

#BestOfEquityChat

Strategies and Action for Practitioners

Season 3, Episode 3

July 26, 2023

[Equity Avengers @equityavengers-Jul 26](#)

Welcome to [#BestOfEquityChat](#), where we highlight tweets from Season 3 guests. Tonight's theme is Strategies & Action from Practitioners! Hear directly from our guests about their work, their strategies and how they stay motivated. [@IamKeithCurry](#) [@DrTammeil](#) [@DrPamLuster](#)

[Equity Avengers @equityavengers-Jul 26](#)

First up tonight is [@NextGen\\_Policy](#) Legislative Director & Policy Advisor, [@seng\\_sam](#)! She shares how an equity mindset informs her policy approach: <https://bit.ly/43GKm0a> [#BestOfEquityChat](#) [@DrTammeil](#) [@DrPamLuster](#) [@IamKeithCurry](#) [@CollegeFutures](#)

[Dr. Keith Curry #EquityAvengers #RealCollegePrez @IamKeithCurry](#) · 8:36 PM · Sep 28, 2022

Q6 [@seng\\_sam](#) What role do we, as educators, have in regards to the legislation and policies that impact our work and students? What resources are available to help us be better advocates? [@DrPamLuster](#) [@DrTammeil](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Sam Seng @seng\\_sam-Sep 28, 2022](#)

(1/2) Educators are on the front lines and lawmakers need to hear from you! You can be advocates for your students, campuses, and themselves. You identify new problems and can report on how implementation of new policies are working or not working. [#EquityChat](#)

[Sam Seng @seng\\_sam-Sep 28, 2022](#)

(2/2) Get involved with your campus's governing bodies. Or work with your association, union, or advocacy organizations - at [@NextGen\\_Policy](#) we love working with community members, connecting communities to the legislative process and building coalitions. [#EquityChat](#)

[Dr. Tammeil Gilkerson @DrTammeil-Sep 28, 2022](#)

Important reminder!!! We need to be relentless about raising our voices and giving constructive feedback and options for changes/solutions when we see that new policies aren't working.

[Equity Avengers @equityavengers-Jul 26](#)

Next is multihyphenate Dr. [@DrGTReyes](#) - scholar, artist & organizer, assoc. prof, Ed Leadership for [#SocialJustice](#) Ed.D, laying the groundwork on the value of ethnic studies. [#BestOfEquityChat](#) [@DrTammeil](#) [@DrPamLuster](#) [@IamKeithCurry](#) [@CollegeFutures](#) <https://bit.ly/3Ou7J9b>

[Dr. Keith Curry #EquityAvengers #RealCollegePrez @Iamkeithcurry](#)

Q5 [@DrGTReyes](#) This [#FAHM](#) celebrates 50 yrs of Filipino American Studies (FAS). Based on your work in this area, what is the impact of ethnic studies on student success? Why is it important to learn our histories? [@DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers](#)

[8:32 PM · Oct 19, 2022 G.T. Reyes @DrGTReyes Oct 19, 2022](#)

1/4 We as Filipinx have endured numerous invading bodies to our land for centuries, yet we are still “here.” The questions that ethnic studies helps us to critically grapple with are how are we still here? What does “here” even refer to in the first place?

[Dr. Tammeil Gilkerson @DrTammeil·Oct 19, 2022](#)

1/2 It felt so liberating to learn and investigate what I had been taught (or not taught) with a critical lens when I took my first ethnic studies class [@UCBerkeley](#). It's why humanizing our curriculum and instruction is so critical, even outside of ethnic studies classes.

[Dr. Tammeil Gilkerson @DrTammeil·Oct 19, 2022](#)

2/2 Your response [@DrGTReyes](#) also reminds me of the quote from the African Genesis Institute that I saw in Ghana: "We are the children of those who refused to die." Here, here. Power. Write Our Own Story.

[G.T. Reyes @DrGTReyes·Oct 19, 2022](#)

2/4 In addition to asking what have we had to endure, we also ask why. In what state are we here? What conditions perpetuate the harms that caused that state, what disrupts/dismantles that state, and what genius and blessings do we also hold while in that state?

[G.T. Reyes @DrGTReyes·Oct 19, 2022](#)

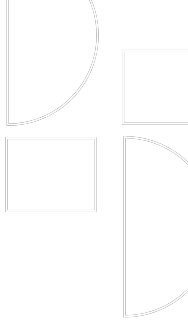
3/5 What are our responsibilities for being here? What do we need to do to ensure not only our self-preservation, but ascendance into a more liberated Filipinx, no matter where you are in the diaspora?

