

Equity and Antiracism Planning Council Flow

Date:
November 18, 2025

Time:
2:10-4:00 P.M.

Location:
<https://smccd.zoom.us/j/83959424214>
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.	Kiran	3
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!	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.)	Kiran	5
3. Who's Here?		
Appointed voting members: 15 = 9 for quorum Aarya Ayyar - Student Alyssa Lucchini - Classified Chris Wardell - Tri Chair: 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 Kassie Alexander - Faculty: Counseling Katie Dominion - Classified Karen Engel - PRIE Kristina Brower - Faculty: BDW Michiko Kealoha - Tri-Chair: Administrator Shanda DeRosans - Student Wissem Bennani - Administrative Representative Zorie Gomez - Classified Faculty: ASLT, HSS - VACANT--Yet we have 2 counselors so total # of faculty is correct. Guests:	Michiko	1
4. What are we doing?		
a. EAPC Flow for Today Review what is on the agenda for today. Any proposed changes? Community Building Announcements Updates on the Listening Session ZTC/OER Intercultural Development	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: From the IDI "What's a tradition from your family/chosen family/culture that's important to you?"	Michiko	7
6. EAPC Related Announcements		
a. 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. SEAP has been approved! Hurray! Kiran- Jan 9th Privilege, Solidarity and Accountability Flex Day workshops Michiko - Jan 9th SOGIE Sexual Orientation, Gender Identity, and Gender Expression 2.0 Training from San Mateo County Pride	Chris	10
b. Update on the Recommendation for a Public Safety Listening Session	Tri-Chairs	5

EAPC Tri-Chairs will share updates from a meeting with College President regarding next movements on the listening session and feedback received from CSEA.

7. Discussion

a. EAPC December Get Together?	Tri-Chairs	5
Do we want to do a Tuesday, December 9th, 2:00-3:00 - potluck and get together to celebrate the end of the semester?		

8. Presentation

a. ZTC/OER/LCT & Equity	Sarah Harmon	15
The taskforce would like to get insight from EAPC on ways that they can support students based on their recent survey data.		
b. Intercultural Development Inventory	Michiko	45
Review the Intercultural Development Continuum as well as our group results and what we'd like to do as our EAPC goals for the Spring 2026 semester.		

10. Future Agenda Items

EEOAC Annual Certification Sharing
Invite Public Safety back for going over the assessment and future framing
How to operational the new SEAP