

#BestOfEquityChat

Episode 1, Season 3

Advice for Equity Practitioners

[Equity Avengers @equityavengers](#)

Welcome to the first episode of #BestOfEquityChat of Summer '23! We will be sharing insights from Season 3 guests, highlighting different themes that arose to help inform your equity work. (1/2) @lamkeithcurry @drpamluster @drtammeil

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Today's #BestOfEquityChat episode will dive into advice for equity practitioners. We know this work is hard, especially in light of the SCOTUS decision. Follow along to see some of the best guidance we've received yet from S3. (2/2)

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1st piece of advice for equity practitioners comes from Deputy Chancellor of @CalCommColleges @daisygonzales! Check her full #EquityChat here in our archives <https://bit.ly/3PWkNoK> #BestOfEquityChat @lamkeithcurry @drpamluster @drtammeil (1/2)

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"We must find our personal connection to the work and commit to learn, act & change. @CalCommColleges leaders can start with 2 simple questions, who is our college currently designed to serve? And who do we need to better serve?" #BestOfEquityChat <https://bit.ly/3PWkNoK> (2/2)

Next up is @HACCSki, who joined us on #EquityChat just last month. #BestOfEquityChat @lamkeithcurry @drpamluster @drtammeil (1/5)

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"Advice: (1) continue to #read, study, discuss & act on learning/findings; (2) stay current; (3) engage senior staff in #DEIBdiscussions..." (2/5)

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"(4) engage w/ those leading initiatives on campus; (4) note policies & laws being considered in communities (5) learn of & support campus DEIB initiatives; (3/5)

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(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 (4/5)

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(9) be authentic (don't shrink to fit) #BestOfEquityChat <https://bit.ly/43t38Ih> (5/5) @HACCSki

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Founder of [@EquitableSpaces @Jimmieka Mills](#) shared her lived experience and how it informs her practice, and offered us these words of advice. [@lamkeithcurry @drpamluster @drtammeil #BestOfEquityChat](#) (1/3)

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"This work takes intention, time and trust. Be intentional about your goals, anticipate that true and meaningful connections that lead to sustainable change take time..." (2/3)

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"...and trust that those with the direct experiences of the barriers also hold the solutions." <https://bit.ly/43m40P4>
[#BestOfEquityChat](#) (3/3)

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Ben Chida, Chief Deputy Cabinet Secretary, Office of the Governor, poses important questions for equity practitioners to consider. [@lamkeithcurry .@drpamluster .@drtammeil #BestOfEquityChat](#) (1/4)

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"Embrace ambiguity. If you're really in it for the right reasons, you should constantly be asking yourself tough moral questions. Am I compromising too much or not enough?" (2/4)

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"Am I going too big, too fast, or the exact opposite? Am I upsetting partners by pushing too hard? Leadership is trying to balance competing considerations." (3/4)

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On the one hand, you should always carry a measure of epistemic humility, interrogate your own motives, and introspect. (4/4) On the other, you need to trust your judgment and be willing to place big bets. <https://bit.ly/3JQqllf>
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President & CEO [@CCarroll PhD](#) of the CA Comm College Baccalaureate Assn spent her career seeking to create greater equity for [#commcollege](#) students. Check out her specific, leadership-oriented strategies for supporting equity practitioners. [#BestOfEquityChat](#) (1/5)

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"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" (2/5)

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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)"(3/5)

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"...and 3) Developing a comprehensive process of advocacy, especially in cases where legislation may be required." (4/4)

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"Above all, I encourage people not to give up, but to be absolutely persistent and tenacious in the quest for equity and justice." [@lamkeithcurry @DrPamLuster @DrTammeil https://bit.ly/44kjTqI #EquityChat](#) (5/5)

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Dr. Francesca Carpenter [@fran0877](#), Director of Equity Initiatives at [@AchieveTheDream](#), laid the groundwork to keep practitioners sane when times are tough. [@lamkeithcurry @DrPamLuster @DrTammeil #BestOfEquityChat](#) (1/5)

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"1. Maintain your mental health: Equity work is a marathon and not a sprint so we must take care of ourselves. 2. Stay the course and stay connected: create a network of colleagues engaged in equity work as your support system." (2/5)

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"3. Engage in professional learning: the field is constantly changing and it is essential that we are learning as much as possible." (3/5)

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"4. Advocate & Amplify: Equity work is under attack. We must use our voices to elevate the moral and ethical core of this work." (4/5)

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"Community colleges are doing incredible work and it's our responsibility to share successes." <https://bit.ly/46lAlgg>
[#BestOfEquityChat](#) (5/5)

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Both our 1st ever guest and our last one for S3, [@LoweryHart](#) is deeply committed to equity work at [@amarillocollege](#), and shared how he stays engaged, even when it is hard. [#BestOfEquityChat @lamkeithcurry @drpamluster @drtammeil](#) (1/3)

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"Love. Full stop. Then build systems around that love that are informed by those needing us most - systems driven by data, scaled for maximum engagement, and responsible to those most vulnerable..." (2/3)

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"It is as simple, and complex, as that. Love. I so love you [@equityavengers](#)." We love you too [@LoweryHart](#)!
<https://bit.ly/44H61Xe> [#BestOfEquityChat](#) (3/3)

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[@A2MEND2006](#) President-Elect Dr. Herb English reminds us the importance of centering students at the heart of our work
[@drPamluster](#) [@drTammeil](#) [@lamkeithcurry](#) [#BestOfEquityChat](#) (1/3)

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"Be prepared to be misunderstood, disliked, alienated, angry and sometimes frustrated. But keep students first in everything you do..." (2/3)

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"...and make sure the underrepresented are never forgotten on our campuses. The students are depending on US!!!"
<https://bit.ly/3rIOMMB> [#BestOfEquityChat](#) (3/3)

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That's it for E1S3 of [#BestOfEquityChat](#)! Join us next week as we discuss strategies & action from research. Tune in 7/19 at 5pm PT/8pmET! [@lamkeithcurry](#) [@drpamluster](#) [@drtammeil](#)