

May 30, 2020 #EquityChat

Estela Bensimon (@ebensimon),

Director of Center for Urban Education, University of Southern California (@Center4UrbanEd)

[@SDMesaPrez](#) We are so pleased to host @ebensimon from @Center4UrbanEd tonight for #EquityChat ! Follow along and use our # and tag @lamkeithcurry & @SDMesaPrez! Q1 Dr Bensimon-How do you define equity?

[@ebensimon](#) Corrective justice for current and historical oppression, anti-racist project. Equity is being whitewashed so to preserve its critical stance I plan to talk about inequality and whiteness as a process that needs to be confronted before we jump the "equity" bandwagon.

[@lamkeithcurry](#) Some educators jump on the Equity bandwagon when it helps them.

[@Ms_Sampson23](#) [Raising hands] Agreed! So looking forward to learning and sharing with you and everyone here #EquityChat

QT [@SDMesaPrez](#) This is exact why we wanted to hear from you-we are far afield of the original equity work centered on race...#EquityChat @lamkeithcurry

<https://twitter.com/ebensimon/status/1263258581396160515?s=20>

[@lamkeithcurry](#) Q2. @ebensimon. Tell us more about the USC Center for Urban Education? #EquityChat @SDMesaPrez @Center4UrbanEd

QT [@ebensimon](#) CUE is 20 yrs old, always have focused on racial equity not diversity; create tools to show how whiteness permeates in higher ed practices and remediate them. We coined the term equity-mindedness to characterize race conscious practitioners. We are anti-technocratic.

<https://twitter.com/lamkeithcurry/status/1263260578904039424?s=20>

[@ebensimon](#) We are firm believers that the eradication of inequality in higher ed requires practitioners with racial equity efficacy.

[@ahandsintheair](#) Thanks for coining the phrase "equity-mindedness". The term helped formally introduce many of us to ourselves. It provides a foundation, a lens..it requires action, inquiry and a vision for our students and work! #EquityChat

[@lamkeithcurry](#) A follow-up to Q2. @ebensimon How do we find and train practitioners with racial equity efficacy? @SDMesaPrez @Center4UrbanEd #EquityChat

[@SDMesaPrez](#) Q3-@ebensimon as a professor & director @Center4UrbanEd -how do you prioritize your own equity efforts? #EquityChat @lamkeithcurry @SDMesaPrez

QT [@ebensimon](#) All of my work focuses on racial equity, it is not a hobby. I am outspoken and not fearful of calling out institutions, policies, policymakers, and philanthropic org's. I insist that we cannot declare success unless we have evidence that minoritized students are benefitting.

<https://twitter.com/SDMesaPrez/status/1263263307395293186?s=20>

[@ebensimon](#) I do not try to fit my work or myself in a culture of niceness. I do not allow "politeness" to quiet me.

[@SaucedoJoe](#) Yes! Thank you @ebensimon and we at @partnershipfcc look forward to you connecting with our IL Equity in Attainment community of first gen equity-minded practitioners this fall!

QT [@SDMesaPrez](#) I imagine that's what so empowering about our work together...we have to ready to call out racial inequities & be ready to lead w/fidelity -#EquityChat @lamkeithcurry @sdmesacollege @SDMesaPrez

<https://twitter.com/ebensimon/status/1263264212194754560?s=20>

QT [@ebensimon](#) We need leaders who are not afraid of being vulnerable and who do not given it to their fragility. You were willing to hold a mirror up to yourself and self-correct :)

<https://twitter.com/SDMesaPrez/status/1263265080294047744?s=20>

[@ahandsintheair](#) @sdmesacollege has been vulnerable, brave & powerful w/ our equity-minded decisions. Our mirror told a story that we are actively rewriting with a different ending. #equitychat @SDMesaPrez

[@lamkeithcurry](#) Q4. @ebensimon. How has COVID-19 impacted students and our educational system? @SDMesaPrez @lamkeithcurry #EquityChat

QT [@ebensimon](#) In a podcast today Chancellor Ortiz Oakley made the point that CC's unlike their brothers and sisters in the private sector will not get a bailout. This means that the burden will be taken up by the colleges that serve the students who experience the greatest needs and inequality

<https://twitter.com/lamkeithcurry/status/1263267114581782528?s=20>

[@ebensimon](#) The CARES act leaves out many of CC's students, including the undocumented. Congratulations to Chancellor Ortiz Oakley for filing a suit against Secretary DeVos.

