

Francesca Carpenter
Equity Initiatives Director
Achieving the Dream
March 15, 2023

[5:00 pm] Pam

Welcome to #EquityChat sponsored by @CollegeFutures w/your @equityavengers hosts @iamkeithcurry, @DrTammeil & @DrPamLuster. Tonight our guest is @fran0877-Director Francesca Carpenter - Equity Initiatives Director @AchieveTheDream - Welcome Dr. Carpenter!

[Francesca Carpenter @fran0877·27s](#)

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

Thank you for having me and [@AchieveTheDream](#).

[5:05 pm] Tammeil

Q1 @fran0877, @AchieveTheDream - as you engage in equity-focused work, what is your walk-up song or anthem? @DrPamLuster @iamkeithcurry @CollegeFutures #EquityChat @equityavengers

[Francesca Carpenter @fran0877](#)

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

I believe anthems serve as hype songs. At our #ATDDREAM conference I was introduced with the song "Girl on Fire" by [@aliciakeys](#) because being an unapologetic Black woman is powerful & I am walking in that power. (1/2) #EquityChat

[Francesca Carpenter @fran0877](#)

Replying to [@fran0877 @DrTammeil and 6 others](#)

For equity-focused work a song that resonates is "Glory" by [@Common](#) and [@JohnLegend](#) because I believe that one day history will show the work and sacrifices of people like the [@equityavengers](#). (2/2) #EquityChat

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

Replying to [@fran0877 @DrTammeil and 7 others](#)

Every single time, including just now i get goosebumps listening to "Glory" ...its haunting, reverent, and hopeful all at once. #EquityChat

[5:13 pm] Keith

Q2 – @fran0877, @AchieveTheDream How does @AchieveTheDream drive the work of #racialequity across our diverse national higher ed institutions? #EquityChat @DrPamLuster @DrTammeil @CollegeFutures @equityavengers

[Francesca Carpenter @fran0877·28s](#)

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

Our equity statement challenges colleges to intentionally design and implement antiracist and just structures, policies, and practices that combat oppression so students and their

communities thrive. <https://achievingthedream.org/achieving-the-dream-equity-statement/...>
(1/3) [#EquityChat](#)

[Dr. Tammeil Gilkerson @DrTammeil-1m](#)

Replying to [@fran0877 @iamkeithcurry and 4 others](#)

& HigherEd must interrogate the disconnect between institutionalized practices that impact student success & the systemic structures and processes that continue to oppress and exclude students based on the intersection of race, ethnicity, gender identity, language, (dis)ability..

[Dr. Tammeil Gilkerson @DrTammeil](#)

Replying to [@DrTammeil @fran0877 and 5 others](#)

sexual orientation, economic status, and/or religion.

[Francesca Carpenter @fran0877-42s](#)

Replying to [@fran0877 @iamkeithcurry and 5 others](#)

[@AchieveTheDream](#) provides equity services for community college leaders and practitioners to build foundational skills and implement transformational strategies necessary to address inequities at their institution. (2/3) [#EquityChat](#)

[Francesca Carpenter @fran0877-14s](#)

Replying to [@fran0877 @iamkeithcurry and 5 others](#)

Achieving [#racialequity](#) requires all stakeholders at an institution to commit to embracing racially minoritized students and ensuring their success. (3/3) [#EquityChat](#)

[Dr. Tammeil Gilkerson @DrTammeil-5m](#)

All Stakeholders Embracing All Racially Minoritized Students & Ensuring Their Success!

All day, every day...[@fran0877 @AchieveTheDream @equityavengers #EquityChat #ShowLove #WageLove #CCHALES](#)

[5:20 pm] Pam

Q3 - [@fran0877](#), [@AchieveTheDream](#) – You recently wrote about institutional efforts for equity in [@diverse](#), how is [@AchieveTheDream](#) creating conditions to meet these priorities now? [#EquityChat @iamkeithcurry @CollegeFutures @DrTammeil @equityavengers](#)

<https://www.diverseeducation.com/opinion/article/15306793/transforming-community-colleges-for-equity>

[Francesca Carpenter @fran0877-2m](#)

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

Equity work is highly localized.[@AchieveTheDream](#) works to strengthen community colleges' capacity to be data-informed, enhance communities, establish an inclusive environment, & center student voice through coaching & targeted support.(1/2) [#EquityChat](#)

[Francesca Carpenter @fran0877](#)

Replying to [@fran0877 @DrPamLuster and 6 others](#)

Ensuring student success & social & economic mobility are core to [@AchieveTheDream](#). Our nearly 20yrs have demonstrated that innovative, evidence-based community college programs & interventions produce & sustain improved student success. (2/2) [#EquityChat](#)

[5:28 pm] Tammeil

Q4 [@fran0877](#), [@AchieveTheDream](#) - What would you say are the “Big E” and “Small E” goals to achieve equity? How does your work in [@Comm_College](#) advance achieving these goals? [@DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat @equityavengers](#)

[Francesca Carpenter @fran0877](#)

Replying to [@DrTammeil @equityavengers and 5 others](#)

One “Big E” is for colleges to understand and address systemic barriers that exist in policies, practices and procedures. A college’s local context should inform all equity goals - big and small. (1/2) [#EquityChat](#)

[Dr. Tammeil Gilkerson @DrTammeil](#)

Replying to [@fran0877 @equityavengers and 5 others](#)

I [heart emoji] that you elevate this & that [@AchieveTheDream](#) centers local context helping build the capacity for trust, assessment, & action. Sometimes colleges feel they have to do exactly what another is doing, but achieving equity won't happen w/out radical candor/reflection at home.

