

Dr. J. Luke Wood

President

Sacramento State University

November 29, 2023

[5:00 pm] Pam

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster:9m](#)

Welcome to [#EquityChat](#) sponsored by [@CollegeFutures](#) w/your [@equityavengers](#) hosts [@lamkeithcurry](#), [@DrTammeil](#) [@DrPamLuster](#) tonight we are delighted to hear from [@DrLukeWood](#), President [@sacstate](#) He's no stranger to fans of [#EquityChat](#) as he was an early guest in 2020. Welcome Luke!

[5:05 pm] Tammeil

Q1 [@DrLukeWood](#). As you engage in equity-focused work, what is your walk-up song or anthem? [@DrPamLuster](#) [@lamkeithcurry](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Dr. Luke Wood @DrLukeWood](#)

It would be "Right Above It" by Lil Wayne and Drake [edited version]. Lol. It is a great song but was part of the Ballers series that I used to watch. It's one of those songs that gets you hyped for the gym or the workout. But, I have another one too. That would be "My President is Black" by Young Jeezy. The main reason for that, is when I was announced for this role (as President), many of our Black and African American students and alumni were tagging me in the song. Only problem, I don't have a Lambo, I drive a Honda.

[5:11 pm] Keith

Q2 [@DrLukeWood](#). Your research and work in various roles throughout [#highered](#) has largely focused on racial inequality issues in education. Was there a defining moment or experience that catalyzed your journey? [@DrPamLuster](#) [@DrTammeil](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Dr. Luke Wood @DrLukeWood](#)

So many different points that catalyzed my journey. The first point is when I met my research partner and close friend - [@fharris3](#) from San Diego State. We served as research partners and still do. The second is when we started the Minority Male Community College Collaborative (M2C3) and started doing work on College Men of Color. That work brought us to the White House and to other key venues. The third is during the pandemic when we started doing mega-webinars (5K-20K) focused on equity-minded teaching and learning and counseling in the online environment. The fourth is when we started doing work on the term, Racelighting. Racelighting is what happens when gaslighting is racial. All this work allowed us to have an impact on a national scale and do work, like appearing on [@DrPhil](#) <https://youtu.be/meZiw2pTYLs?si=rY0C9GDaHlo3rDLY...>

[5:18 pm] Pam

Q3 @DrLukeWood. How are your experiences from your previous roles informing how you approach and embed racial equity into your work in your newest role as President @sacstate? @DrTammeil @Iamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Dr. Luke Wood @DrLukeWood](#)

It impacts the way I think about everything. How we teach. How we advise. How we counsel. How we engage in the community. How we contract. How we think about the way that we think about things. For me, equity is having a heightened focus on groups that experience disproportionate impact. It means that we have to feel comfortable giving people who need more resources and attention, more resources and attention. Equity is a way of life.

[5:25 pm] Tammeil

Q4 @DrLukeWood. As President @sacstate, what are your top 3 priorities for improving equitable student outcomes? @DrPamLuster @Iamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Dr. Luke Wood @DrLukeWood](#)

The ABC's of education. Athletics, Basic Needs, Culturally Relevant Curriculum. :) Okay, here's a bit more. A. Athletics for the common student and for intercollegiate athletes. This means investments in intramural sports, club sports, recreation sports, and NCAA sports.<https://youtu.be/LRL6CH7vMkQ?si=COhVcGwTBbRNEVr3>

[Dr. Luke Wood @DrLukeWood-3m](#)

B. Basic Needs in terms of residential housing for students. A Basic needs center. Mental health and wellness counseling.

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C. Culturally relevant curriculum. Including expanding equity programs and honors programs that have a demonstrated record of success in serving diverse students. And, hiring more faculty with a record of success in serving Latinx, Native American and Black students.

[5:32 pm] Keith

Q5 @DrLukeWood. Based on your research on community colleges and experiences in the @calstate system, what can our systems do to improve transfer success for our students? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

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Become transfer ready institutions. I'm informed by the work of scholars such as Dimpal Jain and Caroline Turner who have noted that we have to create institutions that are DESIGNED to serve and receive transfer students. Turner says it "takes two to transfer" and Jain says we must create a "transfer receptive culture." Questions to ask: 1). do you have a transfer first year experience? 2). do you have a transfer center that supports their transition into the four-year institution? 3). what have you done to improve articulation? 4). do you have programs designed to serve students who are older, have dependents, and are independent?

[5:39 pm] Pam

Q6 @DrLukeWood. To do this work, we must continue learning and partnering with others. How do you educate yourself and who is informing your practice? @DrTammeil @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Dr. Luke Wood @DrLukeWood](#)

First and foremost, I learn, am educated, and am best informed by students. Their experiences, their insights, their stories guide my actions and my ways of making sense about change. I am engaged in 100 days of listening with our campus community right now. I have talked to students who are Black, Latinx, Native American, Southeast Asian, Pacific Islander, low-income, foster youth, justice impacted, Palestinian, Jewish, LGBTQIA+, with disabilities and those who are part of the deaf community. I learn. I change. I grow. I lead for them.

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

Make me an honorary [@sacstate](#) student because I'm tagging in with your students! My President is Black, and he listens to us. Students are our best teachers. [#EquityChat](#) [#EquityAvengers](#)

[5:46pm] Tammeil

Q7 @DrLukeWood. We all have a vision of the future we want to live in. What is your freedom dream for higher education and what gives you hope for its future? @DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Dr. Luke Wood @DrLukeWood](#)

Punctuated Equilibrium Theory. j/k. that's an overly academic response but true. Typically, change happens over incrementalism. Small changes, small improvements, and what happens is that the people who are the most disaffected suffer. But every now and then, some event or incident comes along that is so powerful and so disruptive (e.g., COVID, AI, recession) that it allows you to more rapidly create the just world that people deserve. Fast changes. Fast action. Greater dignity.

[5:53 pm] Keith

Q8 @DrLukeWood. The road to racial equity is long. How are you sustaining yourself? What practice would you recommend to other #EquityAvengers? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

[Dr. Luke Wood @DrLukeWood](#) · 38s

I box. <https://youtu.be/zH3yj55449s?si=sJidQksc0VbQKtwD...> I train every day. I spar every week. It keeps my mind sharp.

[6:00 pm] Pam

[Dr Pamela Luster #EquityAvengers #RealCollegePrez @DrPamLuster](#) · 20s

TY [@DrLukeWood](#) for sharing your work w/ [#EquityChat](#) [@CollegeFutures](#). We're excited to see what you do at [@sacstate](#). Join us next week as we host Dr. Cesar A. Cruz ([@teolol](#)), Founder [@HomiesEmpower](#). [@lamkeithcurry](#) [@DrTammeil](#) [@DrPamLuster](#) [@equityavengers](#) OUT!