

July 15, 2020 #EquityChat
Dr. Ivan Harrell (@TCCpres),
President of Tacoma Community College

[@SDMesaPrez](#) It's Wednesday and we will be kicking at 5:00 p.m. PST for #EquityChat, with our guest is Dr. Ivan Harrell, @TCCpres. @SDMesaPrez @lamkeithcurry #EquityAvengers @tacomacc #EquityChat Join us by responding to our guests posts & tag #EquityChat

[@SDMesaPrez](#) On #EquityChat we ask our guests a series of questions-please feel free to respond, like and retweet using #EquityChat

[@SDMesaPrez](#) Q1. @TCCpres What is your definition of equity? How is equity-minded practice embedded in your work at @tacomacc? #EquityChat @lamkeithcurry

[@TCCpres](#) The simple example I like to use is. Every one of our students needs to be provided with shoes, but the type of shoe, size, fit, etc. must be different. One size does not fit all and shouldn't when we are working to provide critical supports for students. #equitychat

[@SDMesaPrez](#) I like this example-also some of our students need shoes....and access to them is thwarted by poverty

[@TCCpres](#) Exactly. Sometimes we forget that we have so many students on our campuses who are arriving every day not having access to the basic necessities that we all know we need is human beings. And it is our responsibility to do whatever we can to address that. #equitychat

[@ahandsintheair](#) [footprints] [high-heeled shoe] [thong sandal] [woman's sandal] [woman's flat shoe] [man's shoe] [athletic shoe] [ballet shoes] [hiking boot] Equity sees individual students, with individual needs and pays attention to detail by providing them with the size, fit and style for success to happen. #EquityChat

[@TCCpres](#) I define equity as providing people with support and resources they specifically need to achieve whatever goals they may be working towards. Those supports may be different for each person, but what is important is an attempt to provide a "level playing" field. @equitychat

[@TCCpres](#) At TCC we are working to embed an equity-lens in everything we do. We have some ways to go to fully realize this, but we are making great strides. We want to develop an institution that provides an environment for every student to succeed no matter who they. #equitychat

[@ahandsintheair](#) I like that. We also can't make assumptions about what students need to "level the playing field" for our students. We can't just create space FOR them, we have to create space WITH and/or in response to what they tell us. It's a partnership. #EquityChat

[@lamkeithcurry](#) Q2. Tell us more about @tacomacc. What are the three things you LOVE about @tacomacc? ,@SDMesaPrez, @TCCpres, @tacomacc #EquityChat

[@TCCpres](#) We are an institution that values community, responsibility, integrity, equity, diversity & inclusion, agility, and excellence. #equitychat

[@SDMesaPrez](#) I imagine agility has been a value you've leaned in on under COVID #EquityChat

[@TCCpres](#) Oh, absolutely. I think every higher ed institution has been forced too. But, we were fortunate that agility was something we valued and displayed through action, even before COVID.

[@TCCpres](#) There is soooooo much I love about TCC! 1.) Our most amazing students! 2.) Our incredible faculty and staff. 3.) Our strong commitment, and action, to equity and dismantling systems of oppression.

[@SDMesaPrez](#) Can you say more about how your taking on these hefty issues of dismantling racist systems?
#EquityChat

[@TCCpres](#) Well TCC does not only stand for Tacoma Community College, it also means The Community's College! TCC is part of the fabric of the Tacoma-Pierce County. We are a place committed to creating an environment where every student, faculty, staff, community feels valued. #equitychat

[@1Kareem](#) You are right I my self a TCC graduate in 1981

[@SDMesaPrez](#) Q3. @TCCpres -How has @tacomacc adjusted due to COVID-19? Post COVID-19, how can @tacomacc improve to serve the most vulnerable student population?

