

Equity and Antiracism Planning Council Flow

March 24, 2026 2:10-4:00 P.M.

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

Item	Presenter	Time
1. Welcome to this Space		
<p>Land and Labor Acknowledgement and Commitment:</p> <p><i>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.</i></p> <p><i>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.</i></p> <p><i>We also recognize the labor upon which this educational institution, state, and country is built.</i></p> <p><i>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.</i></p> <p><i>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.</i></p> <p><i>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</i></p>	Volunteers	7

<p><i>commitment to justice through continual action, and to protect and sustain this land.</i></p> <p>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.</p> <p><u>Community Agreements for Respectful Dialogue:</u> Linked are some community agreements upon which we hope to continue respectful dialogue throughout our time together. Please note that EAPC is not Brown Acted and has chosen to uplift community discussion and dialogue in EAPC that does not utilize Parliamentary Procedure.</p> <p>Tri-Chair, Chris Wardell, will be our time-keeper</p>		
<p>2. What Have We Done?</p>		
<p>a. What we covered at the last EAPC meeting Found on the EAPC website: https://canadacollege.edu/eapc/meetings.php Please review. Do we agree that these notes from last meeting are accurate? (those of us who were there?)</p>	Kiran	5
<p>3. Who's Here?</p>		
<p>Appointed voting members: 15 = 9 for quorum</p> <p><i>Aarya Ayyar - Student</i> <i>Alyssa Lucchini - Classified</i> <i>Chris Rico - Faculty: At Large (Counseling)</i> <i>Chris Wardell - Tri Chair: Classified</i> <i>Jaqueline Gonzalez - Classified</i> <i>Jasmin Padilla Valencia - Classified</i> <i>Kassie Alexander - Faculty: Counseling</i> <i>Katie Dominion - Classified</i> <i>Karen Engel - PRIE</i> <i>Kiran Malavade - Tri-Chair: Faculty, HSS</i> <i>Kristina Brower - Faculty: BDW</i></p>	Michiko	1

<p>Eddy Harris - Faculty: KAD Ellen Young - Faculty ASLT Helena Almassy - Faculty: S&T Michiko Kealoha - Tri-Chair: Administrator Shanda DeRosans - Student Wissem Bennani - Administrative Representative Zorie Gomez - Classified Faculty: HSS - VACANT--Yet we have 2 counselors so total # of faculty is correct.</p>		
<p>Guests:</p>		
<p>4. What Are We Doing?</p>		
<p>a. EAPC Flow for Today: let's review what's on the agenda for today. Any proposed changes?</p> <p>Announcement EAPC in Practice SEAP Plan Action Updates</p> <ul style="list-style-type: none"> • Transportation Alternatives • Comprehensive SEPs <p>Program Review Equity Needs</p>	<p>Chris</p>	<p>2</p>
<p>5. Equity Related Announcements</p>		
<p>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.</p>	<p>Chris</p>	<p>9</p>
<p>6. EAPC in Practice</p>		
<p>a. Entitlement Inventory Practice and Connection to Flex Day Offering: Continue to dive deeper into the "Habits of Entitlement" worksheet and suggestions for action to interrupt these behaviors from Dr. Myhre's Flex sessions in Jan 2026. 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."</p>	<p>Tri-Chairs</p>	<p>10</p>

<p>Handout: Habits of Entitlement Handout</p> <p>In the Practical Tips and Tricks- --this meeting's action will focus on "Name when you see harmful power dynamics in action in a group or meeting" Discuss with your group: What have you experienced? Help each other to discuss possible strategies for interrupting in the future. How do we want to do that as an EAPC representative in those meetings while finding the balance of call out vs. call in?</p>		
<p>7. Presentations</p>		
<p>a. Student Equity and Achievement Plan Updates FIND NEW ALTERNATIVES FOR TRANSPORTATION: "Explore transportation options and find alternate solutions while the college transitions out of Lyft program."</p>	<p>Ludmila Prisecar & Adolfo Leiva</p> <p>(10 minutes presentation and 5 minutes Q&A)</p>	<p>15</p>
<p>b. SEAP Updates continued: NEW COMPREHENSIVE SEP CAMPAIGN: "Develop a communications campaign to inform students of the benefits of Comprehensive SEPs, with email reminders to students to schedule counselor appointments in September and October and February and March and to faculty to announce in classes. The Dean of Counseling will coordinate with success teams to ensure that their classroom visits and materials include consistent messaging on SEPs." UTILIZE ORIENTATION FOR SEP REMINDER: "Update orientation materials to ensure consistent SEP information and opportunities for students to schedule full counseling appointments during orientation." ALIGN COMPREHENSIVE SEP DEVELOPMENT MESSAGING: "Ensure students receive consistent information as they develop their comprehensive</p>	<p>Max Hartman & Ron Andrade</p> <p>(10 minutes presentation and 5 minutes Q&A)</p>	<p>15</p>

<p>SEPs. Counselors will continue to utilize regular Counselor Corner meetings to share best practices and develop mentoring and onboarding support for new counselors, so students receive consistent, aligned, and accurate information about majors and transfer as they develop their SEPs.”</p>		
<p>c. Equity Trainings Review and Discussion Data for '26-'27 Review instructional and student services program reviews for answers to the question "what equity support, trainings, or professional development is needed" and discuss potential EAPC recommendations for future Equity PD. Working google doc here</p>	<p>Michiko 5 minutes presentation) (20 minutes small group) (18 minutes big group)</p>	<p>43</p>
<p>8. Future Agenda Items</p>		
<p>What would you like to see?</p>	<p>Tri-Chairs</p>	<p>2</p>