

Willy Duncan  
January 18, 2023

[5:00 pm] Pam

Welcome to [#EquityChat](#) w/ your [@equityavengers](#) [@lamkeithcurry](#) [@DrTammeil](#) & [@DrPamLuster](#) sponsored by [@CollegeFutures](#) - tonight our guest is [@WillyDuncan](#) Sup/President of [@SierraCollege](#) - welcome Willy!

[Willy Duncan @WillyDuncan·53s](#)

Replying to [@DrPamLuster @equityavengers and 4 others](#)  
I'm happy to be here with the [@equityavengers #EquityChat](#)

[5:05 pm] Tammeil

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

[Willy Duncan @WillyDuncan·13s](#)

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

(1/2) I'm going to give you two. A Change is Gonna come by Sam Cooke but love this version Bryan Owens covers with his father A Change is Gonna Come [#EquityChat](#)

[Willy Duncan @WillyDuncan·2m](#)

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

(2/2) For my fellow country music fans, We Shall Be Free by Garth Brooks [#EquityChat](#)

[Lucas Moosman](#)

[@lucasmooosman·3m](#)

Replying to [@WillyDuncan @equityavengers and 4 others](#)  
youtube.com/We Shall Be Free Lyrics - Garth Brooks

[5:11 pm] Keith

Q2 @WillyDuncan What is something you want people to know about you that you haven't shared? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

[Willy Duncan @WillyDuncan·56s](#)

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

(1/3) My first thought is, I share your love for the Dodgers! On a personal note, at two months old my grand-daughter June contracted viral Meningitis. We were told she would not survive and if she did would be severely brain damaged and wouldn't lead a normal life. [#EquityChat](#)

[Willy Duncan @WillyDuncan·1m](#)

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

(2/3) Little June Bug not only survived but she is thriving and is turning five years old this weekend! It reminds me of Nelson Mandela's quote "It always seems impossible until it is done" This is true for our students too. We all have personal struggles to overcome [#EquityChat](#)

[Willy Duncan @WillyDuncan · 1m](#)

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

(3/3) and sometimes it seems impossible. This inspires me to do more for our students, we are working hard to ensure all students have equitable experiences and achieve success. [#EquityChat](#)

[5:18 pm] Pam

Q3 @WillyDuncan Tell us more about the Community College Facility Coalition (CCFC). As Chair of CCFC, what are your top 3 priorities for this year? @DrTammeil @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Willy Duncan @WillyDuncan · 2m](#)

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

(1/3) CCFC is a statewide association made up of community college districts and organizations that support their facility needs and construction projects. We focus on advocacy before the State Legislature and Administration on community college facilities issues. [#EquityChat](#)

[Willy Duncan @WillyDuncan · 1m](#)

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

(2/3) We also focus on education and networking opportunities for our facilities professionals. [#EquityChat](#)

[Willy Duncan @WillyDuncan · 1m](#)

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

(3/3) My top 3 priorities are 1. Implement the new CCFC Facilities Leadership Institute, 2. Advocate for a 2024 school facilities bond and 3. Advocate for the state to continue to fund much needed student housing projects to support basic needs across the system. [#EquityChat](#)

[5:25 pm] Tammeil

Q4 @WillyDuncan What would you say are the "Big E" and "Small E" goals to achieve equity? What is your role in achieving these goals? @DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Willy Duncan @WillyDuncan · 1m](#)

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

(1/2) Big E, we have to identify and remove systemic institutional barriers so that we eliminate equity gaps and improve overall student success. Sierra is building affordable student housing as one example of what can be done. [#EquityChat](#)

[Willy Duncan @WillyDuncan · 1m](#)

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

(2/2) Small E, support belonging, inclusion, community, and professional development. Our faculty and staff directly impact the large E with our students, and we want them to be supported in that work at Sierra College. [#EquityChat](#)

[5:32 pm] Keith

Q5 @WillyDuncan What among the @CAGovernor's budget proposal will most advance racial equity for students and promote outcomes in the @CAGovernor's CCC Roadmap? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

[Willy Duncan @WillyDuncan·59s](#)

Replying to [@lamkeithcurry @CAGovernor and 3 others](#)

This is a deficit year so not much new in the budget, but quite a bit from previous years. Affordable student housing, Cal Grant reform, Dual Enrollment, Basic Needs programs. These are crucial programs to support our most disproportionately impacted students [#EquityChat](#)

[5:39 pm] Pam

Q6 @WillyDuncan From your perspective, how has the estimated budget shortfall impacted CCC initiatives and priorities? @DrTammeil @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Willy Duncan @WillyDuncan·1m](#)

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

(1/2) I think [@CAGovernor](#) did a good job of shielding us from cuts. Getting full COLA funding is huge for us. Having said that, community colleges are the lowest funded system of higher ed in California and we serve the most diverse student population. [#EquityChat](#)

[Willy Duncan@WillyDuncan·1m](#)

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

(2/2) This is a structural inequity and until it's addressed, we will continue to do more with less. We invest in what we value and it's time we invest in our students. [#EquityChat](#)

[5:46pm] Tammeil

Q7 @WillyDuncan 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

[Willy Duncan @WillyDuncan·1m](#)

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

(1/3) Internally, our college has designated two Executive Deans [@lucasmooosman](#) and [@Drsym](#) to lead our equity and student success work across the college. [#EquityChat](#)

[Willy Duncan @WillyDuncan·56s](#)

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

(2/3) We have two strong committees, the President's Equity Advisory Committee and our Equity and Student Success Guided Pathways Steering Committee that help to lead the charge for us. [#EquityChat](#)

[Willy Duncan @WillyDuncan·34s](#)

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

(3/3) Externally, our Exec Team is currently in a training partnership with the [@equityproject](#) related to embedding equity practices throughout our leadership team. [#EquityChat](#)

[5:53 pm] Keith

Q8 @WillyDuncan Last question for tonight - what advice would you give to other equity practitioners? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

[Willy Duncan @WillyDuncan · 1m](#)

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

(1/2) The [@sierracollege](#) convocation was yesterday and one of our counselors, Tonya Times said "Stop looking through the peephole of what is and look at the canvas of what could be." I love this. [#EquityChat](#)

[Willy Duncan @WillyDuncan · 27s](#)

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

(2/2) I encourage us all to think big if we are going to change our colleges to support our students. Don't be afraid to get dirty. [#EquityChat](#)

[6:00 pm] Pam

[Dr. Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster · 54s](#)

TY you so much [@WillyDuncan](#) - your budget wisdom is priceless!& great things happening [@SierraCollege](#). Join us next week for [#EquityChat](#) - we will post our next guest soon! Special TY to [@aprilyeephd](#) our [@CollegeFutures](#) mentor! [@lamkeithcurry @DrTammeil @equityavengers](#) out!