

June 17, 2020 #EquityChat

Dr. Sara Goldrick-Rab (@saragoldrickrab),

President & Founder, Hope Center for College, Community, and Justice (@hope4college)

[@SDMesaPrez](#) Welcome to #EquityChat! The opportunity to hear from equity-minded practitioners and engage w/them over twitter! We are your hosts @lamkeithcurry & @SDMesaPrez your #equityavengers -tonight we welcome @saragoldrickrab @hope4college founding director-Welcome Sara!

[@lamkeithcurry](#) @SDMesaPrez @saragoldrickrab excited to be here.

[@saragoldrickrab](#) We missed you

QT [@saragoldrickrab](#) Please join us #RealCollege !

<https://twitter.com/SDMesaPrez/status/1273405584415395840?s=20>

[@SDMesaPrez](#) Our Question 1 tonight for you @saragoldrickrab is What is your definition of equity, how is equity-minded practice embedded in your work? #EquityChat @lamkeithcurry #RealCollege

[@saragoldrickrab](#) Q1: Equity-minded practice is embedded in all of my work with @hope4college and @edquityapp and @BelieveStudents - in every organization we recognize students as humans first and aim to meet those basic needs.

[@SDMesaPrez](#) Follow-up ...can you recall the first time you identified #RealCollege work within the lens of #Equity?

[@saragoldrickrab](#) Definitely. I was a graduate student and attended an AACCC convention— my first time with a lot of community college leaders. This had to be around 2001. It was in Seattle.

[@saragoldrickrab](#) I was sitting in a talk by a prominent cis-gendered white man, who was describing data on students who attended multiple colleges. He wondered aloud “why would they do that?”

[@saragoldrickrab](#) He showed us transcripts where students bounced from community college to community college and four year to two year and said, something is wrong here... I'm thinking “yeah....”

[@saragoldrickrab](#) Q1: Data is also key to equity-minded practice because it can help check our implicit biases. Of course, data can also be biased— I learned about this early in my training from Ruth Wallace and @TukufuZuberi

[@saragoldrickrab](#) Q1: In my view #equity is about trying to understand and give people what they need, to enjoy healthy lives. I'm drawing on Sandeep Kumar's writing here, which really appeals to me. #EquityChat #RealCollege

[@ahandsintheair](#) I love the simplicity and possibilities of this definition. #EquityChat

[@lamkeithcurry](#) Q2. @saragoldrickrab. Many of us are involved with you in the #RealCollege movement with @Hope4College. What advice can you provide for practitioners engaged in the real college work? #EquityChat

[@SDMesaPrez](#) @lamkeithcurry

[@saragoldrickrab](#) - Beware of the “streetlight” effect when it comes to listening to experts— they know only what they consider important

[@SDMesaPrez](#) Ok-that was a lightbulb [light bulb] moment for me...implicit bias is everywhere....

[@lamkeithcurry](#) @saragoldrickrab wow. #EquityChat @SDMesaPrez @lamkeithcurry

[@saragoldrickrab](#) Think about all those years we were told “the answers are in the toolbox.” Remember that report? Well the answers can't be in the toolbox if you never asked the questions!

[@sdmesathestand](#) Or if you don't have a toolbox... [face with rolling eyes]

[@ahandsintheair](#) Got it! Such info should be used to expand our capacity - the real experts are our students! We should be listening to them! #EquityChat

[@saragoldrickrab](#) Yup. I'm here because of the student who told my team "I haven't eaten for two days." That was 2008.

[@lamkeithcurry](#) I am here because of @compton\_college students and faculty. @SDMesaPrez @saragoldrickrab #EquityChat

[@saragoldrickrab](#) - Listen to students, while also attending to the structural inequalities shaping what they can tell you - Connect. This work is so isolating !

[@STLGraduates](#) Thank you for pointing out how important relationships are in this work!

[@lamkeithcurry](#) Most leaders don't recognize how important relationship are to our organizations. #EquityChat

[@ahandsintheair](#) Relationships are EVERYTHING! I believe @Fharris3 and [@DrLukeWood](#) said that there is "No Learning Without Caring" - its impossible to care without establishing relationships. #EquityChat

[@saragoldrickrab](#) They are! We created the #RealCollege conference because of the profound isolation people feel in this work. The whole point was to get in one place and be together. That's how I met @rubenecanedo @AEDukehighered @RachelSumekh @RashidaCrutch and so many others for the first time

[@lamkeithcurry](#) The last conference was amazing, it was refreshing to be at a conference where you don't have to explain how important this work is. #EquityChat @SDMesaPrez @lamkeithcurry @saragoldrickrab

[@STLGraduates](#) We have to create the space for the coalition of the willing.

