

August 26, 2020 #EquityChat

Freestyle – post questions and audience members answer

[@SDMesaPrez](#) It's Wednesday-and that means it's time for #EquityChat w/ @lamkeithcurry & @SDMesaPrez -it's #freestyleWed but we've invited every @CalCommColleges CEO to join us for a session on anti racism. To join, simply hit the bubble, tag us and use #EquityChat everyone who's welcome!

[@lamkeithcurry](#) @compton_college, and @lamkeithcurry #EquityChat

[@kindredmurillo](#) #EquityChat Kindred Murillo Southwestern College @iamkeithcurry @SDMesaPrez @CalCommColleges

[@SDMesaPrez](#) Welcome @kindredmurillo !

[@DocOcho](#) @HancockCollege is up for a #equitychat

[@SDMesaPrez](#) Welcome @DocOcho !

[@drkristinclairk](#) #EquityChat @iamkeithcurry @SDMesaPrez @CalCommColleges Kristin Clark, West Hills College Lemoore

[@SDMesaPrez](#) Welcome @drkristinclairk ! #EquityChat

[@ButtePresident](#) Happy to join you! #buttecollege #equitychat

[@SDMesaPrez](#) Welcome @ButtePresident #EquityChat

[@SCCCD](#) Jerome Countee, Vice Chancellor @SCCCD State Center Community College district representing Chancellor Paul Parnell

[@SDMesaPrez](#) Welcome!

[@SCCCD](#) New to Twitter . . . How do I participate in this discussion?

[@SDMesaPrez](#) Just hit the thought bubble and respond to our questions! Use #EquityChat

[@SimBarhoum](#) How do we talk to our law enforcement friends who refuse to think anything is wrong with how they currently operate? #EquityChat

[@SDMesaPrez](#) Great question @SimBarhoum as you may know @SDCCD has formed a task force on policing-

[@BCCPrezGarcia](#) #equitychat @berkeleycc Privileged and honored to be with amazing colleagues @lamkeithcurry

@SDMesaPrez @SerEducada

[@SCCCD](#) 1) Jerome Countee, Vice Chancellor at State Center Community College District (SCCCD) will be the designee representing the District in statewide discussions

[@lamkeithcurry](#) Q2. How has your college or district engaged in anti-racism work? @SDMesaPrez @lamkeithcurry @CalCommColleges #EquityChat

[@BCCPrezGarcia](#) Berkeley City College opened the fall semester with Equity & Racial Justice focus; President's Task Force; Leadership Standards of Excellence; hiring practices; culturally responsive education and teaching. @SDMesaPrez @lamkeithcurry @CalCommColleges

[@SDMesaPrez](#) How are you inviting people into these opportunities @BCCPrezGarcia #EquityChat

[@BCCPrezGarcia](#) Opening Day was the call to action- it takes all of to disrupt the white supremacist strictures that have built our institutions. Cafécito with the President- open forum with campus; shared governance invitations

[@SDMesaPrez](#) Cafécito- lovely

[@BCCPrezGarcia](#) Collaborative work with classified professionals to build PD experiences focused on equity and student success.

[@ButtePresident](#) New this semester are weekly Race Talks - small groups discussing often taboo questions #equitychat

[@SDMesaPrez](#) Excellent-who's in the room? Who facilitates? #EquityChat

[@ButtePresident](#) One of our BIPOC managers created this opportunity- open to anyone on campus. Up to 12 participants at a time

[@SDMesaPrez](#) Would love to hear feedback as you proceed

[@ButtePresident](#) Also we are creating a new management position: Inclusion Diversity Equity Anti-Racism Officer.

[@iamtinahk](#) implicit bias training, and trainings on how to facilitate difficult conversations about racism with employees

[@lamkeithcurry](#) @compton_college has provided implicit bias training, learned about the ghost in our machine, @DrShaunHarper provided a training with managers/supervisors on how to facilitate difficult conversations about racism with employees. My team @t1nat1na and Pilar Huffman r the leads.

