

#EquityChat
Dr. Connie Gutierrez

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster](#) · 6m

Welcome to [#EquityChat](#) sponsored by [@CollegeFutures](#) w/your @equityavengers hosts [@lamkeithcurry @DrTammeil & @DrPamLuster](#) Tonight our focus is on serving students w/disabilities and issues of accessibility w/guest [@ConnieG815 @RioHondoCollege](#) DSPS Coord! Welcome Dr. G!

[Connie Gutierrez @ConnieG815](#) · 5m
Replying to [@DrPamLuster @equityavengers and 4 others](#)
Hello!!!! Thank you and so happy to be here!

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster](#) · 5m
Replying to [@ConnieG815 @equityavengers and 4 others](#)
We are so happy to have you and looking forward to engaging...you know I love this work! [#EquityChat @lamkeithcurry @DrTammeil @equityavengers](#)

[5:05 pm] Tammeil

Q1 [@ConnieG815](#) As you engage in equity-focused work, what is your walk-up song or anthem? [@DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers](#)

[Connie Gutierrez @ConnieG815](#) · 2m
Replying to [@DrTammeil @DrPamLuster and 2 others](#)

Oh wow, this is embarrassing but, 'Around the Way Girl' by LL Cool J is forever my personal anthem. As a child all I wanted was my name in a hip-hop song. I'm still waiting, lol. However, my work anthem changes depending on what is going on. ¼

[Connie Gutierrez @ConnieG815](#) · 2m
Replying to [@ConnieG815 @DrTammeil and 3 others](#)

2/3 Equity work can be tough/exhausting & as a manager we face various challenges. I always remind myself the work I do is grounded in love & advocacy. That is why I show up every day.

[Connie Gutierrez @ConnieG815](#) · 2m
Replying to [@ConnieG815 @DrTammeil and 3 others](#)

3/3 Lately, things have been tough, the song keeping me sane is by Des're 'You Gotta Be', even on my toughest days I must remain cool, calm, and keep it together to get this important work done. Our students are depending on me.

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster·2m](#)

Replying to [@ConnieG815 @DrTammeil and 2 others](#)

I can see all of those for you [@ConnieG815](#) ! Mine change too depending on what I am tackling at the moment [#EquityChat](#)

[5:11 pm] Keith

Q2 [@ConnieG815](#) 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](#)

[Connie Gutierrez @ConnieG815·1m](#)

I joke that I am "Connie from the block" because I am from very humble beginnings. I'm the eldest of 2 girls, raised by an amazing single mother (RIP Mama). I am a partner to someone I've had the pleasure of knowing at two separate times in my life, and I'm a cat mom (lol) (1/2)

[Connie Gutierrez @ConnieG815·1m](#)

2/2 I am absolutely devoted to my niece & nephew. Happiness is truly being their auntie. My non-academic dream is to become a citizen's detective, I am OBSESSED with true crime! [@lamkeithcurry @DrPamLuster @DrTammeil #EquityAvengers](#)

[5:18 pm] Pam

Q3 [@ConnieG815](#) Tell us more about your role as Region G Coordinator, DSPS Statewide Advisory Chair. What have you accomplished in this role that you're proud of & what are your current top 1-3 priorities? [@DrTammeil @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers](#)

[Connie Gutierrez @ConnieG815·1m](#)

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

As DSPS Statewide Advisory Chair and Region G coordinator, I have the privilege of representing all of our DSPS program Deans/Directors/Coordinators in our work with the CCCCO. We do this in collaboration with CAPED our professional organization. 1/6

[Connie Gutierrez @ConnieG815·1m](#)

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

2/6 We meet with our amazing CCCCO Dean Mia Keeley and Program Assistant Thalia Marroquin to ensure our goals are aligned, and our students are considered in system wide goals. I am very proud of our work with Assembly Member [@ASM_Irwin](#) & [@wessaidwords](#) related to AB 1705.

[Connie Gutierrez @ConnieG815·1m](#)

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

3/6 . Our colleagues on the allocation taskforce are currently working to ensure that a new and updated allocation funding formula for DSPS programs is fair and equitable to all colleges and prevents drastic funding changes.

[Connie Gutierrez @ConnieG815 · 1m](#)

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

4/6 Additionally, the pandemic has taught us that our students like a hybrid model of services, so we are looking at ways to ensure that DSPS programs are supported to keep up remote counseling and services and sharing best practices.

[Connie Gutierrez @ConnieG815 · 2m](#)

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

Lastly, we are currently moving our focus to supporting the CCCCCO and their Universal Design Taskforce that is in the works. It is collaborative work and I am lucky to work with dedicated DSPS professionals. (5 of 5, not 6).

[5:25 pm] Tammeil

Q4 @ConnieG815 What would you say are the "Big E" and "Small E" goals to achieve equity? As a DSPS Director @RioHondoCollege and State Advisory Chair, what is your role in achieving these goals? @DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Connie Gutierrez @ConnieG815 · 1m](#)

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

This past March, N. Rice from Chabot College & I did a system wide webinar on creating an Ecosystem of support for DSPS students. This is "Big E" work we should all be engaged in, ensuring our campuses & our system considers students living with a disability 1/5

[Connie Gutierrez @ConnieG815 · 2m](#)

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

2/5 Our disabled community has the largest unemployment rate in the nation, intersect that with Race, and it is disabled persons of color who live in poverty at disproportionate rates. As a system we are committed to connecting our students to meaningful careers and living wages

[Connie Gutierrez @ConnieG815 · 2m](#)

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

3/5 we must make sure our DSPS students have this opportunity too. It is not only DSPS' responsibility, it MUST be a campus and system wide effort. "Small E" work is done daily, making sure our students are connected to campus resources, and their local needs met.

