

May 3, 2023

Dr. Edward J. Leach

Executive Director, NISOD

[5:00 pm] Pam

Welcome to [#EquityChat](#) sponsored by [@CollegeFutures](#) w/your hosts [@IamKeithCurry](#) [@DrTammeil](#) & [@DrPamLuster](#)- Our guest is [@leache](#), Exec. Dir. [@NISOD](#)! Join us as we chat about what's on the horizon, racial equity & how they are leading [#profdev](#) for [#commcolleges](#). Welcome Dr Leach!

[5:05 pm] Tammeil

Q1 [@leache](#). What is your walk-up song or anthem as you engage in equity-focused work? [@NISOD](#) [@DrPamLuster](#) [@IamKeithCurry](#) [@CollegeFutures](#) [#EquityChat](#) [@EquityAvengers](#)

[Edward J. Leach @leache-40s](#)

McFadden & Whitehead's "Ain't No Stoppin' Us Now." The song is about succeeding, despite facing significant odds, which is certainly what NISOD was facing when I joined the organization in 2013. But we marched on and have prevailed! "Ain't No Stoppin' Us Now!"

[5:11 pm] Keith

Q2 [@leache](#). Tell us more about [@NISOD](#) and your priorities as Executive Director. [@DrPamLuster](#) [@DrTammeil](#) [@CollegeFutures](#) [#EquityChat](#) [@EquityAvengers](#)

[Edward J. Leach @leache-1m](#)

(1/2) NISOD is a membership organization that promotes and celebrates excellence in teaching, learning, and leadership at community and technical colleges. As such, one priority is to provide our member colleges with budget-friendly, high-quality, and programs and resources.

[Edward J. Leach @leache-56s](#)

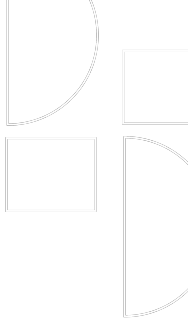
(2/2) But perhaps our top and most valuable priority are the connections NISOD helps make among community and technical colleges so they can share ideas, strengths, and solutions through our webinars, workshops, and conferences.

[5:18 pm] Pam

Q3 [@leache](#). How is [@NISOD](#) engaging professional development for achieving [#racialequity](#) in student outcomes amidst the current national climate? [@DrTammeil](#) [@IamKeithCurry](#) [@CollegeFutures](#) [@EquityAvengers](#) [#EquityChat](#)

[Edward J. Leach @leache](#)

(1/2) Another priority of ours is to empower faculty, staff, and administrators to support the needs of diverse students. For example, an upcoming webinar explores what implicit bias looks like and provides strategies for reducing biases that inevitably impact students' success.



[Edward J. Leach @leache·17s](#)

(2/2) Another example is an upcoming virtual workshop that explores how to encourage student learning in a manner that maximizes motivation, a sense of inclusion, and improves equity within the learning environment. We take great pride in offering these kinds of resources.

[Edward J. Leach @leache·1m](#)

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

<https://nisod.cc/3nAZM7c> <https://nisod.cc/3M3EcSB>

[5:25 pm] Tammeil

**Q4 @leache. What would you say are the “Big E” and “Small E” goals to achieve equity? What role does @NISOD have in achieving these goals? @DrPamLuster @Iamkeithcurry @CollegeFutures @EquityAvengers #EquityChat**

[Edward J. Leach @leache·1m](#)

1/2) “Big E” If you want more equitable outcomes, you need to redesign systems using an equity-centered design approach. “Small E” Take the personal accountability to act.

[Edward J. Leach @leache·47s](#)

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

(2/2) Our role is to identify best and promising practices involving achieving equity and use our many vehicles to disseminate those strategies. As I mentioned earlier, one of NISOD’s many strengths is connecting community and technical colleges so they can share solutions.

[5:32 pm] Keith

**Q5 @leache. What are the highest needs/priorities for community colleges based on @NISOD’s observations and feedback from their member organizations? @DrPamLuster @DrTammeil @CollegeFutures @EquityAvengers #EquityChat**

[Edward J. Leach @leache](#)

(1/3) Facilities at many community colleges need modernizing, and typically, state and local funds are insufficient to fulfill the need, which results in deferred maintenance needs, which can impact education quality.

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

Facilities, their modernization, and upkeep are also equity issues. I know this firsthand from my time serving at different colleges with varying levels of investment. FACILITIES ARE AN EQUITY ISSUE! [@equityavengers](#)

[@Iamkeithcurry @DrPamLuster @CollegeFutures @NISOD](#)



[Edward J. Leach @leache-12s](#)

(2/3) Community colleges need help implementing multilevel, holistic approaches to supporting students with a variety of mental health and other needs.

[Edward J. Leach @leache-8s](#)

(3/3) “The pipeline from community college to a bachelors degree is a very leaky pipeline,” says [@LexaLogue](#), and worst for Black, Hispanic, and low-income students who are more likely to start at a community college. Better advising may help them not take courses they don’t need.

[5:39 pm] Pam

**Q6 @leach3. 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? @NISOD @DrTammeil @IamKeithCurry @CollegeFutures @EquityAvengers #EquityChat**

[5:46pm] Tammeil

**Q7 @leache. As you reflect on your work, what gives you hope? @NISOD @DrPamLuster @IamKeithCurry @CollegeFutures @EquityAvengers #EquityChat**

[Edward J. Leach @leache](#)

(1/3) Seeing the good work being done at our member colleges gives me hope. For example, we partner with [@DiverseIssues](#) on our Most Promising Places to Work in Community Colleges study. The MPPWCC study recognizes community and technical college exceptional commitments to . . .

[Edward J. Leach @leache-11s](#)

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

(2/3) . . . diversity through best-in-class student and staff recruitment and retention practices, inclusive learning and working environments, and meaningful community service and engagement opportunities.

[Edward J. Leach @leache](#)

(3/3) Seeing what’s going on at our member colleges to increase faculty and staff diversity, to foster a staff sense of belonging, and to equip educators for their work with students, gives me hope.

[5:53 pm] Keith

**Q8 @leache. Last question for the night, what advice would you give to other equity practitioners? @NISOD @DrPamLuster @DrTammeil @CollegeFutures @EquityAvengers #EquityChat**

[Edward J. Leach @leache-13s](#)

(1/2) It's great to listen/learn, but a different outcome requires that you do something differently. As the sign says at the door of my yoga studio, "Change requires change." Ask yourself where you can act differently and how you can make a more meaningful difference.

[Edward J. Leach @leache](#)

(2/2) Follow [@DrLukeWood](#), [@Fharris3](#), [@saragoldrickrab](#), and [@emzgallaher](#)! All four have at one time or another shared their expertise with our audience and we're hoping to do even more with them. [@evamedilek](#) is someone else we've also recently begun working with.

[Edward J. Leach @leache·2m](#)

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

In addition to the folks I mentioned, topics submitted for our webinars, workshops, and conferences, as well as surveys submitted following those learning experiences also inform our work, as do requests for specific topics from leaders at our member colleges.

**[6:00 pm] Pam**

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster·3m](#)

Thank you so much [@leache](#) for your commitment to [@NISOD](#) & to continuous learning for [#CommCollege](#) practitioners. [lightbulb emoji]+[heart emoji]& [brain emoji]= transformation. Join us next wk. for [#EquityChat](#) sponsored by [@CollegeFutures](#), guest TBA... [@lamkeithcurry @DrTammeil @DrPamLuster @equityavengers](#) OUT!

[Edward J. Leach @leache·12h](#)

My pleasure . . . THANKS for the opportunity!