[@ebensimon](#) Minoritized students are often the essential workers we depend on and being exposed to the virus at a much higher rate than higher income and white students. the statistics show it. They have to study in stressful environments.

[@lamkeithcurry](#) We will not be bailed out and community colleges have to plan for no bailout. Our students need us more now than ever.

[@SDMesaPrez](#) Q5 @ebensimon What advice or recommendations do you have for practitioners who are working thru COVID19 challenges? @lamkeithcurry @Center4UrbanEd #EquityChat

QT [@ebensimon](#) Don't assume that your reality is the reality of your students. Think of ways of connecting with students. Don't engage in universal thinking: "all students" is not equity.

<https://twitter.com/SDMesaPrez/status/1263268964836102144?s=20>

[@ebensimon](#) Watch the webinars CUE organized on racial equity in online teaching available at <http://cue.usc.edu>

QT [@SDMesaPrez](#) The webinars have been invaluable...@Center4UrbanEd brings just what we need-so agree that we must avoid doing things "on behalf of our students"

QT [@ebensimon](#) All watch the webinar led by Ashanti Hands @ahandsintheair with a group of amazing students who spoke candidly, movingly, and with great agency about their situation. @Center4UrbanEd

<https://twitter.com/SDMesaPrez/status/1263268964836102144?s=20>

[@ahandsintheair](#) Hearing students stories is powerful & a privilege. Watch the webinar, talk 2 students in your life. Listen 2 their stories & do something meaningful with what we hear. When we ask, students always tell us what they are experiencing and what they need to succeed. #EquityChat

[@lamkeithcurry](#) Q6. @ebensimon. Post COVID-19, how does our educational system improve to serve the most vulnerable student population? @SDMesaPrez @lamkeithcurry #EquityChat

[@coachTcsm](#) A great start is by supporting our scholar-athletes who are leading the way.

QT [@ebensimon](#) Stop gazing at student data and thinking only of solutions to fix them. Start asking: Why does our college underperform for Black, Latinx, Native American and marginalized Asian American groups. Why do we perform so much better for white students?

<https://twitter.com/lamkeithcurry/status/1263270945134792704?s=20>

[@ebensimon](#) It is time to remediate ourselves, to create a system that is aligned with the students we serve not the mythical students of the past. We need to make the hard decision that equity entails giving more to those with greatest need. Equity is not equality.

[@Ms_Sampson23](#) [Raising hands]Agreed, Estela! Equity is a fundamental human right. We are ALL human and deserve equity embracing ALL of our differences.

[@DrTrickey](#) Thank you!

[@SDMesaPrez](#) Last Q7- [@ebensimon](#) What are you reading? [@Center4UrbanEd](#) [@lamkeithcurry](#) #EquityChat

QT [@ebensimon](#) Winners Take All: The Elite Charade of Changing the World by Anand Giridharadas. It is about How wealthy individuals who engage in philanthropic activities to help the poor continue to benefit from the system that produces the inequality they claim to want to solve.

<https://twitter.com/SDMesaPrez/status/1263272345487044608?s=20>

[@ebensimon](#) Here is a quote from it: "In short, America doesn't have a problem of lagging productivity so much as a problem of the gains from productivity being captured by the elites."

QT [@SDMesaPrez](#) That in a nutshell says it all -we are a nation that's prioritized personal financial and personal privilege over caring and acting in human ways...and the impacts on POC & other minoritized groups is devastating and will be for generations.

<https://twitter.com/ebensimon/status/1263272676161777664?s=20>

[@SDMesaPrez](#) TY to our guest [@ebensimon](#) for joining us tonight for #EquityChat. There's so much to reflect on here, please continue to comment and retweet! [@lamkeithcurry](#) is going to tell us about next week.

[@ahandsintheair](#) Thanks [@ebensimon](#)! Your leadership has been life-affirming, life-giving, life-saving and life-changing. Thanks for all that you do create space for the emergence, evolution and enactment of #EquityMinded practitioners.