

September 29, 2021 #EquityChat

Dr. Naomi Castro (@NaomiCastroProf), Senior Director, Career Ladders Project (@clporg)

[@SDMesaPrez](#) Its Wednesday and time for #EquityChat sponsored by @CollegeFutures with your @equityavengers @lamkeithcurry & @SDMesaPrez - tonight we are joined by @NaomiCastroProf ! Creator of <https://castropod.com> & Sr. Director of @clporg ! Welcome Dr. Castro!
[@NaomiCastroProf](#) Hello! So glad to be here!

[@SDMesaPrez](#) Q1 @NaomiCastroProf. Our education, background, and experiences make us who we are. Please tell us three things about you that are not on your resume. @lamkeithcurry @CollegeFutures #EquityChat

[@NaomiCastroProf](#) A1 - 1/3 I am the daughter of a Cuban immigrant mother and a white, working-class father who is a blacksmith by trade

[@NaomiCastroProf](#) A1 - 2/3 my first foray into activism was in the anti-apartheid movement, reading about the children's riots of Soweto had a profound effect on me as a teenager

[@ahandsintheair](#) That is a fascinating lens to develop at such a young age.

[@NaomiCastroProf](#) A1 - 3/3 my teenage son is a competitive sabre fencer

[@lamkeithcurry](#) Q2 @NaomiCastroProf. Tell us about @clporg and your role as Senior Director. @SDMesaPrez @CollegeFutures #EquityChat

[@NaomiCastroProf](#) A2 - 1/2 @clporg is a non-profit who promotes equity-minded community college redesign. We see #CaCommunityColleges as a key lever to eliminate poverty. We work with colleges & their partners to figure out how to serve students better-and improve their college & career outcomes

[@NaomiCastroProf](#) A2 - 2/2 as a senior director I work with an amazing team providing strategic thought partnership with community colleges and their partners in reform efforts such as #GuidedPathways – but my passion is in #DualEnrollment

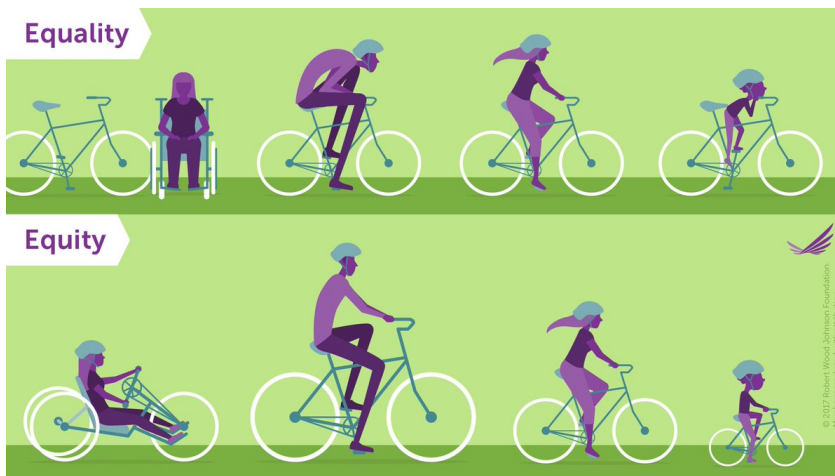
[@ahandsintheair](#) ❤️ “Strategic thought partnership...” some of our best work has been born from such collaborative efforts. Yours is important, intentional and meaningful work.

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

[@NaomiCastroProf](#) A3 - 1/5 I have a classroom teacher's definition of equity. People have different needs; we have a responsibility to meet their needs in different ways. Needs arise from differing circumstances, particularly historical & contemporary exclusion & racism, lack of resources & more

[@LindaCLPandLW](#) Yes, a teacher at heart.

[@ZimaCreason](#)



QT [@lesley_bonds](#) I love the way [@NaomiCastroProf](#) so simply but artfully defines equity in this thread. Check it out if you're struggling to communicate to others about your work but have a tendency to intellectualize the definition (#guilty) #EquityChat

https://twitter.com/lesley_bonds/status/1443369874030415872?s=20&t=ogKNn4gguxHG5OyBUqvADg
[@SDMesaPrez](#) It's absolutely perfect

[@NaomiCastroProf](#) A3 - 2/5 If we try to meet needs by giving everyone the same thing we do a disservice to the individual and collective experiences of people & communities – and we don't address the underlying inequities built into our systems

QT [@annaalvarado](#) [@NaomiCastroProf](#)! Racial equity discussions need to be at the forefront! 🍌
<https://twitter.com/NaomiCastroProf/status/1443369249737633793?s=20&t=ogKNn4gguxHG5OyBUqvADg>
[@SDMesaPrez](#) Right? Our most prolific #EquityChat guest yet...I'll be reading all evening!

