

Equity and Antiracism Planning Council Flow

Date:

Time:

Location:

September 23, 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. 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!		
		10
		3
		2
		2
2. What Have We Done?		
a. What we covered in EAPC on 08/19/25	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?		
Appointed voting members: 15 = 9 for quorum (Currently, waiting on official appointments by Classified and Academic Senates) Alyssa Lucchini - Classified Kassie Alexander - Faculty: Counseling Chris Wardell- Classified Katie Dominion - Classified Chris Rico - Faculty: At Large (Counseling) Karen Engel - PRIE Eddy Harris - Faculty: KAD Kristina Brower - Faculty: BDW Helena Almassy - Faculty: S&T Michiko Kealoha - Tri-Chair: Administrator Jasmin Padilla Valencia - Classified (SICK TODAY) Shanda DeRosans - Student Jaqueline Gonzalez - Classified Wisseem Bennani - Administrative Representative Kiran Malavade - Tri-Chair: Faculty, HSS VACANT - Student Zorie Gomez - Tri-Chair: Classified Faculty: ASLT, HSS - VACANT--Yet we have 2 counselors so total # of faculty is correct. Guests: Camille, Anniqua, Mary, Rebekah (Note that Rebekah was here for the August EAPC meeting as well)		
	Michiko	1
4. What are we doing?		
a. EAPC Flow for Today		2
Review what is on the agenda for today. Any proposed changes? Community building Announcements SEAP draft presentations from each workgroup Updates on Public and nonpublic spaces, Listening Session Proposal, and college data Intercultural Development Inventory Decision		
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. 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?		
		7
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.		
		7

Michiko-reminder that if you would like to go to the statewide [Colegas](#) conference to support Latinx students the conference is November 12-14 in Sacramento—PD applications due 30 days in advance so work with your supervisor now!
 -October 8 is also Flex Day, and we are helping host two community equity partners--CORA to host a workshop for Domestic Violence Month on how to spot and support someone experiencing domestic violence, and for National Coming Out Day the Office of Equity is working with San Mateo County Pride to host a Sexual Orientation 101 Workshop.
 -The district is also hosting an Immigration Policies workshop on [Zoom](#) at 11:00 AM.
 -Reminders for additional trainings available: [Skyline's Faculty Equity Coaching](#) + [Skyline's Learning Equity Growth Series](#)
 -We have the ARC Learning Institute on Friday, Sept 26 at Skyline Colleg it's AANAPISI Week

We're in the planning stages of this year's International Education Week Fair, scheduled to take place November 18, yay! It's a celebration of global cultures and international exchange! All are invited, but If you are interested in participating in any capacity, please reach out to me at the International Student Center (dominionc@smccd.edu)

7. Discussion

a. SEAP Drafts

Working from the [Spring 2025 notes of participatory governance](#)s, 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

50

SEAP Teams:

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

[SEAP Plan Matrix of 2026-2028](#)

EAPC discusses the above matrix and their notes, in addition, Mary speaks to how we could have presentations and share again these are our DI populations, and how in your role how do we build capacity in our roles and we find buy in from supervisors to get their teams to commit to doing those actions? Karen asks what is the criteria for choosing? Michiko talks about finances and connecting with college cabinet on what is possible and larger financial picture. Mary also speaks to what are we doing in our program reviews that align with these metrics to specifically focus on supporting these DI populations? Jackie wants to see the data of math and english compared to learning communities and Promise to see the difference. Why don't students have a designated counselor, every student deserves a counselor? Karen shares we have done that work on the program level and what would we hear back from cabinet? We need to know what is the most impactful and important thing? If we think these three things will be most impactful don't take it off the list. Michiko make a ranking for people to electronically rank-- Ranking can be: What will the impact be? How much can this contribute to this gap? Kiran raises: Unlikely that council members will have time to review the 20 + pages of notes from all the groups. Kristina believes tri-chairs can make it happen. The point of the draft is to get feedback and it's OK to still be rough. Karen shares that despite what PBC co-chair said, it's okay if we bring a rough draft to PBC next week.

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.

Tri-Chairs

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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. **Please ensure you have a copy of the google doc saved so you can share with your constituents.**

8. Presentation

a. [Information About College Data](#)
[To follow up from the EAPC retreat and peer mentor training questions, PRIF will share what data the federal government has access to.](#)

Karen + Wissem

5

Karen also notes she worked on this with Brianna Castro as our Financial Aid director. Karen and Wissem present about data -- CARES (canada assessment, response, and evaluation of students--cares is confidential and NOT SHARED with anyone on campus and has major firewalls and protections for any federal entity asking. Trabajo grant no student level data is reported. TRIO also has no student level data reported. DHSI has no student level data reported. IPEDS = US deartpmnt of ED requires that everyone who wants to get financial aid have to submit data quarterly and the data is different every quarter and cost of attendance and library--it's in the college navigator and it's all aggregated (so it's coming from state Chancellor's Office and loads it all together--no specific student data. Wissem shares that when students apply for FAFSA their data is self reported and the college does not share individual data. [Smccd.edu/undocu](#) and the question is how to share immigration status -- no FERPA and CA law prohiint sharing this information unless legally compelled by a subpoena or court order (and should be directed to the President's Office).

9 New Business

Intercultural Development Inventory as an EAPC Group

Michiko

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What will our EAPC goal be after we turn in the SEAP? What will help guide our goal as a planning council? Would we like to have an intercultural lens in our action? 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?

From Carlos Luna, "I really hope EAPC is also committed to taking it. Using the IDI would give us both insight and a roadmap for how we, as individuals and as a team, can grow our intercultural competence. This growth directly strengthens our ability to create welcoming, inclusive, and equitable services for everyone we serve.

As EAPC's charge is to "disrupt and dismantle systemic racism and White supremacy for our Cañada College community" I think EAPC is the perfect place to have folks take this inventory. The work we do isn't always clear or easy but having an actual tool that gives us a metric of where we're actually at in our equity work makes a difference. We as EAPC should always strive to work beyond just a surface level commitment to equity as we are the ones who need to be the voice for the folks who can't speak up. Even when the conversations are hard."

Michiko will send IDI to people, everyone sounds interested and have committed to do it outside of the meeting time.

10. Future Agenda Items

- Updates on How to Respond to an Incident Training - Michiko reached out to District Chris Collins and meeting with him about who to connect with and how for experiential training
- Updates from constituency groups regarding discussion and votes regarding a potential recommendation for a Public Safety forum.
- Anniqua share program review equity input data

EAPC Tri-Chair Follow Up Work:
Clean up notes from each workgroup to create a rough draft of SEAP plan!

POSTPONE AFT: faculty labor intersections with social justice and equity issue

Total Time 102
Total Left 8