

August 19, 2020 #EquityChat  
Dr. Erika Endrijonas (@PCCprez),  
President of Pasadena Community College (@PCCLancer)

[@SDMesaPrez](#) Welcome to [#EquityChat](#) w/[@lamkeithcurry](#) & [@SDMesaPrez](#) -each week we host practitioner-based, equity focused leaders who advance efforts towards racial equality-this week its [@PCCprez](#) [@PCCLancer](#)! To participate, simply comment on our responses and use [#EquityChat](#) Welcome Erika!

QT [@PCCprez](#) Great to be here! [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)  
<https://twitter.com/SDMesaPrez/status/1296235531890614272?s=20>

QT [@lamkeithcurry](#) Let's go..  
<https://twitter.com/SDMesaPrez/status/1296235531890614272?s=20>

[@SDMesaPrez](#) Q1. [@PCCprez](#) 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](#)

QT [@PCCprez](#) Avid Quilter. Dream Job (other than Prez): NFL Referee. Put myself through college with motto: Will Type Your Papers For Butter and Eggs and food. Cookbook historian. Feminist. Out and Proud. [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)  
<https://twitter.com/SDMesaPrez/status/1296236621310771200?s=20>

[@SDMesaPrez](#) So much to unpack here!!! Love all of it! I have an original of joy of cooking! And aspire to do sports journalism

[@SDMesaPrez](#) And I see...what??? We need to follow up ! [#Renaissancewomen](#)

[@SDMesaPrez](#) Sew

[@PamEddinger](#) The best ginger cookie recipe ever.

QT [@PCCprez](#) This is why we get along! Kindred spirits! [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)  
<https://twitter.com/SDMesaPrez/status/1296238100591439872?s=20>

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

QT [@PCCprez](#) Everyone belongs at the table. As Verna Myers put it, "Diversity is being asked to the party; Inclusion is being asked to dance." Everyone I work with has a seat at the table and I want to dance with them. [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

[@SDMesaPrez](#) I love this, so the work is to make sure everyone feels safe to bust their moves

[@ahandsintheair](#) Dancing is a must! [woman dancing]

QT [@PCCprez](#) Absolutely...and to make sure the music is playing loudly enough so that everyone can hear it, and as they said on American Bandstand, "I can dance to that...." [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)  
<https://twitter.com/SDMesaPrez/status/1296239565376638978?s=20>

[@SDMesaPrez](#) How are you moving deeper into the space of racial equity and anti-blackness [@PCCLancer](#)

[@lamkeithcurry](#) [#EquityChat](#)

[@BridgetHerrin](#) Love it! A symbolic, virtual dance party at our next meeting seems appropriate

[@SDMesaPrez](#) You know it...[@BridgetHerrin](#)

[@BridgetHerrin](#) I've been thinking about inclusion as part of the tenets of our Master Plan ([#Mesa2030](#)) and thinking about how we [#democratizeinclusion](#) as well. Who is doing the inviting to the table? How do our processes ask everyone to be owners of the plan and the inviting and the inclusion?

[@SDMesaPrez](#) Noodling now [@BridgetHerrin](#)

[@BridgetHerrin](#) [#goodtrouble](#) happens when you noodle

QT [@PCCprez](#) YUP! [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

<https://twitter.com/BridgetHerrin/status/1296242717425467392?s=20>

[@SDMesaPrez](#) Had a great chat with [@drjanuseaton](#) today on follow up from our leadership retreat w/Dr Stanback-Stroud...so much [#goodtrouble](#) ahead [@sdmesacollege](#)

QT [@PCCprez](#) [@SDMesaPrez](#) and [@PCCprez](#) need to do the inviting to demonstrate in a very real way that we expect all voices to be heard... [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

<https://twitter.com/BridgetHerrin/status/1296241901843050501?s=20>

[@StephanieDroker](#) Do you think there will be a time when equity-minded teaching will be assessed as part of the performance evaluation process?

QT [@PCCprez](#) Yes, I do. I think we need to seize this moment we are in to insist on it.

[@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

<https://twitter.com/StephanieDroker/status/1296242976994205700?s=20>

QT [@PCCprez](#) Ensuring that we are having discussions on our campus. Friday's Professional Development Day is all about this work...as will be this year. Change comes from the top, middle, and everywhere.

<https://twitter.com/SDMesaPrez/status/1296240369735106561?s=20>

QT [@PCCprez](#) We are part of the USC Alliance, we are working on the CCC's Call to Action, and we are looking at our campus from top to bottom...[@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

<https://twitter.com/PCCprez/status/1296240758240890880?s=20>

QT [@PCCprez](#) And...Ibram X. Kendi's How to Be An Anti-Racist is rocking my world! [@SDMesaPrez](#)

[@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

[@SDMesaPrez](#) I think we need an anti-racist policy rubric...[@PCCprez](#) [@lamkeithcurry](#)

[@BridgetHerrin](#) Kendi's definition of racist and antiracist policies has been a really helpful way for me to think about data analysis.

