

January 26, 2022 #EquityChat

Sarah AnceI (@Sarah_AnceI), Founder & CEO of Student-Ready Strategies (@student_ready)

[@SDMesaPrez](#) Its Wednesday night & time for #EquityChat sponsored by @CollegeFutures w/ your hosts @lamkeithcurry & @SDMesaPrez Tonight our guest is founder and CEO of @student_ready @Sarah_AnceI Welcome Sarah!

[@Sarah_AnceI](#) Thanks so much! I'm excited to be with you! #EquityChat

[@SDMesaPrez](#) Q1 @Sarah_AnceI Our education, background, and experiences make us who we are. What are three things about yourself that are essential to what makes you, you? @lamkeithcurry @CollegeFutures #EquityChat

[@Sarah_AnceI](#) Q1. My background is in economics and political science. I am personally motivated by the fact that equitable #highered outcomes diversify and strengthen other societal structures like our workplaces and our government. #EquityChat

[@Sarah_AnceI](#) Q1 (cont) My dad is a pastor and I watched him spend so much time directly helping the congregation day-to-day. I learned that service and leadership require action, not just talk, which makes me highly pragmatic and results-oriented. #EquityChat

[@SDMesaPrez](#) #Allaboutthework

[@Sarah_AnceI](#) Q1(cont) I'm naturally predisposed to question the status quo. My time @HigherEdIN with @TeresaLubbersIN showed me how to apply that to #HigherEd student success by challenging long-standing structures and forging a new path forward. #EquityChat

[@lamkeithcurry](#) Q2 @Sarah_AnceI. Tell us about @student_ready, and your work as Founder & CEO @student_ready. @SDMesaPrez @CollegeFutures #EquityChat

[@Sarah_AnceI](#) Q2. I founded SRS on the belief that every student can succeed, in the right structures, with the right support. We work with #IHEs to dismantle barriers that affect Black, Latinx, Indigenous, poverty-affected, and adult students. #EquityChat

[@Sarah_AnceI](#) Q2 (cont) We provide highly customized, hands-on technical assistance and capacity support to institutions committed to the transformation necessary to ensure they are #studentready. #EquityChat

[@Sarah_AnceI](#) Q2 (cont) We work with community colleges, minority-serving institutions, and four-year open-access institutions, as well as the system offices, nonprofits, and foundations that support them. And we are hiring!! #EquityChat

[@SDMesaPrez](#) That's great news! Folks check out @student_ready for opportunities to join a great organization!

[@Sarah_AnceI](#) Q2 (cont) Check out our new role - Director of Equity Projects here! #EquityChat

<https://t.co/vxCfklvz8x>

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

[@Sarah_AnceI](#) Q3. To me, equity is achieved when a person's demographics don't influence their educational, economic, and societal outcomes. #EquityChat

[@Sarah_AnceI](#) Q3 (cont) In our work, we focus on students historically marginalized, intentionally elevating their voices through interviews and surveys. #EquityChat

[@Sarah_AnceI](#) Q3 (cont) We make recommendations based on their lived experiences, helping #IHEs prioritize the right interventions. Our mission IS equity. #EquityChat

[@poppyfitch](#) 🌟
[@LegaspiVp](#) This 🙌
[@ThuyThiTweets](#) 💜

[@lamkeithcurry](#) @lamkeithcurry Q4 @Sarah_Ancel. How does @student_ready and working with returning adult students advance racial equity? @SDMesaPrez @CollegeFutures #EquityChat

[@Sarah_Ancel](#) Q4. I love the Edward Deming quote “every system is perfectly designed to get the results it does.” Unfortunately, this means #HigherEd is perfectly designed to graduate white students at higher rates than students of color. #EquityChat

[@Sarah_Ancel](#) Q4 (cont) This means the population w/ some college, but no degree is overrepresented with former students who are Black, Latinx, + Indigenous. #EquityChat

[@Sarah_Ancel](#) Q4 (cont) Redesigning systems, then intentionally re-engaging this population, can advance racial equity in postsecondary attainment for adults. #EquityChat

