



# EQUITY AVENGERS

August 5, 2020 #EquityChat

Dr. Stephanie Droker (@StephanieDroker),

President of Accrediting Commission for Community and Junior Colleges (@accjc\_wasc),

Dr. Sonya Christian (@sonyachristian),

President of Bakersfield College (@BAKcollege)

[@SDMesaPrez](#) Good evening and welcome to #EquityChat with @iamkeithcurry & me @SDMesaPrez tonight our guests are @StephanieDroker Pres of #ACCJC & @sonyachristian President of @BAKcollege and Chair/Commissioner of #ACCJC. Welcome to #EquityChat Dras Christian & Droker!!!

[@StephanieDroker](#) Excited to be here! #EquityChat #ACCJC

[@iamkeithcurry](#) Q1. @sonyachristian @StephanieDroker. 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. #ACCJC #EquityChat

@SDMesaPrez @iamkeithcurry

[@StephanieDroker](#) Mother, wife, daughter. What's definitely not on my resume is that I did not survive high school. I dropped out and took the GED. I wouldn't be where I am without @CalCommColleges. My road to success started there!

@sonyachristian @iamkeithcurry @SDMesaPrez #EquityChat

[@sonyachristian](#) I am who I am because of those who raised me (1/2) @iamkeithcurry @SDMesaPrez @StephanieDroker #EquityChat #ACCJC #EquityMatters

[@sonyachristian](#) Non-resume me: "think big, be bold" frm mixed-race gpa Arthur; "be disciplined" Italian gma Giulia; "fun, kind, inclusive, relaxed in all groups" Italian-Indian dad Paul; "can do anything" mixed-race mom Pam (2/2) @iamkeithcurry @SDMesaPrez #EquityChat

[@sonyachristian](#) Non-resume me: #immigrant #foreignstudent #Mathfaculty #womaninstem #dogmom #meanbeefroast #renegadefootballfan #moonlover #lovewolverine #thematrixfavemovie #lovedhamilton #catholicguilt #fiveamwalks. love @CalCommColleges

[@SDMesaPrez](#) [red heart] this!!!

[@sonyachristian](#) Professionally, I grow daily in my commitment to #equity because of the leadership and vision of colleagues like @ebensimon @mscollegeopp @drlukewood @iamkeithcurry @sdmesaprez @eloyoakley @daisygonzales @NaomiCastroProf and so many others. #EquityChat

[@SDMesaPrez](#) Your leadership for equity, diversity and inclusion @BAKcollege has been transformative-we follow your lead as well! #EquityChat @iamkeithcurry

[@sonyachristian](#) Continued.... Professionally, I grow daily in my commitment to #equity because of @chrisnillum @mjalvaradoWFD @Lande\_Ajose @stwhalen @lindam\_v @LindaCLPandLW @CollegeOpp @ADCollegeOpp @JessieRyanSac @FoothillPrez @ButtePresident @kindredmurillo @MACooperPhD

[@iamkeithcurry](#) It's nice to see all my friends tagged.

[@sonyachristian](#) We must build capacity. We must build a pipeline. Quality assurance is a whole campus endeavor. #DiversifyACCJC eval teams (4/6) @iamkeithcurry @SDMesaPrez @StephanieDroker #EquityChat

[@sonyachristian](#) We must diversify our faculty ranks; improving mentorship and support systems so we retain those individuals and connect them to the work of #ACCJC to assure quality and continuous improvement (5/6) [@iamkeithcurry](#) [@SDMesaPrez](#) [@StephanieDroker](#) #EquityChat

[@SDMesaPrez](#) Perhaps CEOs could be asked to identify POC who have filled out the profiles-

[@kindredmurillo](#) We must keep moving forward on diversifying teams...we can do this...

[@lamkeithcurry](#) Diversity starts with us.

[@chrisnellum](#) I have no idea how I ended up on this list with so many greats. But I stop, listen intently, and learn so much whenever you speak, [@sonyachristian](#).

[@MSCollegeOpp](#) [smiling face with smiling eyes] blushing!!!

[@NaomiCastroProf](#) Too kind - also so excited to see that I follow everyone named in your tweet!

What an amazing community to learn with!

[@MSCollegeOpp](#) Shero!

[@SDMesaPrez](#) Q2 [@StephanieDroker](#) [@sonyachristian](#) Tell is about #ACCJC Why is the work of the commission so critical to institutions of higher education? #EquityChat [@lamkeithcurry](#)

[@StephanieDroker](#) 1/In the United States, accreditation is the way students, families, their families, government, and the public know that an institution or program provides a quality education. #ACCJC #EquityChat [@lamkeithcurry](#) [@SDMesaPrez](#) [@sonyachristian](#)

[@StephanieDroker](#) 2/ACCJC is solely focused on associate degree granting institutions. We work with the professional educators of our member institutions to define academic quality and can advocate for this unique sector in national conversations. #ACCJC #EquityChat [@lamkeithcurry](#) [@sonyachristian](#)

[@sonyachristian](#) #VeryProud of #ACCJC three key strategies: Collaboration, Innovation, Advocacy. Advancing quality assurance.

