



EQUITY
AVENGERS

The Illinois Community College Board Workforce Equity Initiative Symposium

A

“Unapologetic Leadership: Transforming Community Colleges to Meet Workforce Equity Initiatives”

Presented by

Keith Curry, Ed.D.

President/CEO Compton College

#EquityAvenger

#RealCollegePresident

#ThoughtLeader

Social Media – Keith Curry, Ed.D

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



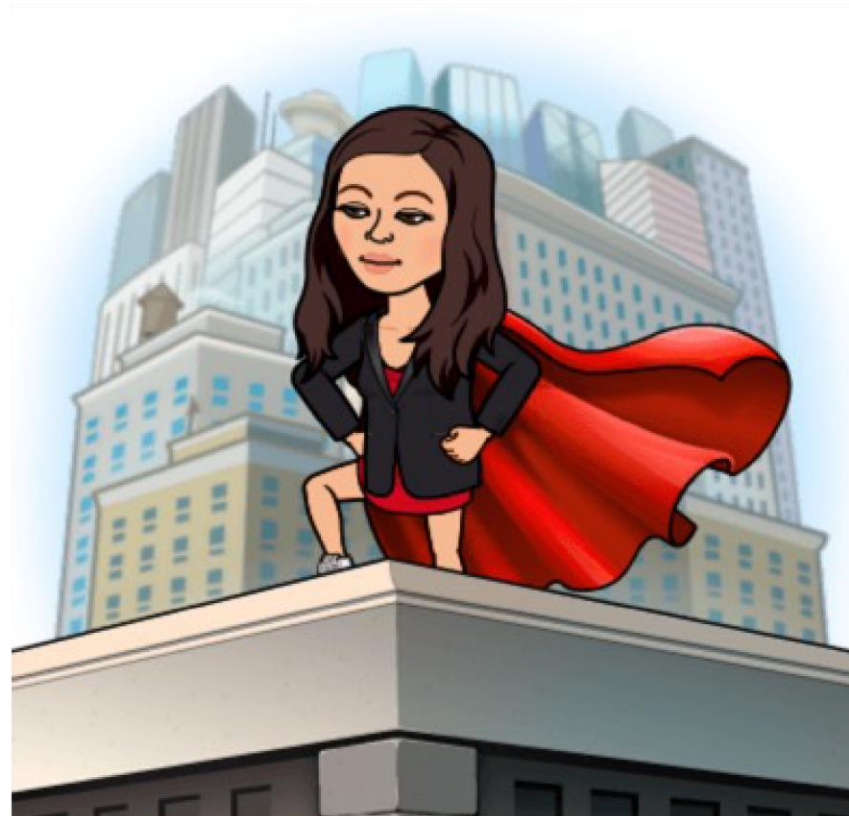
EQUITY
AVENGERS

#EQUITYCHAT



**Keith
Curry**

President/CEO
Compton College



**Tammeil
Gilkerson**

Chancellor
Peralta Community College District



**Pamela
Luster**

President Emeritus
San Diego Mesa College

#EQUITYCHAT WITH...