[Francesca Carpenter @fran0877](#)

Replying to [@fran0877 @DrTammeil and 6 others](#)

A “Small E” is for colleges to be truly student ready by understanding their students’ lived experiences and designing the institution to meet the students’ needs. Community Colleges should be of the community not just in the community. (2/2) [#EquityChat](#)

[5:35 pm] Keith

Q5 [@fran0877](#), [@AchieveTheDream](#)- We know our followers are interested in the work [@AchievetheDream](#) is doing with its Racial Equity Leadership Academy (RELA). Please share this work and how equity practitioners are engaging this resource. [@DrTammeil @DrPamLuster #EquityChat](#)

[Francesca Carpenter @fran0877](#)

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

RELA is an intensive institute designed to support teams of leaders develop bold, strategic racial equity plans and implement actionable change efforts at their institutions. [@achievetheDream](#) has partnered with [@USCRaceEquity](#) to deliver the academy. (1/3) [#EquityChat](#)

[Francesca Carpenter @fran0877·55s](#)

Replying to [@fran0877 @lamkeithcurry and 5 others](#)

Our 1st cohort of 10 colleges focused on inclusive pedagogy and classroom practices, diversifying and supporting the retention of racially minoritized faculty and staff, and strengthening professional learning. The 2nd cohort began their work in February. (2/3) [#EquityChat](#)

[Dr. Tammeil Gilkerson @DrTammeil](#)

Replying to [@fran0877 @lamkeithcurry and 4 others](#)

Let's [clap emoji x 3] for the inaugural cohort! [@AnneArundelICC @accdistrict @BrowardCollege @ChattStateCC @cscce @CUNYkcc @leecollege @MontgomeryCC @MottCollege @pierceclege](#)

[Francesca Carpenter @fran0877·15s](#)

Replying to [@fran0877 @lamkeithcurry and 5 others](#)

Centering [#racialequity](#) forces us to examine the systems of power in higher ed and discriminatory practices that have served as barriers to success for racially minoritized students. (3/3) [#EquityChat](#)

[5:42 pm] Pam

Q6 [@fran0877](#), [@AchieveTheDream](#) - To do this work, we must continue learning and partnering with others. Who/what is informing our practice? Who do you recommend we follow, and what are you learning from them? [@DrTammeil @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers](#)

[Francesca Carpenter @fran0877](#)

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

Definitely [@AchieveTheDream](#). Let me call attention to a new effort, LEVELUP focused on Black students' access to college (<https://community4blacklearnerexcellence.com>). One of your own [#EquityAvengers @lamkeithcurry](#) is helping to drive this effort. (1/3) [#EquityChat](#)

[Francesca Carpenter @fran0877·5m](#)

Replying to [@fran0877 @DrPamLuster and 4 others](#)

Also, the trailblazers and scholars in racial equity work [@ebensimon](#), [@DrShaunHarper @DrLukeWood](#), [@Fharris3](#), [@tiabmcnair](#). Organizations: [@NADOHE](#), Higher Ed Equity Network, and [@NASPA CCD](#) (2/3) [#EquityChat](#)

[Francesca Carpenter @fran0877·5m](#)

Replying to [@fran0877 @DrPamLuster and 11 others](#)

They have taught me that collective action is necessary for collective liberation. We are all in this together. (3/3) [#EquityChat](#)

[5:49 pm] Tammeil

Q7 [@fran0877](#), [@AchieveTheDream](#) -As you reflect on your work, what gives you hope? [@DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers](#)

[Francesca Carpenter](#)
[@fran0877](#)

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

Students give me hope. Their success is our success. They are the reason I am engaged in equity work. Ensuring an equitable present and future for students is not only important but necessary. [#EquityChat](#)

[5:54 pm] Keith

Q8 [@fran0877](#), [@AchieveTheDream](#) - Final question for tonight - what advice would you give to other equity practitioners? [@DrPamLuster](#) [@DrTammeil](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Francesca Carpenter](#) [@fran0877](#)

Replying to [@Iamkeithcurry](#) [@AchieveTheDream](#) and 3 others

1. Maintain your mental health: Equity work is a marathon and not a sprint so we must take care of ourselves. 2. Stay the course and stay connected: create a network of colleagues engaged in equity work as your support system. (1/3) [#EquityChat](#)

[Francesca Carpenter](#) [@fran0877](#) · 4m

Replying to [@fran0877](#) [@Iamkeithcurry](#) and 4 others

3. Engage in professional learning: the field is constantly changing and it is essential that we are learning as much as possible. (2/3) [#EquityChat](#)

[Francesca Carpenter](#) [@fran0877](#) · 4m

Replying to [@fran0877](#) [@Iamkeithcurry](#) and 4 others

4. Advocate & Amplify: Equity work is under attack. We must use our voices to elevate the moral and ethical core of this work. Community colleges are doing incredible work and it's our responsibility to share successes. (3/3) [#EquityChat](#)

[6:00 pm] Pam

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

TY [@fran0877](#) for joining us on [#EquityChat](#) sponsored by [@CollegeFutures](#)! There are many nuggets of practice for our [@equityavengers](#) followers! TY to [@AchieveTheDream](#) & your CEO [@drkastout](#) who inspires our work! See you next week [@Iamkeithcurry](#) [@DrTammeil](#) [@DrPamLuster](#) OUT!

[Francesca Carpenter](#) [@fran0877](#)

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

Thank you to [@EquityAvengers](#) for the opportunity to be in virtual community with you! [#EquityChat](#)