[@sonyachristian](#) Being the only regional accreditation commission exclusively for Community Colleges, #ACCJC has strengthened our advocacy function for community college students who are more diverse than other segments of higher ed. #EquityMatters #EquityChat

[@lamkeithcurry](#) Q3. [@sonyachristian](#) [@StephanieDroker](#). What is your definition of equity? How is equity-minded practice embedded in your work? #ACCJC [@SDMesaPrez](#) [@lamkeithcurry](#) #EquityChat

[@StephanieDroker](#) 2/ Colleges have to collect relevant data on their student populations, and bring student outcome data into the light. #EquityChat #ACCJC

[@SDMesaPrez](#) especially with a focus on disaggregating data to truly assess outcomes. #EquityChat

[@StephanieDroker](#) 1/To demonstrate high quality, colleges must provide differentiated learning support to ensure all students receive what they need to achieve their educational goals. [@lamkeithcurry](#) [@sonyachristian](#) [@SDMesaPrez](#) #ACCJC #EquityChat

[@StephanieDroker](#) 2/Much of our equity-minded work centers on accreditation standards. Colleges are required to disaggregate data to identify performance gaps, and implement strategies to close those gaps in order to be accredited [@sonyachristian](#) [@lamkeithcurry](#) [@SDMesaPrez](#) #EquityChat #ACCJC

[@StephanieDroker](#) 4/Through accreditation standards, equity-mindedness and institutional excellence are absolutely dependent upon each other. #ACCJC #EquityChat [@lamkeithcurry](#) [@sonyachristian](#) [@SDMesaPrez](#)

[@sonyachristian](#) The word equity triggers 4 me what we must do to overcome: #RacialInjustice; #SystemDesign that creates #achievementgaps; Power & Privilege; Lack of #moralconsciousness (1/4) [@iamkeithcurry](#) [@SDMesaPrez](#) [@StephanieDroker](#) #EquityChat #ACCJC

[@sonyachristian](#) Equity: every1 is equipped w/ customized resources & tools they need 2 perform fully; this demands a critical look at the "man made laws" that systematically segregate some while empowering others. #moralconsciousness. (2/4) #EquityChat

[@sonyachristian](#) At [@bakcollege](#), we embed our unapologetic commitment to equity in our work thru our core values, mission statement, institution-set standards, strategic directions. & hold ourselves accountable (3/4) [@iamkeithcurry](#) [@SDMesaPrez](#) #EquityChat #ACCJC

[@sonyachristian](#) At [@Bakcollege](#), we live our commitment to equity through our core values. eg. our core value of Learning calls us to "transform our community into one that gives voice and power to all people." (4/4) [@iamkeithcurry](#) [@SDMesaPrez](#) #EquityChat #ACCJC

[@sonyachristian](#) Our [@bakcollege](#) mission statement guides our daily work to advance student equity and completion, emboldening us to promote equity through our rigorous and supportive environment. [@iamkeithcurry](#) [@SDMesaPrez](#) [@StephanieDroker](#) #EquityChat #ACCJC

[@lamkeithcurry](#) Follow-Up Q3. [@sonyachristian](#) [@StephanieDroker](#). Can you ask how they model and operationalize their commitment to equity at ACCJC? #ACCJC [@SDMesaPrez](#) [@lamkeithcurry](#) #EquityChat

[@StephanieDroker](#) We are focusing on 3 strategies this year: diversify peer review teams, diversity the Commission, and use our standards review process to develop stronger equity standards #ACCJC #EquityChat [@lamkeithcurry](#) [@sonyachristian](#) [@SDMesaPrez](#)

[@lamkeithcurry](#) [@StephanieDroker](#), how should CEO's assist with these goals?

[@lamkeithcurry](#) This follow up question came from a guest.

[@StephanieDroker](#) 1/Have people of color engaged in all parts of your college and district accreditation work - steering committees, report writing teams, etc. #ACCJC #EquityChat [@lamkeithcurry](#) [@sonyachristian](#) [@SDMesaPrez](#)

[@StephanieDroker](#) 2/Nominate people of color to serve on #ACCJC peer review teams. Have them complete the interest form [https://accjc.org/forms/bio-data-form/...](https://accjc.org/forms/bio-data-form/) or put them on the list when #ACCJC sends out the yearly request [@lamkeithcurry](#) [@SDMesaPrez](#) [@sonyachristian](#)

[@StephanieDroker](#) 3/CEOs must protect peer review by chairing teams. Use the opportunity to bring a person of color to help you in this vitally important leadership role #ACCJC #EquityChat [@lamkeithcurry](#) [@SDMesaPrez](#) [@sonyachristian](#)

