

July 22, 2020 #EquityChat

Dr. Karen Stout (@drkastout),

President & CEO of Achieve The Dream (@AchieveTheDream)

[@SDMesaPrez](#) It's Wednesday & @5PM PDT it's time 4 #EquityChat w/ @lamkeithcurry & @SDMesaPrez Our guest tonight is @drkastout, CEO @AchieveTheDream! We will post 5-6 questions for our guest, to participate simply respond, RT or RT w/comment using #EquityChat. Pls tag others along the way!

[@SDMesaPrez](#) It's 5PM PDT & it's time 4 #EquityChat w/ @lamkeithcurry & @SDMesaPrez Our guest tonight is @drkastout, CEO @AchieveTheDream! We will post questions for our guest, to participate simply respond, RT or RT w/comment w/ #EquityChat. Pls tag others too ! Welcome @drkastout!

[@drkastout](#) Good evening!!

[@SDMesaPrez](#) We are so excited to have you tonight-let's get to it.. Q1 @drkastout 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. #EquityChat @lamkeithcurry

[@drkastout](#) I am a "Title IX baby" meaning I was one of the first women to go to college on an athletic scholarship which was probably a better thing for me to do than pursue my first dream which was to play third base for the Baltimore Orioles. #EquityChat

[@SDMesaPrez](#) Great ambition-I would have been a left fielder for the Oakland A's! Or the female Vin Scully #LadyBallersrule

[@drkastout](#) Love it. Did you see that the Giants made history last night by having a female first base coach? I really was thinking about a career change! Think about how opportunities have changed for women.

[@SDMesaPrez](#) I did indeed-breaking down all those old walls!

[@lamkeithcurry](#) Okay. Baseball [baseball] talk. Dodgers all day. The bond we have in education extends to other areas. Education has opened so many doors for me and I have meet some wonderful people. Listening to each other's story makes the bond even stronger. #EquityChat

[@drkastout](#) I am also an avid cyclist and runner. I like to write poetry. I am an introvert, a proud Aunt, and I read to escape. #EquityChat

[@lamkeithcurry](#) Q2. @drkastout, What is your definition of equity? How is equity-minded practice embedded in your work? @iamkeithcurry, @SDMesaPrez, @AchieveTheDream, #EquityChat

[@drkastout](#) We also ask our colleges to define equity for their work so that there is a common definition and understanding on their campus. Looking at data, disaggregating the data, and understanding the whole student experience is part of that work. #EquityChat

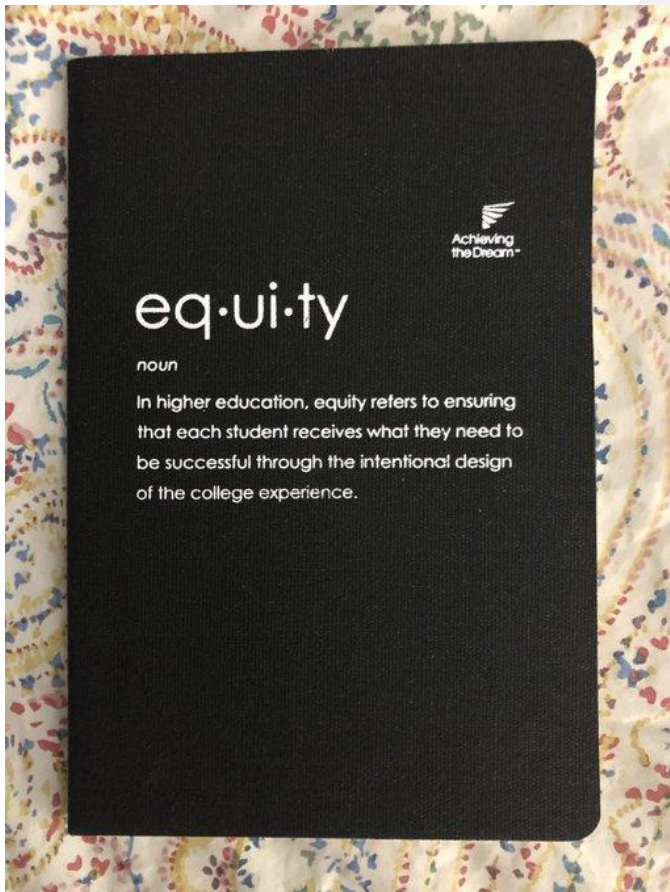
[@SDMesaPrez](#) How do you ensure colleges look at racial equity? #EquityChat

[@drkastout](#) We expect our colleges to center Racial Equity in their work, to lead with looking at the Black student experience and then to explore the intersectionalities of other data and the experiences of BIPOC students and other marginalized groups.

