

June 22, 2022 #EquityChat

Dr. Pam Luster (@SDMesaPrez), President Emeritus San Diego Mesa College (@sdmesacollege)

[@lamkeithcurry](#) Welcome back for our Season2 closer of #EquityChat sponsored by @CollegeFutures. Our newest #EquityAvenger @DrTammeil is joining to co-host a very special guest – @equityavengers co-founder and now @sdmesacollege President Emeritus, @SDMesaPrez! Congrats on your retirement!

[@SDMesaPrez](#) Thanks my friend...definitely bittersweet as I pack up my office and bid farewell to @sdmesacollege next week. @DrTammeil @CollegeFutures @equityavengers #EquityChat #Ready!

[@DrTammeil](#) Q1 @SDMesaPrez. What is your definition of equity? How has equity-minded practice been embedded throughout your career, and how do you see it shaping your work post-retirement? @lamkeithcurry @CollegeFutures #EquityChat

[@SDMesaPrez](#) Q1. My definition of equity is one that's simple, outcomes for all students must be paramount, but we focus on the who that need us...then we equitably apply efforts to bring students to and through opportunities to achieve their goals. #EquityChat 1/4

[@SDMesaPrez](#) The how and what are important, but we simply can't afford to broad brush resources and quick fixes across systems that need to be changed. #EquityChat 2/4

[@DrTammeil](#) 🙌👏 She said, yes she did!

[@SDMesaPrez](#) The praxis evolved over several years, learning from scholars, attending conferences like @NCORE, teaching @SDSU, and working with awesome colleagues and mentors who were willing to hold up a mirror to my own biases and teach me.

[@SDMesaPrez](#) In retirement, I will stay the course of creating space for learning and leading with equity and data-informed praxis. I hope to work with leaders through @equityavengers & my own company, Luster Higher Ed Group along the way. 4/4

[@lamkeithcurry](#) Q2 @SDMesaPrez. Looking back, what would you say has been your biggest career achievement?

@DrTammeil @collegefutures #EquityChat

[@SDMesaPrez](#) This is a hard one, but its got to be the people, those I have learned from, those that I've had the opportunity to hire, and the system changes we have made together over the past 40+ years. I have loved most of it, even the hard stuff 1/2

[@SDMesaPrez](#) I have loved teaching @SDSU_CCLead (which I will continue to do) & loved coaching colleagues in all parts of our system. I have loved the ability to create new opps for students...eg. @sdmesacollege joined @SupportGenHope 22-24 Cohort to learn about how to work w/student parents

[@DrTammeil](#) Q3 @SDMesaPrez. As you close out this chapter in your higher ed career, what will miss most?

@lamkeithcurry @CollegeFutures #EquityChat

[@SDMesaPrez](#) Yup, you guessed it...the people, and the opportunity to find ways to create spaces for all of us to try new approaches, fix the things that don't work, and try again. Even as I tackle new opportunities I am already reaching out to my expert colleagues to build anew. #EquityChat

[@DeanAileneC](#) That's truly what I admire about @SDMesaPrez 's leadership!

[@ahandsintheair](#) @SDMesaPrez, your @sdmesacollege people will always be here for you and your work will continue .. just in different settings. That work is in your veins - things will be fixed on all new spaces and places. It's your 🦹‍♀️ superpower!

[@SDMesaPrez](#) ❤️

[@lamkeithcurry](#) Q4 [@SDMesaPrez](#). What are you most looking forward to about retirement? What is first on your list of things to do in retirement? [@DrTammeil](#) [@collegefutures](#) #EquityChat

[@SDMesaPrez](#) Q4 Definitely time with family, a few fun trips, and a "brain break" to recharge my creative & progressive agendas of the future. I want to finish the book I've started a few times about my experience with breast cancer...working title...baking my way through breast cancer... 1/2

[@DeanAileneC](#) Would love to learn more about your experiences. Loving the title!

[@SDMesaPrez](#) Will definitely be reaching out [@DeanAileneC](#) !

[@DeanAileneC](#) Count me in!!! Always open to learning and growing in equity with you!

[@SDMesaPrez](#) And will be definitely excited to see what comes of our [@equityavengers](#) work, and my own company, #TheLusterHigherEdGroup is already fielding some great work with #DEIA and planning. 2/2

[@DrTammeil](#) Q5 [@SDMesaPrez](#). How do you see retirement changing the work you do with [@equityavengers](#)?

[@lamkeithcurry](#) [@CollegeFutures](#) #EquityChat

[@SDMesaPrez](#) Q5 I will have more time to focus on our work and look for ways to harness the amazing talents of our awesome [@equityavengers](#) team [@lamkeithcurry](#) & [@DrTammeil](#) ...we also have ideas to add a few more avengers! #EquityChat [GIF: <https://twitter.com/i/status/1539768959129362434>]

[@lamkeithcurry](#) Q6 [@SDMesaPrez](#). We've been putting a lot of work into expanding [@equityavengers](#). What are some things people can look forward to as we continue to evolve/grow? [@DrTammeil](#) [@collegefutures](#) #EquityChat

[@SDMesaPrez](#) Q6. SOOO many things [@lamkeithcurry](#) looking forward to completing our strategic plan, launching our website, finding our niche for contributing to the work. More work with leaders on gaining agency for equity-minded leadership and systems change. #EquityChat 1/2

[@SDMesaPrez](#) Q6 We must build coalitions as we broaden past equity statements and one-off professional development workshops, the good stuff is in the hard stuff...and I am ready to work heart to heart w/ leaders who are ready. #EquityChat 2/2

[@DeanAileneC](#) "The good stuff is in the hard stuff" ... quite impactful and something I will hold close to my heart.

