

June 14, 2023

Dr. Constance Carroll

Dr. Pam Luster

California Community College Baccalaureate Association

[5:00 pm] Tammeil or Keith

Welcome to [#EquityChat](#) sponsored by [@CollegeFutures](#). Tonight's guests are [@CCarroll_PhD](#) & [@equityavengers](#)' very own [@DrPamLuster](#)! We're chatting about CCB programs with your hosts [@DrTammeil](#) & [@lamkeithcurry](#).

[5:03 pm] Tammeil

Q1 @CCarroll_PhD @DrPamLuster. What is your walk-up song or anthem as you engage in equity-focused work? @CAbaccalaureate @lamkeithcurry @CollegeFutures @EquityAvengers #EquityChat

[Constance Carroll @CCarroll_PhD·3m](#)

1/3 Ah, this question reminds me of our work together when you always played a song for me to dance to when I was on my way to the lectern at Convocation. The song I would choose is Jimmy Cliff's "I Can See Clearly Now." [#EquityChat](#)

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster·2m](#)

My favorite thing every year...we did some great dancing to some great songs over the years [#EquityChat](#) [@equityavengers](#)

[Constance Carroll @CCarroll_PhD·2m](#)

2/3 The song notes the obstacles that were in the way that are being cleared and that the rain is gone and also "gone are the dark clouds that had me blind." This is a very hopeful song with a very hopeful message. [#EquityChat](#)

[Dr. Tammeil Gilkerson @DrTammeil](#)

We need songs of hope in this equity work! We need those bright days!

[Constance Carroll @CCarroll_PhD·2m](#)

3/3 It reminds me of all the hurdles I and others have had to cross, from Jim Crow and segregation to a host of barriers that remain to this day, but it is important to emphasize that the serious obstacles facing equity have been surmounted. [#EquityChat](#)

[5:09 pm] Keith

Q2 @CCarroll_PhD @DrPamLuster. Tell us about @CAbaccalaureate and your goals and vision for the organization. @DrTammeil @CollegeFutures @EquityAvengers #EquityChat

[Constance Carroll @CCarroll_PhD·47s](#)

1/5 The passage of SB 850 (fmr. Sen Marty Block) in 2014 authorized the BA pilot program for comm. colleges' & passage of AB 927 (Asm. Jose Medina) in 2021 made the pilot programs permanent & extended the option to all comm colleges, ushered in new era of edu opportunity in CA.

[Constance Carroll @CCarroll_PhD · 49s](#)

2/5 I was proud to work on both legislative bills and to organize statewide legislative advocacy for them. My organization, the California Community College Baccalaureate Association (CCCBA), has three purposes:

[Constance Carroll @CCarroll_PhD · 28s](#)

3/5. 1) Advocating for legislation and support for this important change in the Education Code; 2) Encouraging our community colleges to develop and propose baccalaureate degree programs for review and approval by the [@CalCommColleges](#) Chancellor's Office & Board of Governors; and

[Constance Carroll @CCarroll_PhD · 49s](#)

4/5. 3) Providing assistance to local colleges and districts as they contemplate proposing baccalaureate programs. We have come a long way and, with the most recent approval of 7 new programs, California now has 31 community college baccalaureate programs.

[Constance Carroll @CCarroll_PhD](#)

5/5 My hope is to see hundreds of baccalaureate programs in the future, especially as more and more employers require bachelor's level education for job candidates and since the public universities does not offer these workforce-training fields. [#EquityChat](#)

[Dr. Tammeil Gilkerson @DrTammeil](#)

So proud of the [@CalCommColleges](#) working hard to answer the call & trailblaze a path that is needed--especially in fields where the industry needs students with baccalaureate-level education.

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster · 36s](#)

When [@CCarroll_PhD](#) asked me to join the Board of [@CABaccalaureate](#) I was excited to see what we could do as an advocacy and strategy effort for [@CalCommColleges](#). Our agenda it to support the programs that are in place, and to enact efforts to expand them.