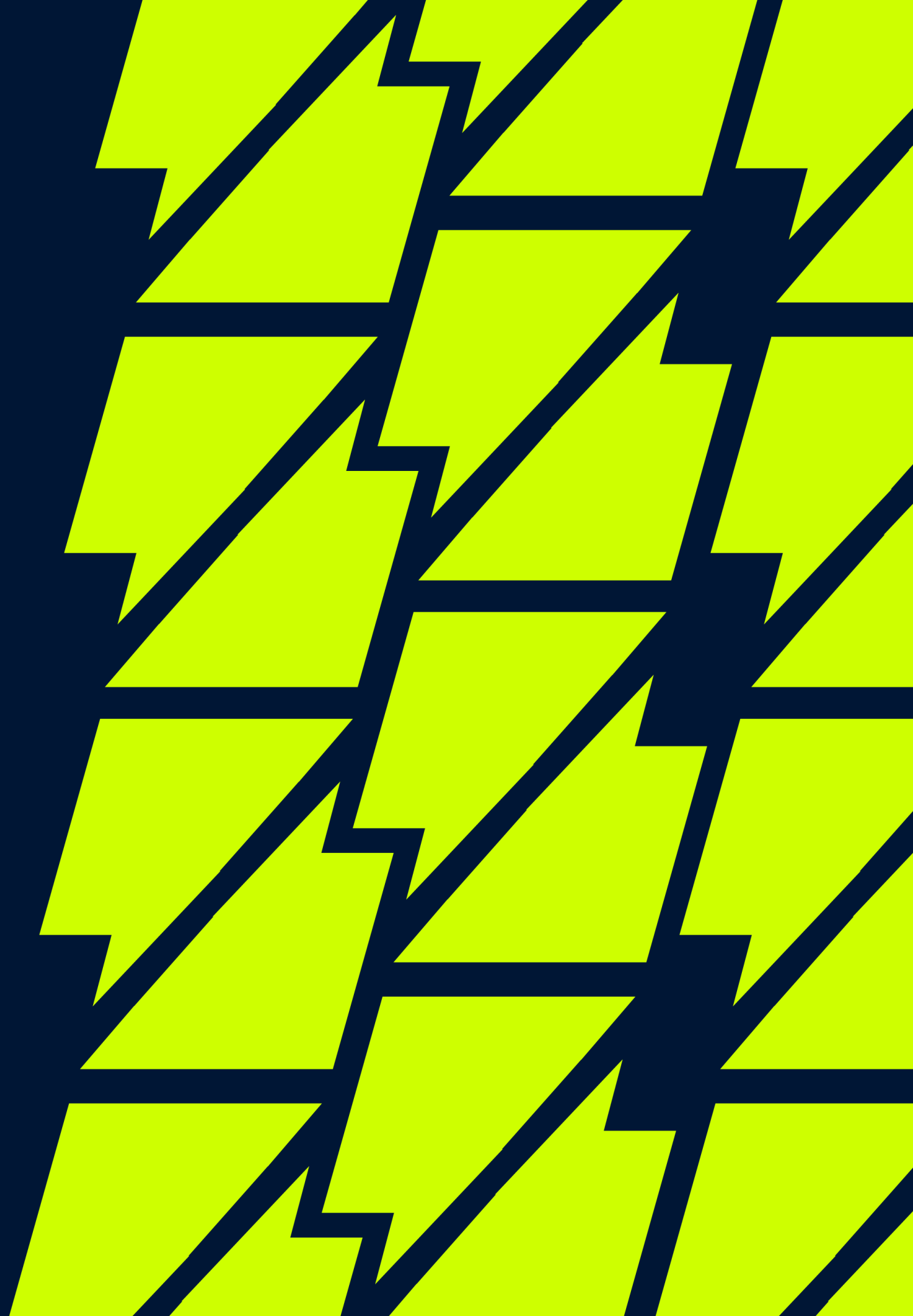


**JEN DOMAGAL-GOLDMAN
CHUCK BLACK
ABDULLAH ALJANABI**



**Join us Wednesday, June 12
5pm PT @equityavengers X**

EQUITY AVENGERS
EQUITY AVENGERS

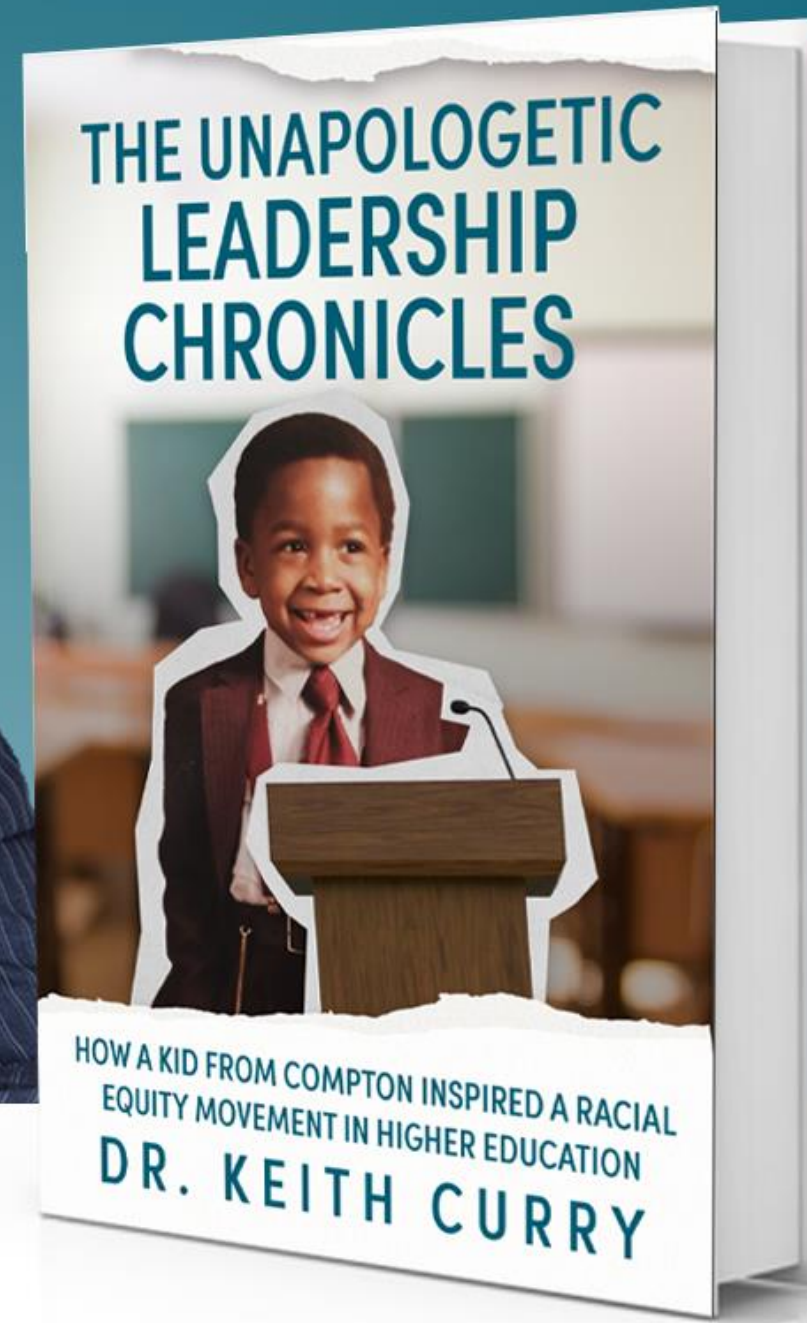


Keith Curry, Ed.D

- [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 the 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

A NEW RELEASE FROM DR. KEITH CURRY!

COMING SOON



Release coming April 2025
iamkeithcurry.org

Compton College

- “The Keith Curry Love Story”
 - Born and raised in Compton, California
 - Relationship with Compton College dates to the fall of 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.**)



Kendrick Lamar

Compton College Commencement Special Guest - June 7, 2024

"I wanted to come out here just to tell y'all how much I appreciate y'all. I'm proud of the city of Compton, I'm proud of Compton College, most importantly, I'm proud of the graduates out here,"

"When I walk out in these cities, in these countries, I can be proud and say, 'This is where I'm from,'"

Unapologetic

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.

Racial Equity

“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

Unapologetic Leadership Thoughts:

- [Institutional Effectiveness Website – data publicly available and disaggregated by race and gender](#)
- [Data Sharing Agreements – local K-12 district, CSU Dominguez Hills, County of Los Angeles for CalFresh Participation](#)

Strategic Leadership

“Strategic leadership happens when a leader shares a vision and/or goal with their team and inspires them to work together to reach them.

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

As defined in Webster's Dictionary: intentional means
“done by intent or design.”

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.

Unapologetic Leadership Thoughts:

- [Hiring a Director of Black and Males of Color Success](#)
- [Summer Residential Programs – Clark Atlanta University, Arizona State University, UC Irvine](#)
- [Basic Needs Programs – one free meal/day, \\$20/week for farmers market, bus passes, health services on campus, free printing, etc.](#)

