's ability to succeed or participate is not predetermined by their race, gender, or any of their other intersecting identities. (1/3) [@lamkeithcurry](#) [@SDMesaPrez](#) #EquityChat
[@carmelnikki](#) A3. We must recognize their unique differences & challenges, and meet individuals where they're at. I try to be mindful of this in both my professional work and personal life. Who is this for? How will they access it? Is this step necessary or an extra burden? (2/3) #EquityChat
[@carmelnikki](#) A3. I also believe this means making sure I have the right people in the room for a project. It's important to have multiple voices represented to hear from different perspectives and cover any blindspots I, or others, may have. (3/3) #EquityChat

[@lamkeithcurry](#) Q4. [@carmelnikki_](#). In your experience, what are the challenges faced by members of historically underrepresented groups in higher ed? How can we address them? [@lamkeithcurry](#) [@SDMesaPrez](#) [@equityavengers](#) [@CollegeFutures](#) #EquityChat

[@carmelnikki](#) A4. I think one barrier is knowing when to ask for help and who to turn to, especially when you may be the first in your family to go to college. With that, also a feeling of whether or not they belong in the higher ed space. (1/3) [@lamkeithcurry](#) [@SDMesaPrez](#) #EquityChat

[@carmelnikki](#) A4. That's why it's important to have a diverse faculty & staff, especially one that represents the students you serve. Seeing people like them teaching and leading on campus can help students feel more comfortable reaching out and feeling like they belong. (2/3) #EquityChat

[@carmelnikki](#) A4. I also feel that sometimes accessing resources for support can be difficult to navigate. There's often a lot of legalese that's hard to understand, or too many administrative steps to access the help needed. Simplify processes & make them easy to find (3/3) #EquityChat

[@lamkeithcurry](#) Q5. [@carmelnikki_](#). What are you most excited about joining the #EquityAvengers team? [@lamkeithcurry](#) [@SDMesaPrez](#) [@equityavengers](#) [@CollegeFutures](#) #EquityChat

[@carmelnikki](#) A5. Hmm... This is a good question. There's so much to be excited about! I feel so honored for this opportunity to be working with such highly regarded leaders in the field and the [@CalCommColleges](#) community. (1/2) [@lamkeithcurry](#) [@SDMesaPrez](#) #EquityChat

[@carmelnikki](#) A5. I guess what's most exciting for me is having the opportunity to utilize my strengths in a way that supports work focused on making higher ed accessible for all students. (2/2) #EquityChat

[@lamkeithcurry](#) Q6. [@carmelnikki_](#). What give you hope? [@lamkeithcurry](#) [@SDMesaPrez](#) [@equityavengers](#) [@CollegeFutures](#) #EquityChat

[@carmelnikki](#) A6. Being amongst colleagues in several settings who have genuinely cared for each other and our students. It gives me hope knowing there are leaders who practice what they preach, and advocate for the best interest of those they serve (1/2) [@lamkeithcurry](#) [@SDMesaPrez](#) #EquityChat

[@carmelnikki](#) A6. And seeing our students, and younger people in general, being such strong advocates and champions for change. Last week's #EquityChat with Stephen & Colm [@SSCCC_OFFICIAL](#) was really inspiring. We should have more students on these chats! (2/2)

[@lamkeithcurry](#) Q7. [@carmelnikki_](#). What are you reading? And what book(s) would you recommend we consider reading? [@lamkeithcurry](#) [@SDMesaPrez](#) [@equityavengers](#) [@CollegeFutures](#) #EquityChat

[@carmelnikki](#) A7. I was really nervous about this question, because I honestly haven't been reading as much as I'd like to these days. I'm normally a rule follower, but I'd like to give some recs in a couple other mediums as well. (1/4) [@lamkeithcurry](#) [@SDMesaPrez](#) #EquityChat

[@carmelnikki](#) A7. I'm a believer of "know history, know self." We must know where we've come from to understand who we are today. The 'Asian Americans' doc series on PBS was such a good look at the history of Asians in the U.S. Also enjoying LA Times' 'Asian Enough' podcast (2/4) #EquityChat

[@carmelnikki](#) A7. 'Crip Camp' was a really eye-opening look into the history of Section 504 & ADA, and the struggle that people with disabilities went through to fight and advocate for it. Absolutely a must-watch for any educator, not just disability support professionals (3/4) #EquityChat

[@carmelnikki](#) A7. And my inner fangirl would be remiss if I didn't include at least one comic book. The 2014-2015 run of Ms. Marvel with Kamala Khan was so empowering and a wonderful example of why representation matters. It's such a fun read too! (4/4) #EquityChat

[@lamkeithcurry](#) Q8. [@carmelnikki_](#). From your perspective, how can the #EquityAvengers help educational leaders, as we define the "new normal" in higher education? [@lamkeithcurry](#) [@SDMesaPrez](#) [@equityavengers](#) [@CollegeFutures](#) #EquityChat

[@carmelnikki](#) A8. Great question! The pandemic has really forced higher ed professionals to relook at the way programs and services are delivered, as well as recognize the barriers so many of our students face – such as basic needs insecurity (1/3) [@lamkeithcurry](#) [@SDMesaPrez](#) #EquityChat

[@carmelnikki](#) A8. I think [@equityavengers](#) can help by continuing to foster dialogue around these topics through forums like #EquityChat, and collecting and sharing the data from these conversations to identify trends and promote ideas for change (2/3)

[@carmelnikki](#) A8. We should also develop partnerships with organizations doing the work to address barriers – amplify their voices and connect them with educational leaders to better support their students (3/3) #EquityChat

[@lamkeithcurry](#) Thanks [@carmelnikki_](#) - glad to have you on our team! In July 2021, we kick off our #BestOfEquityChat series where we'll reshare some of our favorite chats from the year. Join us next week as we take you back to the very 1st #EquityChat with [@LoweryHart](#). [@equityavengers](#) OUT!

[@carmelnikki](#) Thank you for having me and giving me an opportunity to share my thoughts in today's #EquityChat. I'm looking forward to our work together [@lamkeithcurry](#) [@SDMesaPrez](#) #EquityAvengers

[@LoweryHart](#) ❤️❤️❤️❤️❤️❤️❤️❤️