

March 23, 2022 #EquityChat

Dr. Felicia Darling (@DarlingFelicia), Author Empathy Unchained and Teachin' It!

[@SDMesaPrez](#) It's Wednesday; your @equityavengers are back to host a fantastic guest on #EquityChat sponsored by @CollegeFutures @DarlingFelicia author of Empathy Unchained & Teachin' It, Breakout Moves that Break Down Barriers for CC Students @lamkeithcurry & @SDMesaPrez Welcome Felicia!

[@SDMesaPrez](#) Q1 @DarlingFelicia. Our education, background, and experiences make us who we are. Please share three things that we should know about you. @lamkeithcurry @CollegeFutures #EquityChat

[@DarlingFelicia](#) (1/2) I experienced #homelessness & survived childhood & adult trauma e.g. 2 armed, sexual assaults. I spent 40 years in therapy. I'm #FirstGen. Many #POC overcome all of that AND navigate systemic discrimination every day to achieve their dreams. @CollegeFutures #EquityChat

[@DarlingFelicia](#) 2/2) Many #BlackWomen overcome the same challenges as I AND navigate discrimination. They're more accomplished than I, but aren't recognized for it. This angers me and makes me empathetic to the journeys of those who face systemic discrimination. @CollegeFutures #EquityChat

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

[@DarlingFelicia](#) (1/2) #Equity means each & every student gets the resources they need to feel like they belong and attain their dreams. If students with disabilities need notes and time & a half on tests, then #UDL suggests every student gets notes and time & a half. @CollegeFutures #EquityChat

[@DarlingFelicia](#) (2/2) Embedding #Equity in our work is a lifetime practice and it's hard work. We must keep asking "Who's not being served & included by our traditions, practices, and systems?—and then change them. Equity means every student. Not just some. @CollegeFutures #EquityChat

[@prof\\_judy](#) My definition of #equity is where @lamkeithcurry @compton\_college considers #faculty deserving of #equity. 25% release time for #distancelearning faculty is embarrassing. @AFTunion @CFTunion most colleges increased it. You decreased it. 60-80% is #respect and #equity

[@SDMesaPrez](#) Q3 @DarlingFelicia. Tell us about your upcoming book Empathy Unchained and what inspired you to write it. @lamkeithcurry @CollegeFutures #EquityChat

[@DarlingFelicia](#) (1/3) Humans struggle in reactive relationships w/ money, food, drugs, alcohol, sex, work. The world brims w/ hate, injustice, discrimination, apathy. I spent the last 10yrs in therapy, reading research & interviewing humans to write #EmpathyUnchained @CollegeFutures #EquityChat

[@DarlingFelicia](#) (2/3) I wrote #EmpathyUnchained to do my bit to help alleviate human pain and suffering. People are injured by past hurts... and solutions are available. People watch "others" suffer & don't care—or worse—perpetuate systems that discriminate. @CollegeFutures #EquityChat

[@DarlingFelicia](#) 3/3) #EmpathyUnchained offers practical ideas from research & stories of 12 #EverydayEmpathyHeroes to heal our past hurt & transcend our bias so we can have more agency to make the world a more just and compassionate place. @CollegeFutures #EquityChat

[@lamkeithcurry](#) Q4 @DarlingFelicia. From your perspective, how has the pandemic impacted the classroom experience? What strategies have you found effective to engage and develop students in the online environment? @SDMesaPrez @CollegeFutures #EquityChat

[@DarlingFelicia](#) (1/2) There's a stronger community of learners online, as there are more options for student-teacher & student-student interactions. Student voices are heard through videos, discussion forums, public chats, private chats, student annotating, jam boards @CollegeFutures #EquityChat

[@DarlingFelicia](#) (2/2) Online ideas: Co-develop norms on 1st day; vary the basis of the grade; give a no-harm final; & message students relentlessly in Canvas re: due dates and encouragement. Invite students to write on the shared whiteboard & share their screens. @CollegeFutures #EquityChat