[5:16 pm] Tammeil

Q3 [@CCarroll_PhD](#) [@DrPamLuster](#). What are your thoughts on The Civil Rights Project's recent report on CCB programs? What findings are most promising? [@CABaccalaureate](#) [@Iamkeithcurry](#) [@CollegeFutures](#) [@EquityAvengers](#) [#EquityChat](#)

[Constance Carroll @CCarroll_PhD · 1m](#)

1/7 I was very pleased to see the report of UCLA's Civil Rights Project, which presents a sound analysis of the CCB effort, especially in CA. What stands out most for me is the fact the researchers equate the community college baccalaureate effort with civil rights. [#EquityChat](#)

[Constance Carroll @CCarroll_PhD](#)

2/7 The report notes these programs enroll a tremendously diverse student body, over 70% in all categories of diversity, and, as such, represents a true pathway to educational opportunities leading to good-paying jobs. [#EquityChat](#)

[Constance Carroll @CCarroll_PhD·1m](#)

3/7 Ex. many CSUs now offer stand-alone doctoral degree programs to address professional needs in CA not being met by the UCs. Now, community colleges have begun to offer bachelor's degrees to meet workforce education needs not being addressed by either CSUs or UCs. [#EquityChat](#)

[Constance Carroll @CCarroll_PhD·44s](#)

4/7 However, these changes have been brought about by separate legislation, as well as by difficult consultation. These new directions need to be codified in an updated Master Plan rather than approached in such an ad hoc and often contentious manner. [#EquityChat](#)

[Constance Carroll @CCarroll_PhD·45s](#)

5/7 The report concludes that "The California Master Plan for Higher Education, as it currently stands, is obsolete, and is a significant obstacle for many students of color from economically disadvantaged backgrounds who strive to complete a bachelor's degree." [#EquityChat](#)

[Constance Carroll @CCarroll_PhD·33s](#)

6/7 The report forthrightly calls for the expansion of CCB programs in order to advance diversity and equity goals and to support the economic and educational needs of students and local communities. [#EquityChat](#)

[Constance Carroll @CCarroll_PhD·18s](#)

7/7 The report also urges the state to provide funding for these programs, including support for a research infrastructure for tracking progress. [#EquityChat](#)

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

I encourage folks to read [@CCarroll_PhD](#) response, as it details the details. For me the report corrected previous assessments...& demonstrated the significant gains our [@CalCommColleges #BS](#) students make as a result of completing these degrees.

[5:23 pm] Keith

Q4 @CCarroll_PhD @DrPamLuster. What would you say are the “Big E” and “Small E” goals to achieve equity? What role does @CAbaccalaureate play in achieving these goals? @DrTammeil @CollegeFutures @EquityAvengers #EquityChat

[Constance Carroll @CCarroll_PhD·1m](#)

1/4 The “Big E” goal is providing access to baccalaureate study by students of color, students from disadvantaged backgrounds, women, & students who are “place bound” and unable to take advantage of edu. opportunities outside of their local communities and regions. [#EquityChat](#)

[Constance Carroll @CCarroll_PhD·1m](#)

2/4 Access is one of the key purposes of the community college baccalaureate effort as our organization, [@CAbaccalaureate](#), envisions. [#EquityChat](#)

3/4 There are many “Small E” goals that accompany this first purpose, such as funding for the programs and support for the students, who are often unable to pay even the reduced program costs or to purchase required textbooks. [#EquityChat](#)

[Constance Carroll @CCarroll_PhD](#)

4/4 The community college baccalaureate option entails a comprehensive list of support elements that enhance the programs and student opportunities. However, Access, comes first, in my opinion. [#EquityChat](#)

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

1/2 In reference to Big E, its the legislation, fierce advocacy and belief in the faculty of [@CalCommColleges](#) to deliver rigorous and relevant programs for out students. The elitism can be deafening, and we have to stand up & be counted in this [#highered](#) space. [#EquityChat](#)

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

2/2 The little e is the way that college embrace these programs with their [#racialequity](#) programming. When a student continues at [@CalCommColleges](#), no transfer loss, and they exit with degrees that can be applied immediately to great paying careers...in their own community.

