

Wednesday, February 22

Dr. Nesha Savage

President & Executive Director of Nandi

[5:00 pm] Pam

Welcome to #EquityChat sponsored by @CollegeFutures w/your @equityavengers hosts @iamkeithcurry, @DrTammeil & @DrPamLuster. Tonight our guest is @nsav Dr. Nesha Savage, the President and Executive Director of Nandi @nandiorg. Welcome Dr Savage!

[Dr. Nesha Savage @nsav](#)

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Thank you for having me! I'm super excited to join the [#EquityChat](#)

[5:05 pm] Tammeil

Q1 @nsav @nandiorg as you engage in equity-focused work, what is your walk-up song or anthem? @DrPamLuster @iamkeithcurry @CollegeFutures #EquityChat @equityavengers

[Dr. Nesha Savage @nsav](#)

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My walk-up song would be Bigger by Beyoncé. "Step in your ESSENCE and know that you're excellent RISE- We're fighting something way bigger-We're part of something way bigger"

[Dr. Tammeil Gilkerson @DrTammeil.1m](#)

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Oooh, yes! [@Beyonce](#)'s Bigger is such an equity theme song! "Let love be the water I pour into you and you pour into me There ain't no drought here Bloom into our actual powers I'll be your sanctuary, you just don't know it yet"

[5:13 pm] Keith

Q2 @nsav Tell us about @nandiorg, it origins and purpose. #EquityChat @DrPamLuster @DrTammeil @CollegeFutures @equityavengers

[Dr. Nesha Savage @nsav.5m](#)

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[@nandiorg](#) recognizes the need for representation of Black women is imperative in order to advance their unique issues in the [@CalCommColleges @nandiorg](#) stands at the intersection of misogyny & racism, armed & ready to dismantle harmful practices in educational spaces.

[Dr. Tammeil Gilkerson](#)

[@DrTammeil](#)

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This space--this intersectional space and having leadership do more than just stand there, is so vital to institutional, employee, and student success! Humbled and grateful for the [@NandiOrg](#) coalescing to name, elevate, and advance this fight.

[5:20 pm] Pam

Q3 [@nsav](#) What are the priorities for [@nandiorg](#) right now? #EquityChat [@iamkeithcurry](#) [@CollegeFutures](#) [@DrTammeil](#) [@equityavengers](#)

[Dr. Nesha Savage](#)

[@nsav](#)

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Provide our expertise to [@CalCommColleges](#) to build & sustain institutional capacity to help Black women professionals & students succeed in the community college system. Our core focus areas are research, professional development, mentorship, scholarship & advocacy.

[5:28 pm] Tammeil

[Dr. Tammeil Gilkerson](#) [@DrTammeil](#) · 13m

Q4 [@nsav](#) what would you say are the “Big E” and “Small E” goals to achieve equity? How does your work in [@nandiorg](#) advance achieving these goals? [@DrPamLuster](#) [@iamkeithcurry](#) [@CollegeFutures](#) #EquityChat [@equityavengers](#)

[Dr. Nesha Savage](#) [@nsav](#)

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There are no 'big or small'. All equity goals/work are important. I believe that we should imbed racial equity into everything that we do- HR practices, budgeting, instruction, & the way we provide services to students. “Without a lens of equity you have a lens of oppression”.

[Dr. Tammeil Gilkerson](#)

[@DrTammeil](#)

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Alright now! There are no big or small equity goals. I'm feeling that [@nsav](#). I'm sitting with the callout about our lens and thinking about how we truly embed this in the work--across institutions and people. I see you [@NandiOrg](#)--can't wait to learn from your collective wisdom

[5:35 pm] Keith

Q5 [@nsav](#) How does your work w [@nandiorg](#) inform your work as racial equity practitioner [@sdcitycollege](#)? [@DrTammeil](#) [@DrPamLuster](#) [@CollegeFutures](#) #EquityChat #EquityAvengers

[Dr. Nesha Savage](#) [@nsav](#)

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As a racial equity practitioner, all of the work that I do with [@nandiorg](#) & [@sdcitycollege](#), the goal is to bring awareness to the ways in which systemic racism plays out in the classroom and on our college campus.

[5:42 pm] Pam

Q6 @nsav-To do this work, we must continue learning and partnering with others. Who/what is informing your practice? Who do you recommend we follow, and what are you learning from them?  
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[Dr. Nesha Savage @nsav·12h](#)

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What I've learned from the work that they do for their respective communities & collectively is we all benefit when we fight against systems of oppression. Our liberation is tied together.

[5:49 pm] Tammeil

Q7 @nsav-As you reflect on your work with your [@nandiorg](#) sisters, what gives you hope?  
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My advice- Incorporate anti-racism in all institutional processes. Diversify the faculty ranks, classified professionals, & admin. Push for a race conscious funding formula- "under-resourced colleges produce under-performing students". -EB

[Dr. Nesha Savage @nsav·13h](#)

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Building a safe space for Black women to have solidarity, sisterhood, community and healing gives me hope. Solidarity requires sustained, ongoing commitment. -bell hooks

[5:54 pm] Keith

Q8 @nsav- Final question for tonight - what advice would you give to other equity practitioners?  
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[6:00 pm] Pam

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster ·12h](#)

TT so much [@nsav](#) [@NandiOrg](#) for sharing your work! We look forward to seeing you soar! See you next week on [#EquityChat](#) [@lamkeithcurry](#) [@DrTammeil](#) [@equityavengers](#) OUT!

[Dr. Nesha Savage @nsav](#)

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Thank you for the opportunity! Appreciate you!