

July 1, 2020 #EquityChat

Freestyle – post questions and audience members answer

[@SDMesaPrez](#) Good evening & welcome to #EquityChat w/your hosts @lamkeithcurry & @SDMesaPrez the #equityavengers- each wk we ask equity leaders questions to advance praxis in #HE-This wk its #freestyle -ask us Q-we'll respond-we'll post open Q to you #equitychat fans please use #EquityChat

[@BridgetHerrin](#) If you were King/Queen for the day, what 1 policy *at your institution* would you change to advance equity for students? #EquityChat

[@lamkeithcurry](#) Let me be King, I would get rid of the SAP appeal process, push even harder for student housing, and I would provide a \$500 each semester stipend to all students. In order to receive the stipend the next semester you must maintain a 2.0 gpa and be enrolled in 6 units.

[@SDMesaPrez](#) I like this @lamkeithcurry ...even further for me...I'll raise you to no enrollment fees, keep the stipend, calgrant covers full cost of instruction

[@lamkeithcurry](#) @SDMesaPrez why do we charge enrollment fees anyways. Don't let me start. The state should backfill enrollment fees for all colleges. Never forget that lecture you gave me on that idea. #EquityChat

[@ahandsintheair](#) On the contrary @lamkeithcurry, we'd love to see you get started on this topic. [smiling face with smiling eyes] #EquityChat

[@lamkeithcurry](#) The state should not collect enrollment fee than community college is really free.

[@ahandsintheair](#) Even better, @SDMesaPrez! Equity Avengers unite (or ignite - whatever they say!) [collision] #FreeToLearn #EquityChat

[@SDMesaPrez](#) Care bear stare....

[@SDMesaPrez](#) Ooh...@BridgetHerrin right out the gate! I would abandon progress and academic probation and institute a student led/centered system to assess needs and support students tailored to their needs. #EquityChat @lamkeithcurry

[@BridgetHerrin](#) Inspiration for research...I did a probation study a few years ago and it really opened our eyes to the impact it has on persistence and completion. And the disparities... #EquityChat @lamkeithcurry

[@SDMesaPrez](#) It's along the lines of kicking people while they're down-students want yo succeed-it's on us to smooth the path...#EquityChat

[@MarlonBlake](#) What books would you recommend for community college leaders to read to increase their awareness of how to be more equity minded leaders? #EquityChat

[@lamkeithcurry](#) Anything from @TyroneCHoward @DrShaunHarper @ebensimon @PedroANoguera

[@SDMesaPrez](#) Great question @MarlonBlake -anything written by @ebensimon, the newest is From Equity Talk to Equity Walk...also love @GinaAnnGarcia writings on HSIs, @saragoldrickrab Paying the Price, will keep posting along the way

[@GinaAnnGarcia](#) Thanks for always promoting my work @SDMesaPrez I love all these suggestions too!!

[@ahandsintheair](#) @lamkeithcurry and @SDMesaPrez make some great recommendations. I'd also read articles and books from @Fharris3 and @DrLukeWood. For those looking to turn uncomfy convo's into meaningful dialogue - I'd recommend Race Talk by Derald Wing Sue.

[@lamkeithcurry](#) I was going to mention @Fharris3 and @DrLukeWood as well.

[@BridgetHerrin](#) From Equity Talk to Equity Walk by Tia Brown McNair, @ebensimon, Lindsey Malcom-Piqueux

[@ahandsintheair](#) I would change the way we assess learning. Provide alternatives to letter grades.

[@SDMesaPrez](#) There's so much emerging research in this regard-I know @SimBarhoum @PMotaleb and so many others are in this

[@SimBarhoum](#) Grading based on punitive practices does not work nearly as well as lifting students up. The two that work are contract grading and EPSF. I personally use EPSF - Earned Points So Far. It focuses on rewarding failure with guidance and revision. The focus is on growth and ability.

[@PMotaleb](#) If you could talk to leaders from other industries outside of education, what would you ask of them to do for Community Colleges? #EquityChat

[@SDMesaPrez](#) This is a great question @PMotaleb ...if we're talking #CTE it would be intellectual capital-tell us the next big thing-let our faculty develop curriculum that's cutting edge and relevant right now. Get students into paid internships early on...@KatlinChoi @monicadawromero

[@lamkeithcurry](#) I would ask for \$\$\$, internships, support with curriculum, mentorship to our students, and asking them how they can support our students. #EquityChat

[@KatlinChoi](#) Yes, paid internships + relevant curriculum is key. I also think of @AlessandraMoct1 's partners from @museumofman & @SanDiegoHistory below mentoring our students, sharing latest trends in decolonization initiative & what they're doing to hire more equitably & pay livable wages.



