

July 29, 2020 #EquityChat

Freestyle – post questions and audience members answer

[@SDMesaPrez](#) It's Wednesday & that's right...time for #EquityChat w/your hosts @lamkeithcurry & @SDMesaPrez @equityavengers tonight at 5PM is #freestyle. Post questions, tag us & use #EquityChat. We will dialog on your posts...& add a few of our own #whatsonurmind #freestyleWednesday #Letsgo

[@SDMesaPrez](#) Ok-here we go! It's #freestyleWednesday On #EquityChat with your hosts @lamkeithcurry & @SDMesaPrez -we have had some incredible guests...and now we want to hear from you-post questions, tag us and use #EquityChat #Letsgo

[@MiraCostaPrez](#) Indeed!

[@SDMesaPrez](#) Q1 tonight-@CalCommColleges recently proposed changes in language to more fully embrace our commitment to diversity, equity & inclusion...how will we enact this in our work @daisygonzales @lindam_v @lamkeithcurry @DrRickyShabazz @MSCollegeOpp @MiraCostaPrez #EquityChat

[@lamkeithcurry](#) We need to be bold and unapologetic with diversity at our campuses. The traditional way of doing business have not work for us. #EquityChat @lamkeithcurry @SDMesaPrez

[@BridgetHerrin](#) Yes!! Language is such a powerful way to provide clarity about our work. We educators often are guilty of vaguery. But we are seeing a shift. I often think of @BreneBrown "Clear is Kind, Unclear is Unkind". Let's say what we mean, unapologetically!

[@katiepala](#) THIS!

[@daisygonzales](#) Joint ownership is key. Clear action plans & expectations 4 progress.Diversity, Equity &Inclusion must be integrated. It's a tool to achieve the Vision for Success.When we plan PD, curriculum, evaluations, budget allocations, etc we need 2 ask how does it advance our DEI goals?

[@daisygonzales](#) In the last 90 days, we embraced anti-racism as central 2 statewide DEI work. This requires us to create common language, acknowledge our history, tools, goals, accountability & space to continue to learn. This means dismantling old structures & focusing on culture. #equitychat

[@ahandsintheair](#) We have to challenge and dismantle barriers to diversity, equity and inclusion where and when we find it! On act, one response, one policy, one interaction, one breath at a time. #EquityChat

[@BridgetHerrin](#) As things continue to change day to day, the uncertainty and anxiety can become overwhelming. what strategies do you use to keep the momentum and keep equity front and center? #EquityChat @SDMesaPrez @lamkeithcurry

[@lamkeithcurry](#) I call a friend. Normally it is @SDMesaPrez, @MiraCostaPrez, @DrLynnNeault and lately I been talking a lot with @PCCprez. When I need a moment I call Dr. Edward Bush. My friend help me through it and remind me why we are in the struggle. #EquityChat

[@SDMesaPrez](#) I have ongoing discussions with students as well-FB, Twitter, zooms to check in- you can't find equitable outcomes by spitballing what people need-you ask and listen

[@BridgetHerrin](#) You are the epitome of staying connected to students.

[@SDMesaPrez](#) Air, water, coffee, students....and y'all #EquityChat

[@ahandsintheair](#) Definitely a strength of yours @SDMesaPrez

[@ahandsintheair](#) #squadgoals

[@BridgetHerrin](#) Right!

[@MiraCostaPrez](#) Our friends are crucial in this moment- many good colleagues!

[@BridgetHerrin](#) So true! The remote world can be isolating if we let it.

[@lamkeithcurry](#) Also, it is good to laugh as well. #EquityChat

[@MiraCostaPrez](#) OMG- definitely true- genuine belly laughs from family, animal videos, movies, comics- whatever it takes! #equitychats

[@lamkeithcurry](#) Belly. Lol.

[@ahandsintheair](#) Essential

[@katiepala](#) I'll chime in here. :) Hi #EquityChat! For me I'm finding the need to be more intentional about making space for healing and self-care. It used to be easier for me to find time for it more spontaneously. Now it reqs my intentionality.

[@SDMesaPrez](#) Say more @katiepala - are you finding it in different places and spaces, or just bring more present?

[@SDMesaPrez](#) Being

[@katiepala](#) Both, I guess. More work to do, so less time to do the important self-care needed for that work. :)

[@SDMesaPrez](#) Got it-I find the stress of the unknown to trigger my reactionary inner child...so I do slot of "take a breath, how important is this, regroup

[@katiepala](#) Yes, and stress is contagious. Easy for me to internalize others' stress.

[@SDMesaPrez](#) And I hope that everyone is now following @Tammy59039968 to see her daily TikTok dances

[@BridgetHerrin](#) Ha. I am now!