[@saragoldrickrab](#) Q2: - Be brave. We are pushing again long-held assumptions and "truths." - Walk and chew gum at the same time- work on basic needs programs at multiple levels. Structural and individual.

[@ahandsintheair](#) "Walk and chew gum at the same time" - again, your simplicity is saying so much (it also makes me chuckle!) #BeBrave #WalkAndChew #EquityChat

[@saragoldrickrab](#) My daughter is the queen of the gum!

[@saragoldrickrab](#) (Pushing "against" not again)

QT [@SDMesaPrez](#) Love this #EquityChat

<https://twitter.com/STLGraduates/status/1273411036876595201?s=20>

[@ahandsintheair](#) I love this. It's definitely how we launched our @sdmesacollege equity efforts. We decided to start by fighting FOR something and not AGAINST people. Not that we didn't/don't engage those challenges....its just not our guiding light...its not what we lead with. #EquityChat

[@SDMesaPrez](#) Q3 for #EquityChat @saragoldrickrab Tell us about the @hope4college report that was released this week regarding the impact of COVID-19 on our students' basic needs. Given these data, what advice do you have for college in terms of prioritizing CARES Funds?

[@saragoldrickrab](#) A3: Ok! Y'all ready? I've got some pictures...

[@SDMesaPrez](#) READY!

[@saragoldrickrab](#) This is a summary of the report and its findings. This should make all of higher ed PAUSE.

# #REALCOLLEGE DURING THE PANDEMIC

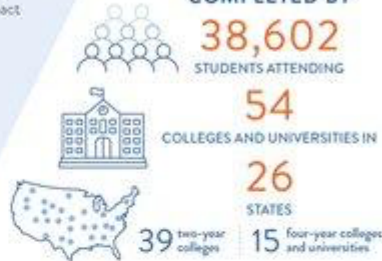
In March 2020, the coronavirus pandemic struck American higher education.

Colleges closed campuses, students lost jobs, and emergency resources failed to meet the demands caused by the crisis. This report examines the pandemic's impact on students, from their basic needs security to their well-being, as indicated by employment status, academic engagement, and mental health.

While the survey response rate was 6.7%, it nevertheless represents an uncommonly large multi-institutional students sample; perhaps the largest thus far during the pandemic. The timing of the survey—fielded from April 20 to May 15, during the uncertain early days of the pandemic—likely contributed to the response rate. Participating in the survey also required internet access and provided limited incentives to students.

The survey assessed food insecurity over the prior 30 days, and housing insecurity and homelessness at the time the survey was completed.

THE DATA COME FROM AN ELECTRONIC SURVEY COMPLETED BY



## 38K+ STUDENTS TOLD US THAT...

NEARLY **3 IN 5** were experiencing basic needs insecurity

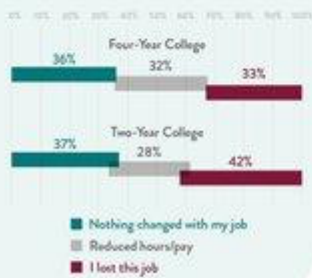
FOOD INSECURITY AFFECTED **44%** at two-year institutions and **38%** at four-year institutions

**15% & 11%** at four-year institutions and at two-year institutions were experiencing **HOMELESSNESS** due to the pandemic

THE **BLACK/WHITE GAP** IN BASIC NEEDS INSECURITY WAS **19** percentage points

## WE ALSO LEARNED...

### JOB SECURITY



**21%** of respondents applied for **UNEMPLOYMENT INSURANCE**

**15%** for SNAP, **15%** for EMERGENCY AID

Many students did not apply for supports because they did not know they were eligible to do so.

**HALF** of respondents exhibited at least moderate anxiety

Respondents could not concentrate on schooling during the pandemic

**50%** AT TWO-YEAR COLLEGES, **63%** AT FOUR-YEAR COLLEGES

With epidemiologists advising that the novel coronavirus, which causes **COVID-19**, will likely be around for years, these new challenges are not temporary. The nation's economic recovery depends, in part, on higher education's recovery. Those efforts must begin by addressing students' basic needs, since learning (online or offline) depends on it.