[5:29 pm] Tammeil

Q5 @CCarroll_PhD @DrPamLuster. What are the current roadblocks for getting BA programs in our @CalCommColleges and how is @CAbaccalaureate working through them? @DrTammeil @CollegeFutures @EquityAvengers #EquityChat

[Constance Carroll @CCarroll_PhD](#)

1/5 First, unlike states, CA is limited to 30 new CCB programs each year. Given the size of [@CalCommColleges](#) system, such a limit has and will continue to impede progress, esp. as more colleges endeavor to meet the workforce education needs of their local communities. [#EquityChat](#)

[Constance Carroll @CCarroll_PhD·1m](#)

2/5 Second, there's the challenge of consultation & collaboration w/CSU partners, more so than the UC partners. Some of the CSUs view the CCB as somehow posing potential threats to their enrollment, which is baffling since they do not offer these programs. [#EquityChat](#)

[Constance Carroll @CCarroll PhD·56s](#)

3/5 Third, there is the issue of duplication. The authorizing legislation includes a prohibition against duplicating programs offered by the public universities, and this has been honored, even though in a number of cases, the CSU campuses do not have the capacity... [#EquityChat](#)

[Constance Carroll @CCarroll PhD·23s](#)

4/5 ... to accept the no. of transfer students that would be required to meet the state's needs. This is esp. the case w/Nursing, a field that is experiencing great shortages and also a field in which the CSU lacks the capacity to meet student enrollment demand. [#EquityChat](#)

[Constance Carroll @CCarroll PhD·1m](#)

5/5 These are difficult roadblocks. However, the State Chancellor's Office has been doing an extraordinary job in fielding this issue and in moving ahead with many of the programs that have been proposed by community colleges. [#EquityChat](#)

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

1/2 I'm honored to have been appointed by [@daisygonzales](#) to represent the field on the [@CalCommColleges @calstate](#) baccalaureate resolution group alongside [@LizNavarette](#) & [#AishaLowe](#). We are working with our colleagues to create processes to assess duplication issues.

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster·22s](#)

2/2 The challenge is that we need so many baccalaureate holders to keep [#CA](#) competitive, that the issue of duplication becomes a significant barrier given the geography of CA and access to [@csu](#) and [@UC](#) programming. Nursing and teaching are just 2 areas that we need to address.

[5:36 pm] Keith

Q6 @CCarroll_PhD @DrPamLuster. 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? @CABaccalaureate @DrTammeil @CollegeFutures @EquityAvengers #EquityChat

[Constance Carroll @CCarroll PhD](#)

1/5 I am honored to serve on the national Community College Baccalaureate Association Board of Directors, which facilitates and follows the 600+ baccalaureate programs being offered by community colleges in 25 states across the nation. [#EquityChat](#)

[Constance Carroll @CCarroll PhD·1m](#)

2/5 I've learned a great deal from this involvement, esp. the successful models of two states, FL & WA. As [@CalCommColleges](#) contemplate CCB programs, we encourage them to reach out & follow the progress of these & other states that have served as trailblazers for this movement.

[Constance Carroll @CCarroll PhD·34s](#)

3/5 We've learned that CA's start-up challenges are typical and also surmountable through clear collaborative processes with public universities, through data, and through other methods of assessing workforce needs for baccalaureate programs.

