

Equity and Antiracism Planning Council Flow

September 22, 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) 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</i>	Volunteers	6

<i>labored 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.		
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2. What Have We Done? What we covered at the last EAPC meeting Found on the EAPC website Please review Do we agree that these notes from last meeting are accurate? (those of us who were there?)	Michiko	5
3. Who's Here? Appointed voting members: 15 = 9 for quorum <i>Chanel Meanor – Student</i> <i>VACANT - Classified</i> <i>Chris Rico - Faculty: At Large (Counseling)</i> <i>Chris Wardell - Tri Chair: Classified</i> <i>Jaqueline Gonzalez - Classified</i> <i>Jasmin Padilla Valencia - Classified</i> <i>Kassie Alexander - Faculty: Counseling</i> <i>Katie Dominion – Classified (On Leave)</i> <i>Karen Engel - PRIE</i> <i>Kiran Malavade - Tri-Chair: Faculty</i> <i>Kristina Brower - Faculty: BDW</i> <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>	Michiko	1

<i>Zorie Gomez – Classified (On Leave)</i> <i>Guests:</i> <i>Ron Andrade</i> <i>Kim Lopez</i> <i>Autumn McMahon</i>		
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 Presentation: SEPA Plan Updates & HR Discussion: Subgroups Kick-Off	Michiko	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. • Helena is attending the Puente Conference. She will share practices learned at a future EAPC meeting. • Michiko shared there are 45 days until Colegas Conference. Be sure to submit conference documents. • Jasmin Padilla Valencia shared that the Undocumented Community Center in collaboration Skyline’s UCC will be hosting a Virtual Know your Rights Workshop on October 14th. Undocumented Student Success Week is also in October. The focus of	Michiko	5

these events will be on self-advocacy in situations of deportation and the process of deportation. Emails will be sent with flyers and additional information. • Chanel Meanor shared that ASCC will collect student testimonials on the importance of vendor cards as it directly impacts their retention and ability to attend college. Max Hartman and Kim Lopez shared updates on the status of the vendor cards which provide continued support for an interim period depending on the program. • Michiko shared that tomorrow afternoon the Pride Center and the Cultural Center will be hosting a queer Latinx Event, during which time students and colleagues will share their stories about the intersection of these identities. Mid-Autumn Festival and Latinx Heritage Month Programming hosted throughout the month of October. Check the events calendar for more information.		
6. EAPC in Practice September through October is Latinx Heritage Month: in what ways in your childhood/youth have you seen or experienced Latinx culture, language, or hxstory—what, if anything, is different about how you experience Latinx culture now that you're older, and how do these experiences inform your work at a "Hispanic Serving Institution"?	Michiko	10
7. Presentations a. Student Equity and Achievement Plan Updates Presentation to EAPC Student Equity and Achievement Program Metric Check in and Discussion Completed both Transfer Level Math and English NEW FOCUS ON SUPPORTING 2ND ATTEMPTS OF COURSES: Expand the pilot practice of Interest Area and special program success teams collaborating with discipline faculty to provide intentional and holistic support for students who are attempting English or math for the second time.	Ron Andrade, Jaqueline Gonzalez, Max Hartman (10 minutes presentation and 5 minutes Q&A)	30

Ron Andrade shared that:

- The CREW Team contacts caseload of students regarding 2nd Attempts of Courses
- If students opt in to texting, CREW can text through SSL
- The Council discussed the challenges Faculty have contacting students directly, this will be a follow up EAPC Agenda item, and Max will bring to ESC and share what he learns at next EAPC meeting.

NEW CLASSROOM INTERVENTION:

Expand pilot practice of Retention Specialists and Counselors from the Interest Areas and Promise Program conducting 1–3 scheduled classroom visits each semester in all in-person, first-year English and math courses. These visits are designed to strengthen connections with students, and provide timely, consistent messaging about available campus resources. Faculty coordinators in English and mathematics will collaborate with Retention Specialists to organize the visits. Retention Specialists and Counselors will develop shared outreach materials and talking points—coordinated across success teams—to ensure students receive clear, equitable, and consistent information that supports their retention, course completion, and progress toward educational goals.

Ron Andrade, Jaqueline Gonzalez, and Max Hartman shared that:

- 8 English Classes have been visited
- 10 Math Classes have been visited
- Students were engaged and asking questions during these classroom visits
- Students directly connected with Campus resources following these visits
- Feedback will be collected directly from Faculty
- The English Department collaborated with the Welcome Center to provide Building 9 tours during the 3rd week of the semester (starting Fall 2026)
- 9 tours were led
- Students responded positively and the goal is to continue expanding tours during registration events

STRENGTHENING EMBEDDED TUTOR PROGRAM:

"Ensure that first year English and math classes have peer or Interest Area embedded tutor support in as many sections as possible with current funding. Math and English discipline faculty will meet each semester with the Director of Student Support and Guided Pathways to continue this process. Hold training every semester for English faculty and

embedded tutors as a requirement for participation in the program. Interest Areas will provide ongoing mentorship to peer tutors. Math tutor trainings will continue to be led by Learning Center Tutor Coordinator. Assess effectiveness of embedded tutoring (PRIE in collaboration with English and math faculty)" Ron shared that: • There is now embedded support in 4 Math Courses • There is now embedded support in 14 English Sections • New this Fall 2026 semester; utilizing embedded peer tutor in sections of English C1000 – assessment of this practice is planned to be conducted in Spring		
8. Discussion Subgroup kick-off Gather in our groups Policy, Student Voice, and Equity Professional Development <u>Student Voice</u>: Chris Wardell, Karen, Eddy, Helena, Shanda <u>Equity PD</u>: Kiran (PDPC), Kristina, Jackie (PDPC), Jasmin <u>College Policy</u> - changing to be anti-racist and equitable: Michiko, Max (potentially Kharritas), Carlos, Ellen, Sandra Tasks for today: Notes are found here https://docs.google.com/document/d/1vRfx0EuvzTew9a9Qz7Vp6Ty-GoyvQ4j0/edit?usp=sharing&oid=109579196480981375134&rtpof=true&sd=true 1. Notes on what is already happening related to your subgroup 2. Discuss who is not in the room that we should include, (add their info to google doc or to come to a business meeting) 3. What do we want to see? Set our own goals?	Tri-Chairs	40

4. What's your group's plan for reaching out to each other and next actions of the group? (Are you going to meet outside, what do you want to have done/work on next meeting?)		
Future Agenda Items What would you like to see? Please let us know! • Microaggressions training? • Work on subgroups NOW	Tri-Chairs	2
	Total time	101