@saragoldrickrab The pandemic is definitely making food insecurity worse, especially for 4 year students, and making housing issues worse for everyone. Take a look at these comparisons. This is last fall. It's the % housing insecure over 365 days.

## HOUSING INSECURITY

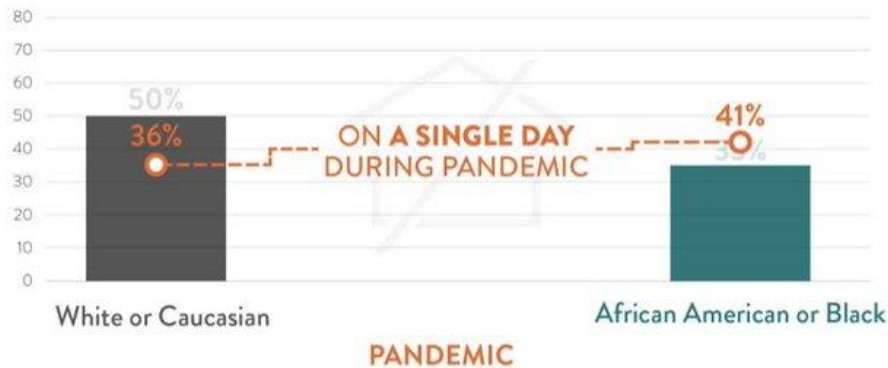
FALL 2018-2019 VS. A SINGLE DAY DURING THE PANDEMIC



[@saragoldrickrab](#) And this is the % housing insecure on the day of the pandemic survey-that one single day!

## HOUSING INSECURITY

FALL 2018-2019 VS. A SINGLE DAY DURING THE PANDEMIC





@saragoldrickrab Same thing but here with homelessness

## HOMELESSNESS

FALL 2018-2019 VS. A SINGLE DAY DURING THE PANDEMIC



@saragoldrickrab And during the pandemic...

## HOMELESSNESS

FALL 2018-2019 VS. A SINGLE DAY DURING THE PANDEMIC



[@saragoldrickrab](#) We simply can't attend to equity without attending to basic needs. Check this out. Compare the Black/White gap in basic needs insecurity during the pandemic....

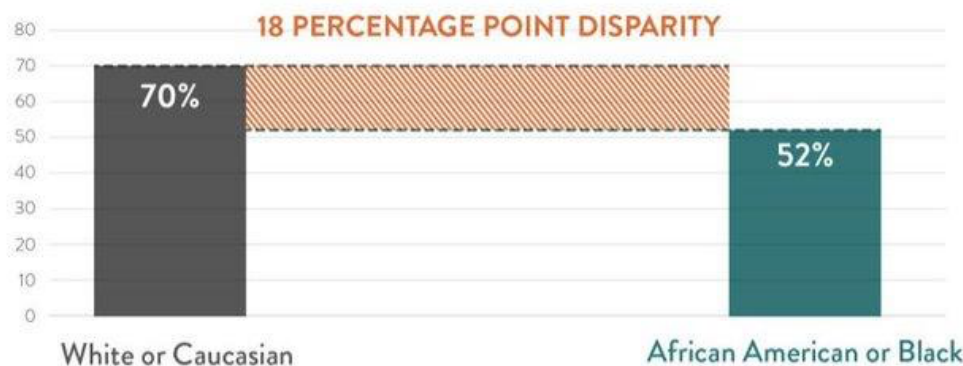
## BASIC NEEDS INSECURITY PANDEMIC



hope  
CENTER

[@saragoldrickrab](#) To the Black/White gap in college completion rates...

## DEGREE COMPLETION COLLEGE COMPLETION RATE OVER 6 YEARS



[@saragoldrickrab](#) What to do re CARES? Well, first, y'all in CA are very lucky to have [@EloyOakley](#) - he just made a huge difference with that lawsuit! Opening access to non-Title IV students is a must.

[@saragoldrickrab](#) Speed matters. Focus on need matters. [@lamkeithcurry](#) is using [@edquityapp](#) to help with his #emergency #aid right now— any thoughts on that?

