



# LUMENT

## HERITAGE MONTH Q&A PROFILE

### Asian Pacific American Heritage Month

#### GET TO KNOW: MICHELLE CHIEN

SENIOR ASSOCIATE - CONVENTIONAL PRODUCTION



**Michelle Chien** joined Lument predecessor Hunt Real Estate Capital in 2012 as an intern in the Irvine office. She has since risen to become a senior associate for conventional production. In her nine years at Lument, she has helped structure nearly \$2 billion in closed loans. In her current position, she receives incoming deals, serves as a liaison with clients, manages documentation from start to finish, submits screening packages to Freddie Mac and Fannie Mae, and presents quotes to clients.

#### Q&A

---

##### **How is Lument addressing the issue of underrepresented minorities in the workplace?**

There's a commitment to diversity, equity, and inclusion here, and the company does a good job letting us know how our initiatives are progressing. On my end, I've always felt respected and supported by my colleagues. Looking forward, I'm eager to see how I can get more involved with our internal task force.

##### **There has been a significant increase in anti-Asian racist incidents since the start of the pandemic. How does this affect you personally?**

It's been really tough because a lot of the people who have been attacked look like they could be my parents, grandparents, or friends' parents.

I grew up in San Jose, California, where my parents still currently reside. California has a large Asian-American population, so I never thought this could happen to them. Now, I constantly check in with my parents to make sure they're safe.

**Has the increase in racially motivated incidents caused you to become involved in organizations or activism?**

There are organizations working to help Asian Americans better protect themselves – by providing things like reimbursements for cab rides when people don't feel safe being on the streets or taking the subway. But people have to know that this help is there, so I'm posting a lot on social media to get the word out.

I also support **Hate Is a Virus**, a nonprofit organization that was co-founded by a good friend from college. It's dedicated to dismantling racism and other forms of hate. They are raising awareness and equipping communities with tools, strategies, and funding to respond to racism.



**You are also active in advancing the careers of women in our industry. Tell us about that.**

Last October, I joined the L.A. chapter of **CREW (Commercial Real Estate Women) Network**, which is dedicated to supporting the success of women in the industry. They have been zeroed in on the importance of **DE&I**. **CREW Network** recently held an in-depth, three-part training where they took a deep dive into the designed systemic barriers to belonging that have normalized inequities and exclusionary practices, which are what's really responsible for marginalization and underrepresentation. This is something that I'm becoming passionate about as a result of the anti-Asian hate incidents.

Through brains, hard work, and a good heart, Michelle has become an invaluable leader, well-regarded and respected by her colleagues. No matter the challenge, she succeeds, and then she helps others succeed too. With rising stars like Michelle, Lument's future is bright.

– PETER CLASQUIN  
MANAGING DIRECTOR