

April 14, 2021 #EquityChat  
Dr. J. Luke Wood (@DrLukeWood),  
San Diego State University

[@SDMesaPrez](#) It's Wednesday and we're kicking off #EquityChat with @DrLukeWood ! Join your @equityavengers @lamkeithcurry for a great session with a valued voice in our work! @CollegeFutures  
[@DrLukeWood](#) Honored to be joining this conversation!  
[@rhetoricalteach](#) @DrLukeWood is amazing!

[@SDMesaPrez](#) Q1. @DrLukeWood. Our education, background, and experiences make us who we are. Please tell us about the non-resume you? We want to know what's not on your resume. #EquityChat @lamkeithcurry @CollegeFutures  
[@TheN8Stephens](#) Raised by a drug addicted mother in public housing. I served almost six years in prison for drug dealing and now I'm completing my Ph.D. From the Pen to the Professoriate.

QT [@DrLukeWood](#) Well, I have an identical twin brother named Josh. We were both born while our bio mother was in prison. We became wards of the court and went into the foster system. Though we ended up being adopted, we were raised in a foster home.

<https://twitter.com/DrPamLuster/status/1382485338040410113?s=20&t=gyZdsMILdAMyqi4xvr-KKA>

[@DrLukeWood](#) It is one of the reasons that I am advocating for assembly bill 740, which would help to reduce the suspensions of foster children and youth in schools.

[@lamkeithcurry](#) Q2. @DrLukeWood. What gives you hope? @lamkeithcurry @SDMesaPrez #EquityChat @CollegeFutures  
[@DrLukeWood](#) The activism in our nation gives me hope. The Black Lives Matter movement has shown that people can no longer treat Black people with disrespect and murder us without consequences. It is beautiful to see all of the young people in this nation rising up for racial justice

[@DrLukeWood](#) What also gives me hope is the new generation of leaders who are committed to racial justice and equity. 20 years ago, this was not the case. The equity folkx were few and between. Now, we are growing in number. We are changing higher education. We are changing communities. But..

[@DrLukeWood](#) but we have SOOO much farther to go.

[@DrLukeWood](#) What also gives me hope is #equityavengers. A community of people who care about equity... deeply

[@SDMesaPrez](#) Q3. @DrLukeWood. Tell us about your work at San Diego State University? #EquityChat @lamkeithcurry  
[@DrLukeWood](#) I am the Vice President for Student Affairs and Campus Diversity at SDSU. I also serve as Chief Diversity Officer and Distinguished Professor of Education. I advocate for Justice, equity, diversity and inclusion, what we call JEDI principles.

[@DrLukeWood](#) In my role, we advocate for anti-racist co-curricular support for students. This includes our 9 cultural centers, employee resource groups, changing hiring to be more equitable, career services, residence halls, our restorative justice team, all our DEI professional learning etc.

[@DrLukeWood](#) And no, that's not just because my name is Luke :)

[@SDMesaPrez](#) Love #JEDI

[@lamkeithcurry](#) Q4. @DrLukeWood. What is your definition of equity? How is equity-minded practice embedded in your work?@lamkeithcurry @SDMesaPrez #EquityChat @CollegeFutures

[@SDMesaPrez](#) Been waiting for this!

[@DrLukeWood](#) My definition of equity is a heightened focus on groups experiencing disproportionate impact in order to remediate disparities in their experiences and outcomes. Informed by [@Fharris3](#) [@ebensimon](#)

[@DrLukeWood](#) Equity cannot be an afterthought. Equity MUST be front and center. You can have critical interventions that are designed to improve student success, but without equity - they will not improve outcomes.

[@MaritezApigo](#) [GIF: <https://twitter.com/i/status/1382496948708462596> ]

[@tag0019](#) Dr., you're preaching to the choir. Unfortunately, those making the decisions, all too often, don't give a damn or simply dismiss the truth out of hand. Critical discourse has become forbidden. Decision makers are often ignorant or dispassionate or both to truth.

