

September 9, 2020 #EquityChat
Dr. Daisy Gonzales (@daisygonzales),
Deputy Chancellor of California Community Colleges (@CalCommColleges)

[@SDMesaPrez](#) Good evening and welcome to #EquityChat w/ your hosts @lamkeithcurry & @SDMesaPrez! Each wk we host equity practitioners who are doing the work! This week our guest is @CalCommColleges Deputy Chancellor @daisygonzales. Welcome Daisy!!!!

[@daisygonzales](#) Thank you for having me. I'm excited to share what the @CalCommColleges team has been working on & how we are putting student equity at the center of our decision-making. #EquityChat

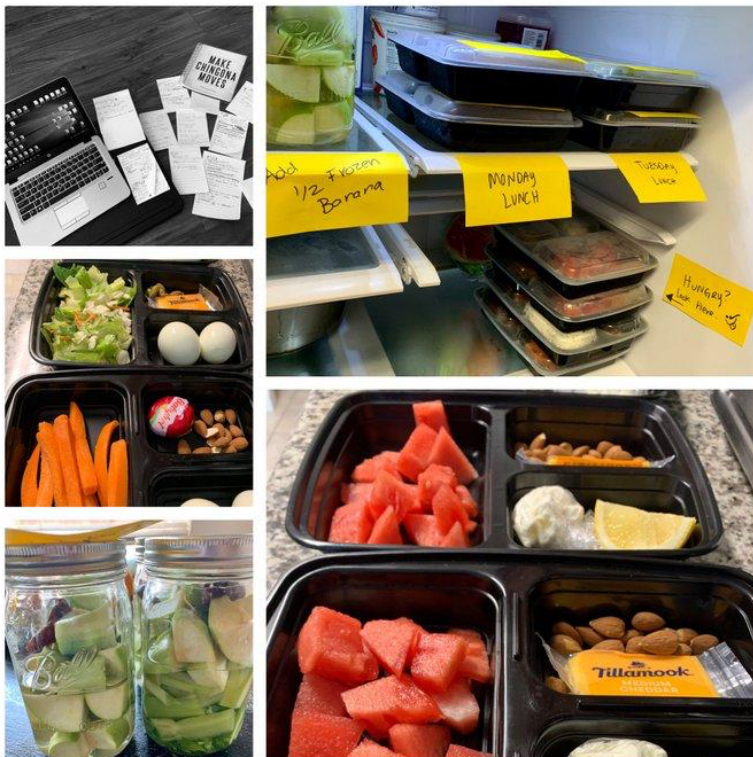
[@SDMesaPrez](#) And we are so happy to host you!

[@ahandsintheair](#) Hi Daisy!

[@daisygonzales](#) Hi! Hope you're staying safe.

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

[@daisygonzales](#) Q1: I got grounded, but I got clean sheets for my foster brothers & sisters. Proud @SantaBarbaraWPC member. I donate to @UnitedFriends @AgingUp & during covid-19 #mealprep #yoga #meditation is life #EquityChat (2/2)



[@SDMesaPrez](#) Inspiring on so many levels [@daisygonzales](#) - ty for sharing with us-you could start your own meal prep company !

[@ahandsintheair](#) 🙌 that you have been disrupting systems for years. I love when people are able to identify glimpses of their purpose throughout their early years.

[@daisygonzales](#) Yes! The memory came to me as I was being interviewed by a student group. It was the moment I learned that silence is a form of complicity. #EquityChat

[@SDMesaPrez](#) I think we should redo schoolhouse rock..." disruption junction...what's your function! "

[@ahandsintheair](#) OMG. That's good! You might be on to something, Pam. I've already got a few bars cooking up in my head!

[@SDMesaPrez](#) Perhaps a tiktok

[@ahandsintheair](#) OK...keep going.....

[@SDMesaPrez](#) I'm thinking some sort of train track and a switching station...of course dance moves...

[@BridgetHerrin](#) Prime noodling happening here!

