Equity and Antiracism Planning Council Flow

November 17, 2026 2:10-4:00 P.M.

Location: *FTLCL 9-154*

Item	Presenter	Time
1. Welcome to this Space		
Land and Labor Acknowledgement and Commitment: *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.* *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.* *We also recognize the labor upon which this educational institution, state, and country is built.* *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.* *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.* *Let us not forget. Let us honor and engage with the people who have stewarded and labored*	Volunteers	6

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. **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. **Community Agreements for Respectful Dialogue:** 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:/Insp/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

Eddy Harris - Faculty: KAD *Ellen Young - Faculty ASLT* *Helena Almassy - Faculty: S&T* *Michiko Kealoha - Tri-Chair: Administrator* *Shanda DeRosans - Student* *Max Hartman - Administrative Representative* *Zorie Gomez – Classified (On Leave)*		
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. EAPC Recommendations for Position Proposals	Chris	5
6. EAPC in Practice		
November is Native American History Month, and many Indigenious cultures have a foundational relationship with the land–not as something to be owned or a commodity but as a living relationship, as medicine, and a sacred relative and teacher. What is a sacred and beloved space/place for you? Why/how does that specific place give you refuge, teach you something, and/or why is this place so important to you?	Michiko	9

7. Discussion		
Subgroup Work **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 Each group should have 1-2 ideas for proposals of things to pursue and have council feedback on those.	all	30
b. Follow up from Max about the issue of faculty no longer seeing emails, phone numbers or majors in the new Websmart	Max Hartman	5
8. Presentations		
a. Student Equity and Achievement Plan Updates: Transfer Metric **TRANSFER TEAM COLLABORATION WITH SUCCESS TEAMS AND INSTRUCTIONAL FACULTY** Track enrollments and success in transfer level English and math, success teams and instructional faculty will help refer students to Counseling Division and Transfer Center. Interest Area lead counselors will update program maps to include English and math within the first year when possible. **TRANSFER TEAM COLLABORATION WITH FACULTY AND SPECIAL PROGRAMS:** Build stronger relationships between the Colts-U Transfer Center and instructional faculty, For example: invite faculty and their classes to the Colts-U Transfer Center for presentations at the beginning of each semester; reach out to Learning Communities (Umoja, Puente, COLTS, AANHPI STAR), ESL and Cañada NOW faculty	(20 minutes presentation and 10 minutes Q&A) Karen Engel and Max Hartman Max Hartman and Dean	35

to develop joint programming; create Canvas shells for faculty to link to their courses. **STREAMLINE DATA COLLECTION:** Disaggregate data by race/ethnicity and gender to understand how specific populations of students are engaging with the Colts-U Transfer Center and how engagement contributes to transfer success.	Eck Karen Engel and Max Hartman	
9. Action Items		
	Tri-Chairs	
10. Future Agenda Items		
What would you like to see? Please let us know!	Tri-Chairs	2
	Total time	100