[@SDMesaPrez](#) Q5. How can colleges re-engage Americans with some college, but no degree? @lamkeithcurry @CollegeFutures #EquityChat

[@Sarah_Ancel](#) Q5. First, ask students why they left - and how the institution contributed to that outcome. Then, dismantle the barriers they identify. Don't spend \$ on outreach to bring students back to the same system that failed them before. #EquityChat

[@Sarah_Ancel](#) Q5 (cont) Second, think about your offer. Don't just say “we want you back.” Say “we want you back, and we will earn that by...” Promote your institutional changes, as well as any financial or academic incentives you can provide. #EquityChat

[@lamkeithcurry](#) Q6 @Sarah_Ancel. What types of things can college do to better serve adult learners? @SDMesaPrez @CollegeFutures #EquityChat

[@Sarah_Ancel](#) Q6. IHEs can transform their structures to implement equity-focused strategies like...(stay tuned for the thread on this one!) #EquityChat

[@Sarah_Ancel](#) Q6 (cont) ...Accelerated terms. This allows busy adult students to juggle fewer classes at a time without extending time to degree. It also gets them back in the classroom faster when they need to stop out because of life. #EquityChat

[@Sarah_Ancel](#) Q6 (cont) ...Clear program pathways. Adult students don't need exploration. They need to be advised exactly what courses to take, and in what order, to graduate. #EquityChat

[@Sarah_Ancel](#) Q6 (cont) ...Honoring prior learning. This means generous transfer and credit expiration policies, as well as a guided process for maximizing academic credit for prior learning. Students should not have to have connections to get CPL. #EquityChat

[@Sarah_Ancel](#) Q6 (cont)...Navigation support. Assign students with a coach, simplify bureaucratic processes, and ensure that campus offices like bursar and financial aid are staffed and open whenever classes are held. #EquityChat

[@Sarah_Ancel](#) Q6 (cont)...Train faculty on principles of andragogy (how adults learn) and culturally-responsive pedagogical practices #EquityChat

[@Sarah_Ancel](#) Q6 (cont)...these are just some things that come to mind, but I could talk about these strategies all day!

[@ThuyThiTweets](#) All great strategies!

[@SDMesaPrez](#) Q7 @Sarah_Ancel What gives you hope? @lamkeithcurry @CollegeFutures #EquityChat

[@Sarah_Ancel](#) Q7. The fact that there are institutions across the country that are committed to making higher education #studentready. They don't need to be convinced, they just need support. #EquityChat



EQUITY
AVENGERS

[@Sarah_Ancel](#) Q7 (cont) And there are system offices, nonprofit organizations, and foundations, along with groups like yours and ours at [@student_ready](#) that are working together right now to fuel these efforts. #EquityChat

[@lamkeithcurry](#) Q8 [@Sarah_Ancel](#). What are you currently reading and what book(s) should we consider reading?
[@lamkeithcurry](#) [@CollegeFutures](#) #EquityChat

[@Sarah_Ancel](#) Q8 - currently, [@TheAmandaGorman](#) Call Us What We Carry, [@tony_jack](#) The Privileged Poor, and looking for a good book on Gen Z in the workplace. (Any suggestions?) #EquityChat

[@Sarah_Ancel](#) Q8 - For consideration, if you teach, give speeches, or otherwise influence, check out Made to Stick: Why Some Ideas Survive and Others Die. If you want more on adult students, [@MattBergman1](#)'s Unfinished Business is fantastic. #EquityChat

[@SDMesaPrez](#) TY [@Sarah_Ancel](#) [@student_ready](#) for joining us! We are happy to highlight your work. Next week we host [@AtifQarni](#) Mg. Dir, Ext. Affairs [@hope4college](#) & former SecEd of Virginia. He is keynote for #RealCollegeCA Basic Needs Summit on Feb 4th! [@lamkeithcurry](#) [@equityavengers](#) OUT!