

Equity and Antiracism Planning Council Flow

Date:

October 28, 2025

Time:

2:10-4:00 P.M.

Location:

<https://smccd.zoom.us/j/813393943352>
from=addon
and Building 9 Room 154

Item

Presenter

**Time
(mins)**

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. 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?

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

Kiran

10

3

Michiko

2

Chris

2

2. What Have We Done?

a. What we covered in EAPC on 09/23/25

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

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.

Kiran

5

Michiko

1

3. Who's Here?

Appointed voting members: 15 = 9 for quorum

Aarya Ayyar - Student

Alyssa Lucchini - Classified

Chris Wardell- Classified-Tri Chair-WELCOME!

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

Kassie Alexander - Faculty: Counseling

Katie Dominion - Classified

Karen Engel - PRIE

Kristina Brower - Faculty: BDW

Michiko Kealoha - Tri-Chair: Administrator

Shanda DeRosans - Student

Wisse Bennani - Administrative Representative

Zorie Gomez - Classified

Faculty: ASLT, HSS - VACANT--Yet 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?

Community Building

Announcements

Student Equity and Achievement Plan

Cluster Hires Presentation

Discussion on the Listening Session

Chris

2

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.

Gather in groups of 2-3 people.

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

Question:

Today our campus is celebrating the beginning of Dia de los Muertos. The Day of the Dead has beginnings in Indigenous roots, and is celebrated in Mexico, multiple parts of Latin America, and throughout the diaspora. It is a time to honor and remember our ancestors and loved ones that have passed. It is a celebration and a reunion.

Michiko

7

Who is a loved one that has passed in your life, and what is something you would want to say to them today?

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.

Chris

15

AFT Update from Professor Camille - 5 mins
Student Senate Member Chanel, Honors Project Announcement - 5 mins

Reminder to take the 15-20 minutes to complete your Intercultural Development Inventory assessment so we can do the group assessment in November. To schedule an individual meet up (after the group assessment is highly suggested) go to <https://calendly.com/kealoham/idi> - Michiko

7. Discussion

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| a. Update and Discussion on the Recommendation for a Public Safety Listening Session | Tri-Chairs | 20 |
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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. Then, at the last EAPC, we asked that everyone connect with their constituency groups for feedback and notes.

At this meeting, we will discuss what we've heard from the district, notes from Cabinet, what constituents said, and what EAPC would like to do.

8. Presentation

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| a. VP of HR at Gavilan will share what they are doing regarding "Cluster Hires" | <i>Vice President of Human Resources of Gavilan College, Lucy Alvarez</i> | 15 |
|--|---|----|

One of our college's top 4 goals of the academic year is Educational Master Plan Goal 2.6: "2.6 -- Revise and improve faculty and staff hiring practices that recognize both traditional and nontraditional experiences and qualifications to ensure the hiring of a diverse pool of faculty and staff applicants."

While we have Vice President Alvarez on campus through the ACCCA Mentorship program today, we would like to hear more about how cluster hires work and how Gavilan College initiated it and how it's going. A cluster hire is a recruitment strategy, primarily used in academia, where an institution hires multiple faculty members simultaneously around a shared interdisciplinary research topic to build a critical mass of talent. This approach is used to enhance research competitiveness, promote interdisciplinary collaboration, increase diversity, and foster a greater sense of community among new hires, particularly those from underrepresented groups.

7 min presentation
8 min discussion

9 New Business

- | | | |
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| a. Student Equity and Achievement Plan - SEAP Draft Review and Consensus | ALL | 20 |
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[SEAP Plan Matrix of 2026-2028](#)

We will review the SEAP, share what the process was like and a broad overview of the notes received, and come to a consensus on the action items proposed.

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| b. EAPC Representative on Planning and Budgeting Council | Kiran | 3 |
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Who would like to be EAPC's representative on the Planning and Budgeting Council?

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| c. Should we move our EAPC November Business Meeting? | Michiko | 5 |
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Currently, the next EAPC Business Meeting is slated for November 25. Many people are taking that time off. Would we like to consider moving our business meeting to November 18?

10. Future Agenda Items

Intercultural Development Inventory Workshop and Group Profile