[@TCCpres](#) We worked to provide faculty and staff with needed technology, quickly created operating procedures, changed needed policies, developed strong communication plans, and stayed in close communication with our local health department. #equitychat

[@SDMesaPrez](#) What lessons learned will you keep even as we recover ? #EquityChat

[@TCCpres](#) One thing we have to continue to work on is how to train students to use needed technology remotely, when many don't have experience with the technology they are supposed to be using to even ask for help. We are starting to do small on campus group trainings. #equitychat

[@SDMesaPrez](#) Great work-we could do more on this @MarkManasse @AndyMacNeill

[@ahandsintheair](#) At @sdmesacollege we were just discussing tech support (not just during business hours) & trainings for students. We are seeking ways to let them know that providing technology is only one part of our partnership, making sure they know how to use it is the other. #EquityChat

[@TCCpres](#) Wow, where do I begin? First, we are in WA were the first case appeared in the US. Because of this we were part of the first way of institutions to decide to move all instruction and college operations to run remotely. #equitychat

[@ahandsintheair](#) That is indeed a WOW experience. I appreciate that TCC did not just react but respondedwith an equity lens. That's when you know an institution gets it. There are many ways you could have responded (esp absent any models.) I appreciate that equity was your "go to"!

[@TCCpres](#) What I am most proud of is through all of our planning, discussions and actions, equity was in the center. We focused heavily on how to provide our most vulnerable students with the resources we know they would need to assist them complete their education. #equitychat

[@TCCpres](#) This support for students included ensuring students could request for from the food pantry online and schedule a time to pick it up. We created online access to emergency funds, provided over 500 laptops for students to keep and other needed tech. #equitychat

[@TCCpres](#) Our equity lens even drive decisions such as only allowing asynchronous online instruction, because we wanted to provide every student the flexibility to address their personal/family needs while also continuing their education. #equitychat

[@TCCpres](#) We adjust grading policies, payments policies, and the list goes on. Although we were dealing with a pandemic, I was super proud of the work the faculty and staff did to support all students, particularly those who are most vulnerable. #equitychat

[@TCCpres](#) We also created avenues for students to utilize needed services like tutoring and counseling. #equitychat

[@lamkeithcurry](#) Q4. @TCCpres. Our education, background, and experiences make us who we are. Please tell us about the non-resume you? We want to know what's not on your resume. @iamkeithcurry, @SDMesaPrez, @TCCpres, @tacomacc, #EquityChat

[@TCCpres](#) I am a proud gay Black man, who knows why I was put on this Earth. I believe I am here to do the critical work that we are engaged in now, and that is assisting community college students achieve their goals, particularly those who are black & brown. #equitychat

[@SDMesaPrez](#) [red heart]

[@lamkeithcurry](#) [red heart] [red heart]

[@saragoldrickrab](#) Love reading this and finally "meeting" you tomorrow !

[@lamkeithcurry](#) @saragoldrickrab it's a small world and I look forward to seeing what you and @TCCpres come up with.

[@TCCpres](#) I love to have fun, spend time with my family and friends. And honestly, I really love this life (not a job) as a community college president! This is what I have been destined to do. #equitychat

[@SDMesaPrez](#) I feel that way too @TCCpres and I'm starting my 10th year!

[@TCCpres](#) Wow! I'm starting my third. But, within my first month I thought to myself "I have so much more respect for folks who have served as community college presidents!" This work is hard, but so fulfilling!

[@lamkeithcurry](#) This is our life, pain, and struggle. My colleagues have become my family and friends. I talk to @SDMesaPrez everyday either by text, phone, or email. I follow my colleagues on twitter. It's a small system but nice be apart of this moment.

[@BCCPrezGarcia](#) @lamkeithcurry - yes to this response. Daily connections with folx who challenge and nurture my soul are critical. #criticalcolleagues @SerEducada

[@TCCpres](#) Oh, also I started as Leroy in a community production of Fame The Musical when I was in college! And yes it is true! Lol #equitychat

[@SDMesaPrez](#) What? That's awesome!

[@lamkeithcurry](#) Leroy was legit in fame. One of my favorite shows.

[@ahandsintheair](#) Love it!

[@TCCpres](#) I am the son of Ivan & Sonya Harrell. I was born in Oberlin, OH, and that's where I spent most of my life. Because of the hard work ethic I saw my parents display and their push for me to attend college (I'm the 1st in my family, I always pushed myself hard to achieve. #equitychat

[@TCCpres](#) I'm an imperfect being that even with all my flaws try to be the very best person and leader I can be. #equitychat

[@ahandsintheair](#) Great question (I'll be borrowing this one!) Fantastic, authentic responses! #EquityChat

[@FoothillPrez](#) Great question!

[@dzmparis_diana](#) Amen. I'm in on this one. Networking to a higher education desire.

