

August 23, 2023
Best of Equity Chat
Changemakers

Welcome back to the [#BestOfEquityChat](#)! Tonight we will be highlighting CHANGEMAKERS from S3! These folks are shaking up the game & leading with integrity. Follow along with us & feel free to chime in with your thoughts! [@DrTammeil](#) [@IamKeithCurry](#) [@DrPamLuster](#)

[Equity Avengers @equityavengers · Aug 23](#)

[@MichaelDTubbs](#) is, by definition, a [#Changemaker](#). As the nation's youngest mayor, he helped push forward the idea of a [#UniversalBasicIncome](#) & has continued his leadership with [@EndPovertyCA](#). Check out his thoughts on changing up the narrative around poverty. [#BestOfEquityChat](#)

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

[@DrPamLuster](#)

Q3 [@MichaelDTubbs](#) CA has the nation's highest rate of poverty at 15.4%. As a longtime champion for ending poverty, how is [@EndPovertyCA](#) moving the recommendation to expand the guaranteed income program forward? [@DrTammeil](#) [@IamKeithCurry](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Michael Tubbs @MichaelDTubbs · Sep 14, 2022](#)

[1/2] At [@EndPovertyCA](#) we do a lot around storytelling to make sure the public better understands how people's lives change when they have access to [#guaranteedincome](#), along with my work with [@mayorsforagi](#) and our coalition partners. [#EquityChat](#)

[Michael Tubbs @MichaelDTubbs · Sep 14, 2022](#)

[2/2] We also work with Hollywood creators on how poverty is portrayed in the media – because you can't change policy without changing the poverty narrative and addressing the myths and false assumptions that exist around systemic poverty. [#EquityChat](#)

[Dr. Tammeil Gilkerson @DrTammeil · Sep 14, 2022](#)

TY for elevating this, [@MichaelDTubbs](#)! We must continue dismantling the persistent tropes about the conditions of poverty & speak the truth about systemic inequities versus foisting these falsehoods & stereotypes onto individuals versus systems that bear responsibility.

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Check out the full transcript here: <https://bit.ly/44eI8Wn> [@IamKeithCurry](#) [@DrPamLuster](#) [@DrTammeil](#)



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[#Changemaker @Jimmieka Mills](#), founder of [@equitablespaces](#) is doing the work by asking the people directly impacted what their needs are. [#BestOfEquityChat](#)

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

Q6 [@Jimmieka Mills](#) What recommendations do you have for educators to better support our students' [#basicneeds](#), particularly around [#hunger](#) & [#foodinsecurity](#)? [@DrTammeil @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers](#)

[Jimmieka Mills @Jimmieka Mills·Oct 5, 2022](#)

I have seen so many beautiful examples of support by educators through informing students of resources. The inclusion of basic needs statements, links and contact information in your syllabus can go a long way in streamlining student support (1/2)

[Jimmieka Mills @Jimmieka Mills · Oct 5, 2022](#)

Also releases the burden on students already struggling, to go and seek out available support. (2/2) [#EquityChat](#)

[Equity Avengers @equityavengers·Aug 23](#)

See her full episode here: <https://bit.ly/43m40P4> [@DrPamLuster @DrTammeil @lamkeithcurry](#)

[Equity Avengers @equityavengers·Aug 23](#)

Why should healthy food be expensive? [@SamPolk](#), Founder & CEO of [@foreverytable](#) is changing the game by making healthy nutrition accessible & affordable. See how he & his org are addressing the root issue of nutrition inequity & [#fooddeserts](#).

[#BestOfEquityChat](#)

[Dr. Tammeil Gilkerson @DrTammeil](#)

Q4 [@SamPolk](#) What would you say are the “Big E” and “Small E” goals to achieve equity? As Co-Founder & CEO [@foreverytable](#), what is your role in achieving these goals? [@DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers](#)

[Sam Polk @SamPolk·Nov 2, 2022](#)

1) The way I think about this is “Small E” might address they symptoms, whereas “Big E” addresses the root. So for us, the “Small E” is that we run a Pay-it-Forward Program at every store, which means that people who don't have enough money to afford a meal can walk into a...

[Sam Polk @SamPolk·Nov 2, 2022](#)

2) ... store, walk to our Pay-it-Forward wall, and grab a post-it note that someone else had purchased (or paid it forward) so that they can eat a meal. It's a great program that ensures that everyone, including people experiencing homelessness, can find a meal at Everytable...

[Sam Polk @SamPolk·Nov 2, 2022](#)

3) But for the “Big E” we are squarely targeting the racial wealth gap. When we began to look at franchising, we quickly saw that franchising, like so many industries, is available to folks with capital. But in the communities we work in, there are a ton of talented...

[Sam Polk @SamPolk·Nov 2, 2022](#)

4) ... entrepreneurs with little capital. So we've raised capital from our philanthropic partners including Annenberg, WKCF, Dignity Health, Kroger Foundation, to source capital that we can lend to these entrepreneurs so they can start their own Everytable franchise. Our ...

[Sam Polk @SamPolk·Nov 2, 2022](#)

5) vision is that Everytable has more than 30,000 stores, each owned by an entrepreneur who otherwise wouldn't have the opportunity.

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See his full transcript here: <https://bit.ly/3OLWSWP> [@IamKeithCurry](#) [@DrTammeil](#) [@DrPamLuster](#)
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[Equity Avengers @equityavengers·Aug 23](#)

At the heart of equity is the fundamental agreement that students are individuals w/ unique needs and strategies must be provided to meet them where they are. Through her work, Dr. [@GinaAnnGarcia](#) is providing strategies for showing up for Latinx students & HSIs. [#BestOfEquityChat](#)

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

Q5. [@GinaAnnGarcia](#). From your research and visits to colleges and universities, what strategies would you recommend institutions implement to support Latinx student success? [@DrTammeil](#) [@DrPamLuster](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Gina Ann Garcia @GinaAnnGarcia·Mar 1](#)

I think that we need policy reform. College leaders need to make decisions that produce equitable outcomes and experiences.