[#EquityChat](#)

[Constance Carroll @CCarroll PhD·1m](#)

4/5 I encourage our CA colleagues to attend the national org's webinars, as well as the annual conference where successful CCB programs are showcased by faculty and administrators throughout the nation, and where challenges and possible solutions are also discussed. [#EquityChat](#)

[Constance Carroll @CCarroll PhD·49s](#)

5/5 The next conference will take place in Savannah, Georgia, February 14 to 16. We will be sending out information about this conference soon. [#EquityChat](#)

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

1/2 I follow so many folks, and of course in our [@equityavengers](#) spaces we have access to the best. At the moment I am focused on regional issues of literacy, poverty and intersections of access and opportunity. It's more keeping up with what's happening than reading, etc.

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

I'm getting ready to teach my [@SDSU CCLead](#) capstone course for doc students [@SDSU](#) in the Fall so I've got a stack of books...rereading [@EddieRCole](#) [@ebensimon](#) [@saragoldrickrab](#) [@GinaAnnGarcia](#) to create good intersections of knowledge across the course. [#EquityChat](#)

[5:42pm] Tammeil

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

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

Students, always students...many that I have come to know in my career are out there creating & curating their lives in ways they were not expecting before the light of knowledge changed their world. [@CalCommColleges](#) transforms lives.. [@sdmesacollege](#) transformed mine. [#EquityChat](#)

[Constance Carroll @CCarroll PhD](#)

1/4 Education gives me hope, as well as persistent advocacy. I grew up in Baltimore, MD, during the period of segregation. I was denied many opportunities bc of my race, so I know what it's like to live a life w/o equity. I've also experienced discrimination based upon my gender.

[Constance Carroll @CCarroll PhD·22s](#)

2/4 However, the Civil Rights Movement and Women's Liberation Movement confronted & surmounted many of the barriers I encountered as a child & as a young woman. Both movements emphasized educating people re: the moral imperatives of equal opportunity and the economic benefits.

[Constance Carroll @CCarroll PhD·17s](#)

3/4 Although some obstacles remain, and others are reemerging on the horizon, I'm convinced educating people, legislative advocacy, & other strategies can bring about improvements. [#EquityChat](#)

[Constance Carroll @CCarroll PhD·11s](#)

4/4 Participating in the effort to get the two key pieces of CA legislation passed, SB 850 & AB 927, despite challenges and criticism, has also given me hope that the same menu of education and advocacy and will continue to work. [#EquityChat](#)

[5:48 pm] Keith

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

[Constance Carroll @CCarroll PhD](#)

1/3 My advice would be to focus on three steps: 1) Developing a command of relevant data that analyzes the scope and scale of equity issues, with a focus on positive benefits; [#EquityChat](#)

[Constance Carroll @CCarroll PhD·1m](#)

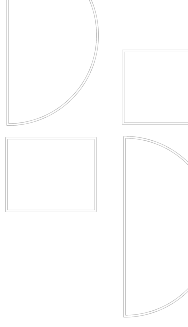
2) Developing and implementing a communication strategy to highlight these benefits for the review of legislators, professionals, and the general public (much like UCLA has done with its Civil Rights Project); and [#EquityChat](#)

[Constance Carroll @CCarroll PhD·1m](#)

3) Developing a comprehensive process of advocacy, especially in cases where legislation may be required. Above all, I encourage people not to give up, but to be absolutely persistent and tenacious in the quest for equity and justice. [#EquityChat](#)

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

As others have said, it's a marathon...I encourage people to find friends & opportunities to start. Leaders -you need to have a professional development plan for your own growth. And the work is serious, but we don't have to be subdued while we do it. Find the joy [#EquityChat](#)



[6:00 pm] Tammeil or Keith

[Dr. Tammeil Gilkerson @DrTammeil·2m](#)

TY [@CCarroll_PhD](#) & [@DrPamLuster](#) for your leadership & advocacy for expanding CCB programs to close [#racialequity](#) gaps. Watch this space to stay tuned for next week's guest. [@DrTammeil @lamkeithcurry @equityavengers](#) OUT!

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster·32s](#)

Thx for having [@CCarroll_PhD](#) & moi as guests. The CA Baccalaureate programs are key to [#equity](#) and we're on it!
[#EquityChat](#)