The Many Uncertainties in Higher Education

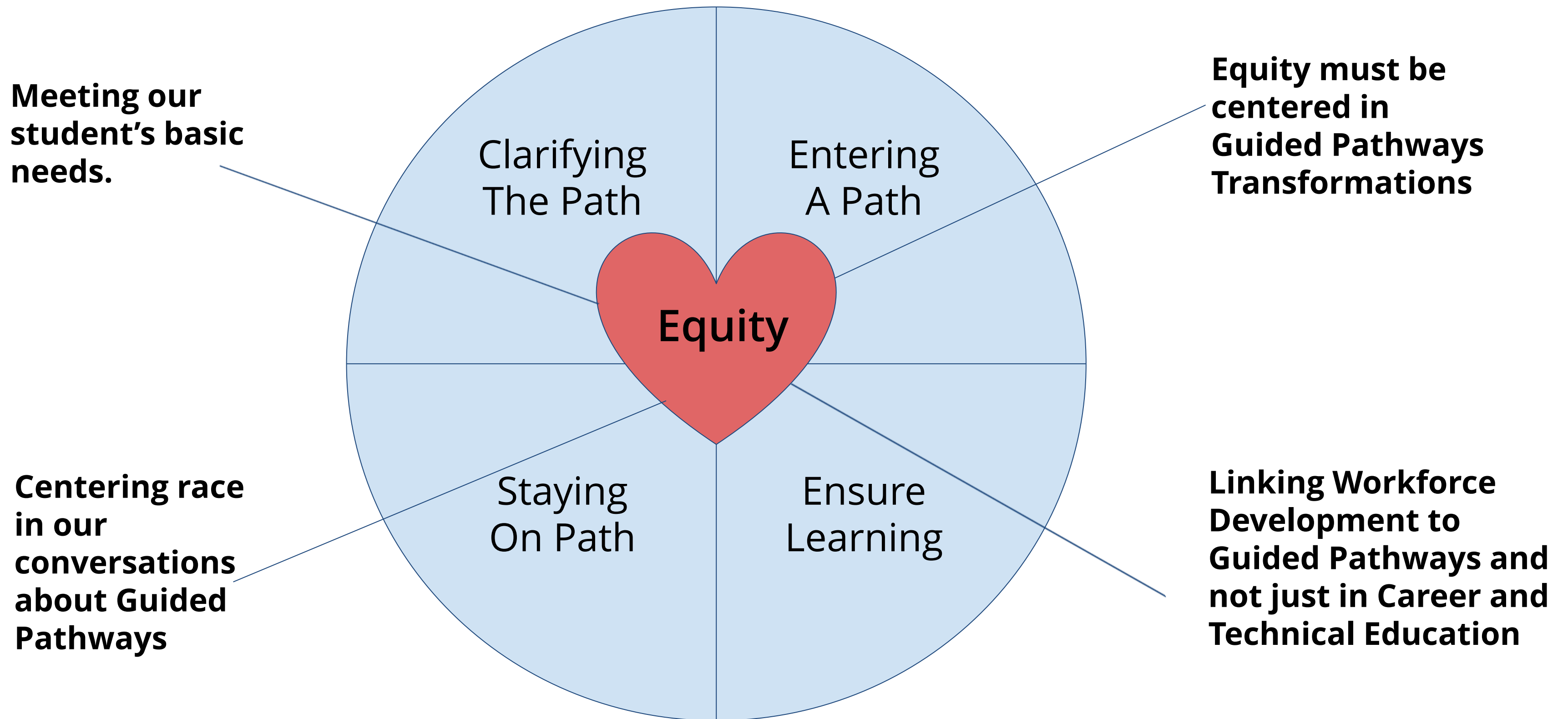
- **Funding for higher education.** - The *budget deficit is real and will be a challenge* for many colleges/universities.
- **Enrollment.**
- **Addressing students' basic needs.**
- **The new normal of higher education as a result of the COVID-19 pandemic.**
- **The value of higher education.**

Value of Higher Education

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 regarding enrollment, student completion, and how we articulate the ***value of education*** to our constituents.

Equity at the Heart of Guided Pathways



Unapologetic Thoughts on Workforce Development

- [Creating the High School to College to Career Pipeline](#)
- Ensuring Workforce Development Initiatives are linked to the College's Strategic and/or Educational Master Plan.
- Establish and maintain partnerships between educational institutions, industry stakeholders, and community organizations to create effective educational pipelines for students.

Unapologetic Thoughts on Workforce Development

- Colleges should highlight initiatives aimed at expanding short-term credential programs.
- Aligning and, in some cases, increasing educational offerings to meet labor market needs.
- Providing paid internships and apprenticeships across disciplines for community college students.
- Workforce Development Initiatives should not be focused on just Career and Technical Education but should be collegewide.

Freedom Dream

Dr. Gina Garcia talks about Dr. Robin D. G. Kelley's notion of the "**Freedom Dream**," an invitation to imagine an educational space that is grounded in racial equity, social justice, and collective liberation.