[@lamkeithcurry](#) We are also working on our response to the call to action, and will be presenting that to the board in October. Furthermore, we submitted a proposal to IEPI for 75k to support our professional development in this area. We developed a diversity, equity, and inclusion webpage.

[@BCCPrezGarcia](#) Yes! This IS the work.

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

[@DrRickyShabazz](#) [@sdcitycollege](#) and our sister colleges examine all job announcements, hiring committees and interview questions to ensure that these approaches are intentional about being culturally inclusive and as absent of bias as possible. [man gesturing not ok] [raised fist]

[@drkristinclairk](#) We are launching a Social Justice & Equity Task Force, participating in professional development, hosting town halls, reviewing policy and practices, and participating in on-going, college-wide conversation! #EquityChat

[@kindredmurillo](#) Hiring practices, culturally responsive teaching, advancing equity teaching academy...#equitchat

[@SDMesaPrez](#) [@lamkeithcurry](#) [@CalCommColleges](#)

[@SCCCD](#) 2) SCCC is engaged in anti-racism work as evidenced by explicit resolutions supporting equity from our Board, various campus-based sharing/listening sessions about racism, bias, and discrimination, equity, and EEO committee work, and establishment of a new Task Force on Race & E

[@MoorparkCollege](#) We've brought speakers and experts working with the college, Social and racial justice workgroups formed to address 4 themes hiring, curriculum, student services and civic engagement and activism

[@SDMesaPrez](#) Q3. #EquityChat How do you engage and prioritize the student voice in anti-racism work? [@lamkeithcurry](#)

[@SDMesaPrez](#) [@kindredmurillo](#) [@drkristinclairk](#) [@BCCPrezGarcia](#) [@DrRickyShabazz](#) [@ButtePresident](#)

[@lamkeithcurry](#) First we have to bring students to the table. Through student office hours, open door for students, and campus forums. Through your governance process we have to engage students at every level. They need to know they are wanted and valued on these committees.

[@BCCPrezGarcia](#) Yes- I am preparing to meet with students in governance committees to support and center their voice in their representation. Make them the most important people in those spaces.

[@SDMesaPrez](#) I saw a tweet today or FB post that said clearly, involve us authentically, avoid asking us to represent for everyone-it's a powerful message #EquityChat

[@BCCPrezGarcia](#) I appreciate this reminder.

[@drkristinclairk](#) So true. Love that!

[@drkristinclairk](#) We're using focus groups and building on our @AchieveTheDream initiatives, inviting students to town halls with the CEO, conducting surveys, actively seeking input during participatory governance meetings and developing student mentoring programs #EquityChat

QT [@drkastout](#) Appreciate this shout out for @AchieveTheDream from @drkristinclark during last night's #EquityChat hosted by @SDMesaPrez @lamkeithcurry #EquityAvengers talking about using data to build awareness of equity gaps.

<https://twitter.com/drkristinclark/status/1298778509419061252?s=20>

[@lamkeithcurry](#) @compton_college will build on our @AchieveTheDream coaches and staff as well. So excited about being in ATD. Shout out to @kresgedu for your support. #equity

QT [@kresgedu](#) Delighted to be your partner! #studentsuccess

<https://twitter.com/lamkeithcurry/status/1298781929177636865?s=20>

[@SDMesaPrez](#) Love the shoutout to @AchieveTheDream @drkastout

[@kindredmurillo](#) Our associated Student Organization leads the way. They showed our college that healing can happen. We listen and engage...

[@SDMesaPrez](#) I've seen some of those sessions on Facebook @kindredmurillo bravo to you @DrKingTina @RonnieHands and other leaders for authentically centering @swc_news students in the work

[@kindredmurillo](#) Racial climate assessment...

