

Voices of Equity Podcast - Episode 1

- Intro song: [00:00](#) We are the voices of equity podcast, we are the voices of equity podcast, listen up ooh ooh ooh, listen up.
- Denise Douglas ...: [00:25](#) Hello, thank you for joining us. The voices of equity podcasts at Lorain County community college, we are your co-hosts Denise Douglas and Kionna McIntosh-Pharms. As the co-chairs of the equity for students team at Lorain County community college, we are excited to share the work of this team, the voices of those who do this work and the voices of the students who are the reason for our work. In this episode, we will discuss the why of this podcast and how we are each connected to the work of equity. Kionna. Do you want to kick us off? Well, my background here at Lorain County Community College goes back to being a student. Yes, I was a student here and I got my business administration management degree. It was imperative for me to make myself more marketable. So I chose to then become engaged with the campus and then became a student Senator.
- Denise Douglas ...: [01:17](#) I went up the ranks, so to speak in that I was a financial secretary executive secretary, and then became the president. At that time. It was then necessary for me to spread my wings a little bit in LCCC. I learned that this was where I wanted and needed to be. So then I was fortunate to then get a full-time position in financial services and went from financial services to the office of the, at that time, the Dean of Enrollment Financial and Career Services. And now I am happy to report that I am the Student Services Navigator. This certainly is the role that was made for me. It's the one I'm supposed to be doing. All of this is important. Not that you need my, my bio or my resume at LCCC, but I think all of this is important and why I was so passionate about being a part of the Equity for Students Team. I really appreciate you sharing your background and your story. I think it's important. Um, and something we recognize here at the college is that every student, every person on this campus has a story. And I think the Equity for Students Team really does illuminate that. And one of the things that we do try to do in our meetings is make sure that the student's stories are shared with, with our group. Um, I come to this work a little bit differently than Kionna, but equally as passionate about the work of the Equity for Students Team,
- Denise Douglas: [03:00](#) I'm fairly new to the college. Um, just a little less than two years. However, my professional background has given me the privilege to work in different areas of, uh, do different areas of equity work. So there's always been this thread of equity work within my background. I was also privileged to serve on a president's advisory council, um, for minorities as well as for women at my previous institution. So this work is deep for me. I

also fundamentally understand, um, the experience of many of our students who are here on this campus. Um, I, myself am a first gen student and at the time when I was an undergraduate I was also a parent student. And so I understand some of the challenges that some of our students face here on campus and understand, you know, what it takes to be seen and heard on a campus and why it's so important that we pay attention to each student's story.

Denise Douglas: [03:57](#)

Um, and, and also the equity work we know that is, is not just a one size fits all. So their equity and which for us, we define that as meeting students where they're at or meeting people where they're at, um, that work means that there's a lot of different identities that are wrapped up into our equity work. Um, I, as an undergrad, worked a number of student jobs when I was on campus. My first student job was in the, uh, financial aid office, which was the best experience Kionna. It really was in the financial aid office. I learned, first of all, I was at the front desk as a student worker. So I certainly experienced the frustration that students have with financial aid, but because I was also always in the financial aid office, looking for additional resources to support my time in college, I really understood that the students need a friendly face when they're, when they're coming in. I understand the students have different experiences and that's a frontline service. And so as we think about the work of equity and the work of, of this team, we have representatives on the team that represent various areas of the college that allow us to impact the student experience. So I think that's a really important

Denise Douglas: [05:07](#)

piece,

Kionna McIntosh...: [06:14](#)

Being a woman of color. Uh, I think it's important to share, like you stated, you know, everybody has a story to tell, and I certainly have had my fair share of trials and tribulations and obstacles. And, you know, initially I just want to help individuals regardless of what their color is regardless of their gender, um, age or any, any of those facets to, um, not have to go through any of the things that I may have, if I can prevent someone from going through those things or, you know, um, help them to avoid some of those, uh, you know, those trials, then I will certainly do that. Um, but I can't ignore the, the, the actual things I learned from them, but I can't ignore them. So it's important that, you know, that I be the example that I wish to see. I love LCC as an institution.

Kionna McIntosh...: [06:11](#)

I really feel like it's a pillar in our community, but nothing is perfect. And we, we have to, um, come together and be able to

see individuals lenses, you know, and, and find some common ground. And it so personally, and being passionate about, um, my obstacles and trials and tribulations, it was imperative for me to make sure that people that, you know, looked like me had a voice, um, and why I wear so many hats here, you know, from different perspectives as a woman. I want, you mentioned that earlier, you know, you were passionate about, you know, uplifting women. And I think we, we need that. Um, certainly, but as a woman, I want women to see that, you know, if, if I can do this, you can too, despite you know what we may have been through as a woman of color, I want people to see the same thing. A lot of people on campus, uh, may see me as, as the strong person, who's always happy, who's positive and, you know, just engaged and things like that. And that's true, but it doesn't mean that I didn't come without my baggage and I didn't have to work through those things. And I just need for people to know all people to know that, um, they're not alone, whatever it is, they're not alone. So I am passionate about equity because I live it. Unfortunately I've been through a lot of stuff. I just want to

Kionna McIntosh...: [07:46](#)

Be the example that I wish to see.

Denise Douglas: [07:55](#)

I think that's beautiful. And I would agree that, you know, the equity walk, um, many of us who do this work really do have these stories that we can connect to. Um, and I think that's that, I agree with that. That's exactly why I do this work as well. We've all been through something where the journey has been difficult, but we do want to see how we can smooth some of those pathways for other people who look like us, who experienced things like we do, um, to make their pathway a little bit easier for them and not to say that they won't have challenges, but how do we help, you know, make their experience better than what we had. And as we go through, um, this podcast later in our shows, you'll hear from different team members from the Equity for Students Team, and you'll hear their stories as well and understand kind of their passion and why they do this work.

Denise Douglas: [08:47](#)

Again, we talk about stories matter and everyone has a story. Um, so we're excited to bring that work, um, to the podcast and excited to connect with you as listeners. We hope that as you hear the stories that you will find your story in what we're sharing, um, we hope that when you hear students' stories that you'll be able to connect with them and understand from your perspective how you can help others move along this pathway. And it is a lifelong journey through this work. Um, this committee is full of very committed people that oftentimes we

know that committees do work, that people often don't know about. And so we're launching this podcast to help us share the stories, um, at the college and hopefully to connect you to the

Denise Douglas ...:

[09:35](#)

Work that we're doing, we are going to continue to provide voices to those who need them, especially our students. And we look forward to all that we will accomplish together because in a village, it takes us all to succeed.

Denise Douglas:

[09:52](#)

Well, thank you for joining us for this episode of voices of equity podcast at LCCC. brought to you by Boom Radio.