



**EQUITY**  
AVENGERS

# California Community College Council for Staff Professional Development

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## “Unapologetic Leadership: The Importance of Racial Equity in Professional Development”

**Presented by**

Keith Curry, Ed.D.

President/CEO Compton College

#EquityAvenger

#RealCollegePresident

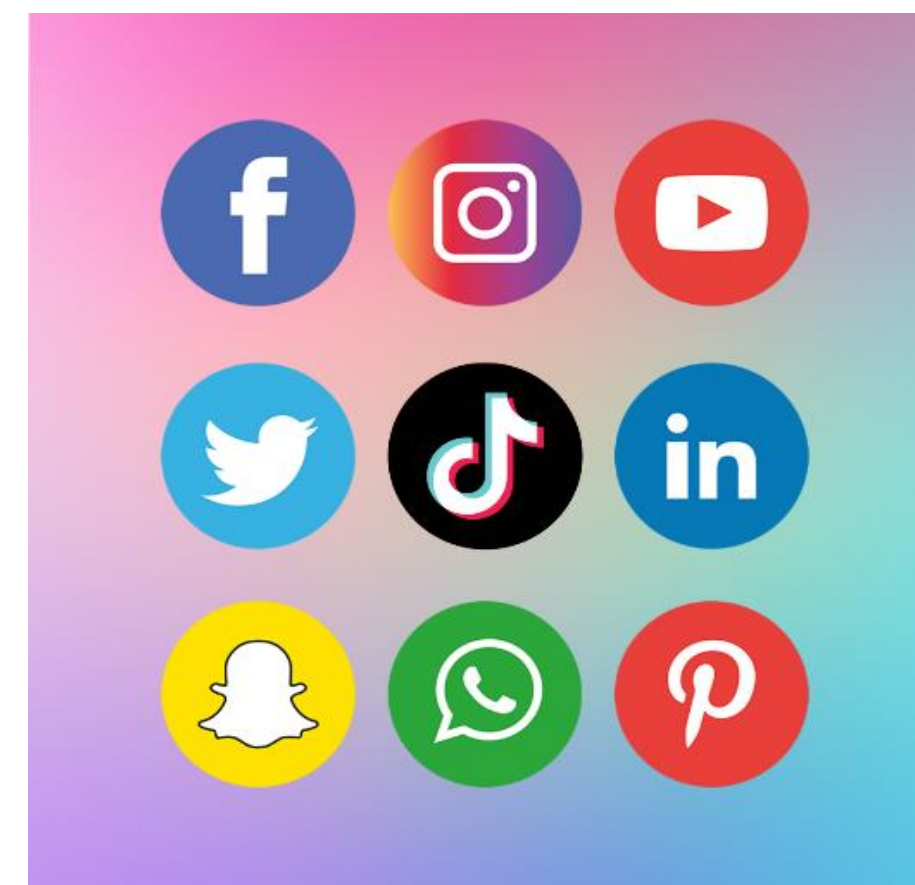
#ThoughtLeader

Equity Avengers

# Social Media – Keith Curry, Ed.D

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- X @iamkeithcurry
- Instagram @iamkeithcurry
- Snap Chat @iamkeithcurry
- Facebook @iamkeithcurry
- Website iamkeithcurry.org
- TikTok @iamkeithcurry
- LinkedIn Keith Curry