[@SDMesaPrez](#) Can you say more about how you'll do this @kindredmurillo? #EquityChat @lamkeithcurry

[@BCCPrezGarcia](#) President's Task Force will center students in the institutional work; Cafécito with the President will offer student space to listen; developing a co-developed PD session with students for college staff, faculty, administrators.

[@DrRayRamirez](#) Love this! I am also curious how colleges include the voice of minoritized students who are not involved with student clubs/organizations or hold a formal leadership position. How do we engage the masses of students voices in promoting anti-racism?

[@BCCPrezGarcia](#) Great question- ask. Move into the spaces, now virtually they occupy. Offer evening and weekend zoom student forums. Something we're exploring at Berkeley City College.

[@FoothillPrez](#) This is important, as student governments are often times not as racially diverse as they would want. I meet regularly with the leaders of Umoja, BSU, and Puente. We also hire "Student Equity Ambassadors." Also, connecting w/ employees from affinity groups is important.

[@drkristinclark](#) Find faculty members, staff, coaches--someone they trust and have that person encourage them to participate.

[@SCCCD](#) Our student voice is actively encouraged as evidenced by our recently updated Strategic Plan. Our former Student Trustee is now serving as the new State Student Government President for the CCCCCO.

[@DocOcho](#) Give students responsibility and teach them how to make change. Our LGBTQ students enacted gender-neutral restrooms through the shared governance process. They learned how to advocate and propose solutions. All we had to do was implement.

[@lamkeithcurry](#) Q4. Anti-racism work is critical to student success, what Professional Development strategies do you recommend for faculty and staff? @FoothillPrez @president_wes @DrRickyShabazz @MiraCostaPrez @TCCpres @SerEducada @daisygonzales @eezbeez @PCCprez @SDMesaPrez #EquityChat

[@lamkeithcurry](#) @compton_college will build on our work with @ebensimon and @DrShaunHarper, and provide professional development for all stakeholders. We will be working with IEPI, to support the PD.

[@DoctoraSiria](#) We are ready to provide the support you need to continue to lead the way!

[@AbdimalikBuul](#) External experts are a good start to drive institutional change internal experts are needed! We took over our PD remote academy & called it the Social justice remote academy & decolonized our curriculum, pedagogy & infused antiracism efforts holding our colleagues accountable

QT [@ebensimon](#) You got it. Change comes from the ground that is why CUE's tools were designed to put practitioners in the role of researchers of their own and their institutions practices.

<https://twitter.com/AbdimalikBuul/status/1298788661354323968?s=20>

[@chrisnellum](#) Amen.

[@Jodyji](#) All incoming faculty in our new faculty teaching academy will be reading From Equity Talk to Equity Walk. How better to change an institution than this? Maybe we will rename it the New Faculty Equity Academy [red heart]. Now if we can only put the other fire out and get this one lit.

QT [@karamoloney](#) @UCDavis_CEE @ucdhFD @UCD_Diversity

<https://twitter.com/Jodyji/status/1299010836233457665?s=20>

QT [@ebensimon](#) I hope the book inspires new equity-minded practices

<https://twitter.com/Jodyji/status/1299010836233457665?s=20>

[@Jodyji](#) i Have complete confidence that it will. It is a wonderful book. We have been reading it all summer here.

[@AndreaVenezia1](#) We're reading it now for our @EdInsightsCtr book group and will be discussing it starting next week.

[@SDMesaPrez](#) We've engaged on many levels, leadership-defined broadly as admin and across campus senate leaders (including students) reading teams, panels, community forums. Using data...@sdmesacollege @ahandsintheair @LegaspiVp @VPI_Isabel @BridgetHerrin

[@ahandsintheair](#) Call to Action w/ identified goals for all Student Services departments, "Heal, Feel & Be Real" Series, BLM Resource Page, USC Alliance partnership, equity intentionality w/master planning & accreditation, "Propelled by Protests" student-led series and much more #EquityChat

[@FoothillPrez](#) We have a "Dean of Institutional Equity, Diversity, and Inclusion" (w/ an Equity Office team) who reports to the college president and is a member of President's Cabinet.

