

Equity and Antiracism Planning Council Flow

Date:
November 18, 2025

Time:
2:10-4:00 P.M.

Location:
<https://smccd.zoom.us/j/83959424214>
and Building 9 Room 154

Item	Presenter	Time (mins)
1. Welcome to this Space		
<p>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.</p> <p>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.</p> <p>We also recognize the labor upon which this educational institution, state, and country is built.</p> <p>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.</p> <p>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.</p> <p>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.</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>Community Agreements for Respectful Dialogue: Linked are some community agreements upon which we hope to continue respectful dialogue throughout our time together.</p> <p>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.</p> <p>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.</p> <p>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!</p>		
	Kiran	3
	Michiko	2
	Chris	2
2. What Have We Done?		
<p>a. What we covered in EAPC on 10/28/25</p> <p>Found on the EAPC website here.</p> <p>Do we agree these notes of what we covered at the last meeting at correct? (Those of us who were at that meeting.)</p> <p>Minutes approved by the consent of those present, with one abstention from Ellen Young</p>		
	Kiran	5
3. Who's Here?		
<p>Appointed voting members: 15 = 9 for quorum</p> <p>Aarya Ayyar - Student Alyssa Lucchini - Classified Chris Wardell - Tri Chair: Classified Chris Rico - Faculty: At Large (Counseling) Eddy Harris - Faculty: KAD Helena Almasy - Faculty: S&T Jasmin Padilla Valencia - Classified Jaqueline Gonzalez - Classified Kiran Malavade - Tri-Chair: Faculty, HSS</p> <p>Kassie Alexander - Faculty: Counseling Katie Dominion - Classified Karen Engel - PRIE Kristina Brower - Faculty: BDW Michiko Kealoha - Tri-Chair: Administrator Shanda DeRosans - Student Wisseem Bennani - Administrative Representative Zorie Gomez - Classified Faculty: ASLT, HSS - VACANT--Yet we have 2 counselors so total # of faculty is correct.</p>		
	Michiko	1
<p>Guests:</p>		
4. What are we doing?		
<p>a. EAPC Flow for Today Review what is on the agenda for today. Any proposed changes?</p> <p>Community Building Announcements Updates on the Listening Session ZTC/OER Intercultural Development</p>		
	Chris	2
5. Community Building & Conocimiento		
<p>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.</p> <p>Gather in groups of 2-3 people. 7 minutes for the activity is about 2-3 minutes to share per person. Question: From the IDI "What's a tradition from your family/chosen family/culture that's important to you?"</p>		
	Michiko	7
6. EAPC Related Announcements		
<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>		
	Chris	10

UCC is having a mural reveal celebration on December 2 from 1-2pm at the UCC (from Undocumented Student Success Week) with food and celebration.
Cultural Center, Student Senate, and UCC working together for Native American History Month and and getting food from Maiz on 11/19/25 in Cultural Center at 12:30.

STAR is hosting a de-stress with tie ins on cultural strigmas and seeking out assistance for mental health and Indigenous teachings and wellness. December 2 11-Noon.

This Thursday at 10am in the Cultural Center for TGNC Remembrance.

SEAP has been approved! Hurray!

Kiran- Jan 9th Privilege, Solidarity and Accountability Flex Day workshops

Michiko - Jan 9th SOGIE Sexual Orientation, Gender Identity, and Gender Expression 2.0 Training from San Mateo County Pride

If you want to submit any other Flex Day, Please submit Flex Day Proposals ASAP: <https://smccd-czqfp.formstack.com/forms/canadaflexdayproposal>

b. Update on the Recommendation for a Public Safety Listening Session

Tri-Chairs

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EAPC Tri-Chairs will share updates from a meeting with College President regarding next movements on the listening session and feedback received from CSEA.

CSEA leads have let President Lopez know that Public Safety Officers fall under classified and a union and cannot support a listening session nor healing session. You have the right to still report. Any grievances, or retaliation people are facing should go through a grievance process. Wanting to see a resource guide where all the links for the proper changels are together. The chanel is for student grievance, aft, CSEA, district website, DRC, and CARES. Members share we are trying to engage in a collaborative environment and we see you as part of our campus community, we are trying to create and be part of a community that says hey we trust our CSEA staff and they are a part of us, not apart from us. Other members also share, "I encourage CSEA folks to speak up to your reps. Classified you are in the trenches everyday and something needs to be said to at the very least document these experiences because ultimately, these issues being set aside will directly impact our students." Other members share "this feels like it can negatively impact our students" and "please document on paper any incidents, you are in the trenches and know, so please speak up." This goes beyond CSEA, another member shares. Your CSEA reps are Rosie, Roz, and Rachel.

7. Discussion

a. EAPC December Get Together?

Tri-Chairs

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Do we want to do a Tuesday, December 9th, 2:00-3:00 - potluck and get together to celebrate the end of the semester?

Having something informal to build community would be good, it's the start of finals week. "Put it on the calendar now!" says one member.

8. Presentation

a. [ZTC/OER/LCT & Equity](#)

Sarah Harmon

15

EAPC might want to know about some of these items and we would like EAPC's feedback. Last survey in Fall 2022.

b. [Intercultural Development Inventory](#)

Michiko

45

Review the Intercultural Development Continuum as well as our group results and what we'd like to do as our EAPC goals for the Spring 2026 semester.

People shared in the discussion: We need a Facilitator that's not us to dialogue and really learn our stories and not forget about our student stories and we are here for our students and understand what communities our students are coming from.

- "I love that we are continuing to have these conversations and we are blessed to have this culture shift to have these moments of community building and setting norms" "it's so important we have this mirror, I love that we continue to lean in and we're not afraid to look in the mirror" "this is part of my identity, I belong to a campus that strives to embrace the fullness of the people that we call a community"
- "It was jarring but we work in a structured system and lil service social justice and it's an invitation to grow" "we should be doing more and for our students" this is work from the heart and I see this as a challenge, it's growth
- How do we do that in a way that brings dialogue and not just tourist
- Suggested bringing Lee Man Wa and does training on talking to how people share and talk and something we are looking at on a bigger level
- More spaces to have the conversations across and how else do we move from what does it mean for my teaching
- We need to learn about a specific community and out of our own comfort zone and personally important and once a month we look at SEAP di learning about groups
- Practice interrupting
- National coming out day ideally of closing the door and set the tone for deeper conversation and not a tourist and talking and making connections and why are we having this and highlight joy and find balance in a purposeful way
- Cultural event lead with student stories
- Not minimize what our students are going through
- Our students and employees are struggling daily and express what they feel without minimizing it without it feeling like everything is going to be ok, we've done it before
- *bring the speech for IPRA
- How they include hre in curriculum and learning more in how to do that and don't know

10. Future Agenda Items

Aarya shares this honors project: <https://docs.google.com/forms/d/e/1FAIpQLSeH2o7OPh0WdhGi5hTBJMhS5dEXn-ikelZiZ5p2xE6FYAQbuQ/viewform>

EEOAC Annual Certification Sharing

Invite Public Safety back for going over the assessment and future framing

How to operational the new SEAP

"If we're going to do the work out there, we've got to [look inside? I think this is what Eileen said]