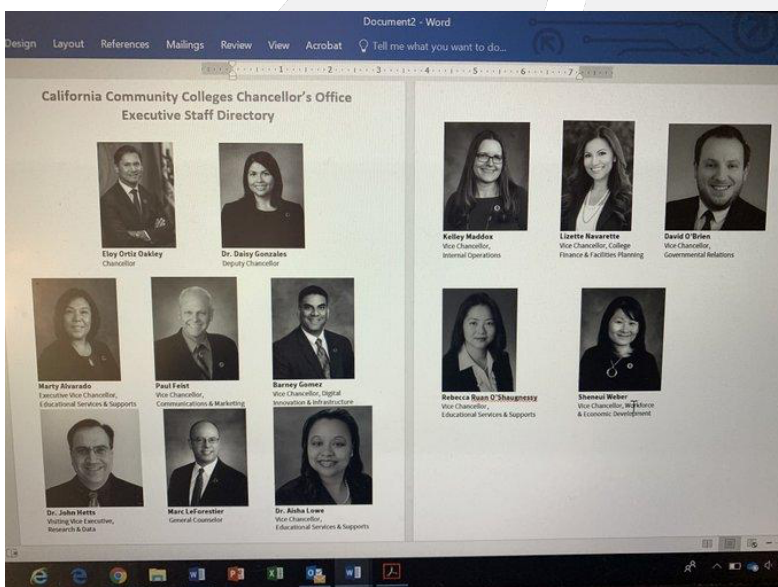
[@ahandsintheair](#) @SDMesaPrez, you know that we can keep this going all day. Before you know it, we'll be masked up 😊, at a crossroad by some train tracks , music on blast, mics in hand making magic. If you are ready for that....#KeepGoing. (This is how all of our great ideas start! 😊)

[@UnitedFriends](#) Thank you for your support!

[@daisygonzales](#) Q1: I am a proud @MillsCollege grad with help from @LAValleyCollege. Raised in the @countydcs since the age of two. The first time I knew I was an advocate was when my group home wouldn't change our bed sheets. #EquityChat (1/2)

[@lamkeithcurry](#) Q2. [@daisygonzales](#). Tell us about your role as Deputy Chancellor with @CalCommColleges? Why is the work from the @CalCommColleges so crucial to the 116 colleges? [@SDMesaPrez](#) [@lamkeithcurry](#) [@CalCommColleges](#) #EquityChat

[@daisygonzales](#) @calcommcolleges team sets the expectations for system #equity & provides our 116 colleges w/ guidance, support & advocacy. We are in this together & we care bc @calcommcolleges made us who we are! CA Comm College #alums #blessed to serve alongside @EloyOakley & this team! (3/3)



[@daisygonzales](#) Q2: as Deputy Chancellor I manage the @CalCommColleges office & Executive team of 12 Vice Chancellors inc. @Davidinsacto @LizNavarette @jjhetts @DrAishaLowe @MALeForestier @mjalvaradoWFD & I am directly responsible for the Vision for Success progress reporting. #EquityChat (1/3)

[@daisygonzales](#) Q2: A typical day includes chairing Consultation Council, reviewing regulations, developing strategy #Iliketowin , leading our DEI work, management of \$ & building coalitions. (2/3)

[@ahandsintheair](#) What has been one of your biggest adjustments or #wins doing all of this meaningful work remotely? #EquityChat

[@daisygonzales](#) Be unapologetic about #equity. I learned that from @EloyOakley Sometimes you have to let people go through their process and other times you just get it done bc it's the right thing to do.

[@ahandsintheair](#) Definitely #winning with that comment. That has become real for me, too!

[@FoothillPrez](#) The hashtag!

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

[@daisygonzales](#) In my work, equity-minded is a part of our hiring practices, our approach to grants, state funding professional development, the bills we support/oppose & how I show up to meetings. #codeswitching is real, but sometimes just be you! We lead by example. #equitychat (3/3)

[@daisygonzales](#) #equityminded is the framework for understanding the causes of equity gaps in outcomes & the action needed to close them. It requires us 2 be race conscious,institutionally focused,evidence based,systemically aware& action oriented. #equitychat (2/3)

[@ahandsintheair](#) I love those requirements. I was listening to Dr. Tia Brown McNair & she shared "student ready" as a principle. I use that phrase often but it landed in a special way today. I vote for adding student ready to our list of equity requirements -yep, I co-opted your list 😊 #EquityChat

