

December 16, 2020 #EquityChat  
Dr. Pam Eddinger (@PamEddinger),  
President of Bunker Hill Community College (@BHCCBoston)

[@SDMesaPrez](#) It's Wednesday night and time for #EquityChat w/your hosts @iamkeithcurry & @SDMesaPrez Tonight we welcome @PamEddinger @BHCC - talking about student basic needs, higher education leadership, @AchieveTheDream, COVID-19, and much more. #EquityAvengersUNITE Welcome Dr Eddinger!

[@PamEddinger](#) So good to be here with you both!

[@SDMesaPrez](#) Q1. @PamEddinger 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 @iamkeithcurry

[@PamEddinger](#) My first job at 14 was the takeout counter at a Chinese restaurant. I saw long hours, tough work, and developed deep respect for the immigrant work ethic. @iamkeithcurry @SDMesaPrez @BHCCBoston #EquityChat

[@PamEddinger](#) My uncle's restaurant was in Hialeah, so I learned the whole menu in Spanish to better help the customers. The kitchen crew spent their youth in Cuba; we had amazing Chinese Cuban food.

[@pauljcasey94](#) Started learning resiliency at a young age.

[@PamEddinger](#) Still make 100 wontons in 5 minutes.

[@pauljcasey94](#) Now that's resilience. Lol. Yum.

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

[@PamEddinger](#) When social and economic systems are structured and operate with fairness, accounting for historical forces that have tilted the scale for groups of people. @iamkeithcurry @SDMesaPrez @BHCCBoston #EquityChat

[@PamEddinger](#) Equity work requires intentionality and structure, as well as integration and infusion into the institution. So we create venues for learning, like the Center for Equity and Cultural Wealth, then apply the learning in our daily practices.

[@SDMesaPrez](#) Love the name-do you program for the whole college in that center or is it focused on students, faculty?

[@PamEddinger](#) The primary work of the Center is curricular and co-curricular, but the professional development work spans the whole institution. There are complementary groups and the Chief Equity Office working together w the Center as well.

[@SDMesaPrez](#) Very cool-let's check it out @drjanuejohnson @ahandsintheair

[@PamEddinger](#) <http://bhcc.edu/CECW>

[@PamEddinger](#) Developing a framework to understand equity in the college context. Creating guiding questions to examine practices. Measuring the awareness and application of equity in daily work, and making it a part of annual work review.

[@SDMesaPrez](#) Q3. @PamEddinger Tell us about @BCHHBoston? And your work as their President?

[@PamEddinger](#) We serve 16,000+ students from Greater Boston, including 4 Gateway Cities. Students come within 8 miles on the T's Orange Line. ¾ of our students are low income, ½ are immigrants, as many second language speaker.

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[@PamEddinger](#) 3/5 are parents. 3/4 work, often full time. 500 international students from 110 countries speaking 75 languages. This is my 8th year, and I never get tired of the innovation, and the lives transformed. It is a challenge and a joy, every day.

[@iamkeithcurry](#) Q4. @PamEddinger. Earlier this year, we had @drkastout on #EquityChat discussing @AchieveTheDream? Tell us about your involvement in @AchieveTheDream, and how has it benefited @BCHHBoston. #EquityChat @SDMesaPrez @BCHHBoston

[@PamEddinger](#) I have been Chair for 3 years, supporting the new strategies in retention, completion, and equitable outcomes. @BHCCBoston is a Leader College in the Network, and a member for the last decade. @iamkeithcurry @SDMesaPrez @BHCCBoston #EquityChat

[@PamEddinger](#) The philosophy of @AchievetheDream and @BHCCBoston on learning, support service, and equity align extremely well. I hope we are pushing the field forward together.

[@SDMesaPrez](#) Q5. @PamEddinger How has @BCHHBoston adjusted due to COVID-19? Post COVID-19, how can @BCHHBoston improve to serve the most vulnerable student population? #EquityChat @iamkeithcurry

[@PamEddinger](#) Like everyone, we are virtual Spring 2021 w delayed labs. Our enrollment/retention trend tracks the national experience. We have adjusted academic policies and raised emergency funds for basic needs and tuition. @iamkeithcurry @SDMesaPrez @BHCCBoston #EquityChat

[@PamEddinger](#) We are already thinking about Post COVID, and will retreat as a campus to identify the best of our emergency strategies for the long term. Flexible scheduling, provision of technology and basic needs, personalized outreach, minding mental health. All that.

[@SDMesaPrez](#) It's a bit overwhelming to think about the totality of what our students and everyone need-I'm looking forward to learning from colleagues in this sphere #EquityChat @iamkeithcurry

[@PamEddinger](#) It helps to gather enough people around the table. Our meetings are getting larger and larger, though the conversation is richer as well.

[@pauljcasey94](#) Now this demonstrates resilience. Any lessons learned from the NRC that will help as we recover from COVID?

[@PamEddinger](#) The National Resiliency Consortium was a wonderful venture using a TACCCT grant. We need a post-COVID version to stimulate the economy and create jobs and job training.

[@pauljcasey94](#) @DrLRepollet I want to introduce you to @PamEddinger during this #equitychat Two fantastic leaders should connect on such important topics.

[@PamEddinger](#) Hi there, feel free to DM or email. Let's connect.

[peddinger@bhcc.edu](mailto:peddinger@bhcc.edu)

[@pauljcasey94](#) @KeanUniversity would be a great transfer option for @BHCCBoston students if they're willing to come to NJ.

[@pauljcasey94](#) Agreed. The competency model we developed with the NRC seems like it continues to be relevant for students especially in this moment. Students I speak with everyday are learning and developing these skills.