[Connie Gutierrez @ConnieG815 · 3m](#)

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

4/5 . The first is accomplished by getting out there with colleagues and bringing attention to these needs, it's leaders like [@equityavengers](#) who help by allowing me an opportunity to share, so thank you! The support of the CCCCCO is also imperative in getting this work done.

[Connie Gutierrez @ConnieG815 · 1m](#)

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

5/5 The later is accomplished by our amazing heroes in DSPS, the faculty and classified staff who show up daily to do this work!

[5:32 pm] Keith

Q5 @ConnieG815 There is much discussion around the intersectional nature of our identities. What role does accessibility play in diversity, equity, and inclusion work? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

[Connie Gutierrez @ConnieG815 · 1m](#)

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

1/4 This question is heavy, and I hope I can do it justice in this format. Far too often, when we discuss accessibility and DEI work the fail to include the "R" word. RACE. Race is a huge component of this and the largest population of students we serve system wide in DSPS are ..

[Connie Gutierrez @ConnieG815 · 1m](#)

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

2/4 students of color, LatinX who are the largest, and African American who are the third largest. The DSPS field does not engage in intentional conversation around how race intersects with disability and the impacts on students. This needs to change.

[Connie Gutierrez @ConnieG815 · 1m](#)

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

3/4 We need to start discussing this and developing culturally relevant support. With support our students can change their narrative. We must ensure our students of color have the accommodations & accessible course materials because for them accessibility is truly a basic need,

[Connie Gutierrez @ConnieG815 · 25s](#)

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

4/4 When we start seeing accessibility as a basic need. We can then disrupt the cycle of poverty that many of these student's experience.

[5:39 pm] Pam

Q6 @ConnieG815 You said the Individuals w/Disabilities Education Act was a crucial moment in edu history but improvements still need to be made. What are 2-3 improvements you would recommend? @DrTammeil @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

<https://twitter.com/ConnieG815/status/1597817524527464448?s=20&t=4cupipWErN4IUdhxvf3o8g>

[Connie Gutierrez @ConnieG815 · 54s](#)

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

1/4 IDEA changed the way we are required to serve students with Disabilities in the K-12 setting. A crucial moment in recognizing the needs of these students, but our students living in areas where their school districts are not funded properly, where guardians are not empowered

[Connie Gutierrez @ConnieG815:2m](#)

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

2/4 or given resources to support their student is an area where major gaps exists. Again, this happens most in communities of color.

[Connie Gutierrez @ConnieG815:2m](#)

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

3/4 That is why Dual enrollment is another passion of mine, and ensuring our students in middle and high schools have access to college programs with DSPS support and that they and their guardians know the support they can get from colleges.

[Connie Gutierrez @ConnieG815:1m](#)

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

4/4 Yes, it looks different than the IEP but it instills in them that they can be successful & want to continue attending college. I presented [@colegas](#) "Comunidad y Apoyo" building support systems for students & guardians so they are empowered to navigate the CC system.

[5:46pm] Tammeil

Q7 @ConnieG815 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? @DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Connie Gutierrez @ConnieG815:50s](#)

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

1/4 I am truly lucky to have developed partnerships with DSPS colleagues & Student Services Professionals/Leaders. Dr. [@StormyMSabia](#) College of Marin is amazing! Soon to be Dr's [@gail.rulloda](#) and San Lu of Napa Valley College, & VP Stacy Shears at Berkeley CC.

[Connie Gutierrez @ConnieG815:39s](#)

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

2/4 [@gail.rulloda](#) and San were my co-presenters at CAPED this year where we delivered a presentation on 'Decentering Whiteness in DSPS'. We are hoping to take that on the road and present at ACCCA, collaborate with A2MEND and other professional arenas committed to this work.

[Connie Gutierrez @ConnieG815:23s](#)

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

3/4 [@gail.rulloda](#) and San are part of ARLI [@THECOALITIONCC](#) they are brilliant scholars. I am blessed to collaborate with them, we are all committed to creating a true system of equity for our students.

[Connie Gutierrez @ConnieG815](#) · 1m

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

4/4 Please follow and center the true equity champions [@miamingus](#) and [@DrSubini](#) , they are just two of the scholars who engage in intentional and unapologetic work in disability justice and Equity, major "Big E" work by these 2 brilliant scholars. [#discrit](#)

[5:53 pm] Keith

Q8 [@ConnieG815](#) Last question for tonight - what advice would you give to other equity practitioners? [@DrPamLuster](#) [@DrTammeil](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Connie Gutierrez @ConnieG815](#) · 1m

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

1/2 My advice would be FIND YOUR PEOPLE! You need to connect and collaborate with professionals who are committed to doing this work. Notice, I did not say "like minded" because we don't have to have the same ideas or styles, that's the beauty in true collaboration and teamwork

[Connie Gutierrez@ConnieG815](#) · 2m

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

2/2 Building upon each other's strengths and bringing different ideas to the table, but sharing the same commitment to true EQUITY, INCLUSION, & ACCESSIBILITY. Who's down?!!

[6:00 pm] Pam

TY so much [@ConnieG815](#) for helping us to create space for this conversation tonight! As we sign off we will be announcing some of our [@equityavengers](#) swag winners TY for joining [#EquityChat](#) nation! Watch this space for next guest soon [@lamkeithcurry](#) [@DrTammeil](#) [@DrPamLuster](#) OUT!

[Connie Gutierrez @ConnieG815](#) · Dec 7

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

Thank you!!