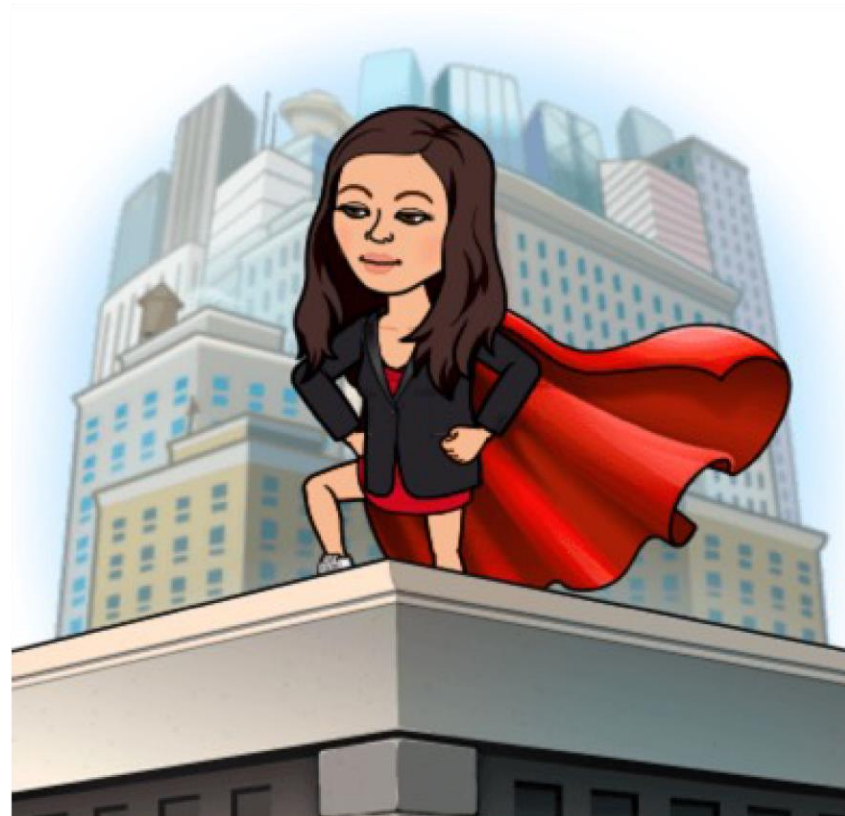
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**#EQUITYCHAT**



**Keith  
Curry**

President/CEO  
Compton College



**Tammeil  
Gilkerson**

President  
Evergreen Valley College



**Pamela  
Luster**

President Emeritus  
San Diego Mesa College

# Keith Curry, Ed.D

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- From Ball Boy to Compton Community College District CEO
- President/CEO of Compton College and Compton Community College District
- Education:
  - Doctor of Education - Educational Leadership from University of California, Irvine
  - [The Deaccreditation of Compton Community College: An Interpretation through the Kubler-Ross Grief Construct](#)
  - Bachelor of Arts - American Studies- University of California, Santa Cruz

# Social Media – Keith Curry, Ed.D

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- “The Keith Curry Love Story”
  - Born and raised in Compton, California
  - Relationship with Compton College dates back to fall 1999
  - “Every Student is a Success Story”
  - June 7
    - Compton College achieved Initial Accreditation (June 7, 2017)
    - Compton College held its first commencement ceremony (June 7, 2018)
    - Compton College completed the transition with El Camino College (June 7, 2019, at 11:59 p.m.)

# **Stella and Charles Guttman Community College Visit 2017**

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**Professional Development for Learning Community  
Faculty; Especially Integrated Teaching; Remove  
“Boutique” Attitude**

**How Do You Support Faculty and Classified  
Professionals?**

# Unapologetic

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Unapologetic is defined as:  
**not acknowledging or expressing regret.**

***We are unapologetic about our work toward student success because our position and decisions will impact students and their families for generations.***

# Strategic Leadership

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Strategic leadership happens when a leader shares a vision and goal with their team and inspires them to work together to reach it. **A strategic leader often acts as the motivating force for an organization**, letting individuals know their role in achieving the vision. This leadership style helps others have direction at all times.

Source: [What is Strategic Leadership? And What Does It Look Like?](#)



# Intentional

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As defined in the Webster dictionary: **intentional** means  
*“done by intent or design”*

# Value of Higher Education

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What is the ***value of higher education*** and why are students choosing ***higher education or not?***

This is an unprecedented time in higher education, as we are all trying to find solutions to the decline in enrollment, student completion, and how we articulate the ***value of education*** to our constituents.

# Racial Equity

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***The process of eliminating racial disparities and improving outcomes for everyone.***

***It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color.***

Source: [Race Forward](#)

# Racial Equity to Action

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**Budgets Are Statement of Values** – If you are truly addressing Racial Equity and Supporting Student Success, it will be reflected in your Institutional Budget and through your Institutional Budget Allocations

# Racial Equity to Action

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- **Knowledge** – Understanding the data/research; reading important reports/documents; asking the right questions; and if you don't know the answer, asking for clarification.
- **Clear Vision** – Having a vision for where you want your institution will be in the future.
- **Building Support** – Identifying individuals to work with you; then those individuals are involved in the development; and they maintain their involvement in the work.