[@DrLukeWood](#) said differently...

Guided pathways without equity is guided tracking

Early alert systems without equity are early drop systems

Without equity at the center, we DECENTER our students of color

[@SDMesaPrez](#) Yep...brochures with lists and pics are not equity...!m excited about centering student experience and curiosity into pathways

[@TeachinIt123](#) Equity is universal accessibility. Every student has full access to a high-quality education. In terms of instruction, this means looking at the student holistically and making sure that they have everything they need in order to excel as a powerful learner on their own terms.

[Tweet deleted by Tweet author at time of archival]

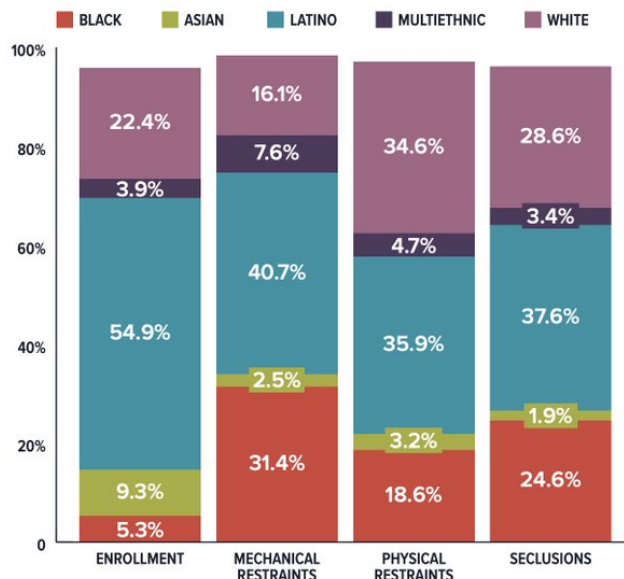
[@DrLukeWood](#) It's and AND BOTH situation. We must focus on outcomes, because that's where we see disproportionate impact. But process gives us the indications we need about WHY those outcomes are different.

[@SDMesaPrez](#) Q5. [@DrLukeWood](#). Can you share with us some of your research and why your research is so important in education? [@Iamkeithcurry](#) #EquityChat [@CollegeFutures](#)

[@DrLukeWood](#) Here are some examples of my research. This is how our Black children are treated in California public schools!

**Figure 1**

*Use of Restraint and Exclusions as Discipline, 2019–2020*



[@DrLukeWood](#) My research with [@Fharris3](#) focuses on equity in community colleges. We have found that our students of color often experience campus environments as hostile, unwelcoming, and unsupportive. HOWEVER, we have found that faculty can become better at what they do!

[@DrLukeWood](#) CHALLENGE AND SUPPORT! We must challenge and support students. But if they don't believe that WE believe in their ability to reach that challenge, then the challenge will go unmet. We can support students, but they must know we care about them AUTHENTICALLY.

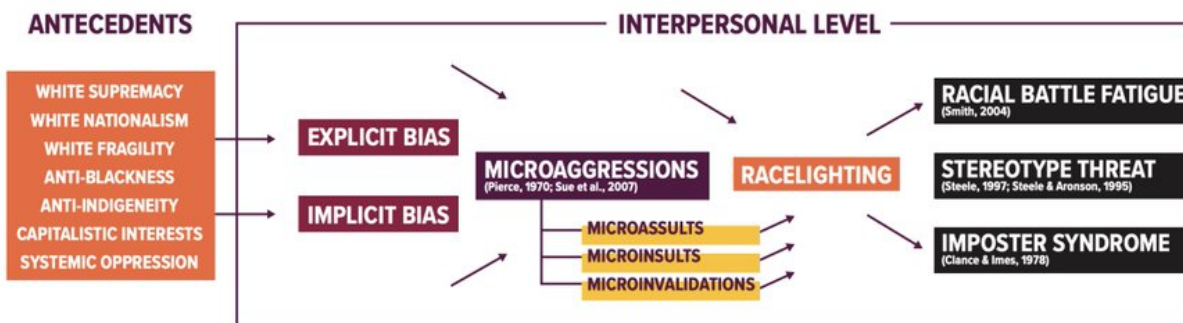
[@LAeducationnews](#) In order to understand them authentically we need to KNOW them. Who are they? Where do they come from? What is their home environment like? etc. Inspired by [@saragoldrickrab](#) work I created a diagnostic that seeks to understand them. One semester is not enough. [@laccd](#)

