

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)
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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

Tri-Chair + Faculty – Kiran Malavade

Faculty at Large–Kassie Alexander

Tri-Chair + Classified Staff – Krystal Martinez

Administrator - Wissem Bennani

Student - Mia Berta Came in at 2:22PM

PRIE - Karen Engel

2 Classified - VACANT - Reached out to Classified Senate

Classified - Zorie Gomez

Faculty - Counseling – Chris Rico

Faculty at Large – Eddy Harris

Student - Max Espinoza - Max leaves at 3:54 PM

Tri-Chair + Administrator - Michiko Kealoha

Faculty - ESL – Rebekah Taveau - Come in at 2:42

Classified - Alyssa Lucchini

Faculty - English/Math – Yolanda Valenzuela

Guests:

Lezlee, Adriana, Lizette, Kim, Dave Eck, Doniella, Eileen, Katie D., Mahitha, Mary, Ray, Anniqua, Wissem, Alex Kramer, Ron Andrade, Jackie Gonzales, Carlos Luna, Chialin Hsieh,

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?

Kiran

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.

Update on Raymaytush-Ohlone scholarship

May Day (International worker's day) solidarity event:Amphitheater on the quad for May 1st from 11:30 am - 12:30 pm

The Cherokee Nation sends in 3rd party and is managed by the college scholarship coordinator. They have minimal staff. We can do employee donations.

Cherokee/Chikasaw/Najavo Nation – send scholarship funds to the Foundation •Funds come in as third party scholarships•Managed by the College Scholarship Coordinator (each College in our District should have their own Scholarship Coordinator)Possible Funding Sources:• Fundraising efforts•Employee Donation (\$1, \$2, \$5, etc.)Other Information:•\$4,500 is an initial commitment (it does not mean that we need to come up with that amount right away)•We can start with \$1,500 during the first year (then \$1,500/\$1,500 commitment thereafter)To-Dos: •Contact Nation/local Ramaytush Ohlone organization for possible donors or leads•Karen Chadwick, Donor Relations Manager, will send phone/contact information for possible leads•Work with the College Scholarship Coordinator•Continue to meet as an Inquiry Work Group next semester

7. Discussion

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| <p>a. Student Equity and Achievement Plan: Metric 1 Presentation</p> <p>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.</p> <p>Could improve in qualitative assessments.</p> <p>President's Advisory Linked to this presentation
Lezlee shares she wants to see a concerted outreach effort to Black students and potentially training on how to reach our Black students and it not feel like that's not a bad thing to do. Do we need to do scenario training on what you can say. How are you going to approach me and need to go to the Black College Expo and talk to 5 people about Umoja. It is not targeting a person if you are saying come to Umoja, that is a positive thing.
Wissem shares is support for Outreach Coordinator to be able to do this and that we can build the trust.
Kiran and the Umojification strategies is needed because students may take those classes but they take lots of other classes and I would like to see our faculty show up for those trainings. Lezlee says we are working on that and want to bring back sessions from conferences they are attending. AND it's a matter of finding the time to implement it.</p> | <p>Karen, James, Wissem</p> <p>10 minutes presentation
10 minutes Q&A</p> <p>20</p> |
| <p>b. Student Equity and Achievement Plan: Metric 4 Presentation</p> <p>Chialin's Presentation on Scheduling Actions</p> <p>Adriana's Presentation on Library Loans</p> <p>Ron's Presentation on Belonging, Retention</p> <p>Alex's Presentation on</p> <p>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.</p> <p>Carlos and Adrianna share how there is still a big need for technology and it does run out. They share a lot more staffing is needed and preparing the equipment and ITS working together.
Chialin shares about scheduling.
Alex shares a presentation adult school and ESL students and will reach out to PRIE on DI population.</p> | <p>Chialin, Ludmila, Alex Kramer,
Anniqua, Ron</p> <p>10 minutes presentation
10 minutes Q&A</p> <p>20</p> |
| <p>c. Student Equity and Achievement Plan Disproportionately Impact Data</p> <p>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.</p> <p>Brainstorm + "Blue Sky": EAPC ideas for actions</p> | <p>Michiko, Kiran, and
Karen</p> <p>20</p> |
| <p>d. Presentation from Transfer team: feedback on their new plan</p> <p>e. Upcoming Training Topic Suggestions -- didn't get to</p> | <p>Mary Ho, Gonzalo
Arrizon, Max Hartman</p> <p>15</p> |

8. New Business

EMP priorities -- didn't get to

9. Future Agenda Items

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| <p>a. EAPC Training Topics and Discussion Items</p> <p>What are topics we would like to cover at the EAPC council retreat?</p> | <p>Tri Chairs</p> <p>5</p> |
| <p>b. EAPC votes on EMP priorities to inform leadership retreat in July</p> <p>EMP EQUITY GOALS
What are our top 3 priorities for the coming academic year?</p> <p>Michiko - Email and create an a-synchronous voting for EAPC recommendations for priorities for the next year. Email out the EAPC Blue Sky Actions, Email out about what you want to see covered at the retreat and training</p> | <p>Kiran</p> <p>8</p> |

Follow Up: EAPC and Proposal to Start a New Cañada Ramaytush Ohlone Scholarship

August 15 EAPC Retreat- it's the Friday of the first week of classes

For the retreat: Review the [Advancing Racial Equity Chart](#) from our state partners. Where do you think we are, and what is one small thing you want to commit to this semester to transition us to a new section of the map?

EAPC Tri Chair Homework:
-Michiko -email all EAPC and asked groups registration for mental health training
-Kiran - email about food distribution
-Kiran - post minutes
-Krystal - Kiran sending Dean's letter and email to all Dean's and DA's
-Michiko - update bylaws
- Michiko - remind SEAP presenters about April 15min and 10 min

Total Time	107
Total Left	3