[@lamkeithcurry](#) My professional development manager just talked to me today about self-care workshops for employees as we handle CoVID-19

[@SDMesaPrez](#) Great question @BridgetHerrin...for me personally it's a re-centering against a barrage of important and sometimes urgent levers we need to push and pull. Equity is the fulcrum...& racial equity is the center point. #EquityChat @lamkeithcurry

[@BridgetHerrin](#) It's so easy to get caught up in urgency and forget the "why". Constantly re-centering our "why".

[@SDMesaPrez](#) And listening in to see where folks are...you can't indict people on their path to racial equity minded work-you need to invite, question, and lead-but be clear about where the institution is going

[@ahandsintheair](#) Podcasts, books, docuseries & data remind me. Students, their stories, resilience & belief in their purpose are my forever WHY! My leadership team, "Heal, Feel & Be Real" sessions with Student Services inspires me. Reminders are everywhere. I just keep my [eyes] & [ear] open #equitychat

[@BridgetHerrin](#) Love this! Heal, Feel, & Be Real. [red heart]

[@lamkeithcurry](#) Q2. As you prepare for fall 2020, how are your campuses preparing for online instruction and support services? @FoothillPrez @BCCPrezGarcia @BCCPrezGarcia @MiraCostaPrez @DrLynnNeault @OhlonePresident

[@BCCPrezGarcia](#) Supporting students this fall: calling, emailing, zoom, Tiktocs, food distribution, schedules to students, student ambassadors hosting zoom drop-ins, student led forums.

[@MiraCostaPrez](#) Calling students to ensure they get the financial and other supports they need. Excited to see them this fall!

[@lamkeithcurry](#) We have been calling, emailing, and we sent the class schedule to all of our residents. Enrollment has been slow. #EquityChat

QT [@LABynum](#) Being very conservative and anticipating everything! @lamkeithcurry @LBCityCollege
<https://twitter.com/lamkeithcurry/status/1288630279767130113?s=20>

[@SDMesaPrez](#) Q3-we've been asking our guests what they're reading and what they recommend...how about all of you?
I've been taking some vacation days reading lightweight stuff to get my brain ready for next semester.. #EquityChat
@lamkeithcurry #freestyle

[@lamkeithcurry](#) I been on this project management book for a while. "Crucial Accountability" by Kerry Patterson, Joseph Grenny, David Maxfield, Ron McMillian, and Al Switzler. #equitychat

[@ahandsintheair](#) My last few audibles/books I have read/re-read are: 1)How to be an Antiracist, by Ibram X. Kendi
2)Talking to Strangers by Malcolm Gladwell 3) The Alchemist by Paulo Coelho 4) From Equity Walk to Equity Talk, by
@ebensimon #EquityChat

[@SDMesaPrez](#) Had not seen the Gladwell addition...

[@ahandsintheair](#) A very insightful, thought provoking, mind-shifting read. It is grounded in Sandra Bland's story.
#EquityChat

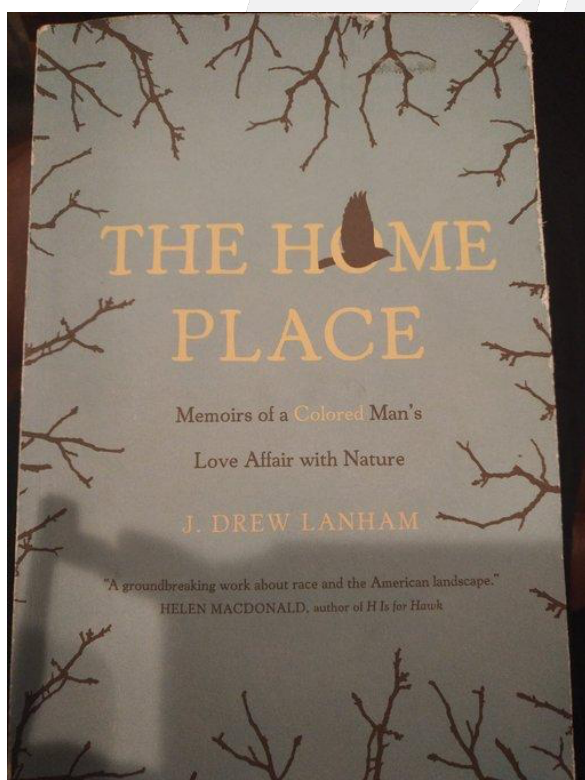
[@katiepala](#) Recent reads: Radical Hope, 99 Tips for Creating Sustainable Educational Videos. "Homegoing" is next.

[@sdmesathestand](#) Hood Feminism - Mikki Kendall

[@SDMesaPrez](#) Thank you!

[@BridgetHerrin](#) I alternate between entertainment education and some that are both. The last 3 books I've read/reading:
How to be an Antiracist, the Alice Network, The Hate U Give

[@PMotaleb](#) Currently reading The Home Place.