[@FoothillPrez](#) In addition to speakers throughout the years, we have also engaged for the past five years on "Courageous Conversations" trainings that provide the college with a framework on how to talk about race - a topic that is often uncomfortable for people.

[@SDMesaPrez](#) Awesome @FoothillPrez, have you had the opportunity to assess the impact of those coverings? What have you learned? #EquityChat @lamkeithcurry

[@SDMesaPrez](#) Coverings

[@daisygonzales](#) #obligationgap by @JeremyKWallace @jmendoza450 and others invite them to your campus

[@FoothillPrez](#) People (college-wide) frequently use the framework / protocol in talking about equity. Just a couple of hours ago (in a meeting of 6 people), 3 used the protocol. It also enabled us to come to this working definition of equity.

in dismantling racism as expressed in our working definition of equity.

"Believing a well-educated population is essential to sustaining a democratic and just society, we commit to the work of equity, which is to dismantle oppressive systems (structural, cultural, and individual) and create a college community where success is not predictable by race."

[@FoothillPrez](#) Our college engaged for about a year and a half now the development of an "Equity Plan 2.0" (a call to action plan) to go beyond the state required equity plan.

[@ButtePresident](#) Would love to hear more about this @FoothillPrez

QT [@PCCprez](#) Great suggestion! @FoothillPrez @SDMesaPrez @PCClancer @lamkeithcurry
<https://twitter.com/FoothillPrez/status/1298785234586963968?s=20>

[@DrGoldsmith777](#) We are expanding CORA @CoraLearning to all new faculty as well as existing faculty and staff. Addressing microaggressions, addressing Anti-blackness and lifting Black Voices! Now over 300 have completed. Much more to do! Knowledge is power! #equity

[@SDMesaPrez](#) Excellent idea @DrGoldsmith777

[@BCCPrezGarcia](#) PD that offers ongoing opportunities for engagement; Semester long Equity Training Series that includes culminating project of change in pedagogy/practice; differentiate technical PD vs Transformative PD

[@MiraCostaPrez](#) Sorry to be late to the session- proud of our new @MiraCosta college commitment to racial justice as part of our start plan & reading/discussing 2 books together in fall about race & anti-racism. Learning & growing together w a common purpose. #EquityChat

[@drkristinclark](#) Hoping to join the @AchieveTheDream Equity Institute, some great readings that prompt reflection and dialogue, asking help from consultants...looking for more!

[@SCCCD](#) SCCC has conducted a series of professional development, with plans to continue supporting opportunities for all levels of our staff to understand their own biases, and recognize inequities throughout our District

[@kindredmurillo](#) #equitychat @lamkeithcurry @SDMesaPrez @CalCommColleges multi pronged training, implicit bias, again culturally responsive teaching, use CUE, training hiring committees has results

[@DrGoldsmith777](#) Four years ago we started working with @ebensimon @Center4UrbanEd to learn the critical inquiry skills needed to recognize practices that were deemed "equity neutral" were actually causing achievement gaps. Now that work has expanded.

QT [@ebensimon](#) We loved partnering with you!

<https://twitter.com/DrGoldsmith777/status/1298991669098893312?s=20>

[@DrGoldsmith777](#) Expansion continues with @USCRaceEquity @DrLukeWood and others to focus on deconstructing syllabi, examining HR processes, redesign @fresnocity governance to improve collaboration, and created task forces with community and staff to examine practices and policies.

