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In the space below, please describe your involvement with ACPA, including any leadership positions you have held.

My involvement started during graduate school when my supervisor had me join ACPA so that I could attend the Leadership Educator's Institute (LEI) in Orlando, 2018. It was a great introductory experience that pushed my involvement within the Association. A year later, I presented at the North Carolina chapter of ACPA (NCCPA) conference in Charlotte on creating leadership curriculum as a graduate student. In March of 2020, I attended my first ACPA Annual Convention in Nashville and immersed myself in the different opportunities there. I became deeply connected to the professionals and community within the Pan African Network and later took part in the mentoring program.

Even though I started my professional career during Covid-19, I had developed this great connection to ACPA and what it stands for within higher education. Over this past year, I attended the LEI Virtual Conference and the ACPA Virtual Convention. During the ACPA Convention, I also served as an entry-level panelist for the Pan African Network pre-conference session.

Please describe how you will work to advance ACPA's Core Values if elected/appointed to this position.

ACPA is built on a mission and values to work on making higher education better than what it currently is; to make it inclusive, equitable, and accessible to everyone. If elected to be the Member-at-Large, Entry Level Professional I will help ACPA to strive toward that. I have witnessed the leadership of those in ACPA push the Association and higher education to radically change, and I want to ensure that work continues to happen. Whether that is discussing policies and reform we want to see within the Association / higher education or advocating for different entities to promote changes.

During my time working in higher education, I have made it a commitment of mine to never let the status quo direct the work I do. I have made sure of that within my work with leadership programs, as well as with the various working groups and teams that I am a part of. Always making sure I am voicing the changes that need to be made. In practice that has meant making genuine, intentional efforts to de-center whiteness and white supremacy culture, so that we can re-center voices that are historically minoritized and excluded within our spaces. If our vision of higher education is to truly be for everyone, then our practices must achieve equitable outcomes. This is not work solely for one specific area, program, office, or professional to do. It is work that I advocate that everyone, at every level of higher education, integrate within their

work and their life.

For too long we have allowed higher education to remain stagnant and complacent regarding change, while also being complicit in the injustices and inequalities that continue to manifest. We have seen institutions within higher education make many statements regarding racial justice, decolonization, and equity without having much to show for it. These broken promises are a result of us not allowing equity work to be omnipresent, going beyond multicultural competence toward cultural humility and appreciation.

If elected, I will continue the push to move courageously to hold systems accountable so that we may enact the core values of ACPA. Because the best apology is changed behavior, and we have opportunities to be better.

After reviewing the qualifications of the position for which Illyou are applying, please describe briefly below how you believe you meet each qualification.

I meet the qualifications of the role as I have been an active member of ACPA since the fall of 2018, I have not exceeded 5 years as a full-time professional in the field, and I am not a current or past member of the Governing Board.

As a leader, how will you contribute to the work of the Association?

Like I mentioned when discussing how I will advance the Core Values of ACPA, my contributions to the work of the Association will involve the advocacy and creation of policies and procedures that lead to equitable outcomes. We have opportunities to make higher education a space for everyone to thrive and flourish, but that will not happen without radical and revolutionary actions.

As a leader, it is about using my influence to inspire and facilitate this type of change to happen. This means educating myself to make more informed decisions and sharing information so that others can also make their own informed decisions. This could mean listening and learning from other leaders within the field or submitting presentation proposals so that I can disperse information to others. This can also mean being mentored and mentoring others within the Association.

My contributions will be of continued growth, shared vision, equitable advocacy, collaborative leadership, and most importantly action. Integrity is central to how I lead, and that means making sure what I say is also what I am practicing. Lastly, this also means being open to the perspectives and lived experiences of others so that my leadership can grow to become better and more holistic. Hopefully modeling this so that others can do the same.

After reading the introductory statement about the ACPA Leader Selection Process and the Strategic Imperative for Racial Justice and Decolonization, take a moment to self-reflect on your own experiences at the intersections of diversity, equity, and inclusion. How will your identities, experiences, and competence help you in the Association's work to champion diversity, equity, and inclusion within and outside the ACPA community?

As previously stated, this is work that I am passionate about because it does not get to just stay at work. Diversity, equity, and inclusion should not just be goals that we integrate into our work, but also into our lives as a whole. If that is not something we are willing to do, then we are not doing it well.

My leadership in higher education and how I show up at work are a product of my identities and experiences. Because of this, it is important to understand not just the identities that are minoritized, but also the ones that lend us more privilege. This means grappling with being bi-racial, Swiss-American, lower-middle-class, atheist, male, cishet, able-bodied, and educated among other identities. I have had to do a lot of reflection and growing to get to where I am now and developing the mindset of intersectional advocacy.

My identities make me who I am, along with the experiences that accompany them. They do not live in silos as they are a collective, package deal. We all live at the intersections of our identities, which means that the work we are doing regarding diversity, equity, and inclusion has to also be as a collective. I cannot just be an activist or advocate for the issues regarding my minoritized identities and then forget about the inequities facing the minoritized communities for the identities I do not hold. That would mean to be a hypocrite and go against one of my core values, integrity.

It is easy to just think about the identities that are important to us; those that are core to who we are. However, doing diversity, equity, and inclusion work means developing a critically conscious mindset so that we can advocate for those whose voices are constantly overlooked. Especially if they are identities we do not hold.

Growing up with these identities and experiences has allowed me to see the world through many lenses, developing multicultural competence and compassion. My reflection, education, and mentors have helped me deepen my understanding of who I am, where I fit in the context of the world, and who I am in relation to other people. I believe it has been this growth toward cultural humility that allows me to champion this work holistically.

It is not just about how we are challenging our colleagues, ACPA, or higher education to do the work of diversity, equity, or inclusion. How are we challenging our friends, our partners, or our relatives to be better in this regard? Because for those that hold identities that are minoritized, diversity, equity, and inclusion does not end when everyone leaves work. It must be championed everywhere, by everyone, with compassion, courage, and humility.