

Dr. Sonya Christian

Incoming State Chancellor

California Community Colleges

May 31, 2023

[5:00 pm] Pam

Welcome to [#EquityChat](#) sponsored by [@CollegeFutures](#) w/ur [@equityavengers](#) [@Iamkeithcurry](#) [@DrTammeil](#) & [@DrPamLuster](#) tonight we're honored to host our colleague & as of tomorrow...State Chancellor [@CalCommColleges](#) @ Dr [@sonyachristian](#) ! Welcome Dr Christian!

[Sonya Christian @sonyachristian](#) · 3m

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

Thank you so much for inviting me this evening!

[Sonya Christian @sonyachristian](#) · 26s

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

Super excited to be here - thank you [@equityavengers](#)!

[5:03 pm] Tammeil

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

[Sonya Christian @sonyachristian](#) · 3m

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

(1/2) [@NinaSimoneMusic](#) Sinnerman - gospel, jazz, blues. The tension & urgency captures the nature of equity work. The song infuses energy & at same time focuses my attention to just make things happen. Besides, Nina Simone is an all-time great. <https://rb.gv/7sm0h>

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

(2/2) Also been hooked by the grand finale song "Let's get loud" by [@idinamenzel](#) in the 2021 Cinderella <https://youtube.com/watch?v=ia9OykdstWA...> [#EquityChat](#)

[5:09 pm] Keith

Q2 [@sonyachristian](#). What are you most looking forward to as your transition into your new role as Chancellor [@CalCommCollege](#) tomorrow? Please share your top 3 priorities for your first year. [@CCCCO](#) [@DrPamLuster](#) [@DrTammeil](#) [@CollegeFutures](#) [@EquityAvengers](#) [#EquityChat](#)

[Sonya Christian @sonyachristian·1m](#)

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

(1/2) [#CATransformation](#) - Supporting this great state, doing cutting-edge innovative work enveloped with equity. I am excited for CA CCs to play a fundamental role in this next wave of CA reinventing itself. [#NuestroTiempoEsAhora!](#)  
[@BenChidaCA @Cagovernor @EleniForCA](#)

(2/2) Top 3 Priorities:

#1 Taking care of our students/communities/planet.

#2 Deep Equity in Access/Success/Completion/Mobility

#3 Building Workforce sectors: Healthcare/Climate/Technology & Education.

[#CCCChampions #OurTimeisNow #EquityChat](#)

[@CALaborAgency @CA\\_WorkforceDev](#)

[5:16 pm] Pam

Q3 [@sonyachristian](#). Under your leadership, how does the [@CCCCO](#) plan to advance [#racialequity](#) in the [@CalCommCollege](#) system? [@DrTammeil @lamkeithcurry @CollegeFutures @EquityAvengers #EquityChat](#)

[Sonya Christian @sonyachristian·38s](#)

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

(1/6) I will bring my experience from the field, College President [@BakCollege](#) and District Chancellor [@KernCCD @portervillecollege @cerrococoyote](#), to focus on outcomes and using disaggregated data to advance equity focused policy and practice. [#EquityChat](#)

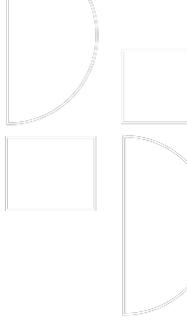
(2/6) The readings and discussions framing my retreats with [@CalCommCollege](#) CCCC Exec Staff are Martin Luther King's Letter from Birmingham Jail, The Hill we Climb by [@TheAmandaGorman](#), and frameworks of Agile and Distributed Leadership.

(3/6) From Equity Talk to Equity Walk by [@ebensimon](#) Lindsey Malcom-Piqueux and [@tiabmcnair](#) demands that we operationalize equity work at every level of our colleges, districts, state. [#EquityChat](#)

(4/6) Some examples: access through expanding [#DualEnrollment](#) in high schools, not leave it to chance, but create default college opportunities starting in the 9th grade for ALL students. [#EquityInAccess #EquityChat @clporg @NACEPtweets @ CADEP @CCCEMC @CADualEnroll @EdTrustWest](#)

(5/6) Advancing equity through CDCPs for our racially minoritized groups in backbreaking entry level jobs with unpredictable income. [#EquityChat](#)

