

Joe Garcia

Chancellor

Colorado Community College System

December 13, 2023

[5:00 pm] Dr. Pam Luster (@DrPamLuster)

We're back w/ our last [#EquityChat](#) for 2023 sponsored by [@CollegeFutures](#) w/your hosts [@lamkeithcurry](#) [@DrTammeil](#) & [@DrPamLuster](#). Today, we're excited to chat w/[@CCCSCancellor](#) Joe Garcia of [@GoCCCS](#). Welcome Chancellor Garcia!

[Joe Garcia @CCCSCancellor·7m](#)

Thanks for having me!

[5:05 pm] Dr. Tammeil Gilkerson (@DrTammeil)

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

[Joe Garcia @CCCSCancellor·56s](#)

Kid Frost—Hispanic Causing Panic

[Dr. Tammeil Gilkerson @DrTammeil·11m](#)

Love that you are repin' one of the first Latino MCs to release an album! Old Skool all day!

[5:11 pm] Dr. Keith Curry (@lamkeithcurry)

Q2 @CCCSCancellor. Through various roles, you have demonstrated leadership and commitment to advancing access and equity in #higherEd. Was there a defining moment or experience that catalyzed your journey? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

[Joe Garcia @CCCSCancellor](#)

Although I work in [#HigherEd](#) today, I struggled to connect or believe I belonged in college. That changed when I joined a campus group dedicated to advancing Hispanic students. The experience inspired me to work harder, to go on to law school, and to dedicate my career to [#EdEquity](#).

[Dr. Tammeil Gilkerson @DrTammeil·5m](#)

That sense of belonging is so critical in the college experience. I had a similar experience, and being connected to like-minded, justice-focused peers helped me see myself and laid the foundation for where I am today. I'm loving the pic and seeing you with hair! [#LaAlianza](#)

[5:17 pm] Dr. Luster (@DrPamLuster)

Q3 @CCCSCancellor. How have experiences from your previous roles, particularly in the public sector, informed how you approach and embed racial equity into your work and role as Chancellor @GoCCCS? @DrTammeil @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Joe Garcia @CCCSCancellor·20s](#)

As a public servant, I learned to listen to diverse groups and mobilize others around common goals. Those strategies have been key to leading our systemwide equity efforts, which require buy-in at all levels and functions. Being an unapologetic advocate for equity helps.

[Equity Avengers @equityavengers·4m](#)

We are all about [#unapologetic](#) advocacy here (especially [@lamkeithcurry](#))! It is so important to be steadfast and committed in equity work.

[Dr. Tammeil Gilkerson @DrTammeil](#)

You are so right! That unwavering commitment is more critical than ever, especially in these times. Having system leaders who understand that racial equity makes our communities stronger in every endeavor.

[Dr. Tammeil Gilkerson @DrTammeil·7m](#)

Mobilizing around common goals while being an unapologetic equity advocate. Let's Go, Chancellor Garcia!

[5:23 pm] Dr. Gilkerson (@DrTammeil)

Q4 @CCCSCancellor. @GoCCCS is one system powered by 13 independently led colleges. As Chancellor, how does this factor into how you prioritize #higher ed initiatives for the entire system? @DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Joe Garcia @CCCSCancellor·3m](#)

As an open-access system, equity is the cornerstone of our work. We teach about 40% of all undergrads enrolled in college in CO! Every college contributes, and all share our goal of equitably serving diverse learners. We rely on data, and we monitor our progress continuously.

[5:29 pm] Dr. Keith Curry (@lamkeithcurry)

Q5 @CCCSCancellor. @GoCCCS is the state's largest provider of #highered workforce training. Tell us more abt how @GoCCCS is supporting workforce dev, and how these programs promote or center racial equity? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

[Joe Garcia@CCCSCancellor·14m](#)

Across CCCS we offer thousands of [#CareerConnected](#) programs—many of which are free for students—that align directly with high-wage, in-demand jobs. Our [#workforcedev](#) programs are focused on providing needed skills in critical industries and spur economic and social mobility

[Dr. Tammeil Gilkerson @DrTammeil·8m](#)

I imagine the economic impact in Colorado alone is upwards of half a billion dollars, thinking about your graduates working in industries across the state! Look no further than the [@GoCCCS](#) as a major economic driver!

[5:35 pm] Dr. Luster (@DrPamLuster)

Q6 @CCCSCancellor. Colorado Online is an enterprise-wide online learning model that's first of its kind in the nation. Can you tell us more about this model and how it supports student success and racial equity in the state? @DrTammeil @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Joe Garcia @CCCSCancellor·9m](#)

Colorado Online combines virtual courses and programs from all 13 colleges with the goal of providing more options to students regardless of their location. This dramatically improves access and flexibility for all learners—many of whom are balancing school, work, and caregiving.

[Dr. Tammeil Gilkerson @DrTammeil·3m](#)

Hello, equity..."more options to students regardless of their location" and recognizing our students' critical role as caregivers to their children, grandchildren, and family members.

[#LiberationWithoutBorders](#) [#WeSeeStudents](#)

[5:41 pm] Dr. Gilkerson (@DrTammeil)

Q7 @CCCSCancellor. To do this work, we must continue learning and partnering with others. How do you educate yourself and who is informing your practice? @DrPamLuster @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Joe Garcia @CCCSChancellor](#) · 2m

We are fortunate to have equity experts here at CCCS and at all our 13 colleges. Their commitment inspires me to keep pushing for progress. I also work closely with [@CompleteCollege](#) America and other equity-focused organizations like [@HACU_News](#), [@LuminaFound](#), and [@MALDEF](#).

[Dr Pamela Luster #EquityAvengers #RealCollegePrez@DrPamLuster](#) · 3m

All driving forces in the work and orgs we admire # EquityChat

[5:47pm] Dr. Keith Curry (@lamkeithcurry)

Q8 @CCCSChancellor. 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 @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

[Joe Garcia @CCCSChancellor](#) · 29s

There has never been a shortage of talent, only a shortage of opportunity. We must work to ensure everyone can access affordable, high-quality education and training—and that starts with strong community colleges. I am heartened that more people are recognizing our value today.

[5:53 pm] Dr. Luster (@DrPamLuster)

Q9 @CCCSChancellor. The road to racial equity is long. How are you sustaining yourself? What practice would you recommend to other #EquityAvengers? @DrTammeil @lamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Joe Garcia @CCCSChancellor](#) · 2s

With equity work, it's important to find collaborators. I am blessed to be married to a strong Black woman academic who shares my values and commitment to students of color. I remind DEI leaders that we go farther together, and we can achieve our goals when we lean on each other.

[6:00 pm] Dr. Luster (@DrPamLuster)

TY @CCCSChancellor for your continued leadership & commitment to access and equity in #highered. We will return for #EquityChat @CollegeFutures on Jan 10, 2024 with all new guests. Until then, have a wonderful and safe holiday. @lamkeithcurry @DrTammeil @DrPamLuster @equityavengers OUT!