[G.T. Reyes @DrGTReyes·Oct 19, 2022](#)

4/5 Ethnic studies helps us to grapple with such questions in such a way that can also help us to assert and affirm our full humanity. Ethnic studies helps us to find clarity and purpose in our ongoing journey towards Emancipation and beyond.

[G.T. Reyes @DrGTReyes·Oct 19, 2022](#)

5/5 And ethnic studies helps us to remember that we are not alone. We don't have to endure our suffering alone. We don't have to carry the weight of the impact of colonialism alone. We don't have to figure out our journey to self-actualize and be self-determined alone.



### [Equity Avengers @equityavengers·Jul 26](#)

Dr. Frank Chong, recently retired Sup/Prez of [@SantaRosaJC](#), offered specific strategies to positively impact equity in the [@calcomcolleges](#). [@DrPamLuster](#) [@DrTammeil](#) [@Iamkeithcurry](#) [@CollegeFutures](#) <https://bit.ly/3Y5i4eC> [#BestOfEquityChat](#)

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

Q6 [@SantaRosaJC](#) Dr. Chong, Based on your cumulative experience in [#highered](#), if you could change 3-4 things to positively impact equitable outcomes in [@calcommcolleges](#), what would those changes be? [@DrTammeil](#) [@Iamkeithcurry](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[8:39 PM · Jan 25, 2023](#) · 1,173 Views

[Santa Rosa Junior College @SantaRosaJC·Jan 25](#)

1. Universally eliminate the SAT and other standardized tests for college admissions 2. Eliminate math requirements that serve as a gate keeper for transfer, particularly in non-STEM majors (1/2) [#EquityChat](#) – FC

[Santa Rosa Junior College @SantaRosaJC·Jan 25](#)

3. Require a human relations course to teach people critical thinking skills, tolerance and restorative justice/reconciliation 4. Require a course on developing leadership skills and conflict resolution (2/2) [#EquityChat](#) - FC

### [Equity Avengers @equityavengers·Jul 26](#)

It is a refrain we have all heard - "budgets are our value statements." Sierra College CEO [@willyduncan](#) asks important equity questions about how we spend. [@drtammeil](#) [@iamkeithcurry](#) [@drpamluster](#) <https://bit.ly/3O9pWHw> [#BestOfEquityChat](#).

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

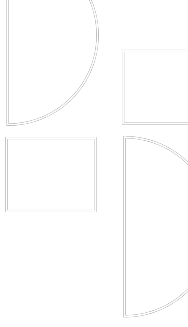
Q6 [@WillyDuncan](#) From your perspective, how has the estimated budget shortfall impacted CCC initiatives and priorities? [@DrTammeil](#) [@Iamkeithcurry](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Willy Duncan @WillyDuncan·Jan 18](#)

(1/2) I think [@CAGovernor](#) did a good job of shielding us from cuts. Getting full COLA funding is huge for us. Having said that, community colleges are the lowest funded system of higher ed in California and we serve the most diverse student population. [#EquityChat](#)

[Willy Duncan @WillyDuncan·Jan 18](#)

(2/2) This is a structural inequity and until it's addressed, we will continue to do more with less. We invest in what we value and it's time we invest in our students. [#EquityChat](#)



[Equity Avengers @equityavengers-Jul 26](#)

Classified professionals are at the front lines of serving students, yet they are often not included in governance. Trisha Albertsen, President of [@4cscomm](#), advocates for greater inclusion. [@drpamluster](#) [@iamkeithcurry](#) [@drtammeil](#) <https://bit.ly/3OpiLk2> [#BestOfEquityChat](#)

[Dr. Keith Curry #EquityAvengers #RealCollegePrez @iamkeithcurry](#)

Q5 [@4cscomm](#) Pres. Albertsen – Tell us more about 4CS and how they are advocating to include classified professionals in governance. How does this work support [#racialequity](#) in our institutions? [@DrPamLuster](#) [@DrTammeil](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[4CS communications @4cscomm-Apr 5](#)

(1/7) Our mission is to recognize and value the Classified insight and support student success.

[4CS communications @4cscomm-Apr 5](#)

(2/7) We strive to observe, recognize and participate in thoughtful evaluation of our procedures, working to address and eliminate racial barriers and biases by improving equity practices.

