

#EquityChat  
Carol Hedgspeth

[5:00 pm] Pam  
[@DrPamLuster](#)

It's Wednesday and time for [#EquityChat](#) sponsored by [@CollegeFutures](#) and hosted by your [@equityavengers](#) [@lamkeithcurry](#) [@DrTammeil](#) [@DrPamLuster](#) - tonight our guest is [@carolhedgspeth](#) Dep. Director of [@EdTrustWest](#). We are excited to lift this work! Welcome Carole!

[@carolhedgspeth](#) Replying to [@DrPamLuster](#) [@CollegeFutures](#) and 4 others  
Hi all! Happy to be here! Thanks for the invitation to be a part of this [#EquityChat](#).

[5:05 pm] Tammeil

Q1 [@carolhedgspeth](#) As you engage in equity-focused work, what is your walk-up song or anthem? [@DrPamLuster](#) [@lamkeithcurry](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Carol Hedgspeth, PhD @carolhedgspeth · 46s](#)

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

A1: I love starting with a music question! I do my best work with music playing.

[Carol Hedgspeth, PhD @carolhedgspeth · 1m](#)

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

A1: I try to regularly remember how fortunate I am to do work I love with and for families and communities like mine – so I keep [@missjillscott](#)'s "Blessed" on heavy rotation. [#EquityChat](#) [#EquityAvengers](#)

[5:11 pm] Keith

Q2 [@carolhedgspeth](#) We've previously asked guests for their non-resume introduction, but we want to know what is something you want people to know about you that you haven't shared? [@DrPamLuster](#) [@DrTammeil](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Carol Hedgspeth, PhD - @carolhedgspeth · 2m](#)

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

A2 [#EquityChat](#): I'm the youngest of 3, raised in Berkeley, CA. My husband and I met while I was at [@HowardU](#), have been married for 21 years, and have 3 teen daughters (one named Berkeley!). We're in the throes of making sure our girls are prepared for and completing college.

[5:18 pm] Pam

Q3 [@carolhedgspeth](#) Tell us about your role as Deputy Director [@EdTrustWest](#) and what your top 3 priorities are this year. [@DrTammeil](#) [@lamkeithcurry](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Carol Hedgspeth, PhD @carolhedgspeth · 1m](#)

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

A3 [#EquityChat](#): I've been in this role for the past year – love the work and the team at [@EdTrustWest](#)! My top 3 priorities are:

[Carol Hedgspeth, PhD @carolhedgspeth · 1m](#)

Replying to [@carolhedgspeth](#) [@DrPamLuster](#) and 4 others

1. Leading work re: internal equitable practices. [@EdTrustWest](#) is unapologetic in calling for equity; I believe we should be equally rigorous with ourselves about walking the talk. (2/4)

[Carol Hedgspeth, PhD @carolhedgspeth · 34s](#)

Replying to [@carolhedgspeth @DrPamLuster and 4 others](#)

2. Delivering a strategic plan for the next 3 years that sets a vision for how [@EdTrustWest](#) will champion racial equity for California's Black and brown students. (3 / 4)

[Carol Hedgspeth, PhD @carolhedgspeth · 40s](#)

Replying to [@carolhedgspeth @DrPamLuster and 4 others](#)

3. Embedding data and reflection into our work so we're always learning from what we do, always finding ways to make it more effective.(4/4)

[5:25 pm] Tammeil

Q4 [@carolhedgspeth](#) What would you say are the "Big E" and "Small E" goals to achieve equity? How does the [@EdTrustWest 2023 Policy Agenda](#) advance these goals? [@DrPamLuster @Iamkeithcurry @CollegeFutures #EquityChat #EquityAvengers](#)

[Carol Hedgspeth, PhD @carolhedgspeth · 1m](#)

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

A4 [#EquityChat](#): I interpret this this way: Small "e" goals address the symptoms of equity issues, while big "e" goals get to the heart of equity issues, IMO ¼

[Carol Hedgspeth, PhD @carolhedgspeth · 55s](#)

Replying to [@carolhedgspeth @DrTammeil and 4 others](#)

Big "E" goals include uplifting the narrative that Black and brown students are indeed beautiful, wonderful, excellent, and come to classrooms with strengths and high expectations for themselves. They can and do achieve when given the tool and opportunities to do so.