[@BViniar](#) Just reread The Plague by Camus. There is a section where he talks about how inequity was intensified and "exacerbated the sense of injustice rankling in men's hearts."

[@iamkeithcurry](#) I agree. The problem that exists at many colleges is finding time to have conversations about data and equity. #EquityChat

[@drkastout](#) At @AchieveTheDream we have a statement on equity that we expect all colleges in our network to champion. Part of that statement lives on everything in the organization.



[@drkastout](#) But we need to move past disaggregation to understand it to break down the power structures on our campuses that present barriers to student success. And we try to empower faculty to take action in the classroom by sharing the data. #EquityChat

QT [@AchieveTheDream](#) ATD's #equity expectations of our #ATD_Network - [@drkastout](#) replies to #EquityChat question: What is your definition of equity? How is equity-minded practice embedded in your work? [@iamkeithcurry](#), [@SDMesaPrez](#)

<https://twitter.com/drkastout/status/1286093188139286528?s=20>

[@drkastout](#) Our change framework includes equity as a fundamental and also as a dimension that courses through the other six fundamentals in the framework. [#EquityChat](#)

[@SDMesaPrez](#) Q3. [@drkastout](#) Tell us about @AchieveTheDream? Why is the work @AchieveTheDream so crucial to institutions of higher education?

[@drkastout](#) We were founded in 2004 with helping colleges to build stronger and more equitable student success outcomes. Equity was centered in the organization's mission from the beginning for students of color and low income students. #EquityChat

[@drkastout](#) Now 16 years later, we have led the way across not just #comm_colleges but all of #highered in understanding that access only will not build our local communities or lead to economic and social mobility for our students. #EquityChat

[@VPI_Isabel](#) So very true!

<https://twitter.com/drkastout/status/1286095549251420160?s=20>

[@drkastout](#) Our colleges are now focused on access and success and equity and are leading the way forward in accelerating student credential attainment. Across the board, our colleges have improving metrics around success for all students. #EquityChat

QT [@AchieveTheDream](#) .@drkastout replying to #EquityChat question: Why is the #ATD_Network work

@AchieveTheDream so crucial to #comm_college institutions of #highered? #student_success [#equity](#) #firstgen

@iamkeithcurry, @SDMesaPrez

<https://twitter.com/drkastout/status/1286095880005791744?s=20>

[@drkastout](#) However, the gaps in completion still persist and this is a challenge all of us must take on. There is a moral arc to this work and we are working to respond with new supports for our colleges. #EquityChat

[@AchieveTheDream](#) "There is a moral arc to this work and we are working to respond with new supports for our colleges" #ATD_Network CEO @drkastout #equitychat

[@drkastout](#) Here is the @AchieveTheDream equity statement. #EquityChat @SDMesaPrez @iamkeithcurry

<https://t.co/4h48iaWRmw?amp=1>

[@iamkeithcurry](#) Q4. @drkastout. How have @AchieveTheDream colleges adjusted due to COVID-19? Post COVID-19, how can community colleges improve to serve the most vulnerable student population? @SDMesaPrez @iamkeithcurry @AchieveTheDream #EquityChat

[@drkastout](#) We created a new data in disruption guide to help our colleges learn about the new practices that might be working that should be sustained after COVID. #EquityChat

[@SDMesaPrez](#) Love that idea

[@drkastout](#) COVID has exposed the deep vulnerabilities of our students, vulnerabilities that we know exist about from the data but now can see in powerful ways. And our entire college community sees those vulnerabilities. #equitychat

[@drkastout](#) Faculty have responded with amazing speed and innovation. Our staffs have somehow stood up universal remote services. We moved our food pantries and technology support centers into parking lots. Our parking lots became WiFi hot spots. #EquityChat

QT [@AchieveTheDream](#) Replying to #EquityChat question on #ATD_Network #comm_college adjustments due to #COVID19, @drkastout -COVID has exposed the deep vulnerabilities of our students and #comm_colleges have responded amazingly @iamkeithcurry @SDMesaPrez

<https://twitter.com/drkastout/status/1286099639398211584?s=20>

[@drkastout](#) We dismantled some of those structures I talked about earlier, in a day without debate, because we had to. That includes moving to practices like self-guided placement or multiple measures & stopping placement tests. #EquityChat

