

Wednesday, September 7, 2022

#EquityChat Season 3, Episode 1

Dr. Daisy Gonzales, Interim Chancellor of California Community Colleges

[5:00 pm] Dr. Pamela Luster

We're back for #EquityChat S3 sponsored by @CollegeFutures and hosted by @DrPamLuster @DrTammeil @lamkeithcurry. We're so excited to kick-off this season with @CalCommColleges Interim Chancellor, Dr. @daisygonzales! Congrats on the new role and welcome!

Dr. Daisy Gonzales - Replying to [@DrPamLuster @CollegeFutures and 4 others](#)

Thank you [@equityavengers](#) ! I love the new logo!!! Congratulations on Season 3 [@lamkeithcurry @DrPamLuster @DrTammeil](#) ! You continue to empower & inspire#equityavengers with your [#equitychats](#)

[5:05 pm] Dr. Tammeil Gilkerson

Q1 @daisygonzales We're so excited to have you back on #EquityChat. To kick-off season 3, we have a new question we'd love to ask. As you engage in equity-focused work, what is your walk up song or anthem? @DrPamLuster @lamkeithcurry @CollegeFutures #EquityAvengers

Dr. Daisy Gonzales - Replying to [@DrTammeil @DrPamLuster and 2 others](#)

Thank you [@equityavengers](#) [Thanks emoji] for this invitation. Congrats on [#equitychat](#) season 3! I LOVE MUSIC & my native language is spanish...so my [heart emoji] lives in 2 worlds simultaneously. Today, I'm feeling Red Hot Chili Peppers "Can't Stop" & "Vivir mi Vida" by Marc Anthony. [#LatinaLeader](#)

Dr. Pamela Luster - Replying to [@daisygonzales @DrTammeil and 3 others](#)

I hear that-it is soooo hot! Hoping we all have power during [#EquityChat!](#)

[5:11 pm] Dr. Keith Curry

Q2 @daisygonzales We've asked about your non-resume introduction, but what is something you want our people to know about you that you haven't shared? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

Dr. Daisy - Replying to [@IamKeithCurry @DrPamLuster and 2 others](#)

I love Edu Fiscal Policy! I started my career as a 3rd grade teacher bc I [heart emoji] my [@LASchools](#) teachers. Joined the Asm Budget committee as an [@AssemblyFellows](#) & budget consultant where [@XianGriffith](#) & [@20ChrisWoods](#) were my bosses. [#equitychat](#) (1/2)

Dr. Daisy - Replying to [@IamKeithCurry @DrPamLuster and 2 others](#)

(2/2) Same yr, I met my life-partner [@EnriqueRuacho](#). We're both in education public service bc it transformed our lives. [#equityavengers](#). He inspires me & challenges me to think across segments & regions everyday. After 12 yrs, we're getting married this November. [ring emoji] [#equitychat](#)

[5:18 pm] Dr. Pamela Luster

Q3 @daisygonzales What are your top 3 priorities as Interim Chancellor @CalCommColleges? @DrTammeil @IamKeithCurry @CollegeFutures #EquityChat #EquityAvengers

Dr. Daisy Gonzales - Replying to [@DrPamLuster @CalCommColleges and 3 others](#)

In my current leadership journey, I care deeply about implementation w/ fidelity. I am a policy wonk & public sociologist who knows that institutions don't change overnight. You lead with integrity, determination & love. To do that, the 3 priorities are clear (1/4) [#equitychat](#)

Dr. Tammeil Gilkerson - Replying to [@daisygonzales @DrPamLuster and 3 others](#)

[number one emoji] You lead with integrity, determination & love. [heart emoji] [#equityavenger](#) [#showlove](#)

Dr. Daisy Gonzales - Replying to [@DrPamLuster @CalCommColleges and 3 others](#)

(2/4) One, stay focused on student completion! This means fully implementing policy & fiscal levers (like GP, SCFF & Equitable Placement). These structural changes enable [@CalCommColleges](#) to meet the BOG Vision for Success goals. [#equitychat](#)

Dr. Daisy Gonzales - Replying to [@DrPamLuster @CalCommColleges and 3 others](#)

(3/4) Two, position [@CalCommColleges](#) as leaders in advancing Governor [@GavinNewsom](#) Roadmap to the Future, where 70% of Californians will have a post-secondary degree by 2030. This work is about innovation! (Early college, CBE, CPL, online edu, bdp & career mobility! [#equitychat](#))