[Unapologetic Freedom Dreams](#)

Freedom Dream

**What would be included in your
Freedom Dreams for Workforce
Development?**

Freedom Dream

My Unapologetic Freedom Dreams include some of the following:

- Community college would be free, and student aid would cover the ***total*** cost of attendance.
- At community college campuses, blue books, scantrons, and pencils would be free to all students.
- Students would not have to pay for printing, public transportation, or parking.
- Through the FAFSA, community college students would automatically qualify for the Supplemental Nutrition Assistance Program (SNAP).

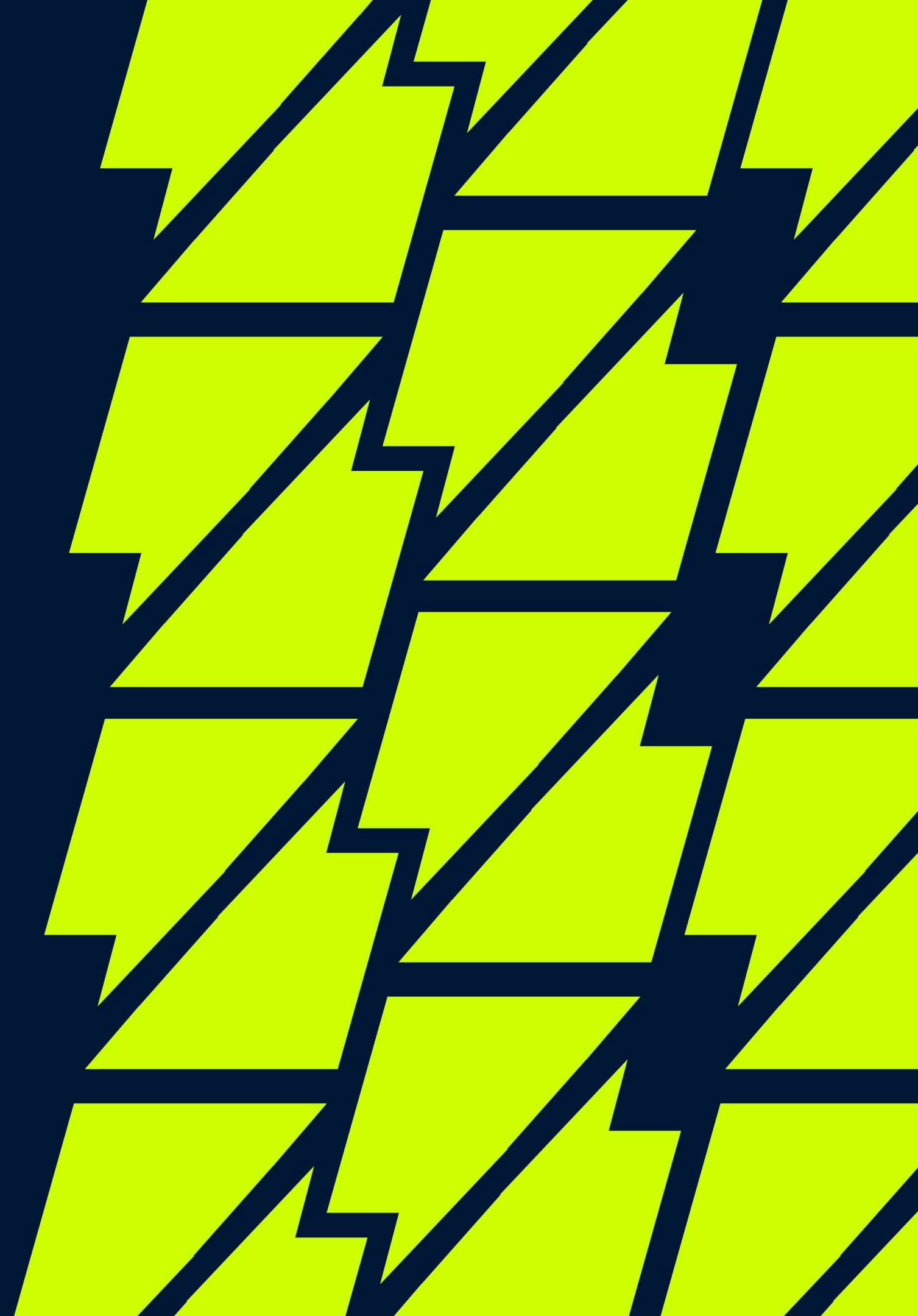
Freedom Dream

- We would double what we offer for Pell Grants. What we currently offer students is simply not enough for our students or their basic needs.
- We would establish and maintain better and more robust cross-sectoral partnerships with K-12, public housing, criminal justice, workforce development boards, and public health agencies to help lifelong learners access college however and whenever they need it.
- We would establish faculty academies to train former community college students who are enrolled in master's and doctorate programs and who want to become community college faculty.

Freedom Dream

- All high school students would have the opportunity to participate in dual enrollment that leads to pathways toward degrees, particularly Black and Hispanic/Latinx students.
- There would be a creation of a federal Black Serving Institution designation to support institutions of higher education.
- Accreditation and accountability would be viewed as a positive peer review process and not performative.
- The demographics of our faculty, staff, and administrators would better reflect the student population we serve.

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

Unapologetically Leadership in Action

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

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

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

Unapologetically Leadership in Action

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

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

Unapologetic Leadership Thoughts: Let's Talk About Data

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

Unapologetic Leadership: Regaining & Reengaging Adult Learners in Community Colleges

by Dr. Keith Curry | Oct 26, 2023 | Thoughts

Unapologetic Leadership Thought: I Guess You Really Want to Talk About Transfer