[@VLundyWagner](#) #equityminded can also mean some of the inequities we see or uncover can't be addressed simply by "caring" or "trying hard" or "providing data." The structures want to stay the same. Pushing from framework to practice is what I so appreciate about you and @CalCommColleges. 🙌

[@JeremyKWallace](#) Yes @daisygonzales! But let's drop that sanitized "equity gap" language and call it what it is - inequity, marginalization, oppression, institutionalized racism and discrimination, white supremacy. "Equity gaps" erases the agents of our students' oppression #obligationgap

[@daisygonzales](#) Q3: #equity is about providing resources to individuals in order to provide them access to the same opportunities as others. It accounts for systematic inequalities in the distribution of resources. That's right, budgets are statements of values! #EquityChat (1/3)

[@ahandsintheair](#) Agreed. You can tell a lot about people and institutions by where and how they spend their money. This value becomes even clearer during tight budget times such as this. #EquityChat

[@lamkeithcurry](#) Q4. @daisygonzales. What aspect of your job keeps you up at night? And why? @SDMesaPrez @lamkeithcurry @CalCommColleges #EquityChat

[@daisygonzales](#) Q4: OMG so many! The important ones Student hunger & homelessness (bc that was me!), ppl who use adult problems as excuses for not acting on #equity & students who want to give up. My fav part of the job is mentoring students. ❤️ @SMAC_CCSF @_missblen #EquityChat (1/2)

[@SDMesaPrez](#) Yes! Students are at the ❤️ of everything-one of our amazing @sdmesacollege students @nay_lynn_ who's excelled in several @NASA internships is headed to @smithcollege ..makes my day everyone!
[@daisygonzales](#) ❤️ @smithcollege some of my fav ppl went to Smith. My best friend and @ESArrillaga #womenscolleges

[@daisygonzales](#) I also stay up when I'm excited. In the last 2.9 yrs, the presentation of the DEI Integration Plan kept me up.I knew it was going to be the tipping point for our system #EquityChat There's no going back! (2/2) [https://cccco.edu/-/media/CCCO-](https://cccco.edu/-/media/CCCO-Website/Reports/CCCO_DEI_Report.pdf?la=en&hash=69E11E4DAB1DEBA3181E053BEE89E7BC3A709BEE...)

[Website/Reports/CCCO_DEI_Report.pdf?la=en&hash=69E11E4DAB1DEBA3181E053BEE89E7BC3A709BEE...](#)

[@SDMesaPrez](#) And no where to go but forward with our DEI work. Our great @Rowena_SJCCPrez, @ivcollege Dr Martha Garcia & #EdBush @CosumnesRiverCollege are presenting to CEO Webinar next week on DEI
[@daisygonzales](#) Yes! They are 🔥! @ivcollege includes students in their hiring process and that is a best practice to advance faculty and staff diversity. #EquityChat

[@SDMesaPrez](#) Q5. @daisygonzales How has the @CalCommColleges adjusted due to COVID-19? Post COVID-19, how could the @CalCommColleges operate differently to serve the most vulnerable students? #EquityChat @lamkeithcurry
[@daisygonzales](#) I lied one last thing #COVID19 has also made us more #data & evidence based hungry. Thank you 🙏
@VLundyWagner @jjhetts Let's nurture this culture of inquiry and use it to dismantle & eliminate equity gaps even after this crisis. #EquityChat

[@SDMesaPrez](#) Ooh tagging our data wonks #nextlevel @jjhetts @VLundyWagner #thisFriday
[@VLundyWagner](#) #edequity #data in #highered tell us what we know and don't know so that we can acknowledge & strategize with the goal of helping anyone who wants to learn within the @CalCommColleges.
👉 Complementing partners on the ground in #comm_colleges - staff, faculty and administrators.