Dr. Daisy Gonzales - Replying to [@DrPamLuster @CalCommColleges and 3 others](#) (4/4) & three, lead cross-agency partnerships to dismantle the barriers our students face when they seek resources from other state departments. (Ex. CalWorks, CalVeterans, EDD, DSS, DDS, etc.) These partnerships will help us address our student's [#basicneeds #equitychat](#)

Dr. Pamela Luster - Replying to [@daisygonzales @CalCommColleges and 3 others](#)

Yes-I believe we are get better at this everyday through our basic needs work

[5:25 pm] Dr. Tammeil Gilkerson

Q4 @daisygonzales What would you say are the "Big E" and "Small E" goals to achieve equity? As Interim Chancellor @CalCommCollege, what is your role in achieving these goals? @DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

Dr. Daisy Gonzales - Replying to [@DrTammeil @DrPamLuster and 2 others](#)

This the new question right? Here I go...The Pandemic has taught us that to achieve educational equity, we need to: 1) Embrace change & 2) Act with urgency. (Aka we CAN change!) "Small e" is similar. [#equitychat](#) (1/5)

Dr. Pamela Luster - Replying to [@daisygonzales @DrTammeil and 2 others](#)

Yep...we're going deep this season!

Dr. Daisy Gonzales - Replying to [@DrTammeil @DrPamLuster and 2 others](#)

2/5 We must find our personal connection to the work and commit to learn, act & change. [@CalCommColleges](#) leaders can start with 2 simple questions, who is our college currently designed to serve? And who do we need to better serve? [#equitychat](#)

Dr. Tammeil Gilkerson - Replying to [@daisygonzales @DrPamLuster and 3 others](#)

Speaking my language all day [@daisygonzales](#)...Commit to learn, act & change. You're right; not necessarily a new question but an urgent one.

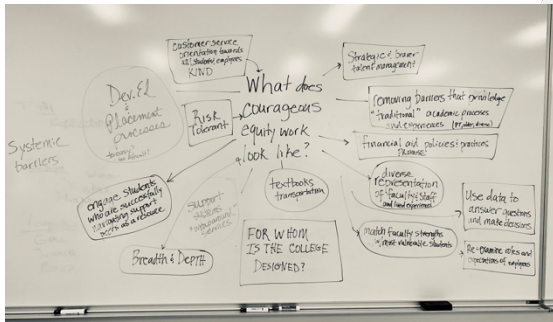
Dr. Daisy Gonzales - Replying to [@DrTammeil @DrPamLuster and 2 others](#)

(3/5) "Small e" is about leadership dedicated to continuous improvement. This is courageous conversations about the student experience & being intentional about calling colleagues into the conversation & to lead in service of student success. [#equitychat](#)



Dr. Daisy Gonzales - Replying to [@DrTammeil @DrPamLuster and 2 others](#)

(4/5) "Big E" requires us to identify & reimagine policies, practices & structures that are barriers. See photo circa May 2019. [#equitychat](#)



Dr. Daisy Gonzales - Replying to [@DrTammeil @DrPamLuster and 2 others](#)

(5/5) As Chancellor, "Big E" goals include supporting colleges to advance DEIA strategies with fidelity, removing barriers to student centered teaching modalities & finding sustainable resources for student basic needs.

[#equitychat](#)

[5:32 pm] Dr. Keith Curry

Q5 @daisygonzales CA community colleges are committed to supporting students' basic needs. What kinds of resources are @CalCommColleges building internally to support them? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

Dr. Daisy Gonzales - Replying to [@lamkeithcurry @CalCommColleges and 3 others](#)

[@CalCommColleges](#) have been hard at work to tackle basic needs. Thanks to [@SSCCC OFFICIAL @ASCCCNNews @ccleague @FoundationCCC](#) our colleges are thinking holistically about student needs. From affordable housing to child care, mental health, food, textbooks & transportation. (1/5)

Dr. Tammeil Gilkerson - Replying to [@daisygonzales @lamkeithcurry and 7 others](#)

[thanks emoji] to my colleagues across [@CalCommColleges](#) who've been committed to making college affordable & helping students meet basic needs. Proud of the work of the Affordability, Food & Housing Access Taskforce & grateful to [@ccleague](#) for the support! We have more work to do together!