**Resiliency Competency Model v2.0**

**re-sil-i-en-cy** *n.* an individual's persistent development and application of knowledge, skills, and resources that effectively help one adapt to change and overcome adversity.

The Northeast Resiliency Consortium **Resiliency Competency Model** defines resiliency competence for students while taking courses in community college and when exiting the community college to enter the workforce. This model presents five competencies that are critical to student success. In addition to the competency definition, a set of actions are provided to demonstrate some examples of successful student behavior within each competency. Though presented separately in the model, successful students use the competencies in combination to take effective action.

Critical Thinking	Adaptability	Self-Awareness	Reflective Learning	Collaboration
<p><b>Purposeful use of reasoning to identify strengths and weaknesses of alternative approaches in diverse situations.</b></p> <p><b>Example Actions</b></p> <ul style="list-style-type: none"> <li>Focuses on relevant and unique factors</li> <li>Analyzes situations for opportunities and challenges</li> <li>Identifies current resources and evaluates the gaps in needed resources</li> <li>Proposes alternative options and strategies using analysis and evaluation</li> <li>Makes informed decisions</li> </ul>	<p><b>Successful adjustment to a variety of positive and negative conditions and circumstances.</b></p> <p><b>Example Actions</b></p> <ul style="list-style-type: none"> <li>Demonstrates curiosity, flexibility and openness to change</li> <li>Pursues alternative solutions, including effective use of technology</li> <li>Acknowledges when change is needed and takes proper action</li> </ul>	<p><b>Clear understanding of one's qualities, characteristics, strengths and weaknesses, and how they impact one's self and others.</b></p> <p><b>Example Actions</b></p> <ul style="list-style-type: none"> <li>Engages in self-assessment and self-reflection, recognizing one's own emotions</li> <li>Identifies potential barriers (e.g., physical, emotional, and psychological)</li> <li>Makes confident, committed, and motivated choices</li> <li>Asks for support when appropriate</li> </ul>	<p><b>Integration and application of prior and current learning to new situations.</b></p> <p><b>Example Actions</b></p> <ul style="list-style-type: none"> <li>Describes own best learning strategies</li> <li>Builds on prior knowledge and experiences with current knowledge</li> <li>Determines what learning is needed to move forward</li> <li>Learns from the effects of one's actions and makes improvements</li> </ul>	<p><b>Works with others to achieve a goal.</b></p> <p><b>Example Actions</b></p> <ul style="list-style-type: none"> <li>Initiates giving and receiving information, facilitating communications among the group</li> <li>Resolves conflicts by advocating for and engaging in compromise</li> <li>Engages in the development of relationships</li> <li>Prioritizes group goals while recognizing individual interests</li> <li>Demonstrates willingness to come to agreement with others</li> <li>Uses technology effectively to foster communication and teamwork</li> </ul>

These five competency areas have been developed using multiple methods of systematically collecting and processing stakeholder feedback. Stakeholders included students, faculty, staff, administration, employers and industry groups. Details regarding these methods and their results are available through the Northeast Resiliency Consortium. This version of the model is designed to be used in conjunction with implementation plans for Fall 2015.

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[@lamkeithcurry](#) Q6. @PamEddinger has @BCHHBoston engaged in anti-racism work? #EquityChat @SDMesaPrez @BCHHBoston

[@PamEddinger](#) We are building sustainable venues to host the dialogues & the learning. Ex: The Ctr for Equity and Cultural Wealth, HOPE Group focused on males of colors, the Equity Workgroup, the Climate Survey, Campus Police Integrity Initiative, & a new Chief Equity Officer. #EquityChat

[@pauljcasey94](#) Love the idea of the equity officer.

[@SDMesaPrez](#) Q7. @PamEddinger How do you engage and prioritize the student voice @BCHHBoston in anti-racism work? #EquityChat @lamkeithcurry

[@PamEddinger](#) Student engagement in all the venues we are building. Also theme-focused student drop-ins hosted by the Dean of Students Office. Student focus groups and surveys are frequent at @BHCCBoston. @iamkeithcurry @SDMesaPrez #EquityChat

[@lamkeithcurry](#) Q8. @PamEddinger. What are you reading? And what book(s) would you recommend we consider reading? #EquityChat @SDMesaPrez @BCHHBoston

[@PamEddinger](#) A Third University is Possible by La Paperson. Re-reading The Tale of Genji to remind myself that the human condition was not that different in the 10th Century half a world away. @iamkeithcurry @SDMesaPrez @BHCCBoston #EquityChat

[@PamEddinger](#) ...and all the Ghibli animation I can squeeze in.

[@PamEddinger](#) Last item: offering you a link to a lecture I gave in November on COVID insights and the future of CCs. <https://belk-center.ced.ncsu.edu/our-impact/executive-leadership-programs/dallas-herring-lecture/>

[@SDMesaPrez](#) Awesome! Will listen in soon

[@SDMesaPrez](#) TY so much to [@PamEddinger](#) for joining #EquityChat tonight. We will be taking a break for the next few wks, but will be coming back strong in 2021! We have hosted over 25 #EquityChampions in 2020, TY to all of our guests & all of our followers! Be safe & #EquityAvengersOut 🙏🙏

[@pauljcasey94](#) Great conversation

QT [@PamEddinger](#) It was such a treat to be with you two; feeling encouraged and hopeful as we go into 2021. Thanks again for the invite. Will be watching for you in the coming year. #equitychat @BHCCBoston

<https://twitter.com/DrPamLuster/status/1339389683764117505?s=20&t=H6sM6AMSSV0Wy5B4lBYkzw>

[@SDMesaPrez](#) Thanks!!!