

Equity and Antiracism Planning Council Flow

Date:

Time:

Location:

October 28, 2025

2:10-4:00 P.M.

<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.

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 Act, and has chosen to uplift community discussion and dialogue in EAPC that does not utilize Parliamentary Procedure.

Michiko

2

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!](#)

Chris

2

2. What Have We Done?

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

Kiran

5

[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.

3. Who's Here?

Michiko

1

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 Almassy - 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: Mary Ho, Mayra Arellano, Chanel, President Lopez

4. What are we doing?

a. EAPC Flow for Today

Chris

2

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

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--was not in attendance
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

Events hosted by STAR: Nurse Unseen film screening and Loy Krathong

7. Discussion

a. Update and Discussion on the Recommendation for a Public Safety Listening Session

Tri-Chairs

20

Rebekah and Eileen worked [on the following proposal](#) from our EAPC meeting earlier this Fall semester. 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 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.

Michiko provides context the district Public Safety lead stated that they will not be willing to participate in a listening session at this time because they are planning to do a survey in the spring.

Wissem and Karen report out about Cabinet concerns; member talks about the CSEA implications in this document.

Another member speaks to grievance processes in place -- students should share with VPSS concerns; employees should go through the deans and through HR.

Chanel asks what accountability do we have in place? Students would file a grievance; employees would use the link that Michiko showed below

EEOAC plan reporting asks us to list complaints and the results of those complaints

Kristina states that a listening session is not really the same thing as these processes of complaint

Kiran shares that when she went to HSS, there was support for the listening session proposal.

Michiko asks if we still want to have some type of listening session for healing?

[SMCCD HR Complaint and Harrassment Form Link Here](#)

Lucy shares that the information Chanel may be looking for is found in the EEOAC plan reporting asks us to list complaints and the results of those complaints. EEOAC Plan should also have complaints and findings data that is public facing.

Chris supports having a listening session in addition to reporting to a process or feedback form. Wissem asks for the feedback from [Classified Senate, Academic Senate, and SSPC, and EAPC Michiko reads over the notes taken.](#)

Lizette has shared concerns that have come to her when there are personnel matters with their captain/supervisor.

Kim shares Michelle's intentions to be consistent across the district.

Michelle's message shared, "Thank you for your invitation to the EAPC listening sessions for Public Safety. After reviewing the topics, I have determined that Public Safety participation is not suitable at this time. The Public Safety department is a District central service, and ensuring consistent and cohesive operations is a priority. For this reason, I am already partnering with the Public Safety leadership team and ITS to develop a climate survey which we will distribute to the three campus communities this spring to gather feedback. I am confident that this broadly distributed and direct feedback mechanism will be a more efficient way to collect the information needed for departmental improvements."

8. Presentation

a. VP of HR at Gavilan will share what they are doing regarding "Cluster Hires"

Vice President of Human Resources of Gavilan College, Lucy Alvarez

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

Kiran shares what has been like in a hiring process and really likes to see the holistic approach that we learned about. It's really impressive.

Lucy shares that BOT and student senate was amongst the constituency groups to provide feedback. It can qualify as flex and for classified worked with managers to make sure workloads adjusted. For students, there is new compensation with a student worker committee. 5% of stipend covers screening, orientation, and panel interviews and came up with a flat rate stipend for students on hiring committees. HR is heavily involved in the processes so even though there are EEO officers, HR joins every single deliberation so that they don't stray from the EEO in deliberation to ensure still compliant. Kristina asks if this is just for full time hiring at this time, and it is. We did hire some part time and some were brand new. We got a good pull of candidates--at least 30-35 per. Our charge is to break down barriers in HR at Gavilan. Chris asks about the process and Lucy shares that HR is still managing the process and convene the committee and send the reminders, but the EEO officer is the person who takes over after the orientation, they facilitate the conversation and who is choosing to move forward. HR is not in the questioning but in the deliberation.

Kiran shares that this approach is so much different even though some of the cover letter questions are similar and that Gavilan's approach seems so intentional and really having a lens of equity.

9 New Business

a. Student Equity and Achievement Program Plan - SEAP Draft Review and Consensus

Kiran and Michiko

20

[SEAP Full Document Draft for Submission to the State](#)

[Visual Executive Summary of SEAP](#)

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 and plan proposed.

Please note, as EAPC tri-chairs, we have learned a lot about college-wide planning--and Planning and Budgeting Council does get the final edit and vote on the SEAP at the PBC meeting held on November 5, 2025. If you would like to be there, that meeting is at 2:10 in Building 13 Room 233. Why PBC for the final vote? "The Planning and Budgeting Council (PBC) oversees and facilitates the institution's integrated planning and budgeting processes." PBC is the participatory governance body who makes the final decisions and recommendations on college-wide plans. Is there anything the EAPC would like to update before this plan goes to PBC on November 5?

b. EAPC Representative on Planning and Budgeting Council

Kiran

3

Who would like to be EAPC's representative on the Planning and Budgeting Council?

Consensus to Chris as the rep!

c. Should we move our EAPC November Business Meeting?

Michiko

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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?

Yes, consensus to move meeting

10. Future Agenda Items

Intercultural Development Inventory Workshop and Group Profile
EEOAC Annual Certification Sharing - what we're learning in those areas from District Antiracism Council Too
Invite Public Safety back for going over the assessment and future framing