

June 10, 2020 #EquityChat

Dr. Tina Maria King-Harris (@DrKingTina),  
VP Student Affairs, Southwestern Community College (@swc\_news);  
Dr. Frank Harris III (@Fharris3),  
Title & Organization (@SDSU\_CCLead, @CCEALab)

[@SDMesaPrez](#) Join us tonight for #EquityChat with guests @Fharris3 & @DrKingTina -@lamkeithcurry is taking a break & on the mend so I'll be hosting ! Can't wait to hear from these 2 amazing #equityavengers. @swc\_news @SDSU\_CCLead @CCEALab

[@SDMesaPrez](#) Welcome to #EquityChat tonight with our guests @Fharris3 & @DrKingTina! I am excited to join them tonight as we continue to advance equity work in @CalCommColleges & #highereducation. @lamkeithcurry is taking a break tonight...#weloveyouKeith @SDMesaPrez #Letsgo

[@DrKingTina](#) Thank you, it is an honor to be considered one of the #equityavengers by @lamkeithcurry and @SDMesaPrez. Excited to participate with @Fharris3 in the #EquityChat !

[@Fharris3](#) Replying to @SDMesaPrez @DrKingTina and 2 others honored and privileged to be on this #edquitychat esp- w/ @DrKingTina @SDMesaPrez @lamkeithcurry

[@SDMesaPrez](#) Q1 tonight for #EquityChat w/@Fharris3 & @DrKingTina How do you define equity, and how its it embedded in your work? @lamkeithcurry @SDMesaPrez #equityavengers

[@DrKingTina](#) #Equity to me is the ability to be impartial, understanding and able to recognize the impact of systemic issues (e.g. racism, poverty, mass-incarceration, etc.) #EquityChat

[@DrKingTina](#) + and how they negatively impact opportunities for students, communities, educational systems and beyond.

[@DrKingTina](#) + #Equity is embedded in my work in several tangible ways. 1. Eliminating barriers to students success for ALL students. 2. Hiring equity-focused educators and leaders. 3. Passionately and aggressively advocating for equity-minded policies and practices.

[@LegaspiVp](#) Yes! Agreed hiring in every facet at all levels of the organization is key - from our instructors to our maintenance and grounds team.. And some proD along the way to keep us all learning and aware.

[@DrKingTina](#) + 4. Dismantling inequity throughout the institution. @SDMesaPrez @lamkeithcurry #EquityChat

[@SDMesaPrez](#) Dismantling our structures takes a great deal of focus-@sdmesacollege we have good progress utilizing equity rubrics and data-what have you found to be helpful @swc\_news?

[@Fharris3](#) Equity informs EVERYTHING I do as an educator—the research questions I pursue, the way I teach, the professional learning I lead, my advocacy, my committee work. EVERYTHING! [#edquitychat](#)

QT [@Fharris3](#) My concept of equity is informed by @embensimon & entails: 1) being race conscious 2) assuming institutional responsibility for student success, 3) affirming students' racial/ethnic identities 4) being reflexive and 5) caring deeply about students' lives and success #equitychat

<https://twitter.com/SDMesaPrez/status/1270869546325295104?s=20>

[@SDMesaPrez](#) My first deep dive into equity was at an @NCOREou conference many years ago and learning from you @Fharris3 about the @Center4UrbanEd #equityscorecard we've come a long way!

[@Fharris3](#) We have. "equity" has become mainstream now almost to the point where it has become co-opted

[@SDMesaPrez](#) Lets talk about THAT! So agree, and i think its when we start to try to homogenize the dialog that it gets very vanilla. A focus on #race and #systems is key @Fharris3 #EquityChat

[@Fharris3](#) indeed--a focus on equity has to start with being race conscious

[@SDMesaPrez](#) Q2 on #EquityChat tonight with @DrKingTina & @Fharris3 How has the move to remote services and instruction impacted equity efforts and impacted our students? @lamkeithcurry

[@Fharris3](#) Remote instruction has required us to level-up quickly re: equity! In many ways it showed us how much more work we need to do. It also exposed the gap in digital access—both in terms of access to technology AND technological knowledge.