[@prof_judy](#) #equity 4 faculty too.

[@prof_judy](#) Our adjunct lowest paid in state. They won't stay. Care about students. Care about faculty.

[@SDMesaPrez](#) Q5. @TCCpres What are you reading? and what book(s) would you recommended we consider reading?

[@TCCpres](#) Now I am reading, Happier by Tal Ben-Shahar. Especially during these crazy times we are in, and the fact that all of us are stretching the academic side of our brain continuously, I think it is very important for us to don't forget we need to make time for self-care! #equitychat

[@SDMesaPrez](#) Adding to my list right now

[@TCCpres](#) This particular book explores what does it mean to achieve true happiness and how we get there. While reading I have realized many times that I really didn't have a true sense of what real happiness is. #equitychat

[@SDMesaPrez](#) I'm starting to hone in on love and joy...happy feels fleeting and amorphous sometimes...

[@ahandsintheair](#) Me, too! It's all about joy (which comes from the inside) vs happiness which is often contingent upon what is happening to us!

[@ahandsintheair](#) A quest worthy of eternal pursuit!

[@TCCpres](#) I would strongly recommend Happier. I also would recommend You Are a Badass by Jen Sincero! #equitychat

[@SDMesaPrez](#) Anything with badass in it is cool with me.

[@TCCpres](#) Yeah me too. I was walking through Target one day and saw it, and had to get it. And it turned out it was just what I needed. Funny how that works sometimes. #equitychat

[@ahandsintheair](#) @SDMesaPrez [backhand index pointing down] #EquityBadass [left pointing backhand index] I like it!

[@TCCpres](#) As leaders we have to remember that we can't lead as effectively as we have the ability to do, if we are not taking care of our mental and physical health. And I need work on both! :) #equitychat

[@SDMesaPrez](#) AMEN #EquityChat

[@lamkeithcurry](#) Q6.@TCCpres. If you could make three policy changes in our educational system, what are those changes? @iamkeithcurry, @SDMesaPrez, @MSCollegeOpp, @CollegeOpp #EquityChat

[@TCCpres](#) Well where do I start? 1.) I would want the current administration to stop creating laws, policy/regulations, etc. that create undue harm to our students and our institutions!

[@SDMesaPrez](#) [white heavy check mark]

[@TCCpres](#) 3.) Create a nation-wide common course numbering system, and other needed policy changes, that would allow community college students to seamlessly transfer to the 4-year institution of their choice.

[@SDMesaPrez](#) Wow....truly national pathways...

[@MSCollegeOpp](#) [raising hands]

[@TCCpres](#) And lastly, not a policy change, but I would love to see the day when people truly realize how awesome our community & technical colleges are, and more importantly how amazing our students are. What else do people need to see or hear to understand this????? #equitychat

[@SDMesaPrez](#) For those in the way back....

[@lamkeithcurry](#) So true. We sometime forget all awesome our students are. Every student is a success story

[@ahandsintheair](#) I could not agree more and will [speaking head silhouette] [public address loudspeaker] this truth with you until I can speak no more!

[@VLundyWagner](#) For #edequity policy, I'd consider: #highered coordination, an #SLDS agnostic of segment-loyalties, simplify the #FAFSA and provide all low-income students with grant aid to attend and live.

[@SDMesaPrez](#) [hundred points]

[@MSCollegeOpp](#) Yes!

[@TCCpres](#) 2.) I want to see free community college education for all students who come from traditionally marginalized backgrounds.

[@gudiel](#) Open access, viable options for all high school grads-community college, CSU, UCs and privates, & statewide data sharing.

[@prof_judy](#) #equity for faculty pay. Another delay in Our negotiation on contract. No salary increase in three years. Yet admin keeps getting increases. No offer to COLA. We've been at this since January 2019. Fairness to hard working faculty. @AFTHigherEd @CFTunion

[@SDMesaPrez](#) That's a wrap 4 #EquityChat tonight-TY you @TCCpres we have enjoyed getting to know you & @tcc. TY to our followers for joining us live, & pls continue to post !Join us next week as we host @drkastout, CEO @AchieveTheDream Goodnight all ! #EquityAvengers out! @lamkeithcurry

[@drkastout](#) Looking forward to participating next week!