[@NaomiCastroProf](#) [@lamkeithcurry](#)

[@NaomiCastroProf](#) [GIF: <https://twitter.com/i/status/1443380197336641536>]

[@NaomiCastroProf](#) A3 - 3/5 Another way to define equity is that outcomes are not predictable by race, ethnicity and gender

[@LindaCLPandLW](#) Yes, that's it!

[@NaomiCastroProf](#) A3 – 4/5 When we say CLP is “equity-minded” it means we are intentionally asking about and addressing equity –who gets to participate in dual enrollment? Are enrollment and success in different majors predictable by race?

[@LindaCLPandLW](#) Fundamental!!

[@NaomiCastroProf](#) A3 – 5/5 At CLP we believe in the capacity of students so we consistently ask “what is it the institution is doing that is stopping students from succeeding?” And we learn from students and elevate their voices

[@NaomiCastroProf](#) one more: <https://careerladdersproject.org/wp-content/uploads/2020/12/Learning-Communities-From-Voice-to-Action-December-2020.pdf>

[@lamkeithcurry](#) Q4 [@NaomiCastroProf](#). Can you tell us more about [@clporg](#)'s work around #DualEnrollment and provide recommendations to colleges looking to establish dual enrollment partnerships with their K-12 districts?
[@SDMesaPrez](#) [@CollegeFutures](#) #EquityChat

[@NaomiCastroProf](#) A4 – 1/8 At CLP we do research, learn with and support practitioners, work with policy makers and advocacy groups all in support of #DualEnrollment – we have a page full of resources for new partnerships <https://t.co/tNPNdWgL9u>

[@NaomiCastroProf](#) A4 – 2/8 Recommendation #1 get clear on your vision of #DualEnrollment for #Equity w K12 & community partners #2 join our online community of practice – these practitioners know what you are working through & they can help #3 stick with it – it's hard but worth it

[@NaomiCastroProf](#) A4 – 3/8 We are leading 2 mutually informing communities of practice for Dual Enrollment 4 Equitable Completion #DE4EC, 1 statewide and 1 in the Bay Area, supported by @CollegeFutures @gatesfoundation @tippingpoint <https://t.co/tezn9HWri6>

[@NaomiCastroProf](#) A4 – 4/8 Now I'm going to drop a ton of tweets in this thread with resources, videos, handouts, webinars – to join the online community just msg me

[@NaomiCastroProf](#) A4 – 5/8 We have research, case studies, and even a downloadable board game <https://t.co/FvAH0t2brx>

[@NaomiCastroProf](#) A4 – 6/8 Check out this YouTube playlist of #DualEnrollment videos <https://t.co/flBID6zpfM>

[@NaomiCastroProf](#) A4 – 7/8 When the pandemic began we created a series of problem solving webinars for #DualEnrollment practitioners that you can find here <https://t.co/3w86jdk8vu>

[@NaomiCastroProf](#) A4 – 8/8 And here is a PlayList of the Problem Solving: Moving Dual Enrollment Online series for your next long car ride: <https://t.co/NAOVSAHdRT>

QT [@yvonn3munoz](#) #CADualEnrollment folks: I always appreciate how much passion @NaomiCastroProf bring to the DE world. Check out some of the exciting and important work being lead by our partners at @clporg. #equitychat <https://twitter.com/lamkeithcurry/status/1443370507634561029?s=20&t=ogKNn4gguxHG5OyBUqvADg>

[@SDMesaPrez](#) Q5 @NaomiCastroProf. During COVID-19, many colleges transitioned to online instruction, including dual enrollment instruction. What were some lessons colleges learned from the dual enrollment instruction transition to online? @lamkeithcurry @CollegeFutures #EquityChat

[@NaomiCastroProf](#) A5 – 1/4 student supports are essential for successful dual enrollment – @EastLACollege they have peer navigators, @compton_college there are support specialists, @berkeleycc has embedded tutors in every class

