

Equity and Antiracism Planning Council Flow

Date:

Time:

Location:

September 23, 2025 2:10-4:00 P.M.

<https://smccd.zoom.us/j/821889294192>
from=addon
Meeting ID: 821 8892 9419

and Building 9 Room 154

| Item | Presenter | Time (mins) |
|--|-----------|-------------|
| 1. Welcome to this Space | | |
| <p>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.</p> <p>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.</p> <p>We also recognize the labor upon which this educational institution, state, and country is built.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Community Agreements for Respectful Dialogue: Linked are some community agreements upon which we hope to continue respectful dialogue throughout our time together.</p> <p>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.</p> <p>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.</p> <p>Time Keeper There are so many important things to discuss together. Who is willing to help us keep time? Check out this video link on how to do timekeeper easily on Zoom!</p> | | |
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| 2. What Have We Done? | | |
| a. What we covered in EAPC on 08/19/25 | Kiran | 5 |
| <p>Found on the EAPC website here.</p> <p>Do we agree these notes of what we covered at the last meeting at correct? (Those of us who were at that meeting.) Minutes are approved by the consent of those present.</p> | | |
| 3. Who's Here? | | |
| <p>Appointed voting members: 15 = 9 for quorum (Currently, waiting on official appointments by Classified and Academic Senates)</p> <p>Alyssa Lucchini - Classified Chris Wardell - Classified Chris Rico - Faculty: At Large (Counseling) Eddy Harris - Faculty: KAD Helena Almasy - Faculty: S&T Jasmin Padilla Valencia - Classified Jaqueline Gonzalez - Classified Kiran Malavade - Tri-Chair: Faculty, HSS</p> <p>Kassie Alexander - Faculty: Counseling - came in at 2:57 Katie Dominion - Classified Karen Engel - PRIE Kristina Brower - Faculty: BDW Michiko Kealoha - Tri-Chair: Administrator Olivia Cortez-Figueroa - Classified Shanda DeRosans - Student Wissem Bennani - Administrative Representative VACANT - Student Zorie Gomez - Tri-Chair: Classified Faculty: ASLT, HSS - VACANT--Yet we have 2 counselors so total # of faculty is correct.</p> | | 1 |
| Guests: | | |
| 4. What are we doing? | | |
| a. EAPC Flow for Today | | 2 |
| <p>Review what is on the agenda for today. Any proposed changes?</p> <p>Community building Announcements AFT update on current actions Updates on Public and nonpublic spaces and Listening Session Proposal SEAP draft presentations from each workgroup</p> | | |
| 5. Community Building & Conocimiento | | |
| <p>This community building time has been intentionally created to provide areas for us to build understanding, connection, and learning with one another.</p> <p>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.</p> <p>Gather in groups of 2-3 people. 7 minutes for the activity is about 2-3 minutes to share per person. In honor of Latine Heritage month: What is a Latine cultural event that has special meaning for you? OR How do you plan to deepen your work serving Latine students as an HSI this month?</p> | | |
| | | 7 |
| 6. EAPC Related Announcements | | |
| <p>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.</p> | | |
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7. Discussion

a. SEAP Drafts

Work groups for each metric please share your draft of action items you would like to see in the final plan. If you also have identified folks on campus who are doing work related to those actions, you can share that too. (Tri-Chairs can follow up with meetings with those people).

ALL
4 minutes per group with 4 min discussion

55

SEAP Teams:

Enrollment (Chris, Shanda, Jasmin, Ziara, Zorie)
Math & English Completion (Mario, Jackie, Helena, English)
Persistence (Shanda, Kassie, Kristina, Ziara)
Completion (Zorie, Alyssa)
Transfer (Alyssa, Ellen)
SEP (Chris, Kassie)

b. Update on Recommendation for a Public Safety Listening Session

Rebekah and Eileen worked [on the following proposal](#). It was sent to EAPC, as well as Public Safety, District Public Safety Lead, and VPs associated with Public Safety for notes. For this recommendation to be considered and have the best chance for adoption by the President, each representative on EAPC should be going back to their constituency groups to check in on this so we can vote at the October meeting with input from different participatory governance and representative bodies.

Tri-Chairs

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8 New Business

i. Intercultural Development Inventory as an EAPC Group

As an EAPC, would we like to role model participating in Professional Development for intercultural competency? It's easy! A personal assessment takes approximately 20 minutes, and then we can dedicate time to see our aggregated group intercultural development (with no personal information on it!) during an EAPC meeting to see how we can use an intercultural lens in our goals for this academic year. Congratulations to the Library full time staff who completed a group training and group profile with the IDI! Some members of the team shared, "I highly recommend this!" "It's eye opening!" "EAPC should do this!" It could be helpful for us to do a group profile and training together. Are EAPC members ready to role model this PD for the campus?

Michiko

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9. Future Agenda Items