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We will not give up.

As Equity Avengers, we are committed to engaging, educating, and empowering higher education organizations and individuals to eliminate gaps in student outcomes and opportunities. Through the cultivation of partnerships and resources, we will continue to embed racial equity, critical humility, and learning across our systems. **No matter who the president of the United States is, these values will not change for us.**

The outcome of the U.S. presidential election **will not deter us** from our mission as Equity Avengers. We will continue to advocate for racial equity and we remain committed to our goal of dismantling systems of oppression that prevent students from being able to access a higher education.

Now, more than ever, **our students need resilient, unapologetic leadership that champions student success.** We urge our community and fellow practitioners to stay committed to serving students and ensuring students of color are able to access, persist and thrive in their pursuit of a postsecondary education.

Together we will continue building an educational future rooted in justice and opportunity for all.

Dr. Pam Luster to speak at the Community College League of California's Annual Conference



Dr. Pam Luster will speak during the Community College League of California's annual conference. She will be presenting along with **Dr. Frank Chong** and **Dr. George Boggs** in a session entitled, "Partnering with the National Science Foundation to Meet Local Industry Workforce Needs." That session will be held on Friday, November 22 at 2:45 p.m.

The National Science Foundation (NSF) has funded the Advanced Technology Education (ATE) grant for the past 30 years to support meeting local industry needs. The Community College President's Initiative (CCPI) was funded in 2020 to encourage more community colleges to apply for ATE grants. California has the largest community college system in the country and only 25 ATE grantees. The purpose of this presentation is to provide an overview of the ATE program and encourage more community colleges to apply for multi-million dollar grants. We will share with participants the opportunity for colleges to participate in free proposal writing workshops in Washington DC. Colleges that have participated in these workshops have increased the success rate by over 70 percent.

The Latest in #EquityChat



On our first post-Presidential election #EquityChat, we speak with **Paul Mitchell** of Redistricting Partners. He discussed the impact of redistricting and the 2024 election on equity and voting rights. He highlighted challenges such as census defunding and the need for public engagement to ensure fair representation. California's leadership in reforms like the CVRA and FAIRMAPS Act was emphasized, alongside strategies for fostering equity through local community partnerships and long-term planning. Mitchell encouraged a

focus on the 2031 redistricting and shared insights on sustaining equity work through balance, community, and inspiration.

[Read the full transcript here.](#)

On our Nov. 13 episode, we spoke with the National Center for Institutional Diversity (NCID), and explored insights from their report, "[Thriving Staff of Color: Imagining Higher Education Institutional Transformation](#)." Discussions highlighted the critical role of staff of color (SOC) in higher education, emphasizing the need for race-conscious institutional cultures and equitable practices. Key themes included the burden of invisible labor on SOC, the importance of centering their voices in equity initiatives and creating affinity groups for belonging. Panelists shared hopes for inclusive transformation, sustainable equity work, and practices for resilience, like art, community, and advocacy.

[Read the full transcript here.](#)



Up next on #EquityAvengersAssemble, the new PODCAST from the Equity Avengers...

We're joined by journalist **Katherine Mangan**, senior writer for The Chronicle of Higher Education. Together, we explore challenges and opportunities in diversity, equity, and inclusion (DEI) in higher education.

The conversation also touches on declining enrollment trends across demographics, attacks on DEI efforts, and strategies to sustain equitable practices despite legislative pressures.

[Click here to listen now.](#)

Attention! Are you or someone you know engaged in exciting, transformative equity work? Let us know!

We are always looking for more guests for #EquityChat and *Equity Avengers Assemble!*

Whether you are a practitioner, researcher, policymaker, advocate, leader, student or organizer, [we want to get to know you!](#)

Be our guest!

About the Equity Avengers

[The Equity Avengers](#) are Dr. Keith Curry, President/CEO of Compton College, Dr. Tammell Glickerson, Chancellor of Peralta Community College District, and President Emerita Dr. Pamela Luster of San Diego Mesa College. The Equity Avengers have made it their mission to lead the charge for a more equitable higher education landscape, increasing access for those historically marginalized by academia.

The Equity Avengers host the popular #EquityChat on Wednesday evenings on X/Twitter and are regularly invited to speak at state and national conferences to share their vision. The College Futures Foundation has generously supported the Equity Avengers' mission through a grant, allowing them to support and develop leaders who act and drive large-scale change toward achieving racial equity in higher education nationwide.

