

Ben Chida (.@BenChidaCA)
Chief Deputy Cabinet Secretary to [@CAGovernor](#)
January 11, 2023

[5:00 pm] Pam

We are back for [#EquityChat](#) 2023 sponsored by [@CollegeFutures](#) w/your [@equityavengers](#) & our guest tonight is at the center of what's happening [@CAGovernor](#) [#CABudget](#) action [@BenChidaCA](#) ! We are so excited to host you tonight Chief Dep Sec Chida! Welcome!!! [@lamkeithcurry](#) [@DrTammeil](#)

[5:05 pm] Tammeil

Q1 [@BenChidaCA](#) This question has been a big hit this season. As you engage in equity-focused work, what is your walk-up song or anthem? [@DrPamLuster](#) [@lamkeithcurry](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Ben Chida @BenChidaCA · 1m](#)

Replying to [@DrTammeil](#) [@DrPamLuster](#) and 2 others

First, thanks for having me! Warning: my Twitter game is real weak – I usually just lurk. My anthem: 'Reagan' by Killer Mike, which is a song about another California Governor – I'll leave it at that [#EquityChat](#)

[5:11 pm] Keith

Q2 [@BenChidaCA](#) We've previously asked guests for their non-resume introduction, but we want to know what is something you want people to know about you that you haven't shared? [@DrPamLuster](#) [@DrTammeil](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Ben Chida @BenChidaCA · 2m](#)

Replying to [@lamkeithcurry](#) [@DrPamLuster](#) and 2 others

(1/2) One thing I've rarely shared: I've never been able to shake the feeling of being out of place. For the first half of my life, I was a person the system wrote off; in the second, I was a person the system wanted to lift up. I'll always identify with the former.

[Ben Chida @BenChidaCA · 3m](#)

Replying to [@lamkeithcurry](#) [@DrPamLuster](#) and 2 others

(2/2) I want people to know because it can be taxing to enter into spaces of power when you're coming from spaces without. If this resonates, I hope you know: you're not alone and that feeling of alienation will persist unless enough of us stick around and insist on change.

[5:18 pm] Pam

Q3 [@BenChidaCA](#) Tell us about your work as [@CAGovernor](#)'s Chief Deputy Cabinet Secretary and your top 3 priorities for this year. [@DrTammeil](#) [@lamkeithcurry](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Ben Chida @BenChidaCA · 1m](#)