[5:32 pm] Keith

Q5 [@carolhedgspeth](#) Tell us more about [@EdTrustWest 2023 Policy Agenda](#) rec re: enhanced access to childcare. How does this advance racial equity in our education systems & why was it important to prioritize? [@DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers](#)

[Carol Hedgspeth, PhD @carolhedgspeth · 13s](#)

Replying to [@Iamkeithcurry @EdTrustWest and 3 others](#)

A5 [#EquityChat](#): Our priorities related to early learning & care speak to long-standing inequities in access to high quality care for Black & brown families & families impacted by poverty. 1/4

[Carol Hedgspeth, PhD @carolhedgspeth · 12s](#)

Replying to [@carolhedgspeth @Iamkeithcurry and 4 others](#)

They also speak to enduring under-compensation of the early learning workforce. It's critical to attend to these issues. 2/4

[Carol Hedgspeth, PhD @carolhedgspeth · 56s](#)

Replying to [@carolhedgspeth @lamkeithcurry and 4 others](#)

In addition, [@edtrustwest](#) sees the challenges families face when there is little transparency re: data about early learning programs and its workforce. 3/4

[Carol Hedgspeth, PhD @carolhedgspeth · 29s](#)

Replying to [@carolhedgspeth @lamkeithcurry and 4 others](#)

We advocate for more investment in collecting, monitoring & reporting out meaningful early learning data that will link to the Cradle to Career data system, so that families have access to the info they need to make the best decisions for their children. 4/4

[5:39 pm] Pam

Q6 [@carolhedgspeth](#) What do you see as barriers to completing these 2023 Policy Agenda priorities? What can we, as educators, do to elevate these policy changes and advocate for students? [@DrTammeil @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers](#)

[Carol Hedgspeth, PhD @carolhedgspeth · 7s](#)

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

A6 [#EquityChat](#): Time is always a challenge but doesn't have to be a barrier. Wish we had unlimited time, but advancing racial equity in education is important AND past due. We need to act with urgency but also with strategy to make meaningful advances that stick and sustain.

[5:46pm] Tammeil

Q7 [@carolhedgspeth](#) 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? [@DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers](#)

[Carol Hedgspeth, PhD @carolhedgspeth · 2m](#)

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

A7 [#EquityChat](#): For the reasons mentioned in A6, we can't (and won't) do this work if it's not informed by the communities we work with and advocate for. 1/3

[Carol Hedgspeth, PhD @carolhedgspeth · 1m](#)

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

We look to our Educator Advisory Council, Community Partners (grassroots orgs across the state, many of whom work directly w/ parents & students) and soon, our FIERCE fellows (a cohort of passionate college student advocates) for input throughout the year. 2/3

[Carol Hedgspeth, PhD @carolhedgspeth · 34s](#)

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

I really recommend that you all follow [@EdTrustWest](#)! This work is hard. When I want to be inspired by those who also believe that education = a means of liberation & activism, [@CenterBlackEd](#) is where I go. For fun (also liberatory!), I turn to [@Pandamoanium](#) (silly stuff!).



[5:53 pm] Keith

Q8 @carolhedgspeth Last question for tonight - what advice would you give to other equity practitioners?

@DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

[Carol Hedgspeth, PhD @carolhedgspeth·2m](#)

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

A8 [#EquityChat](#): I believe that equity work happens in community, and we move best at the speed of trust (to quote adrienne marie brown), so I recommend creating authentic partnerships with equity-minded others to make real, tangible changes.

[6:00 pm] Pam

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster ·Nov 16](#)

TY [@carolhedgspeth @EdTrust](#) for leading the way on racial equity! Great partners to colleges & students! Next wk join us as we take a different path to share our "Thankful" session with our [@equityavengers](#) followers. Don't miss it!

[@lamkeithcurry @DrTammeil @DrPamLuster](#) out!

[Carol Hedgspeth, PhD @carolhedgspeth·Nov 16](#)

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

Thanks for having me! [#EquityChat](#)