

Equity and Antiracism Planning Council Flow

Date:

April 22, 2025

Time:

2:10-4:00 P.M.

Location:

<https://smccd.zoom.us/j/81497788148?from=addon>
and Building 9 Room 154

Item

Presenter

**Time
(mins)**

1. Welcome to this Space

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](#)

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, a special thanks to the Vending Commission for providing \$40 for additional fidgets. EAPC further commits to accessibility by providing a live transcript during the meeting.

Krystal

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!](#)

2. What Have We Done?

a. What we covered in EAPC on 03/25/25

Kiran

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

Do we agree these notes of what we covered at the last meeting at correct?

3. Who's Here?

Michiko

Appointed voting members: 15 = 10 for quorum

Classified - Gonzalo Arrizon

Faculty at Large - Kassie Alexander attended part

Administrator - Wissem Bennani

PRIE - Karen Engel

Classified - Zorie Gomez

Faculty at Large - Eddy Harris

Tri-Chair + Administrator - Michiko Kealoha

Classified - Alyssa Lucchini

Guests:

Tri-Chair + Faculty - Kiran Malavade

Tri-Chair + Classified Staff - Krystal Martinez

Student - Mia Berta

2 Classified - VACANT - Reached out to Classified Senate

Faculty - Counseling - Chris Rico

Student - Max Espinoza

Faculty - ESL - Rebekah Taveau

Faculty - English/Math - Yolanda Valenzuela

4. What are we doing?

a. EAPC Flow for Today

Krystal

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

Community builder

Reports & Announcement

SEAP Metric reports (1 and 4)

SEAP Disproportionately Impacted Student Populations for next plan

Transfer Team's New Plan!

EMP Priorities

5. Community Building

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

Gather in groups of 3-4 people.

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

Share with your group a graduation memory that is meaningful to you (any grad!) and why it stays with you. How can you carry that into your work on campus?

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.

If you are interested in being on EAPC for the next 2 year term, please speak with Classified senate if classified or your division if faculty.

7.Discussion

a. Student Equity and Achievement Plan: Metric 1 Presentation	Karen, James, Wissem	20
Presentation on current status of SEAP Metric 1: Successful Enrollment of Black Students. Discussion on what worked and what actions are suggested to carry over to the next cycle.	10 minutes presentation 10 minutes Q&A	
b. Student Equity and Achievement Plan: Metric 4 Presentation	Chialin, Ludmila, Alex Kramer, Anniqua, Ron	20
Presentation on current status of SEAP Metric 4: Latino Males Complete a Degree . Discussion on what worked and what actions are suggested to carry over to the next cycle.	10 minutes presentation 10 minutes Q&A	
c. <u>Student Equity and Achievement Plan Disproportionately Impact Data</u>	<i>Kiran, Michiko, and Karen</i>	15
Review the data from PRIE on the disproportionately impacted students in relation to SEAP Metrics. Brainstorm of particular strategies we would like to see improve numbers and folks we should meet with. We will also need to form workgroup for these metrics in the fall to help us draft the new plan.		
d. Presentation from Transfer team: feedback on their new plan	Mary Ho, Gonzalo Arrizon, Max Hartman	15
e. EAPC Training Topics and Discussion Items	Tri Chairs	10
What are topics we would like to cover at the EAPC board retreat?		

8. New Business

a. EAPC votes on EMP priorities to inform leadership retreat in July	15
EMP EQUITY GOALS . What are our top 3 priorities for the coming academic year?	

9. Future Agenda Items