(6/6) In the priority workforce sectors of healthcare and climate, advance health equity and develop equitable deployment of climate solutions. [#EquityChat @RuralHEAL @CREL @CaliforniaEPA](#)



[5:23 pm] Tammeil

**Q4 @sonyachristian. What would you say are the “Big E” and “Small E” goals to achieve equity? As the new Chancellor @CalCommCollege, what is your role in achieving these goals? @CCCCO @DrPamLuster @IamKeithCurry @CollegeFutures @EquityAvengers #EquityChat**

[Sonya Christian @sonyachristian](#)

(1/5) Big E equity has to be closing equity gaps in Student Access, Student Success, Socio-Economic Mobility. Every day I wake up, this will be my/our work. [#EquityChat @CCCOLEGAS @APAHENational @A2MEND2006 @cccwomenscaucus](#)

(2/5): Small E equity: making equity conversational, in every engagement, with an eye to building bridges not widening the divide. [#EquityChat](#)

(3/5) Regina Stanback Stroud of [@rsscllc](#) inspired me ... she was speaking at an event & was in the green room ready to be mic'd up. The color of the headset was a light beige (presumably "skin" tone) & she said, "I will take one that is for Black people" [#EquityChat @A2MEND2006](#)

(4/5) Typically a speaker's mic is connected to a battery pack that gets tucked into the pant pocket. Regina was wearing a dress with no pocket. Regina said, "I will take the one for women" [#EquityChat @cccwomenscaucus](#)

(5/5) Let's all channel our inner Regina Stanback Stroud. Never wait. Advance our value of equity in every moment. "Waiting almost always means never" - MLK. [#OurTimeisNow](#)

[5:29 pm] Keith

**Q5 @sonyachristian. What direction or advice would you give to districts preparing their budgets for the next couple years as it relates to the Governor's budget? @CalCommCollege @CCCCO @DrPamLuster @DrTammeil @CollegeFutures @EquityAvengers #EquityChat**

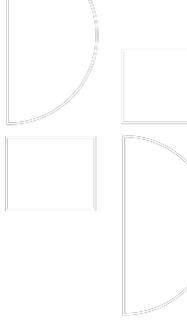
[Sonya Christian @sonyachristian](#)

(1/8) The bad news: the budget forecast is not good. The good news: Our greatest challenges enable us to do our greatest work.

(2/8) We must unify, prioritize and co-create solutions and then focus on them. All of our combined talents will create a force that is completely unstoppable. CACCs [#AForceForGood #OurTimeIsNow #EquityChat](#)

(3/8) We must focus, focus, focus on student outcomes - Equity in Access, Success/completion, Socio-Economic Mobility. Let's [#MagnifyOurImpact #EquityChat](#)

(4/8) Equity in Access - Dual Enrollment, Inmate Ed, CDCPs for Adult Learner to onramp to pathways, Expand FAFSA completion and allocation. [#SCFF #EquityChat @CACorrections](#)



(5/8) Remove barriers for students by “letting data flow where it’s needed” from one educational segment to the next as well as within our colleges. Administrative overhead, like applications to programs, can be equity barriers. [#EquityChat @TheRPGroup @ThePatrickPerry @ijhetts](#)

(6/8) We have disconnected smart systems that have duplicated information. By connecting these siloed systems and letting the data flow, we can proactively reach out to students to guide them to the next step in their path, and provide them the resources they need. [#EquityChat](#)

(7/8) Equity in Success/Completion - Increase English/Math Placement and Success, Increase 9+ CTE, Increase Certificates and Degrees. [#SCFF #EquityChat @CCLeague @FoundationCCC](#)

(8/8) Socio-Economic Mobility - Partner with organizations to help low income adults onramp to certificate and degree programs that will positively impact their earning. [#SCFF #EquityChat @GoCalbright @DrKingTina @SDCCEEDU @noce\\_edu @EloyOakley](#)

[5:36 pm] Pam

**Q6 @sonyachristian. 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 @EquityAvengers #EquityChat**

[Sonya Christian @sonyachristian](#)

(1/11) I have learned that equity conversations are evolutionary. Not one and done. Patience and persistence are a prerequisite [#EquityChat](#)

(2/11) I have learned that we must remain vigilant to ensure that gains we may make are not later erased. Nothing is for free; nothing is for certain. We must always be aware that hard-fought successes if taken for granted can easily be lost. [#EquityChat](#)

