

February 23, 2022 #EquityChat

Meacie Fairfax (@EAB), Associate Director of Strategic Research, EAB (@EAB)

[@SDMesaPrez](#) It's Wednesday, which means another #EquityChat sponsored by @CollegeFutures and hosted by @SDMesaPrez & @lamkeithcurry - Today, we're chatting with Meacie Fairfax, Associate Director, Strategic Research @EAB Welcome Meacie!

[@SDMesaPrez](#) Q1 Meacie @EAB. Our education, background, and experiences make us who we are. What are three things we should know about you that aren't on your resume? @lamkeithcurry @CollegeFutures #EquityChat

[@EAB](#) Meacie, here! I am named after my grandmom, who was a tobacco sharecropper in North Carolina, I stopped out of college three times, that includes once in graduate school, and I experienced poverty in adulthood even after obtaining my two degrees. #EquityChat

[@lamkeithcurry](#) Q2 Meacie @EAB. What is your definition of equity? How is equity-minded practice embedded in your work? @SDMesaPrez @CollegeFutures #EquityChat

[@EAB](#) (1/2) For me the definition is simple, equity is providing individuals what they need at any given time across ever-changing life circumstances. I am continually asking who benefits from this body of work? Who doesn't? #EquityChat

[@EAB](#) (2/2) That's where disaggregation of data comes into play to uncover hidden gaps. In my work at EAB, I gravitate toward practices and reforms that address structural racism around advising, student support, mental health, and belongingness. #EquityChat

[@EAB](#) College leaders also have to clearly define what equity is on their campuses. Far too often it's left up to interpretation and we cannot reform our institutions without clear definitions and without leaders willing and ready to take on the work.

[@SDMesaPrez](#) Q3 Meacie @EAB. Tell us about @EAB, and your work as Associate Director of Strategic Research. @lamkeithcurry @CollegeFutures #EquityChat

[@EAB](#) (1/3) EAB is on a mission to improve education and to make our communities stronger. For us that means we are partnering with leaders in enrollment, student success, institutional strategy, data & analytics, and DE&I. #EquityChat

[@EAB](#) (2/3) In my work, I inform and perform the research we are producing in student success to ensure our colleges are equipped to support all learners across race, gender, income, enrollment status, and many other factors. #EquityChat

[@EAB](#) (3/3) I am constantly challenging college leaders to widen their skillset and expand their campus investments in services to support underserved students, especially students of color. Learn strategies from our latest #EABOfficeHours podcast: <https://bit.ly/3LPecbn> #EquityChat

Q4 Meacie @EAB. What insights can you share about the effects of the pandemic on enrollment decline and retention? @SDMesaPrez @CollegeFutures #EquityChat

[@SDMesaPrez](#) Q5 Meacie @EAB. Based on your research, what challenges do you see colleges facing in the future, particularly community colleges? @lamkeithcurry @CollegeFutures #EquityChat

[@EAB](#) (1/2) There are four big "ripple effect" challenges facing all schools: social disengagement, #mentalhealth, transfer availability, and #K12 unfinished learning. Learn more from our latest white paper: <https://bit.ly/34SD3KQ> #EquityChat

[@EAB](#) (2/3) As a #commcollege, I would be especially concerned about the impact of unfinished #K12 learning on #enrollment and levels of academic preparation. #EquityChat

[@EAB](#) (3/3) K12 disruption extends back to elementary school so we could potentially be dealing with the impact of pandemic on our incoming students for years to come. #EquityChat

[@lamkeithcurry](#) Q6 Meacie [@EAB](#). What suggestions or recommendations do you have for colleges looking to prepare for these ripple effects? [@SDMesaPrez](#) [@CollegeFutures](#) #EquityChat

[@EAB](#) (1/2) Continued investment in advising and support services, embrace the virtualization of services, yet provide multiple options for all students, and if you haven't already, adopt a co-curricular developmental education model. #EquityChat

[@EAB](#) (2/2) Watch my most recent on-demand webinar to learn strategies to improve student response to alerts and outreach, increase utilization of institutional support services, and reduce gaps in student success. #EquityChat  
<https://t.co/NSXuEsgC8M>

[@SDMesaPrez](#) Q7 Meacie [@EAB](#). What's a favorite book you've read in the past year and why? What book(s) should we consider reading? [@lamkeithcurry](#) [@CollegeFutures](#) #EquityChat

[@EAB](#) (1/3) I don't have a favorite book, what I do have is a renewed commitment to learn more about my ancestors, the real history of the US, and to reflect on the words of those who came before us. #EquityChat

[@EAB](#) (2/3) I am a lifelong student, we all have much to learn about ourselves and each other. One book I do want to read is Real Talk, by Dr. Paul Hernandez. Real Talk is about how to build rapport and connect with students of color. #EquityChat

[@EAB](#) (3/3) There is growing distrust, rightly so, among students of color, and I am finishing up a whitepaper right now that speaks to the need to rebuild trust and support our students appropriately and equitably. Stay tuned and follow us for more resources. #EquityChat

[@lamkeithcurry](#) Q8 Meacie [@EAB](#). What gives you hope? [@lamkeithcurry](#) [@CollegeFutures](#) #EquityChat

[@EAB](#) (1/3) Thinking about the possibilities of what our education system could become gives me hope. Seeing the groundswell of support that exists to do the necessary work. #EquityChat

[@EAB](#) (2/3) The pandemic has aggregated a lot of challenges in higher education, but they all existed before 2020. I hope that this is finally a chance to fix things that should have been fixed a long time ago. #EquityChat

[@SBCC AD](#) a long time ago. [red heart]

[@EAB](#) (3/3) Thank you for having me, please follow EAB on Twitter and LinkedIn to access my future research: <https://bit.ly/3CmOMwD> and as always you can find us on <http://eab.com>. Thank you!

[@SDMesaPrez](#) TY very much to our guest Meacie Fairfax [@EAB](#) for joining us tonight and sharing her work. Next week begins #WomensHistoryMonth22 -watch for some powerhouse women to join us! #EquityChat [@collegefutures](#) announcements soon. [@lamkeithcurry](#) [@SDMesaPrez](#) [@equityavengers](#) OUT!