[@SDMesaPrez](#) Indeed-I find that I read...then re-read to truly absorb all of the knowledge in [@DrIbram](#) work

QT [@PCCprez](#) YES! [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

<https://twitter.com/SDMesaPrez/status/1296241592395653120?s=20>

QT [@PCCprez](#) I have so much to learn...and a rubric would really help further enlighten me...[@SDMesaPrez](#)

[@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

<https://twitter.com/PCCprez/status/1296241772696199169?s=20>

[@SDMesaPrez](#) Looks like [@DrShaunHarper](#) has some to do's for our alliance..we could build one together..[#EquityChat](#) [@lamkeithcurry](#) [@PCCprez](#)

QT [@PCCprez](#) I love assigning [@DrShaunHarper](#) tasks....[@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#)

[@CCCAASports](#) [#EquityChat](#)

[@SDMesaPrez](#) Q3. [@PCCprez](#) Tell us about being the Superintendent/President [@PCCLancer](#)?

QT [@PCCprez](#) It is an honor. I am lucky to lead an institution already laser-focused on student success in a way that my prior institutions never grasped. Passion.what can we do next to help? Eyes on the Student Success Prize! [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) #EquityChat

[@lamkeithcurry](#) Q4. [@PCCprez](#). How have [@PCCLancer](#) adjusted due to COVID-19? Post COVID-19, how can [@PCCLancer](#) improve to serve the most vulnerable student population? [@PCCLancer](#) [@SDMesaPrez](#) #EquityChat

QT [@PCCprez](#) PCC transitioned like everyone else...with little notice and little idea of what we were doing. I encouraged our college to be "Semper Gumby"...always flexible, and that we were not looking for perfection...[@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) #EquityChat  
<https://twitter.com/lamkeithcurry/status/1296243931554803712?s=20>

QT [@StephanieDroker](#) This [down pointing backhand index] is what leadership looks like. Being honest about not having all the answers, encouraging flexibility and innovation [@PCCprez](#)

QT [@jjhetts](#) #SemperGumby - Love it!

QT [@PCCprez](#) Now that we are facing Fall...and possibly all year online, we have pivoted to training to help our faculty and staff to serve our students and understand that this was not what our students necessarily signed up for. [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) #EquityChat  
<https://twitter.com/lamkeithcurry/status/1296243931554803712?s=20>

[@SDMesaPrez](#) Any insights as to what's the best assessment of our impacts on equity through DE? [@lamkeithcurry](#) #EquityChat

QT [@PCCprez](#) We have an Equity Dashboard where faculty can see how their students perform broken down by race, ethnicity, gender, etc. All faculty should look at that Dashboard to see who they are leaving behind every semester. [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) #EquityChat  
<https://twitter.com/SDMesaPrez/status/1296245279016906753?s=20>

[@ahandsintheair](#) Access to data make us all powerful equity practitioners and avengers. [@BridgetHerrin](#) and her team keeps [@sdmesacollege](#) equip and ready to do this work! #EquityChat  
[@VLundyWagner](#) Super cool. Exciting to hear this, and learn about what faculty did about the surprises and inequities.

QT [@PCCprez](#) This has heightened our awareness more than ever of the things we take for granted - technology, wi-fi, food, quiet spaces - and it will inform our practices going forward. [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) #EquityChat  
<https://twitter.com/PCCprez/status/1296244663360221184?s=20>

QT [@PCCprez](#) But PCC is an awesome place with a dedicated faculty and staff. I can already see the creativity coming through in their desire to help our students. [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) #EquityChat  
<https://twitter.com/PCCprez/status/1296244978524463104?s=20>

[@SDMesaPrez](#) Q5. [@PCCprez](#) Please tell us about your work with [@CCCAASports](#)? How has COVID-19, impacted [@CCCAASports](#) this year? #EquityChat

QT [@PCCprez](#) What a year to be Chair of CCCAA and have to preside over the gut-wrenching discussion and decision to postpone athletics to Spring 2021. Our athletes need us, the chance to play, to connect, and we had to say "wait." [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) #EquityCha  
<https://twitter.com/SDMesaPrez/status/1296245935467503617?s=20>

[@SDMesaPrez](#) Now it's up to all of us to keep our athletes connected, engaged and inspired

QT [@PCCprez](#) As much as I hoped we could keep players safe, it was clear that was impossible. We were ahead of the curve...just look at NCAA Division I decisions now.... [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

<https://twitter.com/SDMesaPrez/status/1296245935467503617?s=20>

[@SDMesaPrez](#) Indeed-predictable-butcyotally understand the grief athletes are feeling-it's central their being to be active, hone skills and compete. We have to bridge this semester...[#EquityChat](#) [@lamkeithcurry](#)

[@lamkeithcurry](#) Q6. [@PCCprez](#). Tell us about the LGBTQ+ work you are involved in nationally and with [@CalCommColleges?](#) [@PCCLancer](#) [@SDMesaPrez](#) [#EquityChat](#)

QT [@PCCprez](#) I am Co-Chair of the LGBTQ Presidents in Higher Ed. There are 100 out Presidents across the country who are part of this organization. Part affinity group; Part mentor/leadership development for aspiring Out leaders.

