



May 13, 2020 #EquityChat

Dr. Pedro A Noguera (@PedroANoguera),

Dean, Rossier School of Education, University of Southern California

[@SDMesaPrez](#) Welcome everyone I #EquityChat w/your #equityavengers @lamkeithcurry and me [@SDMesaPrez](#) ...this series is intended to amplify voices in the work & generate dialogue about equitable praxis in #highered & particularly @CalCommColleges Our guest tonight is @PedroANoguera ...welcome!

[@DenaSimmons](#) Love this!

[@SDMesaPrez](#) Out first question for you @PedroANoguera is " How do you define equity? #EquityChat @lamkeithcurry #equityavengers

[@DenaSimmons](#) This is crucial. Folks confuse equality and in equity all of the time. I have worked with districts all over who practice equality (giving everyone the same thing) and swear they're doing equity, which includes redistributing resources and giving people what they need [#equitychat](#)

[@PedroANoguera](#) Equity is a principle of fairness based on the recognition that all students are different and come to their education w different needs. We advance equity when we do our best to meet their needs [#EquityChat](#)

[@SquipFitch](#) FYI, the content of a book is not even close to sufficient to describing its content.

[@CThrustmaster](#) Nope. Not what they mean by it.

[@oscar_t_emerson](#) Oh what nonsense. Equity is the politics of envy: tearing people down, regardless individual merits or circumstances. You can dress up a turd, but it's still a turd.

[@lamkeithcurry](#) Q2. @PedroANoguera. I been following you for years so it's an honor to tweet with you. As Professor and soon to be Dean, how do you prioritized Equity efforts? @SDMesaPrez #EquityChat

[@PedroANoguera](#) As a professor and soon to be Dean I advance equity by maintaining high expectations and helping students to understand how to meet them. Equity is not mediocrity [#EquityChat](#)

[@PedroANoguera](#) I also try to use my teaching and research to advance equity by exposing how inequality hurts all of us and learning from examples of equity in practice. There are schools and countries we can learn from [#EquityChat](#)

QT [@SDMesaPrez](#) Extra question...in your teaching can you speak to the way that you create the conditions for students to adopt equity minded praxis? [#EquityChat @lamkeithcurry](#)

<https://twitter.com/PedroANoguera/status/1260724611584409600?s=20>

[@PedroANoguera](#) In my teaching I work to create a climate in which students feel comfortable asking questions and learning together, I give them numerous opportunities to revise and resubmit assignments because the learning is in the revision and the feedback [#EquityChat](#)

[@Education_Maven](#) @PedroANoguera As one of your former students and teaching assistants, I can attest to that.

Commented [1]: Separate twt thread from same answer, but not in the Question thread:
<https://twitter.com/PedroANoguera/status/1260722639741390848?s=20>



[@SDMesaPrez](#) Q.3 How has COVID19 impacted students and our educational system? [@PedroANoguera](#) #EquityChat [@lamkeithcurry](#)

[@PedroANoguera](#) The pandemic has exposed and exacerbated the inequities that were already present: the digital divide, the fact that so many people lack access to stable housing, healthcare and food. We have no social safety net in this country and that's making this crisis worse #EquityChat

[@LegaspiVp](#) Agreed! We are trying our best at the local levels. But a nationwide approach is necessary.

[@Education_Maven](#) It's also affected faculty & staff who didn't have a safety net. We already had #highered folks who were making less than a living wage before the pandemic. #adjuncts were jumping from campus to campus to try to make a living and many without any health insurance. [@AdjunctNation](#)

[@PedroANoguera](#) Very true and very unfair.

[@kwpledger](#) I have a good friend from college (and fellow disabled vet) who is in that position in Illinois. It's the main reason, if there is one, that I'm likely to stay K-12 for the foreseeable future. At least I can live on what I make here.

[@kwpledger](#) It's upsetting actually, because there is a position I want at my local community college, but looking at the pay scales, there's no way I can do it.

[@Education_Maven](#) Teaching in #HigherEducation is DEFINITELY an economic privilege -- now there's a discussion to have regarding equity! Most people I know can't afford to teach. There's also many dedicated folks who do this critical work despite the pay. [@chronicle](#) [@insidehighered](#)

[@LSyncin](#) There are many educators unaccustomed to having their beliefs (i.e about equity, excellence, meritocracy, relational power, etc) challenged. COVID 19 has opened the door for meaningful conversations about such things to emerge. It is a time to challenge cognitive consonance.

[@ahandsintheair](#) Amen to that!

[@PedroANoguera](#) We improve education when we focus on learning and academic engagement instead of grading. Knowledge can be powerful. This is why our students must develop an appreciation for lifelong learning #EquityChat

[@STEMExcelNYC](#) We must teach students to be curious. But if mastery isn't assessed then we have no feedback to improve teaching.

QT [@SDMesaPrez](#) Lets unpack that a bit [@LSyncin](#)...#EquityChat [@PedroANoguera](#) [@lamkeithcurry](#)
<https://twitter.com/LSyncin/status/126073191591a35637510?s=20>

[@PedroANoguera](#) I agree. It's impossible not to see that our "essential workers" are under paid, and our most vulnerable people are at greatest risk of dying.

QT [@SDMesaPrez](#) Given the high disregard for [@CalCommColleges](#) exhibited today by calls to the elites...nothing could be truer [@PedroANoguera](#) #EquityChat [@lamkeithcurry](#)
<https://twitter.com/PedroANoguera/status/1260732600777244673?s=20>

[@LSyncin](#) It has been fascinating seeing educators, school leaders, and district leaders move into new relational positions with students and families. The traditional power differential has been rearranged by COVID. There is a sudden recognition of the increased importance of schools ...

