

Dr. Ski
President, HACC
June 21, 2023

[5:00 pm] Pam

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

Welcome to [#EquityChat](#) sponsored by [@CollegeFutures](#) w/your [@equityavengers](#) hosts [@IamKeithCurry @DrTammeil](#) & [@DrPamLuster](#) -our guest tonight is the awesome Pres [@HACCSki](#) rockstar Pres of [@HACC_info](#). We are so excited to hear from you tonight! Welcome Dr Ski!

[SKI \(He~Him\) @HACCSki·1m](#)

Thank you, [@DrPamLuster](#) for this opportunity to be with you and many of my esteemed colleagues, tonight.

[5:03 pm] Tammeil

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

[SKI \(He~Him\) @HACCSki·15s](#)

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

"I'm Still Standing," by [@eltonofficial](#) The song's equity-focused message of [#resilience](#) & [#determination](#) reminds us that setbacks r temporary & everyone, sometimes w/ the assistance & guidance of others, can muster the strength necessary 2 overcome most obstacles [#EquityChat](#)

[5:09 pm] Keith

Q2 [@HACCSki](#). Tell us about [@HACC_info](#) and how you've used [#racialequity](#) data to implement programs and services for students, like the Men of Color Initiative. [@DrTammeil @DrPamLuster @CollegeFutures @EquityAvengers #EquityChat](#)

[SKI \(He~Him\) @HACCSki·2m](#)

Replying to [@IamKeithCurry @HACC_info and 4 others](#)

(1/3) Data has influenced the creation and maintenance of various programs and services over the past several years such as our Access Services and C.A.R.E. (food, housing, mental health) Centers [#EquityChat](#)

[SKI \(He~Him\) @HACCSki·1m](#)

Replying to [@IamKeithCurry @HACC_info and 4 others](#)

(2/3) We also r providing intense services for [@hacc_info](#) International Students, [@PAHumanServices](#) KEYS program, [#military](#) and [#veterans](#) and thru our wellness, athletics, recreation & engagement activities [#equitychat](#)

[SKI \(He~Him\) @HACCSki·34s](#)

(3/3) We have used [#racialequity](#) data implement: [#Equitychat @PNCBank](#)

<https://hacc.edu/HACCFoundation/PNCInitiative/...> http://newsroom.hacc.edu/article_display.cfm?article_id=3109...

Ijeoma Oluo

[5:16 pm] Pam

Q3 @HACCSki. What institutional practices contributed most to @HACC_info being recognized several times as a @DiverseIssues @NISOD Most Promising Places to Work in Community Colleges? @IamKeithCurry @DrTammeil @CollegeFutures @EquityAvengers #EquityChat

[SKI \(He~Him\) @HACCSki·1m](#)

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

Absolutely, [@DrPamLuster](#) - [@HACC_info](#) has been able to leverage some other philanthropic gifts for our CARE Center, Men of Color and other programs.

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

I think we often overlook pairing [#HE](#) and funding beyond scholarships...great to see this expanding along w/ guaranteed income, etc. [#EquityChat](#) Of course it doesn't hurt that you are excellent at spreading the good word about [@HACC_info](#) ...you are everywhere!

[SKI \(He~Him\) @HACCSki](#)

(1) [#leadership](#) is engaged; (2) [#communication](#) & [#transparency](#) r top priorities & refined, regularly; (3) [#care](#) is demonstrated, regularly, 2 employees & students; (4) [#compensation](#) & benefits need to be competitive; (5) [#innovation](#) is encouraged & (6) [#DiversityandInclusion](#) lived

[Dr. Tammeil Gilkerson](#)

[@DrTammeil](#)

I'm digging these six points! Not that any of these are simple on their own, but together are powerful for transforming an institution and its ability to effectively see, respond, and support what students need. Love that transparency is refined regularly!

[5:23 pm] Tammeil

Q4 @HACCSki. What would you say are the "Big E" and "Small E" goals to achieve equity? What does your role as President @HACC_info play in achieving these goals? @DrPamLuster @IamKeithCurry @CollegeFutures @EquityAvengers #EquityChat

[SKI \(He~Him\) @HACCSki·16s](#)

(1/3) A 'Big E' is making an equitable environment for all students and employees. Changing the [#ecosystem](#) and institutional landscape of what [@HACC_info](#) looks like including our K-12 partners [@PADeptofEd](#)

[SKI \(He~Him\) @HACCSki](#) · 2m

(2/3) A 'small e' would be the integral and intentional work of policies and procedures to reimagine and reshape the experience of our students and employees [#EquityChat @HACC info @Comm College @pacommunitycoll](#)

[SKI \(He~Him\) @HACCSki](#) · 1m

(3/3) My role as prez is critical in achieving goals & making sure [@diversity](#) & [#inclusion](#) r @ the core of our student programming. As the chief [#DEI](#) & belonging officer, I set the tone 4 conversations, goals & outcomes & provide resources 2 succeed [#equitychat @HACC info](#)