[@ahandsintheair](#) I'd ask them to SEE US. To truly see and understand who we are, what we do, the brilliance of our students, our ability to nimbly & powerfully respond to community needs etc...If they did, they'd be telling us what they can do for, and more importantly, with us. #EquityChat

[@SDMesaPrez](#) So I'm going to jump on @BridgetHerrin question...what's the first policy/practice you would change to close equity gaps? @DrRayRamirez @ahandsintheair @VPI_Isabel @SeherAwan13 @PMotaleb #EquityChat
@lamkeithcurry

[@lamkeithcurry](#) @SDMesaPrez the Satisfactory Academic Progress process in Financial Aid. @SDMesaPrez
@lamkeithcurry #EquityChat

[@SeherAwan13](#) Allowing justice involved individuals to receive financial aid

[@lamkeithcurry](#) They should get state and federal aid.

[@SDMesaPrez](#) Amen [@SeherAwan13](#) -how are we truly invested in humanity if we withhold the tools that people need to reach their Ed goals?

[@BridgetHerrin](#) After we've done all of this, we no longer have to worry about Drop for Non Payment policies...Thank you Kings & Queens! #EquityChat

[@DrRayRamirez](#) Follow up question, how do we make this a reality?

[@SDMesaPrez](#) First at the local level, use data to advocate for changes in board policy- sometimes these things are local..for the issue around justice involved students, we have a coalition of leaders working in these issues.

[@SeherAwan13](#) Federal and state advocacy and pressure to restore their access to federal financial aid

[@KellyMSpoon](#) Tenure?

[@SDMesaPrez](#) Say more @KellyMSpoon

[@KellyMSpoon](#) Our evaluations process doesn't do anything to reflect on equitable teaching practices or the relationships that are the foundation that help students succeed. Tenure and POA keep faculty who don't care to change in the classroom. Doesn't matter what work the rest of us do.

[@SDMesaPrez](#) I am in complete agreement with you there. I've advocated for a flexible portfolio style process where faculty can create what they believe assesses their work. Hoping we can get there-some of the limitations are in Ed Code...most in our inflexible way of thinking

[@ahandsintheair](#) Can I just say that I am thoroughly enjoying this string!

[@BridgetHerrin](#) According to the AFT action items I believe they are receptive to input. A meaningful and equity-minded evaluation process, tools for improvement, accountability when improvement isn't seen. Send some language to them @KellyMSpoon

[@BridgetHerrin](#) And data must be part of the conversation. In whatever form makes the most sense. Let's open this dialogue. #thisfriday

[@ErikCooper111](#) But which data? And how? There's a lot of nuance and that can be a stumbling block to action.

[@BrigetHerrin](#) For faculty evaluations, I would start with student evaluations (revised versions that includes measurements of anti-racist pedagogy, climate, welcomeness, etc.) and course success rate. Maybe we can innovate around other data points that are demonstrably impactful. Ideas?

[@KellyMSpoon](#) I'm opposed including course success rates as a metric for faculty performance. Perhaps abysmal success rates - I've seen classes with TWO students pass in our department - merit a conversation with the faculty member, but beyond that... no.

[@KellyMSpoon](#) I do like some of the questions that @MrVaudrey asks on his Teacher Report Card - https://docs.google.com/forms/d/e/1FAIpQLSdG4CurHeNlqqWoZmlVaSeiSena_03GskdfGd3eEstRYkhwSg/viewform... This is a copy with some of the HS-specific questions removed. I plan to give a version, deleting the 3 so students have to choose a side.

[@MrVaudrey](#) Good call. More recent iterations have a 1-4 scale, for that reason. Let me know how it goes!

[@Jodyji](#) Send faculty an equity snapshot of differential outcomes after every course they teach. Destigmatize this as an individual failing but raise awareness. In my experience most faculty have no idea how deep the equity gaps are in their courses, especially outside of STEM.

[@BridgetHerrin](#) Yes! Working on this as we speak.