[4CS communications @4cscomm-Apr 5](#)

(3/7) We attend the Chancellor's Office Consultation Council meetings in-person monthly and have requested a seat at the table, as we're only currently represented by unions whose focus is not governance.

[4CS communications @4cscomm-Apr 5](#)

(4/7) It supports student success statewide, acknowledges and values input from all classified, and supports and collaborates with statewide leaders

[4CS communications @4cscomm-Apr 5](#)

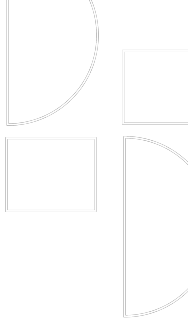
(5/7) 4CS worked w/ Chancellor's office on a Classified Professionals DEI PD Needs Assessment asking how what and when we were getting training from our local colleges. From our survey results, the Chancellor's office created PD for Classified to help in DEIA.

[4CS communications @4cscomm-Apr 5](#)

(6/7) We are participating in Campus Safety WG, Representation Matters Webinar showing how racial equity in recruitment, hiring and retention of black faculty and staff advances equitable outcomes in student achievement,

[4CS communications @4cscomm-Apr 5](#)

(7/7) DEIA conference planning, LIFT Classified Professional Leadership & Career Advancement Series. [#EquityChat](#) [#classifiedprofessionals](#)



### [Equity Avengers @equityavengers·Jul 26](#)

Studying abroad can be a life-changing experience. How do we help low income and students of color do so? [@A2Mend2006](#) leaders [@AbdimalikBuul](#) [@DrRickyShabazz](#) [@swthayer](#) share their thoughts. <https://bit.ly/3Or9ALN> [#BestOfEquityChat](#) [@lamkeithcurry](#) [@DrPamLuster](#) [@DrTammeil](#)

[Dr. Tammeil Gilkerson @DrTammeil 8:28 PM · Feb 8, 2023](#)

Q4 [@AbdimalikBuul](#) [@DrRickyShabazz](#) & [@swthayer](#) -How has the experience in Ghana impacted [@A2MEND](#) and its leadership? What do you see in the future to continue the efforts? [@A2MEND2006](#) [#EquityChat](#) [@iamkeithcurry](#) [@DrTammeil](#) [@CollegeFutures](#)

[Ricky Shabazz @DrRickyShabazz·Feb 8](#)

The students returned more motivated to complete their studies, and they had a chance to present to the board of trustees, the importance of black students, and all students being able to study abroad. [#EquityChat](#)

[Ricky Shabazz @DrRickyShabazz· Feb 8](#)

We have to find ways to raise funds to support more Black students to study abroad. These are life changing opportunities.

[Ricky Shabazz @DrRickyShabazz·Feb 8](#)

The students also presented as part of Black History Month to encourage other students to participate in study abroad. Research indicates that Black students don't typically participate. Now more will. [#EquityChat](#)

[Dr. Scott W. Thayer @swthayer·Feb 8](#)

Going to Africa was a life changing experience. It has lifted my spirit and reaffirmed my commitment to this work. [#EquityChat](#)

[DocBuul @AbdimalikBuul·Feb 8](#)

We've boldly chartered the path of taking our students to African this was eye opening in the sense that we are truly global in our efforts as we continue to build those bridges with international partners in the public & private sector. Home is where the heart is [#MamaAfrica](#)

### [Equity Avengers @equityavengers·Jul 26](#)

At the end of the day, equity practitioners must stay committed to the work. [@McC Penn Valley](#) President Dr. Tyjaun A. Lee offers her guiding advice. <https://bit.ly/3Otgf8g> [#BestOfEquityChat](#) [@DrPamLuster](#) [@DrTammeil](#) [@lamkeithcurry](#) [@CollegeFutures](#)

[Dr. Keith Curry #EquityAvengers #RealCollegePrez @lamkeithcurry 8:53 PM · Feb 1, 2023](#)





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

[MCC Kansas City](#) [@MCCKansasCity](#) [Feb 1](#)

Be unapologetic about this work! Be unapologetic about student success.

[Equity Avengers](#) [@equityavengers](#) [Jul 26](#)

That's it for tonight's [#BestOfEquityChat](#). We hope you gained something from this episode. If you are an equity practitioner, QT & tell us your strategies for supporting students. See you next week - Wed. Aug. 2 5pm PT [@IamKeithCurry](#) [@DrTammeil](#) [@DrPamLuster](#) OUT!