QT [@daisygonzales](#) @lamkeithcurry @SDMesaPrez #equitychat a statewide book club challenge to learn as a community & targeted pd by group to relate it back to their work. @CalCommColleges Vision Resource Center has tools and virtual communities. @EdTrustWest data walkthroughs are [microphone] drop

<https://twitter.com/lamkeithcurry/status/1298780800914079745?s=20>

[@SDMesaPrez](#) Love that idea-and love the @CalCommColleges VFS Resource Center. Are we reading a book now @daisygonzales? #EquityChat

[@ButtePresident](#) #buttecollege is reading @Drlbram How to Be an Anti-Racist as our Book in Common. Our Board of Trustees reading it too. #EquityChat

QT [@ChadWilliamson](#) In partnership with @selmekki @CenterBlackEd... <http://frontlinesofjustice.com>
<https://twitter.com/lamkeithcurry/status/1298780800914079745?s=20>

[@SDMesaPrez](#) Q5. #EquityChat As you lead your college or district, what type of external support do you need in anti-racism work? @lamkeithcurry @BCCPrezGarcia @kindredmurillo @ButtePresident @drkristinclark @DocOcho @FoothillPrez @DrRickyShabazz @PCCprez @MiraCostaPrez

[@lamkeithcurry](#) @compton_college we need long term funding to continue the work. This is apart of the transformation. Foundations and @CalCommColleges need to invest funding in our colleges for this work. #EquityChat

[@StephanieDroker](#) Its not a state-wide initiative until there is state funding for it [@lamkeithcurry](#) [@SDMesaPrez](#) #equitychat

[@FoothillPrez](#) Funding for professional development is important.

[@FoothillPrez](#) We need to lift the voices of colleagues who have been in the space at a grassroots level, including providing funding to support their work. [@A2MEND2006](#) and #BlackLivesMatter

[@SDMesaPrez](#) Yes! #APAHE #COLEGAS

[@FoothillPrez](#) Also support more research and scholarship in the work. There is not a lot of racial equity research work specific to community colleges - let alone online racial equity.

[@BCCPrezGarcia](#) Space with colleagues to challenge and push myself, my lens, my response to lead with an equity grounded core. [@lamkeithcurry](#) [@SDMesaPrez](#) [@CalCommColleges](#) - this space and that with [@A2MEND2006](#) and COLEGAS and APAHE has been critical

[@BCCPrezGarcia](#) Yes And the funds! the expertise we need cannot cause further cultural taxation on colleagues. Many say yes because we are driven by purpose, social justice, and ending institutionalized racism and sexism and homophobia..the list goes on.

[@kindredmurillo](#) Absolutely right...

[@drkristinclark](#) Consultants, critical friends, and peer mentors #EquityChat

[@ButtePresident](#) #equitychat Ditto to the above. Also USC CCC Equity Alliance

[@kindredmurillo](#) Anti racism training, support from other CEOs, practical applications of experience...#equitychat [@lamkeithcurry](#) [@SDMesaPrez](#) [@CalCommColleges](#)

[@SCCCD](#) SCCCDD intends to partner with experts like Dr. Bryant Marks and others within and outside of California. Additionally, we are committed to strengthening partnerships with community-based organizations in our region. Example is the Fresno United Way 21-Day Anti-Racism Challenge

[@MoorparkCollege](#) consultants, PRTs, partnerships with community agencies, state funding#equitychat

[@DrRayRamirez](#) I very much appreciate this Q. There are many institutions that have experts and we also have to find ways to leverage and empower these experts to further advance racial equity & anti-racism.

[@DocOcho](#) We need for Sacramento to understand the unique challenges that rural colleges face.

[@lamkeithcurry](#) Q6. We must allocate resources towards anti-racism initiatives if we are going to move past passive diversity statements and move towards action. How do we engage ACCJC and our colleges to move anti-racism activities into the budget processes? #EquityChat [@SDMesaPrez](#)

[@lamkeithcurry](#) [@StephanieDroker](#) [@sonyachristian](#) [@daisygonzales](#) thoughts? #EquityChat [@SDMesaPrez](#) [@lamkeithcurry](#)

[@BCCPrezGarcia](#) This is a HUGE lift. It requires that we disrupt some of the legislation, statewide policies, district policies and procedures regarding allocation of resources. Embed in integrated planning.

