

Equity and Antiracism Planning Council Flow

Date: January 27, 2026 Time: 2:10-4:00 P.M.

Location: FTLCL 9-154 OR <https://smccd.zoom.us/s/88326894898>

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.

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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

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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.

Michiko

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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.

Chris

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!](#)

2. What Have We Done?

a. What we covered in EAPC on 11/18/25

Kiran

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

Do we agree these notes of what we covered at the last meeting are correct? (Those of us who were at that meeting).

3. Who's Here?

Michiko

1

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 Almassy - Faculty: S&T
Jasmin Padilla Valencia - Classified
Jacqueline 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:

4. What are we doing?

a. EAPC Flow for Today

Chris

2

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

Announcements
EAPC in Practice
Updates on
new SEAP Plan actions
EEOAC
Web Accessibility

5. 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.

Chris

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6. EAPC in Practice

a. Entitlement Inventory Practice and Connection to Flex Day Offering

Tri-Chairs
(1 min opening, 5 mins
solo workshop, 10 mins
small group discussion, 10
mins larger group)

26

Share and explore the "Habits of Entitlement" [worksheet](#) from Dr. Myhre who Faculty Equity Coordinator brought to campus for two sessions. This inspired by Eileen's quote from last EAPC after IDI, "If we're going to do the work out there, we need to do the work in here."

7. Presentation

Student Equity and Achievement Plan Updates

IMPLEMENTING LISTENING SESSIONS FEEDBACK:

Establish consistent physical presence of a College Recruiter in East Palo Alto, North Fair Oaks, and Belle Haven to support potential students with application assistance, financial aid eligibility, virtual counseling, program referrals, and course registration. Increase partnerships with non-profit organizations that work with BIPOC/low-income/first-generation high school/middle school students.

Wissem
(10 minutes presentation
and 5 minutes Q&A) 15

INVITING LOCAL MIDDLE/HIGH SCHOOL STUDENTS TO ANNUAL BLACK EXCELLENCE EVENT:

Invite local middle school and high school students to an existing Black excellence celebration on campus.

[Student Equity and Achievement Plan Updates](#)

[Brothers Achieving Milestones](#)

[Continue to garner more campus support, resources, and increase visibility of Brothers Achieving Milestones as an emerging program.](#)

Chris & Michiko
(10 minutes presentation
and 5 minutes Q&A) 15

c. EEOAC Annual Certification and Plan

Inspired by the October EAPC, review our Equal Employment Opportunity Advisory Committee and learn more about updates of initiatives for equal employment

Mwanaisha
(10 minutes presentation
and 5 minutes Q&A) 15

d. Web Accessibility Task Force Meeting Updates

Hear more about accessibility in the classroom from the task force.

Anniqua 10

8. Future Agenda Items