[@SDMesaPrez](#) Q5 @DarlingFelicia. What challenges do you see colleges facing in the future, particularly community colleges? @lamkeithcurry @CollegeFutures #EquityChat

[@DarlingFelicia](#) (1/3) Pedagogy. @CalCommunityColleges instructors don't have to complete ed courses. Some think teaching is telling & teach only to students they want and not to students they have. Exclusive, gatekeeper attitudes are racist, classist & able-ist. @CollegeFutures #EquityChat

[@DarlingFelicia](#) (2/3) Exclusive instructor Day 1 of class: "If you don't know A, B, and C, then you should leave." 5 students get up and leave. Who left? The students who felt they didn't belong. Exclusive teaching practices disproportionately affect #POC & #FirstGen. @CollegeFutures #EquityChat

[@DarlingFelicia](#) (3/3) Equity-minded instructor Day 1 of class: "If you don't know A, B, and C, it will take more work for you to excel, but here are four resources that can help: tutoring, my office hours, & reading the text or watching videos before class" @CollegeFutures #EquityChat

[@lamkeithcurry](#) Q6 @DarlingFelicia. What's a favorite book that you've read last year? And why? @SDMesaPrez @CollegeFutures #EquityChat

[@DarlingFelicia](#) (1/1) No book this year. I follow #POC who are researchers, professors, & any humans who care about equity. EXAMPLES: @8BlackHands1 & Podcast, @AchieveTheDream @LakotaMan1, Youtube AAHIAH, @saragoldrickrab <https://t.co/mZ0eRtOhVI> <https://t.co/NzAaGPyzHZ>

[@selmekki](#) Appreciate you!

[@SDMesaPrez](#) Q7 @DarlingFelicia. As a female leader, what has been the most significant barrier in your career? What advice would you give to the next generation of female leaders? @lamkeithcurry @CollegeFutures #EquityChat

[@DarlingFelicia](#) (1/2) The next generation of women should remember that the #patriarchy is alive and kicking. It does not serve women, men, #POC, nor the #LGBTQ+ community, and it has gone underground since the 1980s. Like racism, it has just become more polite. @CollegeFutures #EquityChat

[@DarlingFelicia](#) (2/2) The next generation of women can teach us about #feminism & #sexism. They are more unscathed, because they did not live through an era where women had to quit their jobs when they got pregnant, etc. They are more effortlessly bold & confident. @CollegeFutures #EquityChat

[@lamkeithcurry](#) Q8 @DarlingFelicia. Last question for the evening. What gives you hope? @SDMesPrez @CollegeFutures #EquityChat

[@DarlingFelicia](#) (1/3) Honestly, I've been a big fan of @iamkeithcurry since I spoke at Compton in 2020. He is an example of an #EverydayEmpathyHero like the ones I interview in #EmpathyUnchained. His dedication & work give me hope for @CalCommunityColleges students. @CollegeFutures #EquityChat

[@DarlingFelicia](#) (2/3) Fearless, visionary leaders like @iamkeithcurry @SDMesaPrez @drkastout @saragoldrickrab @AchieveTheDream give me hope & make me feel connected to the cause. They're fighting the good fight every single day & making a difference for our students. @CollegeFutures #EquityChat

[@SDMesaPrez](#) Thank you!



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[@DarlingFelicia](#) (3/3) Following a range of #EverydayEmpathyHeroes on social media gives me hope & keeps me informed of work that ultimately makes the world a more just and compassionate place. @Flip\_National , #EquityChat & the new SRJC FLIP Club students give me hope, too. @CollegeFutures

[@SDMesaPrez](#) TY @DarlingFelicia for sharing your powerful work w/us on #EquityChat-Looking fwd to reading your books! Join us next wk as we host @NicoleLynnLewis Founder @SupportGenHope author #pregnantgirlbook don't miss it! TY @CollegeFutures -@SDMesaPrez @Iamkeithcurry @equityavengers OUT!