by Dr. Keith Curry | Nov 7, 2023 | Thoughts

Unapologetically Leadership in Action

Unapologetic Leadership Thought: Creating the High School to College to Career Pipeline

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

Unapologetic Leadership Thought: Student Homelessness

by Dr. Keith Curry | Jan 8, 2024 | Thoughts

Unapologetic Thought: Student Mental Health and Wellness

by Dr. Keith Curry | Jan 9, 2024 | Thoughts

Unapologetic Leadership Thought: The Scary Truth About College

by Dr. Keith Curry | Jan 10, 2024 | Thoughts

Unapologetically Leadership in Action

Unapologetic Leadership Thought: Continued Supporting Post-Secondary Partnership with Prisons

by Dr. Keith Curry | Jan 11, 2024 | Thoughts

Unapologetic Leadership Thought: Supporting Formerly Incarcerated Students

by Dr. Keith Curry | Jan 12, 2024 | Thoughts

Unapologetic Leadership Thought: My Most Important Leadership Responsibility

by Dr. Keith Curry | Jan 25, 2024 | Thoughts

Unapologetic Leadership Thought: Stop Nickel and Diming Students

by Dr. Keith Curry | Feb 1, 2024 | Thoughts

Unapologetically Leadership in Action

Unapologetic Leadership Thought It's Time to Get Real: A Playbook to Demand Black Learner Excellence

by Dr. Keith Curry | Feb 8, 2024 | Thoughts

Unapologetic Leadership Thoughts: The Rise of the Unapologetic Leader

by Dr. Keith Curry | Mar 20, 2024 | Thoughts

Unapologetic Leadership Thought: Last Time I Checc'd (A Reflection on Black Student Success Week)

by Dr. Keith Curry | May 22, 2024 | Thoughts

Unapologetic Leadership Thought: Don't Kill My Vibe

by Dr. Keith Curry | Jun 8, 2024 | Thoughts

SPEAK UP and LEVEL UP NOW

- Visit the website for more information about LEVEL UP
- Join others taking action to support Black learner success





An actionable playbook for:

- ✓ Institutional Leaders
- ✓ State Policymakers
- ✓ Federal Policymakers
- ✓ Community & Business Leaders

The playbook includes actionable policy and practice recommendations with exemplary spotlights so that these leaders can get REAL with advancing Black learner excellence.

- R** Real transparency & true affordability.
- E** Ensured success through shared ownership.
- A** Academic & social support.
- L** Learner-centered teaching practices.



Join the Equity Avengers Community

- Meet the Equity Avengers
- View upcoming events
- Revisit #EquityChat archives
- Shop our merchandise

IAMKEITHCURRY.ORG

- Learn my story
- View upcoming events
- Read Unapologetic Thoughts
- Shop merchandise



Questions

Keith Curry, Ed.D.

iamkeithcurry@gmail.com