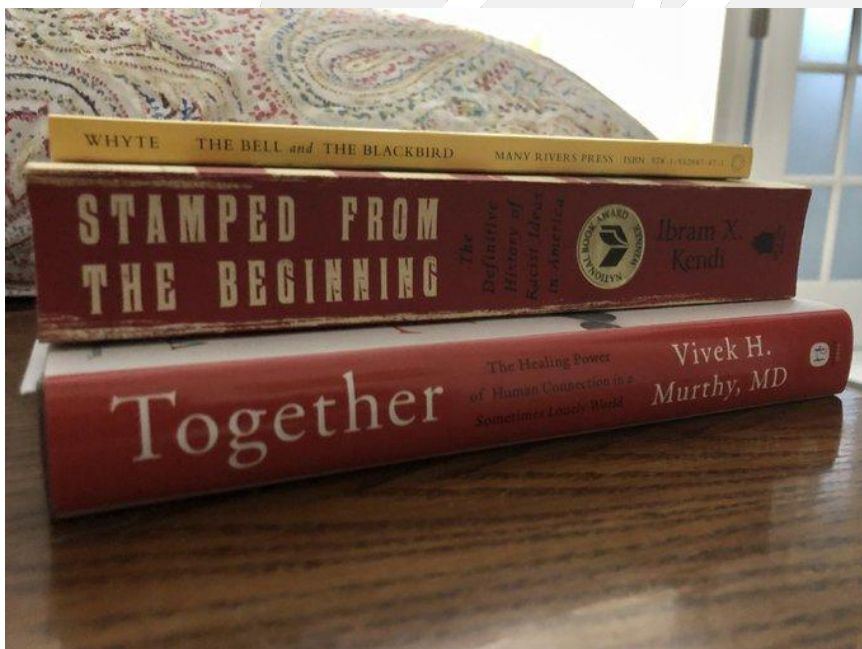
[@drkastout](#) These are practices that don't take the whole student into account and are practices we have studied for years, piloted around for more years, and with COVID moved forward. #EquityChat

[@drkastout](#) And let's not forget the emergency aid programs we developed and the new ways the community has stepped up to help students stay in school. #EquityChat

[@drkastout](#) I think our #comm_colleges have stepped up to this crisis in ways that really show the strength of our sector and demonstrate the value of the localness of our colleges. #EquityChat

[@SDMesaPrez](#) Q5. @drkastout What are you reading? And what book(s) would you recommend we consider reading?

[@drkastout](#) I am always reading more than one book. I took this picture of what is on my nightstand now. #EquityChat
@lamkeithcurry @AchieveTheDream



[@SDMesaPrez](#) Loving Stamped now...and now 2 more added to my list!

[@drkastout](#) I am also reading "Weird: The Power of Being An Outsider in An Insider World" by Olga Khazan. #equitychat

[@drkastout](#) The book, Together, by @vivek_murthy, is very good for these times and speaks to the social power of community and the hidden impact of loneliness on our health. #EquityChat

[@SDMesaPrez](#) I've been looking for my copy of Bowling Alone...seems like a good one to dig out! #EquityChat

[@drkastout](#) Love that one. Together builds on it.

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

[@drkastout](#) The big question, right? First, we need changes in federal, state and institutional policy and those changes need to be aligned and not fighting against one another. #EquityCha

[@lamkeithcurry](#) I read this comment over and over again. My response [microphone] drop. #EquityChat
[@drkastout](#) Next, those changes must be tied, at every one of those levels to funding, system design, and practices. #EquityChat

[@drkastout](#) For funding we should look at funding that goes to students and institutions. The CARES Act tried that approach and it was not designed in an equitable way to support the students #Comm_colleges serve. #EquityChat
[@drkastout](#) Local funding has been tied for too long in too many places to the tax base of an area and that perpetuates the structural underfunding of some #comm_colleges, similar to k-12 education. #EquityChat
[@drkastout](#) Systems redesign would bring new transfer policies into the forefront of our policy priorities. #EquityChat
[@drkastout](#) And institutional practice would require us to develop policies inside our colleges that support advising systems, the design of culturally responsive teaching practices, etc. #EquityChat

[@drkastout](#) I feel really bad that I did not know about @Drlbram's book, Stamped, until recently especially since it is award winning. I heard @pgccpres interview him on Monday evening. Amazing conversation. You can catch that on YouTube. #EquityChat

[@drkastout](#) Another book I would suggest that I finished a few months ago is Heartland by Sarah Smarsh. It is a memoir that really hit home for me. #EquityChat

[@SinclairPrez](#) @Sarah_Smarsh is awesome !!!

[@drkastout](#) My big idea on policy is to revisit the Truman Commission report with a federal emphasis on rebuilding our local #comm_colleges and getting past the current funding models that will not support an equitable future for our students and the communities they live in. #EquityChat

[@SDMesaPrez](#) I'm in!

[@SDMesaPrez](#) Time flies on #EquityChat! TY @drkastout for your insights & 4 sharing [@AchieveTheDream](#) w/us tonight. Pls continue to read & post on Qs-next week is the last Wednesday of the month so we are of course #freestyle! Send us your questions, and join us #EquityAvengers Out!

[@drkastout](#) Thank you for having me as a guest. Loved this time with you. @lamkeithcurry #EquityChat