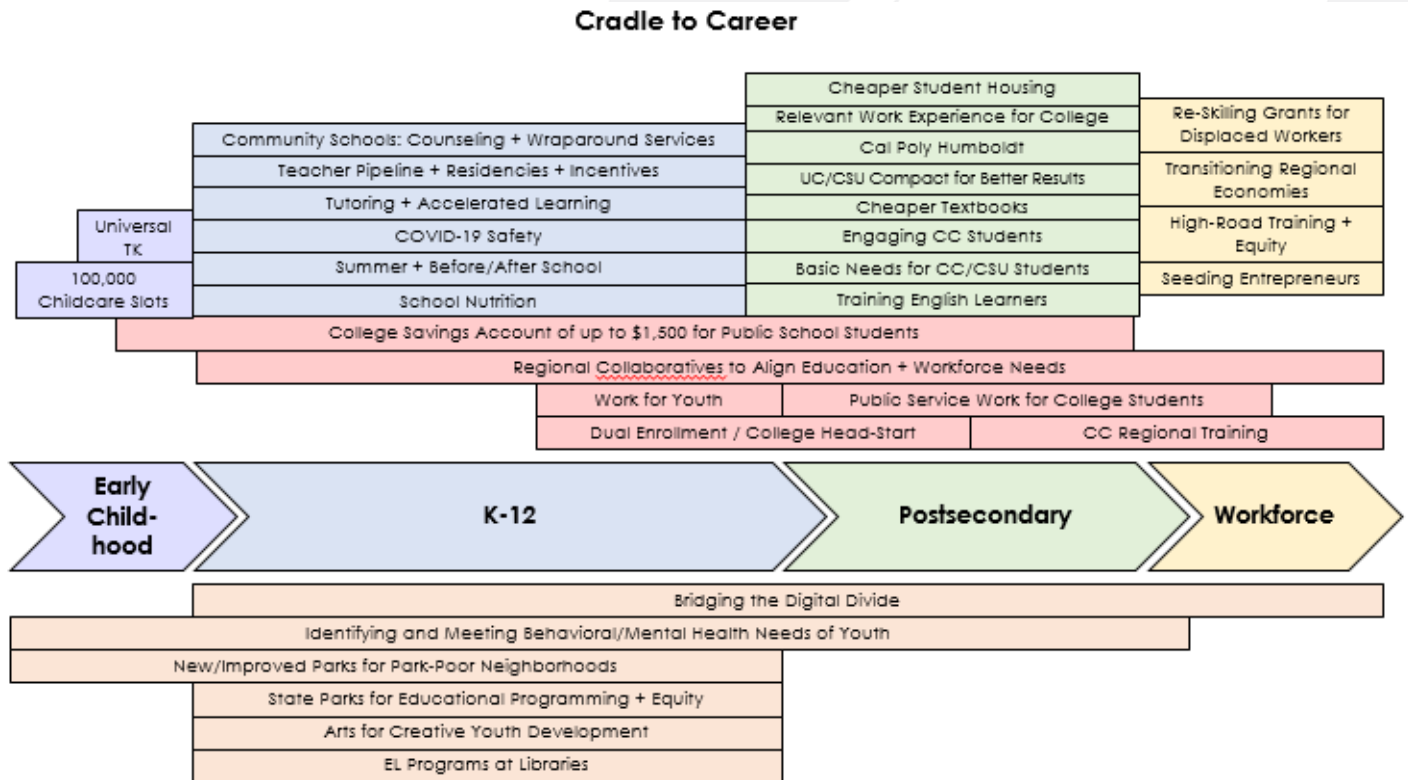
Replying to [@DrPamLuster](#) [@CAGovernor](#) and 3 others

(1/5) I'm the wide-angle lens for our policy serving young people. I'm not an expert in anything. I push back against the natural tendency to bucket things according to agency, policy type, etc., and instead focus on the only thing that matters: what do students/families need?

[Ben Chida @BenChidaCA](#)

Replying to [@DrPamLuster @CAGovernor and 3 others](#)

(2/5) For example, I dug up this early chart I made when we were trying to architect the 2021-22 Budget, which shows how we're trying to look across traditional silos:



[Ben Chida @BenChidaCA](#)

Replying to [@DrPamLuster @CAGovernor and 3 others](#)

(3/5) Top 3 priorities: implementation, implementation, implementation. Scoring budget and legislative victories in Sacramento is a cakewalk compared to the legwork needed to transform thousands of schools, colleges, and universities. We can't rest until we deliver.

[@BenChidaCA:2m](#)

Replying to [@DrPamLuster @CAGovernor and 3 others](#)

(4/5) Seriously though: (a) landing the Equity Multiplier and LCFF accountability improvements so K-12 schools are intentional about closing opportunity gaps; (b) leveraging the Compacts/Roadmap to create space for and accelerate progress on shared postsecondary goals; and

[Ben Chida](#)

[@BenChidaCA:2m](#)

Replying to [@DrPamLuster @CAGovernor and 3 others](#)

(5/5) (c) Creating greater coherence across our budget investments so leaders can braid together funds and we can unlock true transformation/innovation. [#EquityChat](#)

[5:25 pm] Tammeil

Q4 @BenChidaCA What among the @CAGovernor budget proposals will most advance racial equity for students and promote outcomes in the @CAGovernor's CCC Roadmap? @DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Ben Chida @BenChidaCA:13s](#)

Replying to [@DrTammeil @CAGovernor and 3 others](#)

(1/2) Broadly, the commitment to close racial, socioeconomic, and ability-related equity gaps in graduation, transfer, and time-to-degree by 2027. [#EquityChat](#)

[Ben Chida @BenChidaCA:7s](#)

Replying to [@DrTammeil @CAGovernor and 3 others](#)

(2/2) Specifically, the push on dual enrollment is a gamechanger if we do it right. I was dual-enrolled before it was a thing – I was working as a roofer and going to continuation high school and would've stopped there if dual enrollment didn't give me an onramp.