# Racial Equity to Action

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- **Staying Focused** – Focus on what matters, which is -- ***Student Success***.
- **Using Data to Support Decision Making** – Don't make decisions on the fly that impact student success.
- **Build Capacity** – Support all levels within your program/department and at your institutions.

# Racial Equity to Action

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- **Opportunity** – Seize the moment and recognize the opportunities that will transform our institutions in support of student success.
- **Never Give Up** – If we don't support and advocate for our students and our institutions, who will?
- **Knowing when to hold back** – Pushing back or not implementing projects and initiatives for the institution to remain focused on the current mission, vision, and strategic initiatives.

# Racial Equity to Action

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- **Ability to respond to criticism, discrimination, and racism** – Understand the difference between the three, and how to respond.
- **Be Kind** – Saying “thank you” to everyone and showing genuine appreciation for the work that is occurring within our program/department and at our institutions.



# California Community College Initiatives

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- [Senate Bill 1440 – California Community Colleges: Student Transfer](#)
- [Senate Bill 1456 – Community colleges: Seymour-Campbell Student Success Act of 2012](#)
- [2014-2015 Budget Trailer Bill – Student Success and Support Program: Student Equity](#)
- [Assembly Bill – 288 Public schools: College and Career Access Pathways partnerships](#)

# California Community College Initiatives

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- [Senate Bill 1359 – Public Postsecondary Education: Course Materials](#)
- [Assembly Bill 2364 – Public postsecondary education: community colleges: exemption from nonresident tuition](#)
- [2016-2017 Budget Trailer Bill – Strong Workforce](#)
- [Assembly Bill 705 – Seymour-Campbell Student Success Act of 2012: matriculation: assessment](#)

# California Community College Initiatives

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- Guided Pathways at California Community Colleges
- Vision for Success
- 2017-2018 Budget Trailer Bill – Student-Centered Funding Formula
- Assembly Bill 19 – California College Promise
- Assembly Bill 30 – Community colleges: College and Career Access Pathways partnerships

# California Community College Initiatives

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- [Assembly Bill 2 – Community colleges: California College Promise](#)
- [Assembly Bill 132 – Postsecondary Education Trailer Bill](#)
- [Assembly Bill 927 – Public Postsecondary Education: Community Colleges: Statewide Baccalaureate Degree Program.](#)
- [Assembly Bill 928 – Student Transfer Achievement Reform Act of 2021: Associate Degree for Transfer Intersegmental Implementation Committee](#)

# California Community College Initiatives

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- [Assembly Bill - 183 Higher Education Trailer Bill](#)
- [Assembly Bill - 1705 Seymour-Campbell Student Success Act of 2012: matriculation: assessment.](#)
- [Assembly Bill 2627 - Electronically collected personal information: local agencies: the California Community Colleges: memorandum of understanding.](#)
- [Assembly Bill 117 - Higher education trailer bill](#)

# California Community College Initiatives

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- [Senate Bill 104 – Budget Acts of 2022 and 2023](#)
- [Senate Bill 142 – Higher education trailer bill](#)
- [Vision 2030 A Roadmap for California Community Colleges](#)
- [2023 Chaptered Legislation and Guidance Report](#)

# Future of Professional Development

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- **Linking Professional Development to Student Outcomes**
- **Review of Data and the Disaggregation of the Data at the Program and Course Level**
- **Faculty Teaching and Learning Activities**
- **Caring Campus**