[@SDMesaPrez](#) Love this-

[@drkristinclark](#) Yes #EquityChat

[@iamkeithcurry](#) Yes, we need to engage our colleges and ACCJC.

QT [@accjc_wasc](#) We stand ready!

<https://twitter.com/lamkeithcurry/status/1298785902316019718?s=20>

[@PortervillePrez](#) Race and social justice should be included in Institutional Learning Outcomes #EquityChat

[@SCCCD](#) Yes, anti-racism should be an accreditation standard

[@kindredmurillo](#) We recommend actions that are important to our work. We lead the way by budgeting equity as a priority. We now have a Department focused inequity and engagement.

[@kindredmurillo](#) Focused on equity and engagement not inequity...

[@SDMesaPrez](#) Q7. #EquityChat If you could make three policy changes in our educational system to propel anti-racism work, what would be those changes? [@lamkeithcurry](#) [@FoothillPrez](#) [@drkristinclark](#) [@kindredmurillo](#) [@daisygonzales](#) [@ButtePresident](#) [@SCCCD](#) [@BCCPrezGarcia](#)

[@lamkeithcurry](#) hiring procedures, penalty for not implementing equity and EEO plans; and incentives for colleges that implement. Also, professional development for CEO's and it required.

[@daisygonzales](#) Yes! Love these ideas.

[@MoorparkCollege](#) Yes to professional development for CEOs

[@daisygonzales](#) So many good ones here! Many are in this report which summarizes the active work on the statewide DEI implementation workgroup. Amazing statewide leaders are working to make this a reality https://cccco.edu/-/media/CCCCO-Website/Reports/CCCCO_DEI_Report.pdf... #Prop16

[@daisygonzales](#) 1st yr: 1) integrate \$ for FON, EEO & new \$ for PD & hiring (otherwise this continues to be siloed work). 2) standardized equivalency processes for faculty hiring to address the blocked pipeline. 3) an equity framework & standard in accreditation to hold us accountable. #equitychat

[@Stephanie Droker](#) 1. Expand pell. 2. Allow incarcerated students, who graduate with certs or degrees to have full opportunities for employment 3. Strong equity standards to demonstrate academic quality for all student populations

[@BCCPrezGarcia](#) Equity framework in accreditation- not "othered" 2) Fund the colleges 3) Hiring practices from recruitment to board appointment that focused commitment to equity drives who we hire. Students deserve to have excellence @CalCommColleges & pathway to liberation

QT [@StephanieDroker](#) Yes! This [down pointing backhand index]

<https://twitter.com/BCCPrezGarcia/status/1298789170136023041?s=20>

[@DrRayRamirez](#) Low income can't be a proxy for race = Omit all statements of low-income & socio economic status from all policies (legislation, ed code, ARs, BPs, mission/vision statements, etc.) & replace with race/ethnicity = Make race & racism visible so it can be discussable & solvable.

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

[@HannahBanana Pi](#) [clapping hands sign] [clapping hands sign] [clapping hands sign] Let's add SCFF to the list!

[@SCCCD](#) Eliminate Prop 209, increase CC funding, and take decisive action against ineffective faculty in support of student success

[@kindredmurillo](#) @CalCommColleges #EquityChat 1. Hiring 2. Budget 3. Governance

[@DocOcho](#) Allocate AB 19 (Cal Promise) money based on the share of students attending who live in the district. Allow CC baccalaureate for colleges that serve higher education deserts (more than 75 miles from closest CSU campus).

[@SDMesaPrez](#) .#EquityChat was on [fire] tonight -we thank our @CalCommColleges CEOs & allies for jumping in. We're gathering responses to inform #DEI anti racism work as CEOs Pls keep posting!!Join us next wk when @UCBerkeley @rubenecanado #RealCollege joins us! #Equityavengersout! @lamkeithcurry