[@PMotaleb](#) First policy/practice you would change to close equity gaps? I would say the practice of collecting tuition. Make college, higher education, community colleges free. Accessible. Welcoming. Warm and safe spaces. Supportive spaces.

[@butiwilltry](#) Yes! And divorcing state funding of K-12 education from property taxes. CCs serve a latent and unrecognized function of compensating for underfunded K-12 districts, so it all goes back to increasing and restructuring public funding of social programs.

[@brocansky](#) Ensure every single K12 teacher & college instructor has demonstrated knowledge of equitable teaching practices and implicit bias before they teach their first class. [#EquityChat](#)

[@OnlineFoothill](#) Develop a robust Equity statement--we're calling out the Equity Affirmation--then encourage cross-campus engagement in professional development to transform online course content and delivery.

QT [@VPI_Isabel](#) Change the language that we use to communicate with students. Remove punitive, deficit language from signs, policies, vocabulary and culture.

<https://twitter.com/SDMesaPrez/status/1278482808667684865?s=20>

[@SDMesaPrez](#) Love this [@VPI_Isabel](#) -we assume a level of parental authority as if we need to be strict and give penalties. Language is everything [#EquityChat](#)

[@DraBrickHouse](#) And through our language validate the cultural, familial, and experiential capital that each and every student brings to the campus.

QT [@SDMesaPrez](#) [backhand index pointing down] This is [hundred points] gold...[#EquityChat](#)

https://twitter.com/VPI_Isabel/status/1278484662768156682?s=20

[@lamkeithcurry](#) Q2. [#freestylewednesday](#) [#EquityChat](#). As an educational leader, what was a mistake you made and how did you learn from it? [#EquityChat](#) [@SDMesaPrez](#) [@lamkeithcurry](#)

[@lamkeithcurry](#) [@daisygonzales](#) [@DrShaunHarper](#) [@stwhalen](#) [@DrRickyShabazz](#) [@Rowena_SJCCPrez](#) [@darrsmth](#)

[@SDMesaPrez](#) Ok [@lamkeithcurry](#) I'm going in-the biggest mistakes are when we personalize and defend what we've done in the past as being enough...we need to hold up the mirror, look at the data, listen to students, and put on our big girl pants and bust our systems...

[@lamkeithcurry](#) The biggest mistake for me, was not moving forward with guided pathways sooner. We waited too long to begin the implementation. That's on me. We were focus on being #114, which worked out well. We should have been focused on outcomes

[@SDMesaPrez](#) I'll claim that too [#EquityChat](#)

[@lamkeithcurry](#) [fire] [fire] [fire] [fire] [fire]

[@daisygonzales](#) I was teaching & a student was failing. I asked him to attend office hours & he didn't have excuses. I was too quick to dismiss. On his way out he mentioned he was homeless, undocumented & had 3 jobs. I closed office hours & took him to lunch. He's now completing a PhD [#equity](#) [#empathy](#)

[@daisygonzales](#) Personally, it felt like I had forgotten where I came from. Professionally, I got lost in the bureaucracy. I have not made that mistake ever again. [#equityavengers](#)

[@ahandsintheair](#) When we let it, those grounding moments shift and change everything! [#EquityChat](#)

[@stwhalen](#) Leading structural change is hard but it can be captivating because you see the possibilities. Nevertheless, I would have benefited from taking a moment to consider the struggles of those whose work preceded mine and built from their strong foundation.

[@SDMesaPrez](#) Q3 [#freestyleWednesday](#) [#EquityChat](#) -what's the one issue/situation you find most challenging in our [#equitywork](#) [@FoothillPrez](#) [@kindredmurillo](#) [@MiraCostaPrez](#) [@DrRickyShabazz](#) [@SDCEPresident](#) [@DrKingTina](#)



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[@FoothillPrez](#) Such question needs to be answered in retrospect. #StillInMotion #TooSoon

[@ChancellorSDCCD](#) My biggest challenge is lack of capacity to scale.

[@kindredmurillo](#) The biggest challenge I have encountered has been the recognition that even if one has been oppressed, we can oppress others, and taking personal accountability.

[@SDMesaPrez](#) TY #EquityChat fans for joining us for #FreestyleWednesday. Please keep posting questions and please keep responding to one another! The nuggets of wisdom you share are Invaluable to our work. Join us next week when [@MSCollegeOpp](#) Michelle Siqueiros is our guest! [@Iamkeithcurry](#)