[@lamkeithcurry](#) [@edquityapp](#) worked for [@compton\\_college](#) students. Listening to [@compton\\_college](#) students who received funds talk about how easy the process was amazing. I think [@compton\\_college](#) was the first [@CalCommColleges](#) to participate in [@edquityapp](#)  
[@SDMesaPrez](#) [@saragoldrickrab](#)

[@saragoldrickrab](#) I mean, every #equity minded president has to ask: How long does it take from the time the student starts our application to the time they receive the support? The right answer? Less than one day. On a 24/7 clock. [@edquity](#) does it in a half a day [fire]

[@saragoldrickrab](#) And by the way, anyone can give out money - but to do it with an evidence-based model focused on equity and Justice??? That's ROI.

[@lamkeithcurry](#) [fire] [fire]. [@edquityapp](#) and [@compton\\_college](#) will be disbursing funds throughout the 2020-2021 year.

[@lamkeithcurry](#) [@saragoldrickrab](#). Food insecurity during COVID-19 is real. I am a firm that colleges have to deliver food to student homes during remote learning.

[@AdrianaMaestas](#) I know that [@PCCLancer](#) Pantry had drive through service for awhile during spring semester. Home delivery would be nice for students who have transportation services, but would that be hard to staff?

[@ahandsintheair](#). @sdmesacollege is also hosting drive through Mobile Markets. Home delivery sounds amazing. [@lamkeithcurry](#), I'd love to learn more about how you do that.

[@lamkeithcurry](#) Partnership with @foreverytable and @Grubhub. We worked with the @FoundationCCC on a statewide contract with @Grubhub

[@sdmesathestand](#) This topic came up in a meeting today. How can we leverage our current resources to get food to our students. [red heart]

[@saragoldrickrab](#) Please focus FIRST on SNAP for all and grocery cards. Give people as much dignity and choice and flexibility as possible.

[@lamkeithcurry](#) I don't disagree but getting @compton\_college to sign up have been a struggle.

[@sdmesathestand](#) Here as well. But we keep trying!

[@saragoldrickrab](#) What DeVos did to the CARES Act was disgusting. We have tried to step up with both philanthropy and policy change. Example of how people can help NOW [backhand index pointing down] <https://t.co/Y77uMkC0Se?amp=1>

[@saragoldrickrab](#) In terms of how to prioritize and target emergency aid? Well @hope4college has guidance on that: <https://t.co/eggYhEoKQv?amp=1>

[@saragoldrickrab](#) Most of all— Don't be afraid to help the students who have the deepest needs. I'm sick and tired of homeless students being viewed as "bad bets."

[@ahandsintheair](#) #WalkingAndChewing. So grateful to be a part of a State, system and District that took this brave and necessary step. #GameChangers #EquityAvengers #EquityTalk

QT [@SDMesaPrez](#) We are hoping to start @edquityapp very soon...the wheels of administrivia sometimes grind slowly..we are close right @David\_Helene? #EquityChat

[@lamkeithcurry](#) @David\_Helene who was the first @CalCommColleges to use @edquityapp

[@David\\_Helene](#) @ComptonCollege!

[@lamkeithcurry](#) @David\_Helene just wanted you to confirm on social media. @compton\_college faculty and staff made it happen. #EquityChat

[@David\\_Helene](#) And can't say enough good things about working with the @compton\_college team

[@ahandsintheair](#) Can't wait to get even closer. This would have such great meaning for our students! #EquityChat

[@David\\_Helene](#) We're getting there! Closer everyday. Just doing the fun procurement dance but excited to get to work soon. [flexed biceps]

QT [@SDMesaPrez](#) THIS RIGHT HERE PEOPLE #EquityChat [oncoming fist] [hundred points] [backhand index pointing down] @saragoldrickrab @lamkeithcurry @ahandsintheair

<https://twitter.com/saragoldrickrab/status/1273413220271656960?s=20>

[@ahandsintheair](#) That's #Golden. #EquityChat

[@lamkeithcurry](#) Q4. @saragoldrickrab. We have heard you say that your goal is to work yourself out of a job-What must we do to accomplish this goal? @SDMesaPrez @lamkeithcurry #EquityChat

[@saragoldrickrab](#) Absolutely! Please do it soon— I haven't had more than 2 days off in a row since January. (That includes weekends.) So... we have to dismantle systems of oppression. And we know some places to start. Get ready ...

[@saragoldrickrab](#) (1) End the use of work requirements in public benefits programs. For everyone. Re-invent the social safety net. To see why this is my passion, see my first book, Putting Poor People to Work.

[@saragoldrickrab](#) (2) Free public education from pre-K through college. With funding focus on the sorts of student support we currently only offer the children of the wealthy.