[5:32 pm] Keith

Q5 @BenChidaCA What would you say are the "Big E" and "Small E" goals to achieve equity? As @CAGovernor's Chief Deputy Cabinet Secretary, what is your role in achieving these goals? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

[Ben Chida @BenChidaCA:39s](#)

Replying to [@lamkeithcurry @CAGovernor and 3 others](#)

(1/3) "Big E": Updating systems that were designed by historical accident, many of which haven't been seriously revisited in literally a lifetime. We are the authors of our future, and we don't need to cede the pen to prior generations.

[@BenChidaCA:52s](#)

Replying to [@lamkeithcurry @CAGovernor and 3 others](#)

(2/3) "Small E": I often work (email, Zooms, etc.) out of a school/college campus – not a site visit, but just to be in the space. Equity demands that we care about the lived reality of our policy.

[Ben Chida @BenChidaCA:1m](#)

Replying to [@lamkeithcurry @CAGovernor and 3 others](#)

(3/3) My role is to try to create spaces for leaders from cradle to career to drive toward our shared goals. At a values level, there's remarkable consensus on where we're going; but when you get down to action, there's often tension. I try to live in that tension. [#EquityChat](#)

[5:39 pm] Pam

Q6 @BenChidaCA To do this work, we must continue learning and partnering with others. Who/what is informing your practice? Who do you recommend we follow, and what are you learning from them? @DrTammeil @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Ben Chida @BenChidaCA:38s](#)

Replying to [@DrPamLuster @DrTammeil and 2 others](#)

(1/2) The short answer is I follow all of you. My main value-add is being less of an ideator, and more of a spotter-of-opportunities, convener, and shepherd.

[Ben Chida @BenChidaCA·2m](#)

Replying to [@DrPamLuster @DrTammeil and 2 others](#)

(2/2) I wish there were better ways to get a read on the lived impact of our policies. I often reflect on the fact that there's no advocacy org, interest group, think tank, or lobbyist that represented my voice as a student. Unfortunately, I think that's still true. [#EquityChat](#)

[5:46pm] Tammeil

Q7 [@BenChidaCA](#) As we kick-off this new year, what gives you hope? [@DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers](#)

[Ben Chida @BenChidaCA·2m](#)

Replying to [@DrTammeil @DrPamLuster and 2 others](#)

I'm hopeful because of my boss – a true equity champion. As the cliché goes: budgets are value statements. Yesterday, we proposed a budget in which we prioritized education – and within education, we prioritized equity. We're in for the long haul. [#EquityChat](#)

[5:53 pm] Keith

Q8 [@BenChidaCA](#) Final question for tonight - what advice would you give to other equity practitioners? [@DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers](#)

[Ben Chida @BenChidaCA·28s](#)

Replying to [@lamkeithcurry @DrPamLuster and 2 others](#)

(1/2) Embrace ambiguity. If you're really in it for the right reasons, you should constantly be asking yourself tough moral questions. Am I compromising too much or not enough? Am I going too big too fast, or the exact opposite? Am I upsetting partners by pushing too hard?

[Ben Chida @BenChidaCA·44s](#)

Replying to [@lamkeithcurry @DrPamLuster and 2 others](#)

(2/2) Leadership is trying to balance competing considerations. On the one hand, you should always carry a measure of epistemic humility, interrogate your own motives, and introspect. On the other, you need to trust your judgment and be willing to place big bets. [#EquityChat](#)

[6:00 pm] Pam

TY so much [@BenChidaCA](#) for being our guest & sharing your work connecting \$ to equity values w/ [@CAGovernor!](#) Join us next wk for [#EquityChat](#) sponsored [@CollegeFutures](#) as we host [@WillyDuncan](#) CEO [@SierraCollege](#) & [#CABudget](#) savant! [@lamkeithcurry @DrTammeil @equityavengers](#) OUT!