

Equity and Antiracism Planning Council Flow

October 27, 2026 2:10-4:00 P.M.

Location: FTLCL 9-154 OR <https://smccd.zoom.us/j/87417304818>

Item	Presenter	Time
1. Welcome to this Space		
Land and Labor Acknowledgement and Commitment: <i>We acknowledge that Cañada College is situated on the traditional unceded land of the Ramaytush (Rah-my-toosh) and Muwekma (Moo-ek-mah) Ohlone (Oh-LOW-nee) peoples, and we respect our past elders and honor the present community. Long before Cañada College existed, this area was home to the Ramaytush Ohlone peoples, who still have a presence in the Bay Area today.</i> <i>We have a responsibility to acknowledge that we as a Cañada community have benefited from the use and occupation of this land and that the tragic legacy of colonization, genocide, capitalism, racism, and oppression still impacts people today.</i> <i>We also recognize the labor upon which this educational institution, state, and country is built.</i> <i>We acknowledge the peoples of African ancestry who were enslaved and forcibly brought to this land, and whose forced labor played a major role in the formation of this country. We are indebted to their uncompensated labor and their unwilling sacrifice over hundreds of years—which continues to impact generations today. We honor the legacy of the African diaspora and the continued contribution of their survivors.</i> <i>We acknowledge the contributions of all immigrant labor, forced labor, and undocumented people who contributed, and continue to contribute, to the building and feeding of this land. We acknowledge their immeasurable sacrifices and work that allow us to gather in this space today.</i> <i>Let us not forget. Let us honor and engage with the people who have stewarded and labored</i>	Volunteers	6

<i>on this land for generations, and let us honor these truths—by taking responsibility as a college community to continually educate ourselves about these realities, to affirm our commitment to justice through continual action, and to protect and sustain this land.</i> EAPC PURPOSE: The purpose of the Equity and Antiracism Planning Council is to disrupt and dismantle systemic racism and White supremacy for our Cañada College community in pursuit of equity, antiracism, justice and liberation. <u>Community Agreements for Respectful Dialogue:</u> Linked are some community agreements upon which we hope to continue respectful dialogue throughout our time together. Please note that EAPC is not Brown Acted and has chosen to uplift community discussion and dialogue in EAPC that does not utilize Parliamentary Procedure.		
2. What Have We Done?		
a. What we covered at the last EAPC meeting Found on the EAPC website: https://canadacollege.edu/eapc/meetings.php Please review. Do we agree that these notes from last meeting are accurate? (those of us who were there?)	Kiran	5
3. Who's Here?		
Appointed voting members: 16 = 9 for quorum VACANT - Classified - Faculty: At Large (Counseling) Chris Wardell - Tri Chair: Classified Jaqueline Gonzalez - Classified Jasmin Padilla Valencia - Classified - Faculty: Counseling Katie Dominion – Classified (On Leave) Kharritas - Student - Karen Engel - PRIE Kiran Malavade - Tri-Chair: Faculty Kristina Brower - Faculty: BDW	Michiko	1

<i>Eddy Harris - Faculty: KAD</i> <i>Ellen Young - Faculty ASLT</i> <i>Helena Almassy - Faculty: S&T</i> <i>Michiko Kealoha - Tri-Chair: Administrator</i> <i>Shanda DeRosans - Student</i> <i>Max Hartman - Administrative Representative</i> <i>Zorie Gomez - Classified (On Leave)</i>		
Guests:		
4. What Are We Doing?		
EAPC Flow for Today: let's review what's on the agenda for today. Any proposed changes? Announcements EAPC in Practice Presentations: SEAP Plan Updates & HR Discussion: Subgroups kick-off	Chris	2
5. Equity Related Announcements		
This is a time to share upcoming equity and antiracism events, activities, and open learning opportunities that are coming up before the next EAPC. Please put your announcements in the Zoom chat or on a provided sticky note in-person. *Commencement 2027 will be held on Friday at 10am *NEW Bayanihan and Island Roots Scholarship - Rebekah lead, Michiko, Ray, and Chris Rico team to start – please consider donating - https://smcccd.fcsuite.com/erp/donate/create/fund?funit_id=4204	Chris	5
6. EAPC in Practice		
October is home to National Coming Out Day - "Can you share a time in your career when your understanding of LGBTQ+ inclusivity evolved, and what triggered that shift for you? How did you/might you change your practice with students and/or colleagues?"	Michiko	9

7. Presentations		
a. Student Equity and Achievement Plan Updates MALE CAREER INTEREST FOCUS GROUPS/ASSESSMENT + FUTURE PLANNING: Determine the current college instructional programs with largest equity gaps for male students (Dean of Business, Design and Workforce would partner with the Office of Planning, Research, and Institutional Effectiveness). Conduct quantitative and qualitative research with current students and potential students (dual enrollment, adult schools, etc.) to determine their immediate and long-term career goals and best times for classes. Build new instructional programs, or adjust our current programs, to better meet the educational needs of our male students. INCREASE SUPPORT FOR TECHNOLOGY NEEDS Collect and align tech literacy resources to create a menu of options and materials that all members of the college can use to support students in learning how to use Canvas, Websmart, Google suite and Zero Textbook Cost/Open Educational Resources (ZTC/OER), with bilingual options when possible. The ESL department will collaborate with the Learning Center and NOW program to offer tech orientations for ESL classes with the greatest need. NOW staff will offer tech literacy workshops in the evenings and Saturdays in collaboration with evening faculty using aligned materials. The Learning Center will continue to offer tech literacy workshops and supports.	Karen Engel and VP Hsieh (10 minutes presentation and 5 minutes Q&A) Anniqua and Dean Eck (10 minutes presentation and 5 minutes Q&A)	30
b. Conference Share out: Helena shares promising practices she learned from attending Puente Equity Summit.	Helena	7
8. Action Items		
a. EAPC vote on November business meeting date change EAPC Bylaws say we meet the 4th Tuesday of every month, however with the	Tri-Chairs	2

November break, would we like to meet November 17 at 2:10		
b. Professional Development Planning Committee (PDPC) - Times Discussion and Action Skyline College has moved their Flex Day timing back slightly to accommodate for people driving long distances and for parents doing child drop-offs. PDPC has asked constituency groups gather feedback, what are our thoughts on pushing to 9am or 9:30 am start time?		5
9. Discussion		
<u>Subgroup Work</u> Student Voice: Chris Wardell, Karen, Eddy, Helena, Shanda Equity PD: Kiran (PDPC), Kristina, Jackie (PDPC), Jasmin College Policy - changing to be anti-racist and equitable: Michiko, Max Kharritas, Carlos, Ellen, Sandra Gather in our groups to discuss what we want to share with the whole group (5 min) 10 min per group to share out and discuss together	Tri-Chairs	35
10. Future Agenda Items		
What would you like to see? Please let us know!	Tri-Chairs	2
	Total time	109