[@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

<https://twitter.com/lamkeithcurry/status/1296246936941391873?s=20>

QT [@PCCprez](#) LGBTQ Presidents come from all walks of life...some at community colleges, some at small religious schools, some at large universities...with a common perspective and experience as out leaders.

[@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

<https://twitter.com/PCCprez/status/1296247326181224448?s=20>

QT [@PCCprez](#) We have also started an LGBTQ Caucus through CCLC to bring together LGBTQ Presidents and Trustees....we are just getting started...with a lot of help from David Wain Coon at College of Marin.... [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

<https://twitter.com/PCCprez/status/1296247638979837952?s=20>

[@SDMesaPrez](#) Powerful efforts -so proud that we can reflect the truly inclusive nature of leaders...

QT [@PCCprez](#) True Equity is a puzzle....some of us contribute more pieces than others, but that doesn't matter. All that matters is that we put all the pieces in place and complete the picture. [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

[#EquityChat](#)

<https://twitter.com/SDMesaPrez/status/1296248376497930240?s=20>

[@ahandsintheair](#) [clapping hands sign] Ab [clapping hands sign] so [clapping hands sign] lute [clapping hands sign] ly! Equity is everybody's business.We all have a unique&meaningful role 2 play in doing what's right, in the exact moment that its right, wherever we are, w/ whatever we have.We all have agency.This work is incomplete until we all stepup w/ our piece. [#EquityChat](#)

[@drjanuejohnson](#) [clapping hands sign] [clapping hands sign]

QT [@MariselaCervan](#) Yes! It is not a linear process. There are many touch points, that's why so many of us are needed. I love this [@PCCprez!](#)

QT [@PCCprez](#) I feel a great responsibility to mentoring other out leaders hoping to be Presidents. We are also part of a group with an LGBTQ leadership book coming out this Fall.

[@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)

<https://twitter.com/PCCprez/status/1296247917242544128?s=20>

QT [@PCCprez](#) I am in a chapter with Equity Rock Star Regina Stanbeck-Stroud!  
[@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)  
<https://twitter.com/PCCprez/status/1296248163272028160?s=20>

[@SDMesaPrez](#) Q7. Last question already [@PCCprez](#) If you could make three policy changes in our educational system, what are those changes? [#EquityChat](#)

QT [@PCCprez](#) Kill the 50% law because it forces us to look elsewhere and to beg for the funds that support our students in so many ways. It's antiquated and makes a mockery of our student success focus. [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)  
<https://twitter.com/SDMesaPrez/status/1296248993907802112?s=20>

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

[@garcia8916](#) Boom!

QT [@PCCprez](#) Fund the SCFF as it designed to be funded: like a blank check, not a pie. We should be rewarded for true student success which requires sufficient funds. Our current model funds us like a pie. [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)  
<https://twitter.com/PCCprez/status/1296249433261105153?s=20>

[@HannahBanana\\_Pi](#) [GIF image of white brunette woman yelling with left arm straight to her side and right hand to her mouth, with text saying CAN I GET AN AMEN?]

QT [@PCCprez](#) Make Orientation required...not just incentivized. We know students "don't do optional." So, let's stop pretending that truly preparing students to be successful is a barrier. It's a key to success. [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)  
<https://twitter.com/PCCprez/status/1296249770747392000?s=20>

QT [@PCCprez](#) [@lamkeithcurry](#) [@SDMesaPrez](#) Thanks so much for inviting me to be part of your [#EquityChat](#) A PACCD Board meeting beckons me! You are both AWESOME! [@SDMesaPrez](#) [@lamkeithcurry](#) [@PCCLancer](#) [@CCCAASports](#) [#EquityChat](#)  
<https://twitter.com/SDMesaPrez/status/1296248993907802112?s=20>

[@SDMesaPrez](#) TY so much [@PCCprez](#)! We can see why [@PCCLancer](#) is an [@AspenInstitute](#) Prize winner. Please keep posting and using our [#EquityChat](#)-next week is [#FreestyleWednesday](#) ask your [#EquityAvengers](#) [@lamkeithcurry](#) [@SDMesaPrez](#) anything! See you next week same time, same [#EquityAvengersout](#) !