[@daisygonzales](#) Similarly, #guidedpathways helped our 116 colleges be flexible & better respond to #COVID19 They lead the nation in transitioning to online education,providing food @compton_college leads the pack, embracing competency based Edu & tackling anti-racism pedagogy & curriculum. (2/3)

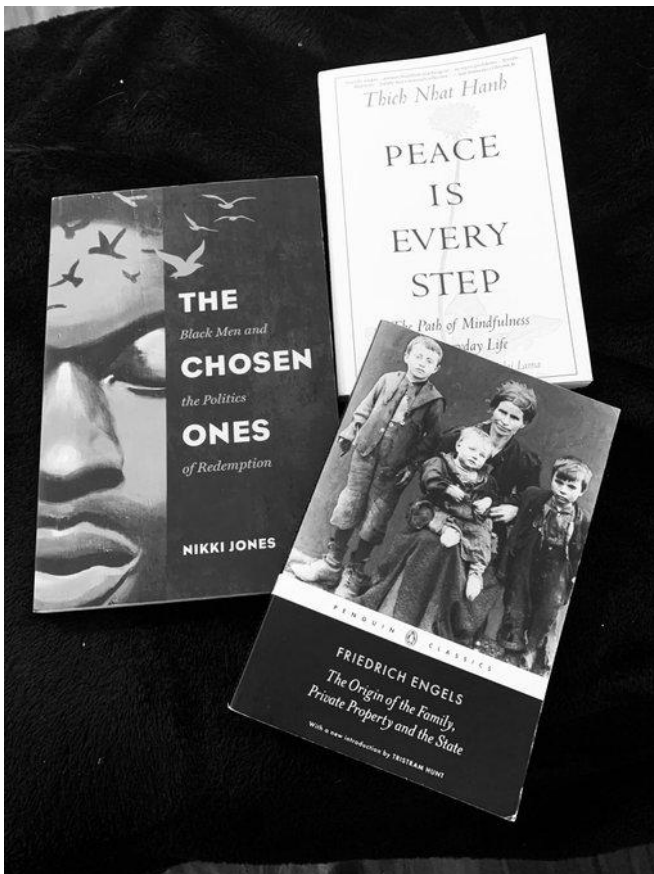
[@ahandsintheair](#) Our nimbleness has been EVERYTHING. It's increasingly hard to hear "We can't do that" w/out chuckling & thinking "I bet we can find a way...give me one week (the time it took for us to go remote) and I bet we can come up with something. #IfTheresAWillTheresAWay #EquityChat

[@daisygonzales](#) Q5: COVID19 brought to light & worsened the inequality we already knew existed. Our system office ability to be nimble is a result of #guidedpathways we now telework, 7% of our staff has been re-assigned for state contact tracing, but we work in cross-divisional teams! (1/3)

[@daisygonzales](#) Crisis is the spark for innovation! This has tested our system & we are stronger as a family.We can't forget about the whole student & yes we need state support 4 basic needs, technology, software to help ensure continuity of instruction & financial aid reform #equitychat (3/3)

[@lamkeithcurry](#) Q6. @daisygonzales. What are you reading? And what book(s) would you recommend we consider reading? @SDMesaPrez @lamkeithcurry #EquityAvengers #EquityChat @CalCommColleges

[@daisygonzales](#) Q6: my fav question during #EquityAvengers My current collection is a mix of #Sociology #mentalhealth & #feministscholars I recommend @socprofjones book, my former faculty @ucsantabarbara & the book selected for the Book Club w/@jjhetts @LizNavarette @Davidinsacto #EquityChat



[@SDMesaPrez](#) Wonderful! And my stack gets taller! #EquityChat

[@daisygonzales](#) Mental health is important. And o is understanding old theorist to unpack how we dismantle and rebuild with #equity at the center of every institution. #EquityChat

[@SDMesaPrez](#) Mental health imho will be one of the leading challenges as we move from response to recovery of #COVID19 - we will need a heavy lift to meet our students' needs

[@socprofjones](#) Thanks for the recommendation!

[@SDMesaPrez](#) Q7. [@daisygonzales](#) Why is faculty and staff diversity so crucial for the @CalCommColleges? And as educational leaders, what could we do to address this issue? #EquityChat [@lamkeithcurry](#)

[@daisygonzales](#) Q7: this is my jam! In 2016, while 73% of CCC students were students of color, 72% of Academic Senates Leaders were White, 61% of tenured faculty White, 60% of non-tenured faculty White, 63% of classified staff White & 59% of College Senior Leaders White. #EquityChat (1/4)

[@SDMesaPrez](#) Not anymore!