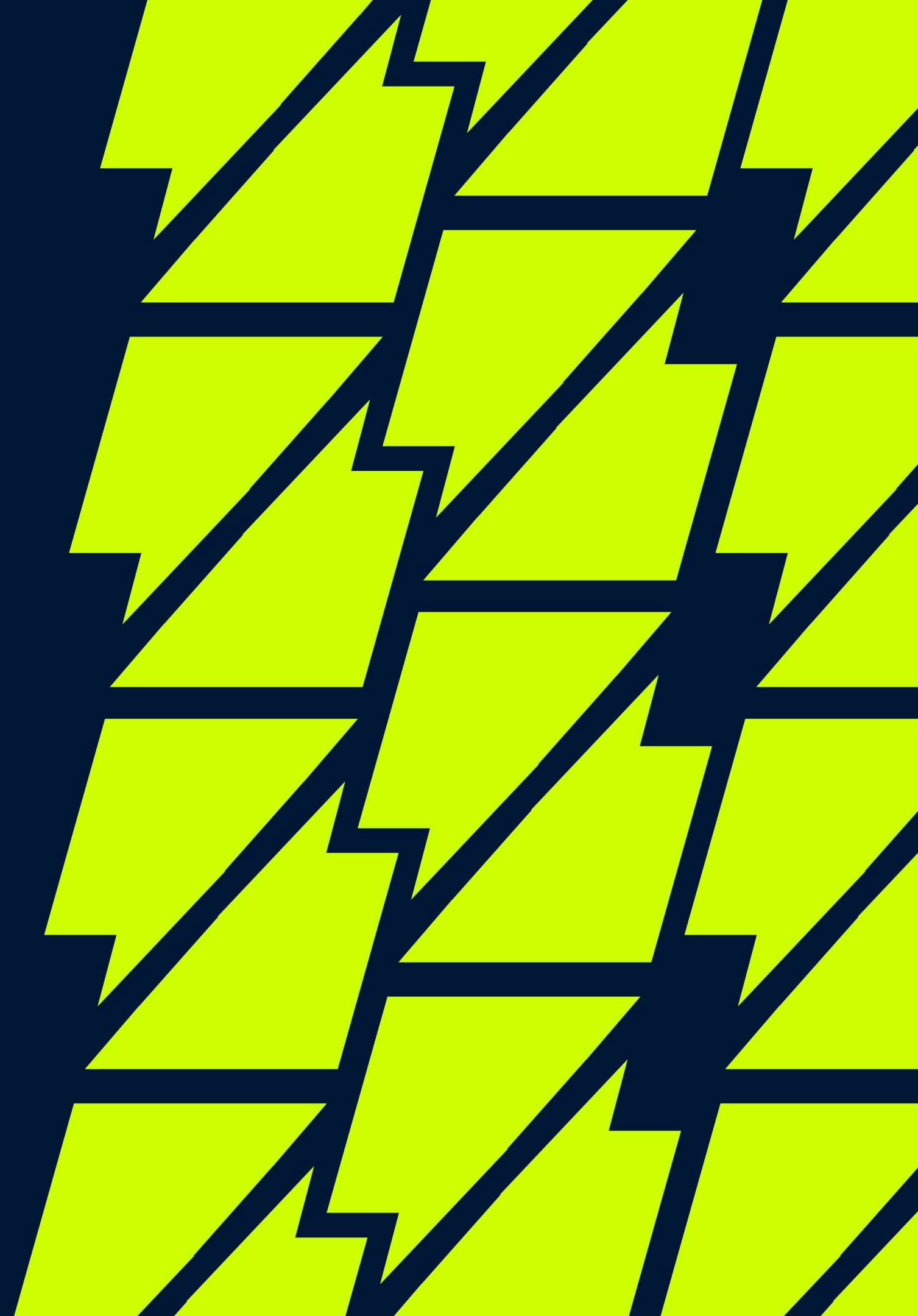
# Future of Professional Development

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- **Leadership Development Programs for employment groups**
- **Statewide Professional Development Programs**
- **Customer Services**
- **Artificial Intelligence**



# Resources for Unapologetic Leadership



# Unapologetically Leadership in Action

EXCLUSIVE

OP-ED

OPINION

Keith Curry, Ed.D., President/CEO Compton College • July 1, 2021

**“Business as Usual” Keeps the Majority of Black Students from Succeeding**

OP-ED

OPINION

Keith Curry, Ed.D., President/CEO Compton College • July 8, 2021

**Unapologetically Fighting for Black Student Success // No. 2**

OP-ED

OPINION

Keith Curry, Ed.D. President/CEO Compton College • July 15, 2021

**Unapologetically Fighting for Black Student Success // No. 3**

# Unapologetically Leadership in Action

OP-ED

OPINION

Keith Curry, Ed.D., President/CEO Compton College • July 22, 2021

## Removing Educational Barriers, Especially High Textbook Costs

OPINION

## Unapologetic Leadership for Black Learner Success

Keith Curry  
Dec 8, 2022

Home › Opinion

## Op-Ed: When Black Learners Thrive, Our Communities Thrive

This important work cannot wait.

