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5:00 pm] Pam

Welcome to #EquityChat sponsored by @CollegeFutures w/your @equityavengers hosts @iamkeithcurry, @DrTammeil & @DrPamLuster. Tonight, our guest is @bcserrano. Welcome, Bri Serrano!

[5:05 pm] Tammeil

Q1. @bcserrano. What is your walk-up song or anthem as you engage in equity-focused work? @DrPamLuster @iamkeithcurry @CollegeFutures #EquityChat @equityavengers

[MovelmTrans @bcserrano-59s](#)

Replying to [@DrTammeil @DrPamLuster and 3 others](#)

Thank you @DrTammel [@equityavengers](#) I would have to say that it needs to be Lemon by [@NERDarmy](#) featuring [@rihanna](#) that's a great one that just makes me feel great and confident!

[5:13 pm] Keith

Q2. @bcserrano. Please tell us about your leadership in directing multiple LGBTQ resource centers throughout your career and how the centers support students. #EquityChat @DrPamLuster @DrTammeil @CollegeFutures @equityavengers

[MovelmTrans @bcserrano-22s](#)

Replying to [@iamkeithcurry @DrPamLuster and 3 others](#)

I create coalitions of accomplices across campus & center [#trans](#) & [#nonbinary](#) folx that are Black, brown and indigenous and other people of color from an intersectional framework that embodies [@deanspade](#) Critical Trans Politics lens vs centering cis gay & lesbians [#EquityChat](#)

[5:20 pm] Pam

Q3. @bcserrano. Right now, what are the priorities for you as a practitioner directing an LGBTQ Center? #EquityChat @iamkeithcurry @CollegeFutures @DrTammeil @equityavengers

Replying to [@DrPamLuster @iamkeithcurry and 3 others](#)

Keeping abreast of over 421 active & 489 anti-trans bills that have been proposed and/or implemented in 47 states. Reminding folx that [#trans](#) people are being banned out of existence.

I need to get out of job security due to the origins of LGBTQ centers such as mine [#EquityChat](#)

[Dr. Tammeil Gilkerson @DrTammeil](#)

Replying to [@bcserrano @DrPamLuster and 3 others](#)

Ya'll seeing this right!? [#trans](#) people are being banned out of existence. 2 many times we've let this happen & the intersectional identities of so many [#trans](#) folx are not only being banned but beaten & slaughtered for finding belonging in their own bodies. We Must do better

[5:28 pm] Tammeil

Q4. @bcserrano. What would you say are the "Big E" and "Small E" goals to achieve equity? How does your research and LGBTQ Center work support these goals? @DrPamLuster @Iamkeithcurry @CollegeFutures #EquityChat @equityavengers

[MoveImTrans @bcserrano-28s](#)

Replying to [@DrTammeil @DrPamLuster and 3 others](#)

Big E goals: humility & accountability top-down at institutions & Small E is coalition building on campus. My research focuses on the stories of [#trans](#) staff reporting discrimination in [#highered](#) using Ecological Framework & Crit Trans Politics 2 disrupt cistems [#EquityChat](#)

[5:35 pm] Keith

Q5. @bcserrano. March 31 is International Transgender Day of Visibility. How can institutions of higher education support transgender students, and what events or programs would you recommend institutions implement on transgender day? @DrTammeil @DrPamLuster #EquityChat

[MoveImTrans @bcserrano](#)

Replying to [@Iamkeithcurry @DrTammeil](#) and [@DrPamLuster](#)

Instead of Trans Visibility, we need Cis Accountability [#trans](#) and [#nonbinary](#) cannot truly exist. I notice [#cis](#) people throw around [#Latinx](#) term w/o actually centering & research with [#trans](#) & [#nonbinary](#) ppl. Interrogate bias. As a Latinx scholar include me or others [#EquityChat](#)

[5:42 pm] Pam

Q6. @bcserrano. 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? @DrTammeil @Iamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[MoveImTrans @bcserrano-9s](#)

Replying to [@DrPamLuster @DrTammeil and 2 others](#)

I've learned humility, comunidad, & I appreciate cognitive dissonance these scholars challenge me in my own privilege & biases [#queer](#) & [#trans](#) scholars have influenced me greatly [@deanspade @migrantscribble @drkaridock @serxiogonzalez @ant_duran](#) & my mom [@MsVirg #EquityChat](#)

[5:49 pm] Tammeil

Q7. @bcserrano. As you reflect on your work, what gives you hope? @DrPamLuster @Iamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[MoveImTrans @bcserrano-55s](#)

Replying to [@DrTammeil @DrPamLuster and 2 others](#)

I'm an old gay man in a 34 yr old body. The YOUTH give me hope that there will be more aspirations and learning to come. All of the [#queer](#) & [#trans](#) students that have touched been a part of my career have challenged me and changed me for the better [#EquityChat](#)

[5:54 pm] Keith

Q8. @bcserrano. The final question for tonight is, what advice would you give other equity practitioners? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

[MoveImTrans @bcserrano-1m](#)

Replying to [@Iamkeithcurry @DrPamLuster and 2 others](#)

Find your homies & community (non-work) where you can exist as you. Set and respect your own boundaries with work and life. You deserve to take your time and give yourself grace. I just enjoy existing alone sometimes like a potato and that's okay. You are valid. [#EquityChat](#)

[6:00 pm] Pam

TY [@bcserrano](#) for joining us tonight & for sharing your critical work! We learned so much about needed action! Join us next wk as we host [@4cscomm](#) President Trisha Albertson on [#EquityChat](#) [@CollegeFutures @Iamkeithcurry @DrTammeil @DrPamLuster](#) OUT