[@KatlinChoi](#) Jill Moreno Ikari teaches her service learning classes with this text [red heart]

[@PMotaleb](#) Yup she's the one who recommended it to me!!

[@kindredmurillo](#) Stamped, Racism, Antiracism and You; Bless me Última.

[@lamkeithcurry](#) Q4. #freestylewednesday. @CalCommColleges, how do you have difficulty and meaning conversations about racism on your campuses? @DrRickyShabazz @Rowena_SJCCPrez @SDMesaPrez @BCCPrezGarcia @MiraCostaPrez

[@SDMesaPrez](#) Engage partners...professional development...take time to find the edges...

[@SDMesaPrez](#) And unless you're in my head...the edges for me are seeking out places and people who have been carrying the load, supporting them, and engaging others to enlist in our work #EquityChat

[@MiraCostaPrez](#) You are the best!

[@SDMesaPrez](#) [red heart]

[@StephanieDroker](#) I am impressed by how you @lamkeithcurry @SDMesaPrez and other @CalCommColleges CEOs have created the space for these difficult conversations to occur #equitychat

[@SDMesaPrez](#) Thanks @StephanieDroker -we are looking forward to chatting with you and @sonyachristian next week!

[@ahandsintheair](#) This summer, our Student Services Leadership team has been hosting a "Feel, Heal & Be Real" space (1.5 hours) twice a month. The space is for student services faculty, staff and student workers". Great dialogue. #EquityChat

[@StephanieDroker](#) And, you don't stop with conversations...these lead to real actions for your students

[@BCCPrezGarcia](#) Talk is cheap and disrespects the real pain and trauma that racism inflicts upon black and brown communities- namely students. So I walk and lead with humility to listen, call in, support development, and expect excellence. Students are counting on us

[@SDMesaPrez](#) Clarion call to action-humility is hard to find sometimes especially in academic institutions where knowledge is sectioned into disciplines...community building towards what our students need is harder than it needs to be...so many lens...so much subject expertise & silos.

[@kindredmurillo](#) How do you not have difficult and meaningful conversation? Show up, ask questions and listen...Learn

[@Rowena_SJCCPrez](#) I've been prioritizing inclusion of student voices in the dialogues we offer our community, especially our student leaders of color! Their insights are critical in progressing our student equity/racial equity goals!

[@BridgetHerrin](#) How do we take these conversations about racism to our everyday work? Recognizing it, Calling it out, not indicting but still challenging each other to grow. Doing this in our regular meetings/convos with our friends, peers, colleagues.

[@SDMesaPrez](#) That's really the key isn't it-I'm invested in @Fharris3 & @DrLukeWood tangible responses to micro-aggressions. The words are helpful and can be a bridge to deeper dialog. #EquityChat

[@BCCPrezGarcia](#) Yes to tangible action— governance that calls in for engagement, contributions, and commitment to equity and racial equity.

[@BridgetHerrin](#)



RAVEN METHOD

Responding to and intervening
when we witness **microaggressions**



R REDIRECT

Immediately stop the conversation to prevent further harm from occurring.
"Can I speak with you for a moment?"



A ASK PROBING QUESTIONS

Help the aggressor understand their statements and actions and how they are perceived as rude, threatening, or harmful.
"I want to make sure I understand you, were you saying..."



V VALUES CLARIFICATION

Identifying shared organizational values and convey to the aggressor that their actions or statements are not aligned with these.
"What you said is not aligned with our institutions values of equity and inclusion."



E EMPHASIZE YOUR THOUGHTS AND FEELINGS

Empathize with those who were targeted but also emphasize your own thoughts and feelings about the harm that has been done.
"I was saddened to hear you say... I think someone from that community would be hurt by what you said."



N NEXT STEPS

Suggest what the aggressor can do to correct or change their behavior moving forward.
Authentic apology to the person or persons who were targeted, being more mindful of their actions in the future, or guiding them to resources on implicit bias and microaggressions.



[@SDMesaPrez](#) Last Q5 for tonight...how is everyone engaging students right now? Beyond phone calls, emails...what systems are you busting or using to support them? [@MiraCostaPrez](#) [@lynn_neault](#) [@president_wes](#) [@DrRickyShabazz](#) [@SDCEPresident](#) [@kindredmurillo](#) [@PCCprez](#) [@Dianazrod](#) [@ahandsintheair](#)



EQUITY
AVENGERS

[@SDMesaPrez](#) @lamkeithcurry @DrKingTina @SDCEVPSS

[@lamkeithcurry](#) Zoom, social media, emails, chat. #equitychat

[@SDMesaPrez](#) TY everyone for joining @lamkeithcurry & me @SDMesaPrez for #freestyle #EquityChat-pls keep posting responses! Next week join us for our convo w/[@StephanieDroker](#) Pres of #ACCJC & @sonyachristian President of @BAKcollege and Chair/Commissioner of #ACCJC. #EquityAvengersout!