Keith Curry, Ed.D. | 03.18.23

LOCAL

NEWS

Keith Curry, Ed.D. • April 28, 2022

## Are You All In On Black Student Success? Or Are You Standing on the Sidelines?

# Unapologetically Leadership in Action

## **Unapologetic Leadership Thoughts – Trauma-Informed leadership**

by Dr. Keith Curry | May 25, 2023 | Thoughts

## **Unapologetic Leadership Thoughts – Free Community College Keith Curry, Ed.D.**

by Dr. Keith Curry | May 30, 2023 | Thoughts

## **Unapologetic Leadership Thoughts – Community College Dual Enrollment**

by Dr. Keith Curry | Jun 5, 2023 | Thoughts

## **Unapologetic Leadership Thoughts – The Burden of Student Loan Debt on Black Borrowers**

by Dr. Keith Curry | Jun 12, 2023 | Thoughts

# Unapologetically Leadership in Action

## **Unapologetic Leadership Thoughts – Affirmative Action in the U.S. Supreme Court**

by Dr. Keith Curry | Jun 22, 2023 | Thoughts

## **Unapologetic Leadership Thoughts –Adult Student Completion Among Black Learners**

by Dr. Keith Curry | Jul 6, 2023 | Thoughts

## **Unapologetic Leadership Thoughts –Supporting First Generation Black Learners**

by Dr. Keith Curry | Jul 6, 2023 | Thoughts

## **Unapologetic Leadership Thoughts – Holistic Support for Student Success**

by Dr. Keith Curry | Jul 20, 2023 | Thoughts

# Unapologetically Leadership in Action

## **Unapologetic Leadership Thoughts: I Always Wanted a Faculty Member Who Looked Like Me**

by Dr. Keith Curry | Jul 20, 2023 | Thoughts

## **Unapologetic Thoughts: Enrollment Declines and the Value Proposition**

by Dr. Keith Curry | Jul 28, 2023 | Thoughts

## **Unapologetic Leadership Thought: The Path Forward After Affirmative Action**

by Dr. Keith Curry | Aug 3, 2023 | Thoughts

## **Unapologetic Leadership Thoughts: It's Game Time – Let's Address Transfer Pathways**

by Dr. Keith Curry | Aug 10, 2023 | Thoughts

# Unapologetically Leadership in Action

**Unapologetic Leadership Thought: The Demand for Workers in Science, Technology, Engineering, and Mathematics (STEM)**

by Dr. Keith Curry | Aug 11, 2023 | Thoughts

**Unapologetic Leadership Thoughts: Eliminating Barriers and Supporting Student Parents, Unapologetically**

by Dr. Keith Curry | Aug 17, 2023 | Thoughts

**Unapologetic Leadership Thoughts: Strategies to encourage Black students to enroll at your institution**

by Dr. Keith Curry | Aug 18, 2023 | Thoughts

**The Realist Thought: Don't just talk about it, be about it.**

by Dr. Keith Curry | Aug 21, 2023 | Thoughts

**Unapologetic Leadership Thoughts: Managing the Increased Demands of Being a Leader**

by Dr. Keith Curry | Aug 24, 2023 | Thoughts

# Unapologetically Leadership in Action

## **Unapologetic Thoughts: The Public Confidence in Higher Education**

by Dr. Keith Curry | Aug 31, 2023 | Thoughts

## **Unapologetic Leadership Thoughts: Making Black Student Success Week – This Isn't a Moment, it's a Movement**

by Dr. Keith Curry | Sep 8, 2023 | Thoughts

## **Unapologetic Leadership Thought: Not Debating the Name of the Office Just Advocating for the Work to Continue**

by Dr. Keith Curry | Sep 15, 2023 | Thoughts

## **Unapologetic Leadership Thoughts: The Many Conversations on the Total Cost of Tuition**

by Dr. Keith Curry | Oct 3, 2023 | Thoughts



# Questions

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