[@LSyncin](#) being able and willing to “work with” families—to meet them where they are—in order to remain valid. I see this institutional self interest as an opportunity for schools and school systems to open themselves to new “ways of being” with students, families and communities. It is...

[@LSyncin](#) Pt 3. ...kind of like positive peer pressure on an institutional level. The discomfort that has been arising as educators and school systems realize that they are unable function as they always have, is softening them up to new modes of relating with students and families....

[@LSyncin](#) Pt. 4. ... The power to “make education happen” is being shared differently now. It is forcing many educators and school leaders to rethink their basic beliefs about the work they do, the nature of the relationships they operate across, and about the way they define things...

[@LSyncin](#) Pt. 5. ... such as equity and excellence. And, due to the current, temporary (dare I say shallow) emphasis on of solidarity and service, it may feel a bit more safe for educators to engage in this kind of public self reflection and growth. It may even feel like a form of...

[@LSyncin](#) Pt. 6. ... service to the greater good. Can this kind of interest convergence bring about a new, actionable understanding of equity? The optimist in me says it can. But people in schools have to talk about it now, while they are struggling with it.

QT [@SDMesaPrez](#) I've been pleasantly surprised by the level of philanthropy...but saddened that we have to raise money to give our students what they need everyday to be successful. We cant lose this level of focus...[@PedroANoguera](#) #EquityChat

<https://twitter.com/PedroANoguera/status/1260726936986238977?s=20>

[@saragoldrickrab](#) Please see our extensive guide to distributing CARES dollars to students in an equitable and impactful manner. <https://t.co/eggYhEokQv?amp=1>

[@saragoldrickrab](#) Pam, check out this new piece for #philanthropy - maybe this will help as your work there goes on! <https://t.co/TsIAo4l7em?amp=1>

[@Education_Maven](#) Can you speak to how leaders should reach out to their students regarding CARES \$? Or is it enough to simply post an announcement on the school's website? [@PedroANoguera](#)

[@PedroANoguera](#) We must use every means available to make sure they apply for the funds. We know they need the \$ #EquityChat.

[@Education_Maven](#) Should we have staff/faculty reach out to all students personally? As [@Comm_College](#) faculty, I found that all who needed financial aid had not completed #FAFSA for many reasons. [@PellGrant](#) eligibility misses many who need \$\$ assistance.

QT [@lamkeithcurry](#) Follow up question, post COVID-19, how do fix these inequities with knowing the funding will be limited.

<https://twitter.com/PedroANoguera/status/1260726936986238977?s=20>

[@AdrianaMaestas](#) Please ask him what role does he see for #higherded professionals, students, and even parents to advocate against austerity so that there aren't more cuts to what little safety net exists. Could there B a big push 2 get whole campus communities involved in advocacy? #EquityChat



QT @lamkeithcurry @PedroANoguera, what are your thoughts on this question from one of our guest.

@SDMesaPrez

<https://twitter.com/AdrianaMaestas/status/1260730144634793984?s=20>

[@PedroANoguera](#) Educators must be at the table when decisions about funding are being made. We must not allow the needs of our most vulnerable students to be sacrificed in the name of austerity.

[@lamkeithcurry](#) Q4. @PedroANoguera Post COVID-19, how does our educational system improve to serve the most vulnerable student population? #EquityChat @SDMesaPrez

[@PedroANoguera](#) When the crisis ends we'll be faced with massive deficits. As we recover we'll need to expand our focus on what it takes to use education to promote opportunity. Our students need more than academic support. They need their basic needs met to have a chance at success #EquityChat

[@ahandsintheair](#) It's impo to build a culture of equity on our campuses. That way, when funding is taken away, we remain committed to the cause. It's not a question of IF we will meet their basic needs, but HOW (i.e. advocacy, partnerships, fundraising, reallocation of resources) #equitychat

[@LegaspiVp](#) It's all about priorities. The whole-student/whole-person approach is critical.

QT [@SDMesaPrez](#) Yes, tomorrow in fact we expect very bad news for @CalCommColleges and all segments of public education in the Gov revise...investment now is critical or we will exacerbate the impacts of inequitable outcomes further. #EquityChat @lamkeithcurry @EloyOakley @daisygonzales

<https://twitter.com/PedroANoguera/status/1260729876702613504?s=20>

[@SDMesaPrez](#) Q.5 @PedroANoguera What are you reading? #EquityChat @lamkeithcurry

[@PedroANoguera](#) I'm reading several dissertations and I just started The Water Dancer by Ta-Nehisi Coates. I also read the NY Times, Washington Post and Atlantic every day.

[@lamkeithcurry](#) Q6. @PedroANoguera, we are excited you will be the new Dean @USCRossier, what are some projects or goals you look forward to working on. @SDMesaPrez #EquityChat

[@PedroANoguera](#) I'm going to spend time learning what our strengths are first. I want to build on those. I'd like to create a leadership program focused on women and see mindfulness integrated into our teacher ed program.

[@SDMesaPrez](#) TY so much @PedroANoguera for joining us for #EquityChat-Next week join the #equityavengers on Wed, May 20th from 5-6 PM when our guest will be @ebensimon of @Center4UrbanEd...my favorite & the original OG #equityavenger. If you have questions, get them ready! @lamkeithcurry