[5:29 pm] Keith

Q5 @HACCSki. What has been your experience as an LGBTQIA+ leader, particularly as a community college president? What advice do you have for the next generation of LGBTQIA+ leaders? [@DrTammeil @DrPamLuster @CollegeFutures @EquityAvengers #EquityChat](#)

[SKI \(He~Him\) @HACCSki](#) · 22s

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

(1/2) I was told I'd never b a prez b/c I was gay. Even though I've experienced discrimination, bullying & verbal threats, I have & had very supportive boards who supported me when homophobes asked them 2 terminate me 4 being gay [#EquityChat @LGBTQPresidents](#)

[SKI \(He~Him\) @HACCSki](#) · 21s

(2/2) I'm pleased w/how many [#LGBTQIA+](#) colleagues r becoming prez. My advice is 2: (1) find an [#LGBTQIA+](#) mentor; (2) join orgs like [@lgbtleadersinhighed](#); (3) look 4 colleges & boards who r supportive of LGBTQIA+ candidates; (4) Stay student centered; (5) Be resourceful [#EquityChat](#)

[5:36 pm] Pam

Q6 @HACCSki. 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? [@Iamkeithcurry @DrTammeil @CollegeFutures @EquityAvengers #EquityChat](#)

[SKI \(He~Him\) @HACCSki](#) · 1m

(1/3) I read, listen 2 podcasts & follow some of the following: [@linniecarter @candicetaylor @drjmoorell @candice mmorgan @campuspride @tyronehoward @lafawn @tanehisicoates @tlstrayhorn @lanceusa70 @rashadrobison @thuythitweets @drpollard @fleejack @erikalrishbrown #EquityChat](#)

[SKI \(He~Him\) @HACCSki](#) · 1m

(2/3) I am learning a history I was never taught thru [#colleagues #socialmedia #reading #TruthTuesday #seminars #organizations](#) I am striving 2 become an [#anti](#)-racist. I continue 2

learn from my work that there r many benefits of a diverse, equitable and inclusive org#EquityChat

[SKI \(He~Him\) @HACCSki](#)

My Cabinet and I spend one hour every Tuesday discussing a DEI-related book we are reading. We also view videos & discuss current events 2 determine ways we can integrate our discussion points to best serve our employees and students

[#TruthTuesday #EquityChat](#)

[SKI \(He~Him\) @HACCSki·2m](#)

(3/3) Learning: How to influence community conversations around [#DEIB](#); Gain insights about my own unconscious bias & prejudice; Celebrating progress occurring in higher ed and w/in corporate settings, too; (4) Encouraged by youth & their DEIB efforts - in action [#EquityChat](#)

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

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

I love the combination of learning, celebrating, and pride you bring to your reflection. I, too, am encouraged by the voice and agency of young people today around inclusion and belonging. You trailblazed and so are they.

[SKI \(He~Him\) @HACCSki](#)

I am encouraged by our youth. They want 2 get into 'good trouble' to correct years of systemic racism and create environments that are affirming. Many changes in history have been made by our youth, let's continue to encourage them - through a [@HACC_info](#) education

[5:42pm] Tammeil

Q7 @HACCSki. As you reflect on your work, what gives you hope? @DrPamLuster @Iamkeithcurry @CollegeFutures @EquityAvengers #EquityChat

[SKI \(He~Him\) @HACCSki·33s](#)

[@hacc_info](#) is making enhancements by eliminating [#systemicracism](#) built into our policies; reviewing hiring processes; removing biases 2 create an equitable environment so underrepresented groups feel affirmed & secure; promoting DEIB values & celebrating successes [#EquityChat](#)

[5:48 pm] Keith

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

[SKI \(He~Him\) @HACCSki·4m](#)

(1/2) Advice: (1) continue to [#read](#), study, discuss & act on learning/findings; (2) stay current; (3) engage senior staff in [#DEIBdiscussions](#); (4) engage w/ those leading initiatives on campus; (4) note policies & laws being considered in communities [#EquityChat](#)

[SKI \(He~Him\) @HACCSki](#)·4m

(2/2) (5) learn of & support campus DEIB initiatives; (6) assess org & self, regularly; (7) foster a learning culture; (8) collect and analyze data to make data-informed decisions & share that data & evidence, regularly; (9) be authentic (don't shrink to fit) [#EquityChat](#)

[6:00 pm] Pam

TY [@HACCSki](#) for sharing your work w/us on [#EquityChat](#)! You are truly a shining star of authentic leadership! Nxt wk we close Season 3 w/another amazing leader [@LoweryHart](#) joins us to chat [@AmarilloCollege](#) [@aspensprize](#) & more! [@lamkeithcurry](#) [@DrTammeil](#) [@equityavengers](#) OUT!