Dr. Daisy Gonzales - Replying to [@lamkeithcurry @CalCommColleges and 3 others](#) (2/5) The 2022-23 state budget committed \$564.7 million in new resources for affordable student housing [@CalCommColleges](#). You can learn more about [@CalCommColleges](#) affordable student housing Taskforce [pointing down emoji]. [#equitychat](#)
<https://cocco.edu/About-Us/Chancellors-Office/Divisions/College-Finance-and-Facilities-Planning/Affordable-Student-Housing>

Dr. Daisy Gonzales - Replying to [@lamkeithcurry @CalCommColleges and 3 others](#) (3/5) Models like the family resource center from my alma mater [@LAValleyCollege](#) are promising [star emoji]. They support/connect students with dependents to resources like tutoring & child care. <http://lavfamilyresourcecenter.org>
[#equitychat](#)

Dr. Daisy Gonzales - Replying to [@lamkeithcurry @CalCommColleges and 3 others](#) (4/5) Bc of YOU [@lamkeithcurry @compton college](#) has a student-centered model to meet student basic needs. During the pandemic, Compton partnered with food delivery companies to feed students & their local community. AND [pointing down emoji x 3] [#equitychat](#) <https://t.co/JhbdYrsf1r>

Dr. Daisy Gonzales - Replying to [@lamkeithcurry @CalCommColleges and 3 others](#) (5/5) [@SBCCDcolleges](#) used their emergency funds to make sure course supplies & materials NEVER hold back students from enrolling & achieving their dreams. [#equitychat](#) [#thinkBIG](#)
<https://sbccd.edu/books-plus/index.php>

[5:39 pm] Dr. Pamela Luster

Q6 @daisygonzales This year was a big win for students with #CalGrantReform. What else is on the horizon to further support students' financial needs? @DrTammeil @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

Dr. Daisy Gonzales - Replying to [@DrPamLuster @DrTammeil and 2 others](#)
Yes, big yr & now the real work begins. Adopting an equitable CalGrant framework would not be possible without [@EloyOakley @SenatorLeyva @SSCCC OFFICIAL @LMetCap](#) who started this work in 2019 [#SB291](#) . [@M LGarcia](#) is also a champion for our students. [#equitychat](#) (1/3)

Dr. Daisy Gonzales - Replying to [@DrPamLuster @DrTammeil and 2 others](#)
2/3 Financial aid is key lever to meet student needs, but we need sustainable [#DoublePell](#), free course materials, affordable housing, free mental health services & student centered processes for federal/state resources...ex. fafsa completion in H.S & bundled resources. [#equitychat](#)

Dr. Daisy Gonzales - Replying to [@DrPamLuster @DrTammeil and 2 others](#)

3/3 In the new fiscal yr, the work is about: leaving zero \$ on the table for all new state grants, ensuring the equitable CalGrant framework is funded in 2023-24 state budget & making sure our students complete their education. Our data needs to support future asks! [#equitychat](#)









[5:46 pm] Dr. Tammeil Gilkerson

Q7 @daisygonzales To do this work, we must continue to learn and partner 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

Dr. Daisy Gonzales - Replying to [@DrTammeil @DrPamLuster and 2 others](#)

[heart emoji] this question! I continue to learn that there are no new ideas, just different ways of implementing. Your landscape changes & so should YOU. But at the [heart emoji] of our work is empowering who we serve—our students! This is servant leadership! (1/3) [#equitychat](#)

EIGHT CHARACTERISTICS OF A SERVANT LEADER

<h3 style="margin: 0;">Authenticity</h3>  <ul style="list-style-type: none"> → showing one's true identity, intentions and motivations → Adhering to strong moral principles → being true to oneself → being open to learn from criticism → Having consistent behaviour 	<h3 style="margin: 0;">Humility</h3>  <ul style="list-style-type: none"> → being stable and modest → having a high self-awareness of one's strengths and development needs → having a humble attitude → being open to new learning opportunities → Perceiving one's talents and achievements in the right perspective → focusing on others more than self 	<h3 style="margin: 0;">Compassion</h3>  <ul style="list-style-type: none"> → having empathy → caring for others → being kind → forgiving mistakes → accepting and appreciating others for who they are → Showing unconditional love towards others 	<h3 style="margin: 0;">Integrity</h3>  <ul style="list-style-type: none"> → being honest → being fair → having strong moral principles → behaving ethically → creating an ethical work climate
<h3 style="margin: 0;">Listening</h3> <ul style="list-style-type: none"> → having a deep commitment to listen actively and respectfully → asking questions to create knowledge → providing time for reflection and silence → being conscious of what is unsaid 	<h3 style="margin: 0;">Altruism</h3> <ul style="list-style-type: none"> → being selfless and oriented toward others → having the desire to positively influence and help others in life by serving their needs consistently → making a positive difference in people, organisations and society 	<h3 style="margin: 0;">Accountability</h3> <ul style="list-style-type: none"> → being responsible → ensuring transparent practices → holding others accountable and monitoring performance → setting clear expectations in accordance with an individual's capability 	<h3 style="margin: 0;">Courage</h3> <ul style="list-style-type: none"> → being open to taking calculated risks → standing up for what is morally right, despite negative adversaries → having high ethical conduct 

