

# Equity and Antiracism Planning Council Flow

**Date:** August 19, 2025  
**Time:** 2:10-4:00 P.M.

**Location:**  
<https://smccd.zoom.us/j/82188929419?from=addon>  
**Meeting ID:** 821 8892 9419  
 and Building 9 Room 154

Item	Presenter	Time (mins)
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## 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. 2

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 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 MISSION:** The mission 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.

**Accessibility and Processing:** EAPC provides Sticky Notes for unpacking or "parking lot items" that may not fall directly under EAPC as well as Fidget Aids for in-person meetings.

### Our EAPC Meetings:

A reminder that EAPC is not Brown Acted, and has chosen to uplift community discussion and dialogue in EAPC that does not utilize Parliamentary Procedure.

### Time Keeper

There are so many important things to discuss together. Who is willing to help us keep time? 2

[Check out this video link on how to do timekeeper easily on Zoom!](#)

## 2. What Have We Done?

### a. What we covered in EAPC on 04/22/25

Kiran

3

[Found on the EAPC website here.](#)

Do we agree these notes of what we covered at the last meeting are correct? (Those of us who were at that meeting!)

## 3. Who's Here?

Michiko

1

Appointed voting members: 15 = 9 for quorum (Currently, waiting on official appointments by Classified and Academic Senates)

**Alyssa** Lucchini - Classified

**Kassie** Alexander - Faculty: Counseling

**Chris** Rico - Faculty: At Large (Counseling)

**Karen** Engel - PRIE

**Eddy** Harris - Faculty: KAD

**Kristina** Brower - Faculty: BDW

**Helena** Almasy - Faculty: S&T

**Michiko** Kealoha - Tri-Chair: Administrator

**Jasmin** Padilla Valencia - Classified

**Olivia** Cortez-Figueroa - Classified

**Jaqueline** Gonzalez - Classified

**Shanda** DeRosans - Student

**Kiran** Malavade - Tri-Chair: Faculty

**Wissem** Bennani - Administrative Representative

**Ziara** Matthews - Student

**Zorie** Gomez - Classified

Faculty: HSS - VACANT--But we have 2 counselors so total # of faculty is correct.

Guests:

## 4. What are we doing?

### a. EAPC Flow for Today

Review what is on the agenda for today. Any proposed changes? 1

Community building

Announcements

New Business: Public Safety Listening Session recommendation

Public and nonpublic spaces--information

SEAP workgroup time

## 5. Community Building & Conocimiento

This community building time has been intentionally created to provide areas for us to build understanding, connection, and learning with one another.

We are intentionally creating this time to be radically different from task-driven transactional planning councils to acknowledge that systemic change needs relationship and community building. 7

Gather in groups of 2-3 people.

7 minutes for the activity is about 2-3 minutes to share per person.

"What's a place in our community that has special meaning for you?"

## 6. EAPC 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.

Michiko - Within the Leadership Retreat that took place on Thursday, August 7, 2025 - We hosted a workshop on the college's Educational M. Plan Goal #2 of Equity-Minded and Antiracist College Culture. Concerns were brought up regarding how employees can report discrimination, harassment, retaliation, and workplace complaints. I followed up with the district through Flex Day. and was reminded that there are forms and a policy in place to protect our employees and provide an avenue equal employment without discrimination. This website with more information and direct links to forms can be found here: [https://smccd.edu/humanresources/Discrimination%20and%20Workplace%20Complaint%](https://smccd.edu/humanresources/Discrimination%20and%20Workplace%20Complaint%20)

Michiko - If you would like to know more about your personal intercultural understanding and development, an assessment is now available to you! Email me if you are interested. The assessment is approximately 20 minutes long. The IDI assessment licensing then requires a follow-up individual and completely confidential meeting with me to provide you your results and your Intercultural Development Plan.

## 7. Discussion

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| <p><b>a. EAPC Initiative: Community TShirts to Raise Funds</b></p> <p>Through the EAPC retreat that occurred on Friday, August 15, EAPC would like to discuss creating, purchasing, and having EAPC shirts available to raise money for donations for student funds.</p> | <p>Kassie, Zorie, Shanda</p> <p>15</p> |
| <p><b>b. Presentation: Public Forum Policies and Procedures</b></p> <p>Through the EAPC retreat that occurred on Friday, August 15, EAPC would like to have a training in which EAPC can learn more about what is a public space on campus.</p>                          | <p>Lizette Bricker, VPSS</p> <p>15</p> |

## 8. New Business

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|---|-----------|
| <p><b>a. Recommendation for a Public Safety Listening Session</b></p> <p>Through the EAPC retreat that occurred on Friday, August 15, and as a follow-up to the college-wide Flex Day, EAPC would like to recommend a Public Safety listening session occur within the next 60 days. This meeting will discuss a proposal for what a listening session could look like.</p> | <p>10</p> |
| <p><b>b. Recommendation for a Training on Public and Private Space 2.0 with Practice</b></p> <p>Through the EAPC retreat that occurred on Friday, August 15, EAPC would like to recommend a training in which EAPC can practice what to do in the time before public safety comes in responding to an altercation.</p>  | <p>10</p> |

## 9. Student Equity and Achievement Plan: Work Group Time

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| <p><b>a. SEAP Workgroups</b></p> <p>This time is dedicated for EAPC members and any interested members who attend EAPC to go through the SEAP brainstorm and prioritize the actions for their chosen metric. The state would like a minimum of 3 actions per metric, and as an EAPC, we would like to have actions in which we can be held accountable, that are realistic in a 3 year time frame.</p> | <p>40</p> |
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Task today: with your team, please review action items from the campus community in the google doc below, then: highlight actions you want to explore, and identify non-EAPC members to consult with. Delegate who will reach out to these folks to get input. Action items will need specific lead to take responsibility. These leads do not need to be EAPC members, and should agree to take responsibility.

[Link to SEAP Blue Sky Collated Document to work off of](#)

### SEAP Teams:

#### Completion

- o Zorie
- o Alyssa

#### Transfer

- o Alyssa
- o Ellen

#### Math

- o Mario
- o Jackie
- o Helena

#### English

- o Jackie
- o Kiran

#### SEP

- o Chris
- o Kassie

#### Persistence

- o Shanda
- o Kassie
- o Kristina
- o Ziara

#### Enrollment

- o Chris
- o Shanda
- o Jasmin
- o Ziara
- o Zorie

## 10. Future Agenda Items

Updates on Public and Private Space Training for EAPC