[@Fharris3](#) One silver lining re: remote instruction is it help educators get a taste of what students experience daily—navigating a space without the requisite knowledge and resources you need is difficult and requires intentional support! #EquityChat

[@poppyfitch](#) @Fharris3 Agree! The empathy building opportunities abound! #EquityChat

[@SDMesaPrez](#) As someone who's working on converting my @SDSU\_CCLead Fall 2020 course to an online environment, what did you find helpful in creating community with your doc students? Do we mistakenly make assumptions that grad students don't deal with these issues?

[@Fharris3](#) we often overlook challenges in the grad experience--esp the intersection of being a student, professional educator, and caregiver simultaneously #EquityChat

[@BridgetHerrin](#) So true. Many of my colleagues are working on graduate degrees and taking care of littles/parents.

[@Fharris3](#) #EquityChat - I find it helpful to remind myself that my grad students are also educators and that I don't have to lead every learning experience. I can let them teach while I learn too

[@johnscrockett](#) Love the concept of leveling up. Collect resources (learn) and stay in the game. You can't level up by hiding in a bush.

QT [@DrKingTina](#) Part 3: Our number one goal during the transition to remote operations was to continue providing services to our most neediest students so that we could mitigate the impact. We provided the following support: 1). Issued over 1,300 laptops, desktops and Mifi to students.

<https://twitter.com/SDMesaPrez/status/1270873215523385344?s=20>

[@ahandsintheair](#) You all definitely led the way by quickly responding to the needs of students during this crisis

QT [@DrKingTina](#) Part 4: 2). Food distributions. 3). Wifi Hotspots in our parking lot. 4). Emergency Grant Funds. 5). Provided cellphones to our CALWORK students. #EquityChat

<https://twitter.com/SDMesaPrez/status/1270873215523385344?s=20>

QT [@DrKingTina](#) Part 5: 7). Information services on mobile showers. 8) Gas and Food gift cards (on-going availability). 9) \$4.62 million dollars of CARES ACT funds to students who were directly impacted due to COVID. 10). Emergency Funds to our students that were ineligible for CARES ACT funds

<https://twitter.com/SDMesaPrez/status/1270873215523385344?s=20>

[@SDMesaPrez](#) Q3- for #EquityChat w/@DrKingTina & @Fharris3 In this moment we appear to have the opportunity to focus on systemic racism in #highered-what are your thoughts on what colleges can do right now to advance this work? @lamkeithcurry

QT [@Fharris3](#) 1)Proactively inquire about the needs and experiences of people of color (students, faculty, staff, etc.) 2) provide space for critical dialogue 3) identify and dismantle institutional policies and practices that sustain racism #equitychat

<https://twitter.com/SDMesaPrez/status/1270878499910217729?s=20>

[@ahandsintheair](#) Starting with inquiry is everything!

QT @Fharris3 Yes! Our assumptions can lead us down the wrong paths costing us precious time, money, and other scarce resources. #equitychat

<https://twitter.com/ahandsintheair/status/1270887348415238146?s=20>

QT @Fharris3 4) recognize the history and legacy of racism at the institution (beginning w/ its origins) 5) invest resources towards improving the lives and conditions of minoritized people 6) routinely collect and disaggregate data that reveal hidden patterns of racial inequity #EquityChat

<https://twitter.com/SDMesaPrez/status/1270878499910217729?s=20>

@ahandsintheair Quick question...when is Twitter going to get the edit feature? [Woman facepalming] I meant to say that what you shared provides an excellent foundation for addressing this work with intentionality!

@Fharris3 Everything intentional! Progress is rarely (if ever) accidental #equitychat

QT @DrKingTina Part 1: 1). Colleges can first acknowledge systemic racism and oppression exists, specifically anti-blackness. 2). Have intentional conversations with employees and students about the impact of systemic racism. 3). Publicly denounce racism. #EquityChat

<https://twitter.com/SDMesaPrez/status/1270878499910217729?s=20>

QT @DrKingTina Part 2: 4). Collect Data on hiring practices, employee retention, student demographics, student success rates, etc. to be used to inform policies, practices and shifting institutional culture. #EquityChat

<https://twitter.com/SDMesaPrez/status/1270878499910217729?s=20>

@BridgetHerrin Dismantling hiring systemically inequitable practices is a must. Do we know folks in CCC who have made substantial changes? Beyond adding questions to the existing process?