[Tweet deleted by the Tweet author]

[@ahandsintheair](#) Can't wait to see what's next!!!

[@DrTammeil](#) Q7 [@SDMesaPrez](#). We've collected quite the list of book recommendations from our #EquityChat guests. What's on your post-retirement reading list? [@lamkeithcurry](#) [@CollegeFutures](#) #EquityChat

[@SDMesaPrez](#) So many thoughts-but one thing is that I realize that my reading has been rushed, as I am trying to glean the gems...so re-reading is on my list...[@saragoldrickrab](#) Paying the Price, [@EddieRCole](#) The Campus Color Line, and I just finished listening to [@BreneBrown](#) AtlasoftheHeart

[@SDMesaPrez](#) Also will look for podcasts that will hold me over on my driving trips, already queued up is #SistersInLaw with [@JoyceWhiteVance](#) & [@BarbMcQuade](#) 2/2

[@saragoldrickrab](#) ❤️❤️❤️🙏

[Unable to view Tweet because account owner limits who can view their Tweets]

[@SDMesaPrez](#) On it!!!

[@lamkeithcurry](#) Q8 [@SDMesaPrez](#). Based on your cumulative experience in higher ed, if you could change 3-4 things to positively impact equitable outcomes in [@calcommcolleges](#), what would those changes be? [@DrTammeil](#) [@collegefutures](#) #EquityChat

[@SDMesaPrez](#) Q8- #Letsgo- eliminate all enrollment fees, [@CalCommColleges](#) student fees go into the state gen fund, we employ thousands of people to collect the fees, send students to collection, forgive fees...we need to just stop already...use our folks to guide students to resources 1/4

[@SDMesaPrez](#) Q8- Pass #CalGrantReform...treat [@CalCommColleges](#) students as scholars who deserve the opportunity to have funding for the full cost of college. 2/4

[@SDMesaPrez](#) Q8- Stop funding colleges as if we are boutiques that open and close seasonally, fund [@CalCommColleges](#) at the same rate of at least K-12, but preferably CSU. Its absolutely systemic racism to continue to low ball us and our students. 3/4

[@SDMesaPrez](#) Q8-Work ourselves out of a job by strengthening coalitions to provide basic needs for all students. Housing, food, tech, child care...just create systems of success right from the start. #EquityChat 4/4

[@ahandsintheair](#) In my Family Feud voice "Good answer! Good answer!" 🍌 🍌

[@RonTayl44993519](#) I love Pam's ideas on this. In addition, we might want to look at requiring diversity/equity training for faculty. Sorry, I'm getting old, had to say it.

[@StriderTricker](#) But be serious about this training. Allow at least adequate time. Pay faculty or give course release. Provide a resource that faculty can work with any time during the semester. This is not something that should get ✅ off in a 3 hour faculty PD at the beginning of the year.

[@RonTayl44993519](#) Great. Love it, Anna

[@DrTammeil](#) Q9 [@SDMesaPrez](#). What gives you hope? [@lamkeithcurry](#) [@CollegeFutures](#) #EquityChat

[@SDMesaPrez](#) Q9 My favorite question...[@CalCommColleges](#) are the hope for our democracy. Students can transform their lives and those of generations to come. [@sdmesacollege](#) #Commencement a student told me on stage that Mesa College saved his life. That gives me hope...if we pay attention 1/2

[@SDMesaPrez](#) Q9 I am hopeful despite the crapola in the ethos right now...we must stay focused and not be distracted...eye on our students, mental health & continuing to create the conditions that matter for our students to succeed. I'm hopeful for [@sdmesacollege](#) ably led by [@ahandsintheair](#)

[@ahandsintheair](#) [@SDMesaPrez](#), I am deeply committed to keeping hope alive and will build on your legacy of turning hopes into reality. 📝 Note to self: gently work "crapola" into your repertoire!

[@lamkeithcurry](#) Thank you [@SDMesaPrez](#) and congrats again on your retirement. That's a wrap on #EquityChat Season2. #BestOfEquityChat series returns next week for the summer and [@SDMesaPrez](#) [@lamkeithcurry](#) & [@DrTammeil](#) will be back w/new guests for Season 3. Until next time, [@equityavengers](#) OUT!

[@SDMesaPrez](#) TY to my awesome [@equityavengers](#) [@lamkeithcurry](#) [@DrTammeil](#) ...we live to ride another day... ❤️
#EquityChat [GIF: <https://twitter.com/i/status/1539775926338080768>]