

Wednesday, March 1, 2023

Dr. Gina Ann Garcia

Associate Professor,

Dept. of Educational Foundations, Organizations & Policy
University of Pittsburgh

[5:00 pm] Pam

Welcome to #EquityChat sponsored by @CollegeFutures w/your @equityavengers hosts @iamkeithcurry, @DrTammeil & @DrPamLuster. Tonight, our guest is @GinaAnnGarcia, Assoc.Prof, Department of Educational Foundations, Organizations & Policy from @PittTweet. Welcome, Dr. Garcia!

[Gina Ann Garcia @GinaAnnGarcia · 20m](#)

Replying to [@DrPamLuster @CollegeFutures and 5 others](#)

Thank you, I'm excited to be here!

[5:05 pm] Tammeil

Q1. @GinaAnnGarcia. As you engage in equity-focused work, what is your walk-up song or anthem? @DrPamLuster @iamkeithcurry @CollegeFutures #EquityChat @equityavengers

[Gina Ann Garcia@GinaAnnGarcia · 14m](#)

Replying to [@DrTammeil @DrPamLuster and 3 others](#)

Walk up song is Cardi B's Bodak Yellow; no explanation needed [@ErinDoran EdD](#) calls me Cardi G

[Dr. Tammeil Gilkerson @DrTammeil · 32s](#)

Replying to [@GinaAnnGarcia @DrPamLuster and 4 others](#)

All kinds of [#EquityBossQueen](#) swagger

[5:13 pm] Keith

Q2. @GinaAnnGarcia. Could you tell us about @QuePasaHSIs, its origins, and its purpose? #EquityChat @DrPamLuster @DrTammeil @CollegeFutures @equityavengers

[Gina Ann Garcia @GinaAnnGarcia · 11m](#)

Replying to [@iamkeithcurry @QuePasaHSIs and 4 others](#)

[@QuePasaHSIs](#) was my freedom dream for 2 years; I wanted to create a way to share HSI knowledge in an accessible way; I envisioned free knowledge for the folx who need it the most: practitioners doing the work

[Gina Ann Garcia@GinaAnnGarcia · 3m](#)

Replying to [@iamkeithcurry @QuePasaHSIs and 4 others](#)

S/O to [@LatinxUplift](#) who I love and listened to and learned how to produce a podcast. Thank you [@LaProfesora08](#)

[5:20 pm] Pam

Q3. @GinaAnnGarcia. We noticed you have a new book that was recently released titled: Transforming Hispanic-Serving Institutions for Equity and Justice. Can you tell us about the book and why it is important for educational leaders? #EquityChat @iamkeithcurry @CollegeFutures @DrTammeil @equityavengers

[Gina Ann Garcia @GinaAnnGarcia](#)

Replying to [@DrPamLuster @iamkeithcurry and 3 others](#)

I love this question. The new book is for practitioners. The book is my freedom dream about how colleges and universities can become spaces of justice and liberation.

[Dr. Tammeil Gilkerson @DrTammeil](#)

Replying to [@GinaAnnGarcia @iamkeithcurry and 4 others](#)

Freedom Dream!

[Dr Pamela Luster #EquityAvengers #RealCollegePrez](#)

[@DrPamLuster · 1m](#)

Replying to [@DrTammeil @GinaAnnGarcia and 4 others](#)

That caught me too [@DrTammeil](#) !

[Dr. Tammeil Gilkerson @DrTammeil · 3m](#)

Replying to [@GinaAnnGarcia @DrPamLuster and 3 others](#)

that your Freedom Dream calls us to acknowledge how whiteness operates at our institutions—from governance to how knowledge is delivered. TY for calling out that diversity alone is insufficient for achieving a dynamic learning environment. [#equityavenger](#)

[5:28 pm] Tammeil

Q4. @GinaAnnGarcia. What would you say are the “Big E” and “Small E” goals to achieve equity? How does your work in research advance achieving these goals? @DrPamLuster @iamkeithcurry @CollegeFutures #EquityChat @equityavengers

[Gina Ann Garcia @GinaAnnGarcia · 1m](#)

Replying to [@DrTammeil @DrPamLuster and 3 others](#)

Little “E” goal is to achieve equitable outcomes and experiences across racial-ethnic groups. Big “E” is justice and collective liberation for all!

[5:35 pm] Keith

Q5. @GinaAnnGarcia. From your research and visits to colleges and universities, what strategies would you recommend institutions implement to support Latinx student success? @DrTammeil @DrPamLuster @CollegeFutures #EquityChat #EquityAvengers

[Gina Ann Garcia @GinaAnnGarcia · 6m](#)

Replying to [@IamKeithCurry @EquityAvengers and 3 others](#)

In the new book I talk about governance. Servingness has to be a conversation for boards and trustees. Transformation requires real commitment.

[Dr. Tammeil Gilkerson @DrTammeil · 4m](#)

Ummmm...yes! Transformation and commitment at all levels and building the trust and safety for that to occur.

[Gina Ann Garcia @GinaAnnGarcia · 8m](#)

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

I think that we need policy reform. College leaders need to make decisions that produce equitable outcomes and experiences.

[5:42 pm] Pam

Q6. [@GinaAnnGarcia](#). 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? [@DrTammeil @IamKeithCurry @CollegeFutures #EquityChat #EquityAvengers](#)

[Gina Ann Garcia @GinaAnnGarcia](#)

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

I learn from so many people. I love [@VictorErikRay](#) radicalized orgs theory. Some of my [@QuePasaHSIs](#) guests have taught me a lot like [@BlancaVNYC @CynDVillarreal @drsaguilarSmith @marla franco](#) I also love the Critical Whiteness Praxis book right now

[5:49 pm] Tammeil

Q7. [@GinaAnnGarcia](#). As you reflect on your work, what gives you hope? [@DrPamLuster @IamKeithCurry @CollegeFutures #EquityChat #EquityAvengers](#)

[Gina Ann Garcia @GinaAnnGarcia · 27s](#)

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

I visit a lot of campuses and I always feel hopeful when I leave because I meet a lot of people who are committed to equity and justice work. We out there!

[5:54 pm] Keith

Q8. [@GinaAnnGarcia](#) - Final question for tonight - what advice would you give to other equity practitioners? [@DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers](#)

[Gina Ann Garcia @GinaAnnGarcia · 2m](#)

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

Take breaks! Take care of yourself! Preserve your energy. We need folks committed to equity but organizations will eat you alive if you let them. Don't let them! Find a group of people who love you and will protect you!

[6:00 pm] Pam

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster·1m](#)

TY [@GinaAnnGarcia](#) for joining [#EquityChat @CollegeFutures](#) and sharing your research and practice for HSI's, to order Dr Garcia's book - you can order it here.

<https://press.jhu.edu/books/title/12712/transforming-hispanic-serving-institutions-equity-and-justice...>

See you next wk [@Iamkeithcurry @DrTammeil @DrPamLuster @equityavengers](#) OUT!