@BridgetHerrin Whoa. That should say \*systemically inequitable hiring practices\*

@DrKingTina I agree, this is a must! We have recently changed our BP to ensure fair hiring committee structures. We increased the number of committee members to be intentional.

QT @DrKingTina Part 3: 5). Develop policies against hate crimes and acts. 6). Include micro-aggression and implicit bias training for student leaders and clubs on campus. #EquityChat

<https://twitter.com/SDMesaPrez/status/1270878499910217729?s=20>

@ahandsintheair Like Iyanla says, we have to call thing a thing! Intentionality is everything!

@DrKingTina Yes! Even when folks aren't ready to hear it! Be aggressive!

@ahandsintheair Reminds me of the high school cheer "Be aggressive, Be, Be Aggressive" [dizzy] That might be my new theme song for meetings [winking face]!

@DrKingTina [Face with tears of joy] Yes!!! I love this.

@SDMesaPrez Remember that #EquityChat is open for everyone to engage-please feel free to like, respond or retweet anything youre interested in- our guests @Fharris3 & @DrKingTina are ready to respond to you

@SDMesaPrez We are already near the end of our #EquityChat tonight. Last Q4- What are you reading @DrKingTina & @Fharris3

QT @DrKingTina I am currently reading @ebensimon @tiabmcnair book [fire fire fire] #EquityChat

<https://twitter.com/SDMesaPrez/status/1270882238599577600?s=20>

@SDMesaPrez That is a fantastic read! And do actionable...#EquityChat

@DrKingTina This book is life-changing! A must read!

@DrRayRamirez Most definitely! We're going to use the book as a common read for our "Leading for Equity and Completion Summer Academy" per our 2019-21 Student Equity Plan. Cc: @DrGoldsmith777 @rpimentel1035 [Beaming face with smiling eyes] #EquityAsTheNorm

[@ahandsintheair](#) That's a good one. I bought copies for my Leadership Team!

[@DrKingTina](#) Love it! Great idea too!

[@ebensimon](#) Thank you!! [black heart]

[@FutureDr\\_Drea](#) Just ordered it online! [raised fist] [clapping hands]

QT [@Fharris3](#) minding the obligation gap – <http://mindingtheobligationgap.com/about.html>  
<https://twitter.com/SDMesaPrez/status/1270882238599577600?s=20>

[@SDMesaPrez](#) Looking forward to hearing more! #EquityChat

[@ahandsintheair](#) I'll be adding this to my book list, too!

QT [@Fharris3](#) re-reading one of my favorites this summer: <https://amazon.com/Negrophobia-Reasonable-Racism-America-Critical/dp/0814706703...>

<https://twitter.com/SDMesaPrez/status/1270882238599577600?s=20>

[@ahandsintheair](#) I'll be adding this to my summer reading list!

[@Fharris3](#) You'll loved it!

[@SDMesaPrez](#) TY @DrKingTina & @Fharris3 for being our guests on #EquityChat tonight. We hope that you will comment, like or RT so that we can continue our focus on #equity in this medium. Next week join us when our guest will be @saragoldrickrab #RealCollege @hope4college

[@ahandsintheair](#) @DrKingTina & @Fharris3 - Thank You for your leadership. @SDMesaPrez & @lamkeithcurry — Thank you for this space! #equitychat

QT [@DrKingTina](#) Thank you @SDMesaPrez & @lamkeithcurry for having @Fharris3 and I join in! [red heart] #EquityChat  
<https://twitter.com/SDMesaPrez/status/1270884712458805249?s=20>

QT [@Fharris3](#) TY - indeed a pleasure! Can I sub for @lamkeithcurry the next time he's absent??? #EquityChat  
<https://twitter.com/SDMesaPrez/status/1270884712458805249?s=20>

[@SDMesaPrez](#) You are on! #EquityChat

[@DrKingTina](#) [face with tears of joy] [face with tears of joy]