[@NaomiCastroProf](#) A5 – 2/4 streamlining application & enrollment is an equity imperative – the old way shuts out students –here is a write-up to help get started and some colleges doing a great job are tagged in the image <https://t.co/mPaqKneGIE>

[@NaomiCastroProf](#) A5 – 3/4 online teaching is hard, online learning is hard. Relating to the students and creating human connections can go a long way. The @CVCOEI offers excellent resources for teaching and learning online

[@NaomiCastroProf](#) A5 – 4/4 here are some practitioners sharing their lessons from a year of online dual enrollment <https://t.co/4tTgIijn0T>

QT [@yvonn3munoz](#) Such an important thread on #dualenrollment lessons learned and promising practices during the pandemic. #equitychat <https://twitter.com/DrPamLuster/status/1443372017743548421?s=20&t=ogKNn4gguxHG5OyBUqvADg>

[@lamkeithcurry](#) Q6 @NaomiCastroProf. @clporg has contributed to a number of initiatives addressing equity needs and increasing opportunities for all Californians. Which one are you most proud of? @SDMesaPrez @CollegeFutures #EquityChat

[@SDMesaPrez](#) Q7 @NaomiCastroProf. How can colleges partner with @clporg or capitalize on the work you're doing particularly around Guided Pathways and student supports? @lamkeithcurry @CollegeFutures #EquityChat

[@NaomiCastroProf](#) A7 – 1/3 We have a number of upcoming events on #GuidedPathways and #StudentSupports including a webinar on Social Justice Learning Communities.

[@NaomiCastroProf](#) A7 - 2/3 Also we will be presenting on a Community Engagement Approach to Dual Enrollment with @EastLACollege and @Hartnell at the #SSSC <https://t.co/l3OX1QJliI>

QT [@yvonnn3munoz](#) Folx interested in upcoming #dualenrollment info sessions can check out this upcoming series: @clporg #equitychat

<https://twitter.com/NaomiCastroProf/status/1443375867292311554?s=20&t=ogKNn4gguxHG5OyBUqvADg>

[@NaomiCastroProf](#) A7 - 3/3 and feel free to msg me or here contact any one of our awesome folks

<https://t.co/dOcjTzUmTM>

[@iamkeithcurry](#) Q8 @NaomiCastroProf. What gives you hope? @SDMesaPrez @CollegeFutures #EquityChat

[@NaomiCastroProf](#) A8 – I have so much faith in people, I see hope everywhere. But I especially see it in the students in my Education 101 class @compton_college. They are the future elementary school teachers of Compton and they are full of curiosity, excitement and joy

[@SDMesaPrez](#) Q9 @NaomiCastroProf. Last question for this evening. What are you currently reading and what book(s) should we consider reading? @iamkeithcurry @CollegeFutures #EquityChat

[@NaomiCastroProf](#) A9 – 1/6 Okay #truth – I'm currently re-reading foundational texts on focus groups and research design ... but here is my list of what I **want** to read next:

[@NaomiCastroProf](#) A9- 2/6 My dear friend @atachine has a chapter in Teacher Educators as Critical Storytellers that I'm excited to read <https://t.co/5YCSZSY0L>

[@NaomiCastroProf](#) A9- 3/6 dear friend Todd Miller wrote Build Bridges, Not Walls, A Journey to a World Without Borders <https://t.co/FQalKxaFr9>

[@NaomiCastroProf](#) A9- 4/6 dear friend Sean Parson co-edited Representations of Political Resistance and Emancipation in Science Fiction <https://t.co/loi5Qq0nkV>

[@NaomiCastroProf](#) A9- 6/6 I would be remiss if I didn't mention the book of transcripts from season one of the Castropod – especially the two episodes that feature @iamkeithcurry - you can find a link on my website

[@LindaCLPandLW](#) I recommend the series - a leader interviewing community college and nonprofit leaders.

[@SDMesaPrez](#) TY @NaomiCastroProf for chatting with us and sharing the equity work you're doing with @clporg! Join us next week on #EquityChat w/ @PrezdelaTorre @SDSU! We are continuing our conversations w/@calstate leaders.

@iamkeithcurry @SDMesaPrez @CollegeFutures @equityavengers Out!

[@NaomiCastroProf](#) [GIF: <https://twitter.com/i/status/1443380501700440064>]