[Gina Ann Garcia @GinaAnnGarcia·Mar 1](#)

I think that we need policy reform. College leaders need to make decisions that produce equitable outcomes and experiences.

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Student success without equity is more of the same. Hear from [@ivcpres Imj](#) about how [@ivcollege](#) has worked to promote student success for all, earning an [#AspenPrize](#) for [#CommunityCollegeExcellence](#) in the process. [#BestOfEquityChat](#)

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

Q5 [@ivcpres Imj](#). What recommendations do you have for leaders looking to emulate [#CommunityCollegeExcellence](#) and advance equitable student success through effective culture and practice at their institutions? [@DrPamLuster](#) [@DrTammeil](#) [@CollegeFutures](#) [@EquityAvengers](#) [#EquityChat](#)

[Dr. Lennor M. Johnson @ivcpres Imj·May 17](#)

(1/5)Three recommendations: instill a culture of care w/i your organization. It starts at the top. You have to be inspiring yet firm, demanding yet accommodating; & laser-like focused on the goals yet flexible in the execution. Most importantly, you must show everyone you care.

[Dr. Lennor M. Johnson @ivcpres](#) [Imj·May 17](#)

(2/5) Hire right & invest in people. Must provide ongoing professional development (PD) for faculty, staff & especially administrators. We often assume managers know how to lead because of the title, but in many cases, improvement is needed. Professional development in:

[Dr. Lennor M. Johnson @ivcpres](#) [Imj·May 17](#)

(3/5) How to be influential, how to have crucial conversations, and how to instill equity throughout an organization- are all necessary to achieve this work. Of course, it starts with hiring equity-minded people, which in my opinion, is more important than knowledge & skill.

[Dr. Lennor M. Johnson @ivcpres](#) [Imj·May 17](#)

(5/5) Also remember MLK's quote: If you can't fly, run; if you can't run, walk; if you can't walk, crawl, but whatever you do, keep moving forward. You may not be able to get from A to Z in a day, but you can get from A to B in a day. Set the goals & strategically move forward.

[Dr. Lennor M. Johnson @ivcpres](#) [Imj·May 17](#)

(4/5) Fight the good fight. There are always conflicting agendas within colleges; you must be firmly committed to this work & you have to actively sell your position. Get as much support early from faculty, staff, and administrators when implementing strategies.

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See his full [#EquityChat](#) transcript here: <https://bit.ly/3OCjmth> [@DrPamLuster](#) [@Iamkeithcurry](#) [@DrTammeil](#)

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A new leader and a new vision. [@SonyaChristian](#) is boldly leading the [@calcommcolleges](#) with a plan to advance [#racialequity](#). Hear how this [#changemaker](#) plans to do it. [#BestOfEquityChat](#)

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster](#) [May 31](#)

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

[Sonya Christian @sonyachristian](#)

(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](#)

[Sonya Christian @sonyachristian](#) [May 31](#)

(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.

[Sonya Christian @sonyachristian](#) [May 31](#)

(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](#)

[Sonya Christian @sonyachristian·May 31](#)

(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](#)

[Sonya Christian @sonyachristian·May 31](#)

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

[Sonya Christian @sonyachristian·May 31](#)

(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](#)

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Read her full transcript here: <https://bit.ly/3E5WKfP> [@lamkeithcurry](#) [@DrPamLuster](#) [@DrTammeil](#)

[Equity Avengers @equityavengers·Aug 23](#)

[@HACC_info](#) was named by [@NISOD](#) and [@DiverseIssues](#) as a "Most Promising Place to Work." Pres. [@HACCSki](#) shares his strategies for fostering a culture that supports DEI. [#BestOfEquityChat](#)

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster·Jun 21](#)

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? [@lamkeithcurry](#) [@DrTammeil](#) [@CollegeFutures](#) [@EquityAvengers](#) [#EquityChat](#)

[SKI \(He~Him\) @HACCSki·Jun 21](#)

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

[Dr. Tammeil Gilkerson @DrTammeil·Jun 21](#)

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!

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See his full transcript here: <https://bit.ly/43t38lh> [@DrTammeil](#) [@lamkeithcurry](#) [@DrPamLuster](#)

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A plan without action is just a dream! [@AmarilloCollege](#) was recognized for its specific tactical approach to advancing equitable student success & [@LoweryHart](#) shows us how. [#BestOfEquityChat](#)

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

Q5 [@LoweryHart](#). What recommendations do you have for leaders looking to emulate [#CommunityCollegeExcellence](#) and advance equitable student success through effective culture and practice at their institutions? [@DrPamLuster](#) [@DrTammeil](#) [@CollegeFutures](#) [@EquityAvengers](#) [#EquityChat](#)

[russell lowery-hart @LoweryHart Jun 28](#)

Many, many colleges have programs that work. Students in such programs experience the kinds of support systems and learning outcomes that close equity gaps. The problem? Once institutions identify these programs that work, they fail to scale them for impact. 1/

[russell lowery-hart @LoweryHart Jun 28](#)

Wanna advance equitable student success? Invest in and scale those interventions that work and stop spending time and money on boutique programs that could never be scaled. SCALE for impact. 2

[Equity Avengers @equityavengers](#)

That's all for tonight's [#BestOfEquityChat](#)! Join us next week for our FINAL look back on S3 -- we will be sharing our guests' sources of hope for keeping up the equity work! Wednesday, Aug. 30 at 5pm PT! [@DrTammeil @DrPamLuster @IamKeithCurry #EquityAvengers #EquityChat](#)