(3/11) I learned that tackling tough topics using a storytelling approach creates opportunities to bring everyone to the table. A door opener. This is critical in a world that appears to be getting more polarized. [#EquityChat](#)

(4/11) Some books: The Loneliest Americans by [@jaycaspiankang](#), The Distance Between Us by [@reynagrande](#), The Vanishing Half by [@britrbennett](#), Sapiens by [@harari\\_yuvali](#), The Covenant of Water by [@abe\\_verghese](#) [#EquityChat](#)

(5/11) A legend in the equity space is Estela Bensimon - [@ebensimon](#) [#EquityChat](#)

(6/11) To do deep equity work we must invest in building deep relationships. Trust and a common purpose are essential to create the conditions for shifts in policy and practice.

(7/11) Few partners: Career Ladders - [@clporg](#), Academic Senate - [@ASCCNews](#), Student Senate - [@SSCCC\\_OFFICIAL](#), Campaign for College [@CollegeOpp](#), [@equityavengers](#), [@CA\\_LearningLab](#), [@CADEP](#), [@EdTrustWest](#) [@CCLeague](#) [@FoundationCCC](#) [@CollegeFutures](#) [@CSEA](#) Now [@4cscomm](#) [#EquityChat](#)

(8/11) Fun groups doing important work like [@CCCOLEGAS](#) [@A2MEND2006](#), [@CCCWomensCaucus](#), AAPITA, [@APAHENational](#) [@ccc\\_lgbtq](#), CCC Latino Caucus

(9/11) A few political leaders: [@BenChidaCA](#), [@EleniForCA](#), [@AsmMarcBerman](#), [@MikeFongCA](#), [@toniatkins](#), [@JoshNewmanCA](#), [@ASM\\_Irwin](#), [@ChrisHoldenNews](#) [@RendonAD62](#) [#EquityChat](#)

(10/11) Collaboration with Segment Leaders including Joelene Koester with [@calstate](#), [@UCPrezDrake](#), [@TonyThurmond](#) [#EquityChat](#)

(11/11) Data, data, data: Some examples: [@TheRPGroup](#), [@EdTrustWest](#), [@CalCompetes](#), [@WestEd](#) [@ijhetts](#) [@doc9x](#) [#EquityChat](#)

[5:42pm] Tammeil

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

[Sonya Christian](#) [@sonyachristian](#) · 1m

PEOPLE give me hope .... I am amazed by the infinite capacity people have ... for transformation and self-realization. It helps me be my best self. [#EquityChat](#)

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

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

Same, simply including people, all the time, and thinking critically about spaces that we see as inclusive, but other to others must be deconstructed and built together. [#EquityChat](#)

[5:48 pm] Keith

Q8 [@sonyachristian](#). Last question for the night, what advice would you give to other equity practitioners? [@DrPamLuster](#) [@DrTammeil](#) [@CollegeFutures](#) [@EquityAvengers](#) [#EquityChat](#)

[Sonya Christian](#) [@sonyachristian](#)

(1/4) Don't wait for the perfect plan. Keep acting and improving through iteration. Perfect should not be the enemy of the good. [#EquityChat](#) [@CalCommColleges](#) [@ccleague](#) [@FoundationCCC](#)

(2/4) Less is more - so stay focused to maximize impact not scatter our impact. [#EquityChat](#) [@CalCommColleges](#) [@ccleague](#) [@FoundationCCC](#)

(3/4) Take the work seriously. Let's not take ourselves too seriously.  
Have fun. Don't leave the good stuff for later. [#EquityChat](#) [@CalCommColleges](#) [@ccleague](#) [@FoundationCCC](#)

(4/4) Remember [#OurTimeIsNow](#) [#EquityChat](#) [@CalCommColleges](#) [@ccleague](#) [@CCTrustees](#)

**[6:00 pm] Pam**

TY [@sonyachristian](#) for joining us for [#EquityChat](#) on such an important evening, the [@equityavengers](#) wish you great success in your role as [@CalCommColleges](#) Chancellor! Stay tuned for our next guest soon- [@IamKeithCurry](#) [@DrTammeil](#) [@DrPamLuster](#) OUT!

[Sonya Christian](#) [@sonyachristian·34s](#)

Thank you for the great discussion. I'm so excited to continue this equity work in my new position! [#OurTimeIsNow](#)  
[#CommunityCollegeChampions](#) [#EquityChat](#)