SOURCE: Coetzer, M.F., Bussin, M. & Geldenhuys, M. (2017). The functions of a servant leader. Administrative Sciences, 7, 5.

Sketchnote by @Haypsych

Dr. Daisy Gonzales - Replying to [@DrTammeil @DrPamLuster and 2 others](#)
(2/3) I learn from leaders who have/are in similar roles [@MariaHMarinick @EloyOakley @sonyachristian @lamkeithcurry](#) & design(ed) state systems [@DelaineEastin @DrWeber4CA @MoniqueLimonCA @M LGarcia @HollyMitchell @LupitaCALcala @CALtGovernor #equitychat](#)

Dr. Daisy Gonzales - Replying to [@DrTammeil @DrPamLuster and 2 others](#)
(3/3) In these first few weeks as Interim Chancellor, I have appreciated learning from [@UCPrezDrake @deemyers @chrissnellum](#) Colleagues across segments & sectors with a similar vision for this state & our students. Follow them! [thank hands emoji] [#equitychat](#)

[5:53 pm] Dr. Keith Curry

Q8 @daisygonzales Last question for tonight - what advice would you give to other equity practitioners? [@DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers](#)

Dr. Daisy Gonzales - Replying to [@lamkeithcurry @DrPamLuster and 2 others](#)
[#Equityavengers](#) this work is hard & at times lonely. But it is always worth fighting for. Hold on to the wins, keep making room for others to contribute & don't fall in love with ideas, policies or programs. Fall in love with the outcomes we need for our students. [#equitychat](#) (1/3)

Dr. Tammeil Gilkerson - Replying to [@daisygonzales @lamkeithcurry and 2 others](#)
Oh yes, she did... "Fall in love with the outcomes we need for students." [clap emoji] [heart emoji] TY
[@daisygonzales #equityavengers #showlove](#)

Dr. Daisy Gonzales - Replying to [@lamkeithcurry @DrPamLuster and 2 others](#)
2/3 Remember the lives of our students, faculty & staff are about intersectionality. Unpack what is at the [heart emoji] of the work [right arrow emoji] power & inequality. [#equitychat](#)

Dr. Daisy Gonzales - Replying to [@lamkeithcurry @DrPamLuster and 2 others](#)
3/3 find allies who will nourish & challenge you. I'm lucky to work with ppl who love this work, [100 percent emoji] in & love to [laugh emoji] [@jjhetts @Davidinsacto @VLundyWagner @LizNavarette @mjalvaradoWFD @DrAishaLowe @AbdimalikBuul @DoctoraSiria @lindam v](#) Wrenna, Rebecca, Tiffany, Paul, Marc, Sandra+

Dr. Daisy Gonzales - Replying to [@lamkeithcurry @DrPamLuster and 2 others](#)
Oh yeah...it's okay to ask for help. [#equitychat](#)



Dr. Pamela Luster - Replying to [@daisygonzales @lamkeithcurry and 2 others](#)
I'm using this as my new screensaver! [heart emoji] [taco emoji]

[6:00 pm] Dr. Pamela Luster

TY [@daisygonzales](#) for your leadership & for sharing your time! We are all here to support you & our [@CalCommColleges](#) students & colleagues. [#EquityChat](#) by [@CollegeFutures](#) S3 continues next wk with an amazing guest...clues post soon! [@lamkeithcurry @DrTammeil @equityavengers](#) OUT!

Dr. Daisy Gonzales - Replying to [@DrPamLuster @CalCommColleges and 4 others](#)
[Thanks emoji] [@equityavengers @lamkeithcurry @DrPamLuster @DrTammeil](#) Thank you for creating a safe space to discuss equity & inspire ACTION. Cheers to Season 3 of [#equitychat](#)!