[@johnscrockett](#) I see what you did there- challenge and support ❤️😅

[@lamkeithcurry](#) Q6. [@DrLukeWood](#). Please tell us about your recently released Racelighting in the Normal Realities of Black, Indigenous, and People of Color Scholarly Brief. [@lamkeithcurry](#) [@SDMesaPrez](#) #EquityChat [@CollegeFutures](#)

[@DrLukeWood](#) When BIPOC say, "maybe I'm not as good as I thought I was," "maybe I'm not as smart as I thought I was," or "maybe I don't belong here" - that doubt is the outgrowth of #racelighting. go to <http://bmmcoalition.com/racelighting/> to learn more!

[@DrLukeWood](#) Here is our model on racelighting. Essentially, [@Fharris3](#) discuss racelighting as a unique form of gaslighting facing people of color. When we begin to doubt ourselves and second guess our experiences, perceptions, knowledge and judgement, that's when racelighting has occurred



[@Javier\\_History](#) As a BIPOC instructor going through tenure, I have experienced this first hand & it was a weird sense of relief to know that I was dealing with imposter syndrome. It's not a great feeling & I have been surrounding myself with advocates to help & guide me through the process

[@equityhighered](#) Microaggressions?

[@khanhndinh](#) These arrows remind me of Dr. Nevarez! He recently added some to my dissertation defense slide deck.

[@tag0019](#) This touches on my tweet to some extent...racelighting is targeted, intentional, and perpetrated in a way that re-enforces already existing false tropes about a certain group of people, a kind of piling on made easier by systems doing what they're designed to do...marginalize.

[@SDMesaPrez](#) Q7. [@DrLukeWood](#). What three recommendations would be provided to the Biden Administration about the challenges higher education institutions are faced with at this time? [@lamkeithcurry](#) #EquityChat [@CollegeFutures](#)

[@DrLukeWood](#) 1. Make sure CARES ACT/HEERF monies are associated with equity based outcomes. Black, Indigenous, Latinx and other People of Color are disproportionately impacted by COVID in terms of infections, unemployment, and loss of life. Let's PROACTIVELY address that.

[@SDMesaPrez](#) 👍

[@DrLukeWood](#) 2. Appoint people who care about Black, Indigenous People of Color. Who you have as a leader over an area is a representation of your administration. If there is no true, documented track record of success - then find someone who does.

[@DrLukeWood](#) #reparations for Black people. PERIOD. Many options, but could = loan forgiveness and free college for ADOS

[@DeniseVoiedeVie](#) <https://t.co/cMeggPqVOa>

[@lamkeithcurry](#) Q8. [@DrLukeWood](#). What are you reading? And what book(s) would you recommend we consider reading? [@lamkeithcurry](#) [@SDMesaPrez](#) #EquityChat [@CollegeFutures](#)

[@DrLukeWood](#) Anything written by [@TyroneCHoward](#) [@ebensimon](#) [@Fharris3](#)!

[@DrLukeWood](#) my favorite book of all time, is Narrative of the Life of Frederick Douglass

[@SDMesaPrez](#) TY [@DrLukeWood](#) [@SDSU](#) [@SDSU\\_CCLead](#) for joining us on #EquityChat it's an honor everyday to serve w/you -I've learned so much from u & [@Fharris3](#) and am a better educator & leader for it...join us next week as we host [@BBurnsEDU](#) ! [@lamkeithcurry](#) [@CollegeFutures](#) [@equityavengers](#) out!