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:** *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.* *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.*	Volunteers	6

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 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. ● Members reaffirmed the purpose of EAPC to dismantle systemic racism and white supremacy in pursuit of equity, anti-racism, justice, and liberation. ● Tri-Chair Kiran Malavade reiterated community agreements, reminding participants that EAPC is intentionally non-Brown Acted and non-parliamentary to encourage open dialogue.	Kiran Malavade	

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 the last meeting are accurate? (those of us who were there?) The council reviewed the meeting minutes from August and September 2026. Hearing no edits, additions, or objections, both sets of meeting minutes were formally approved as accurate.	Kiran Malavade	5
3. Who's Here? Appointed voting members: 15 = 9 for quorum *Chanel Meanor – Student* *VACANT - Classified* *Chris Rico - Faculty: At Large (Counseling)* *Chris Wardell - Tri Chair: Classified* *Jaqueline Gonzalez - Classified* *Jasmin Padilla Valencia - Classified* *Kassie Alexander - Faculty: Counseling* *Katie Dominion – Classified (On Leave)* *Karen Engel - PRIE* *Kiran Malavade - Tri-Chair: Faculty* *Kristina Brower - Faculty: BDW* *Eddy Harris - Faculty: KAD* *Ellen Young - Faculty ASLT*	Michiko Kealoha	1

Helena Almassy - Faculty: S&T *Michiko Kealoha - Tri-Chair: Administrator* *Shanda DeRosans - Student* *Max Hartman - Administrative Rep* *Zorie Gomez – Classified (On Leave)* *Guests:* *Anniqua Rana* *David Eck* *Jose Zelaya* *Ron Andrade* *Kim Lopez* *Autumn McMahon*		
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 Discussion: Subgroups Kick-Off	Michiko Kealoha	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 May 28, 2027 at 10am • Chanel Meanor reported on a meeting with District Student Council and Chancellor Melissa Moreno regarding long-term planning (looking 2 years out) for cross-college transportation, housing, and 24-hour public safety coverage. Planned public safety enhancements focus on trauma-informed training specifically tailored to unhoused, veteran, low-income, and justice-impacted populations. • 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 Tri-Chair Michiko Kealoha announced a new scholarship benefiting students in the STAR Learning Community and Filipinex Culture Club. The council highlighted a fundraising goal to raise $500 over the next few months to launch the award and assist disproportionately impacted students.	Michiko Kealoha	5
6. EAPC in Practice Inspired by EAPC member Shanda's event yesterday, Frames of Remembrance where people gathered and connected about loved ones who have passed, it is the season of Dia de los Muertos, if you are willing to share, who is someone who has passed and what impact or lesson have they imparted on you?	Michiko Kealoha	10

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. • **Data & Equity Gap Findings:** Dean Karen Engel presented research regarding male student persistence and completion metrics under SEAP. While self-identified male students comprise 36% of Cañada home campus degree-seeking students, they account for only 29% of degree/certificate completers over a three-year period. • **Instructional Program Disparities:** The analysis highlighted programs exhibiting the highest male completion outcome gaps, notably Business Administration 2.0 (161 total students; 50% male enrollment vs. 27% male completers), 3D Animation/Video Game Art, Digital Art & Animation, Chemistry, Economics ADT, and Business Management. Programs underrepresented by males were also highlighted. • **Research & Focus Group Next Steps:** The research team, in collaboration with the Intentionally Strengthened Enrollment Inquiry Group, announced plans to run focus groups in March 2027 with BAM students, the OYA conference, and the Black Student Leadership Conference. An upcoming survey targeting male students who have	Dean Karen Engel and VP Chialin Hsieh (10 minutes presentation and 5 minutes Q&A)	30

stopped out is also near completion. **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 support. • **Bilingual Support & Evening/Saturday Outreach:** Dean Anniqua Rana and Director Jose Zelaya detailed efforts to align digital support across the Library, Learning Center, ESL Department, and NOW program. Instructional Aide Joel is providing one-on-one, bilingual (Spanish/English) IT assistance for evening and Saturday ESL students. The team is also creating short desktop and mobile instructional videos for classroom tech tools. • **Laptop Donation & Distribution Drive:** Ron presented the outcomes of a one-time laptop donation drive, which secured 167 laptops for students. Using a 20-point need rubric (threshold set at 16+ points), 129 laptops were successfully distributed to students early in the semester, 36 were retained for midterm emergency needs, and follow-up impact surveys are scheduled. • **Ongoing Tech Barriers & Specialized Software:** Discussions highlighted a continuing high demand for mobile hotspots. Student representatives raised concerns regarding specialized software barriers, such as Adobe Acrobat/Creative Cloud, MATLAB, recommending that course-required technology fees or software access be addressed to prevent course drops. **CONFERENCE SHARE OUT:**	Dean Anniqua Rana, Dean David Eck, Director Jose Zelaya, and Ron Andrade (10 minutes presentation and 5 minutes Q&A)	

Helena shared promising practices she learned from attending Puente Equity Summit: https://helenaismus.notion.site/PUENTE-2026-3fba54c89727801f92cae2f29494c128 • Helena Almassy presented a summary of key takeaways and decolonizing frameworks from the Puente Equity Summit (held October 13–16). Focus areas included humanizing course content, re-evaluating language in STEM/math curricula, incorporating trauma-informed self-care practices, and reviewing recommended anti-racist literature.	Helena Almassy (7 minutes)	
8. Action Items **EAPC vote on November business meeting date change:** EAPC Bylaws say we meet the 4th Tuesday of every month, however with the November break, would we like to meet November 17 at 2:10? • **Action:** The council discussed calendar logistics and unanimously agreed to adjust the date. • **Outcome: Approved.** • The November business meeting is officially rescheduled to **November 17, 2026, at 2:10 PM**. • (Note: The December 8 meeting was concurrently reviewed and agreed to be removed from calendars). **Professional Development Planning Committee (PDPC) - Times Discussion and Action:**	Tri-Chairs (2 minutes) Michiko Kealoha (5 minutes)	

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? • **Action:** Council members conducted a round-robin feedback vote comparing start time preferences (9:00 AM vs. 9:30 AM with breakfast). • **Outcome: Approved.** • EAPC voted to support shifting Flex Day schedules to begin with breakfast at **9:00 AM**, followed by official session openings at **9:30 AM**.		
9. Discussion 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 Since we ran over time in earlier areas, we only had about 20 minutes to meet in subgroups. Each group met separately to determine what they want to report out to the whole council at our next meeting.	Tri-Chairs	35
Future Agenda Items What would you like to see? Please let us know!	Tri-Chairs	2

	Total time	109