[@sonyachristian](#) #ACCJC highlights equity by requiring colleges, in stand IA, to know their students. CCs are the most diverse institutions in higher ed; a college must demonstrate its service to its diverse students. & [@lamkeithcurry](#) we must do much more. #EquityChat

[@sonyachristian](#) #ACCJC requires disaggregate data. For eg. [@bakcollege](#)'s institution-set standards demand a commitment to racial equity. And [@lamkeithcurry](#) we must do a lot more. #EquityChat

[@SDMesaPrez](#) Q4 [@StephanieDroker](#) [@sonyachristian](#) How has [@Accjc](#) adjusted during COVID-19? #EquityChat [@lamkeithcurry](#)

[@sonyachristian](#) Collaboration is a key strategy #ACCJC. During #COVID19, we worked w/ systems offices like [@calcommcolleges](#) to grant blanket dist ed approval. #ACCJCCollaborates (1/3) [@iamkeithcurry](#) [@SDMesaPrez](#) #EquityChat

[@sonyachristian](#) Innovation is another key strategic for #ACCJC (check out ACCJC strategic plan at [http://accjc.org/wp-content/uploads/Strategic-Plan-2020-edition\\_012420.pdf...](http://accjc.org/wp-content/uploads/Strategic-Plan-2020-edition_012420.pdf...)). ACCJC will showcase innovative practices emerging from #COVIDrecovery #ACCJCInnovates (2/3) @iamkeithcurry @SDMesaPrez #EquityChat

[@sonyachristian](#) #ACCJC is holding our meetings virtually, team visits are virtual and the April 2021 Conference will be virtual #ACCJCSymposium (3/3) @iamkeithcurry @SDMesaPrez @StephanieDroker #EquityChat #ACCJCGoesVirtual  
[@lamkeithcurry](#) Post covid we can still utilize virtual meetings and this will assist in reducing cost for colleges.

[@lamkeithcurry](#) Q5. @StephanieDroker. As the President of #ACCJC, what is your vision for the organization? #ACCJC @SDMesaPrez @lamkeithcurry #EquityChat

[@StephanieDroker](#) ACCJC is assiduously focused on improving the student experience. We do this by partnering with our colleges and living our core values: peer review, collegiality, quality assurance, improvement, and integrity. #ACCJC #EquityChat @lamkeithcurry @SDMesaPrez @sonyachristian

[@SDMesaPrez](#) Q6- @StephanieDroker @sonyachristian @lamkeithcurry & I have chaired many visiting teams and notice a lack of people of color serving on our teams. How can we increase the racial diversity on our teams to reflect the colleges we serve? #EquityChat

[@lamkeithcurry](#) Back in December 2019, I remember being at a #ACCJC training with @SDMesaPrez and @SDMesaPrez brought her own people of color for her team.

[@StephanieDroker](#) Yes! We need more CEOs to do this! @lamkeithcurry [@sonyachristian](#) @SDMesaPrez #EquityChat #ACCJC

[@lamkeithcurry](#) Yes.. We have to be the leaders in this work.

[@StephanieDroker](#) We need to work with our member CEOs to ensure they are supporting people of color to serve on review teams. We also need to start facilitating targeted accreditation trainings so there is more access to #ACCJC. #EquityChat @lamkeithcurry @sonyachristian @SDMesaPrez

[@sonyachristian](#) TY @iamkeithcurry @SDMesaPrez #EquityAvengers for partnering w/ @stephaniedroker and me on writing a 2-yr plan to #DiversifyACCJC eval teams. Yr 1 - raise visibility of problem + highlight best practices (1/6) Yr 2 - go deeper in the work. #EquityChat

[@sonyachristian](#) #DiversifyACCJC eval teams is a high priority! We must ask: who engages with quality assurance? We must diversify executive leadership to move the dial on diversifying teams (2/6) @iamkeithcurry @SDMesaPrez @StephanieDroker #EquityChat

[@sonyachristian](#) To #DiversifyACCJC evaluation teams, we must understand where typically diversity resides at our colleges. For eg in #StudentAffairs. How do we create leadership opportunity for #StudentAffairs personnel? @iamkeithcurry @SDMesaPrez #EquityChat

[@sonyachristian](#) We must diversify our CEO & Board ranks as the @collegeopp fiercely promotes. We must highlight practices that demonstrate how CEOs can nurture diversity in leadership to advance quality assurance (6/6) @iamkeithcurry @SDMesaPrez @StephanieDroker #EquityChat

[@SDMesaPrez](#) TY so much @StephanieDroker & @sonyachristian for joining us tonight. Your leadership is critical; TY 4 your energy and passion! Next week join @lamkeithcurry & me as we host @josieahlquist #highered author Digital Leadership in Higher Ed! Don't miss it! #equityavengersout!

QT [@StephanieDroker](#) Thank you for the discussion! #EquityAvengers @lamkeithcurry @SDMesaPrez @sonyachristian #EquityChat! Looking forward to next week!

<https://twitter.com/SDMesaPrez/status/1291177533476614145?s=20>