

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) 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		
<i>Chanel Meanor - Student - 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) Karen Engel - PRIE Kiran Malavade - Tri-Chair: Faculty</i>	Michiko	1

<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> <i>Zorie Gomez - Classified (On Leave)</i>		
<i>Guests:</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 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.	Chris	5
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	Max Hartman	30

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. 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. 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)"	and Ron Andrade (10 minutes presentation and 5 minutes Q&A) Anniqua and Ron	
8. Discussion		
a. Subgroup kick-off Gather in our groups: Policy, Student Voice, and Professional Development Task for today: █	Tri-Chairs	40

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? 4. have a plan for reaching out and next steps		
Future Agenda Items		
What would you like to see? Please let us know! Microaggressions training? Work on subgroups NOW	Tri-Chairs	02
	Total time	101