[@horowitz_ken](#) At Foothill College in 2019, 67% of non tenured faculty were white, non Hispanic Suggestion: start here in the hiring practices of the Division Deans in the employment of adjunct faculty. That pool of 1320 monies should better reflect diversity

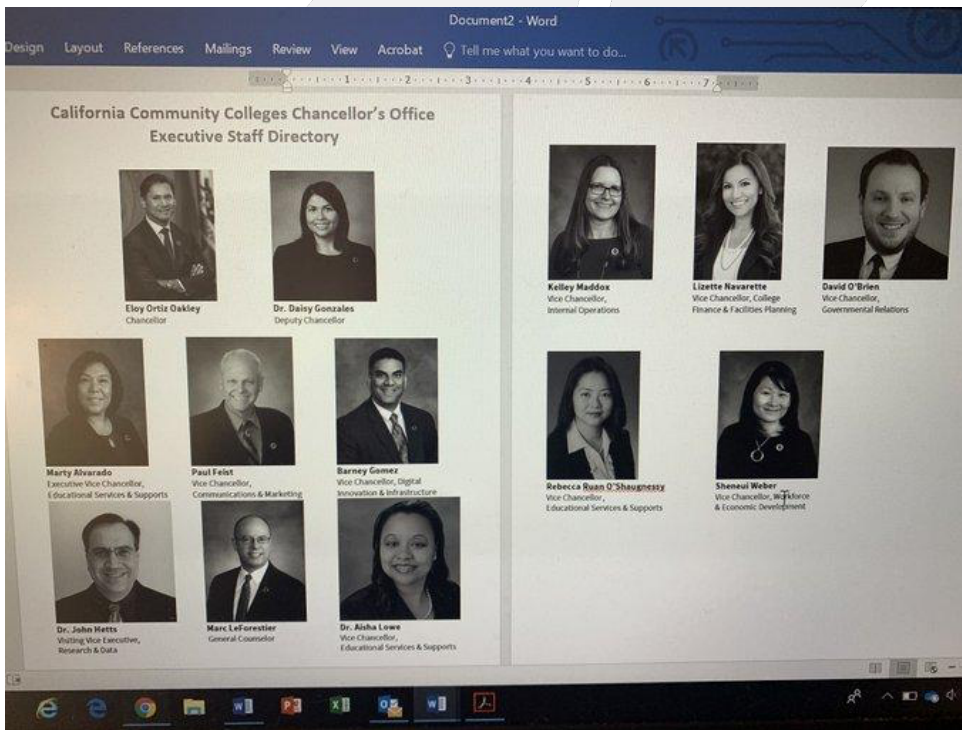
[@daisygonzales](#) And lastly, we have to continue to be bold and address campus culture. We do this together & with every hire we make. #EquityChat

Nurturing an Anti-racist Campus Culture

1. Listen to and prioritize the student voice in decision making.
2. Foster a campus culture of inquiry.
3. Integrate equity and anti-racism into your campus vision, mission and district local goals.
4. Intentionally require individual responsibility from every stakeholder in a campus (professional development, hiring and evaluations)
5. Lead with humility and vulnerability.
6. Develop and embrace common language.



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[@daisygonzales](#) Faculty & Staff diversity is a requirement in title 5. It increases student achievement, student & employee retention, reduces the changes of implicit bias & increases our ability to create anti racist & culturally responsive pedagogy & teaching #peerreviewed #EquityChat (2/4)

[@daisygonzales](#) Our diverse students, faculty & staff will not apply, thrive & succeed unless we tackle #racism #discrimination. Diversity work is the intentional redesign of structures & processes. We need to adopt all 68 recos in the DEI Integration Plan. #EquityChat #YesonProp16 (3/4)

[@ModestaGarciaSF](#) Diversity by design. It works!

[@daisygonzales](#) Yes!! 🎤 drop

[@SDMesaPrez](#) TY sooo much @daisygonzales - we could #EquityChat w/you all night! Your leadership is critical to our @CalCommColleges & we appreciate you taking time to be w/us! Next week join us as we welcome @amberagd Strategy Director @LuminaFound! #EquityAvengersout!

[@daisygonzales](#) Thank you @iamkeithcurry @SDMesaPrez for featuring @CalCommColleges . ❤️🕒 & respect for your work. We need #equityavengers t-shirts!

[@amberagd](#) If you aren't already following #equitychat and #equityavengers every Wed at 5pm PT/8pm ET then now is a good time to start! Mark your calendars and join me next week for the chat.