[@saragoldrickrab](#) (3) We must end the Title IV financial aid system and build a new one. It's built on inequality. It's a voucher-driven system that privatizes a public good. It created the student debt crisis.

[@lamkeithcurry](#) I completed the online financial aid training in May for college presidents. The training was 20 hours. Omg. The paperwork and all those process. You wonder why student don't apply or why students payment take so long. Just horrible. #EquityChat

[@ahandsintheair](#) [neutral face]

[@saragoldrickrab](#) (4) Reparations. Reparations. Reparations. Reparations. For African Americans \*and\* Native Americans. Full stop.

[@saragoldrickrab](#) (5) Restore the dignity of work. Living wage laws. Comparable worth and pay equity. And so on.

[@lamkeithcurry](#) Free lunch program pre-k through college

[@saragoldrickrab](#) Proposal <https://t.co/5itUlaytiG?amp=1>

[@lamkeithcurry](#) You know I support this [hundred points]

[@saragoldrickrab](#) For more on that see

<https://twitter.com/saragoldrickrab/status/1199682740402216960?s=20>

[@ahandsintheair](#) That's a good and very informative thread! #EquityChat

[@saragoldrickrab](#) If it were up to me, not private institutions wouldn't get a dime unless and until public higher ed was adequately funded. With teachers and staff enjoying working conditions that promote student success. (Exceptions made for private HBCUS)

[@SDMesaPrez](#) Much as I'm enjoying this fuego [fire] #EquityChat tonight it's already time to post our last question

[@saragoldrickrab](#)! Q5-What are you reading? [@lamkeithcurry](#)

[@saragoldrickrab](#) Q5 The good news is that I am reading at all. It was really hard at the start of the pandemic to focus on a book. "Education of an Idealist" by [@SamanthaJPower](#) is the best book I've read this year. Loved every minute. Learned a ton.

[@saragoldrickrab](#) I am reading both White Rage and White Fragility right now. Very slowly. It's a lot. I catch myself exhibiting white fragility every day. It is awful.

[@SDMesaPrez](#) I channel [@ebensimon](#) hourly to challenge my whiteness and privilege...and in my best Estela voice.."Pam...hold up the mirror and be willing to self-correct"...it's work and a gift. #EquityChat

[@saragoldrickrab](#) I benefitted from her wisdom for a time and am also grateful. I've been honored to have a growing number of amazing Black women in my life who are patient (at least to my face) and teach even when they should not have to. I fail and keep trying.

[@saragoldrickrab](#) I don't know if a seasoned Comms pro would have wanted me to say exactly that, BTW. We need one at [@hope4college](#) and we are hiring [backhand index pointing down] [backhand index pointing down] <https://twitter.com/saragoldrickrab/status/1273041245565259777?s=20>

[@lamkeithcurry](#) I was struggling at the beginning of the pandemic to read. I was focused on trying to understand CoVID-19 and then trying to organized myself around this work. However, I realized I can't stop reading.

[@saragoldrickrab](#) It's so important

[@saragoldrickrab](#) My daughter and I read at night. Right now we are reading Piecing Me Together by [@renewauthor](#) out loud, and aside from Brown Girl Dreaming [@JackieWoodson](#) it's the best book we have ever read together.

[@saragoldrickrab](#) Lastly, in case anyone needs a summer reading list, here y'all go [#RealCollege](#) [#equityavengers](#) ! <https://twitter.com/saragoldrickrab/status/1198257694945284097?s=20>



**EQUITY**  
AVENGERS

[@saragoldrickrab](#) Before we conclude, I just want to say how deeply I value our work together and even more so our friendship. I learn from YOUR leadership every day. I hate that I don't expect to see you two in person for so long. And with everything happening, please know I always got you! [oncoming fist]

[@SDMesaPrez](#) TY

QT [@lamkeithcurry](#) Check this out for your summer reading. #EquityChat

<https://twitter.com/saragoldrickrab/status/1273418673642930176?s=20>

[@SDMesaPrez](#) TY so much [@saragoldrickrab](#) for this incredible evening of #EquityChat! Keep on reading and retweeting - this is how we learn about this great work! Next weeks guest is [@DrPollard\\_MC](#) President/CEO of [@montgomerycoll](#) <https://montgomerycollege.edu/about-mc/office-of-the-president/index.html...> #radicalinclusion [@lamkeithcurry](#)  
#WeOut