

Equity and Antiracism Planning Council (EAPC)

Agenda & Notes

April 25 2023, 2:10 - 4:00 pm

Room #9-257A or on Zoom: <https://smccd.zoom.us/j/82975098210>

MISSION: The mission of the Equity and Antiracism Planning Council is to disrupt and dismantle systemic racism and White supremacy for our college community in pursuit of equity, antiracism, justice and liberation.

VOTING MEMBERS (18):

Tri-chairs (3):

- Staff – Krystal Martinez
- Faculty – Alison Field
- Administrator – Wissem Bennani

Faculty (5):

- English/Math – Yolanda Valenzuela
- ESL – Rebekah Taveau
- Counseling – Chris Rico
- At large – Leonor Cabrera
- At large – Eddy Harris

Classified (6):

- Gonzalo Arrizon
- Rance Bobo
- Michiko Kealoha
- Alyssa Lucchini
- Krystal Martinez
- Mahitha Rao

ASCC (2):

- Yuliana Leon Subias
- Noah Liu

PRIE (1):

- Karen Engel

Admin (1):

- Kathleen Sullivan-Torrez

In Attendance:

<p>2:10 pm 5 mins</p>	<p>Welcome</p> <ul style="list-style-type: none"> ● Notetaker: Rance Bobo ● Time Keeper: Eddy Harris <p>Approval of Agenda: Michiko Kealoha Approval of April 11 Minutes: Noah Liu</p>	<p>Krystal</p> <p>Action</p>
<p>2:15 pm 10 mins</p>	<p>Quick updates</p> <ul style="list-style-type: none"> ● Faculty Equity Coordinator <ul style="list-style-type: none"> ● Kiran Malavade is our new Coordinator for 2023-2025. Lots of expressions of support. Alison will stay through retreat & continue to support. ● EAPC Open House <ul style="list-style-type: none"> ● Facilitated during FLEX Day ● Had a rich discussion and collected input in response to this question: “What do you hope to see from the Equity and Antiracism Planning Council?” ● Alison took notes & will share those at a later date. ● Visits to participatory gov groups <ul style="list-style-type: none"> ● IPC Presentation on updates and progress to date was on 4/21. ● Wissem & Alison to present at SSPC on 4/26. Other visits to follow in the next few days. ● EAPC Subcommittees <ul style="list-style-type: none"> ● Dream Center <ul style="list-style-type: none"> ○ Last meeting: May 18th@4pm <ul style="list-style-type: none"> ■ Name Change ■ Relationship with Dreamer Task Force ■ May 20th - Migration Celebration ● Task Force Land Acknowledgement ● May 12/13- the Land Acknowledgements group + Cultural Center workgroup will take a field trip to attend the Stanford Pow Wow 	<p>Various</p>

	<ul style="list-style-type: none"> ● Campus Nature Scavenger Hunt Event is happening this week, April 24-28. ● Other Announcements: Rebekah shared the info and flyer for “Intro to Black Studies” event tomorrow April 26, part of District Antiracism lecture series ● Alyssa: will also be posting Antiracism lecture series on Umoja instagram. Send students. Info. about joining Umoja and fall classes will also be on instagram account: canadaumojacommunity 	
20-30 mins	<p>EAPC Technical Operations:</p> <ul style="list-style-type: none"> ● Sub-committees reporting structure & EAPC support for sub-committees <ul style="list-style-type: none"> ● Our two sub-committees are 1) The Dreamers Task Force, and 2) the Land Acknowledgements and Beyond TF. Both groups will be undergoing name changes to clarify status (aka they are not actually task forces). ● Two questions were posed and discussed: 1) How do we envision the reporting structure for sub-committees? 2) How can/should the EAPC support sub-committees? ● Suggested sub-committees should have a voting member on the EAPC when reporting on topics ● Proposal for action item on next agenda: A voting member should be the lead or co-lead of each subcommittee to ensure that group has a voice in EAPC. Michiko, Leonor and others expressed their support for this. ● We discussed updating Bylaws to allow more voting members - including those from each sub-committee. ● A discussion ensued regarding whether or not EAPC bylaws are being piloted and who has the power to approve revisions (EAPC or PBC). 	Wissem

- Michiko proposed (chat):

EAPC shall have 18-20 members as identified below:

3 tri-chairs: 1 faculty, 1 Administrator (or Director of Equity), 1 staff member.

5 faculty shall represent each of the below:

English/Math

ESL

Counseling

Faculty representative at large

Faculty representative at large

6 Classified

1 representative of PRIE (Office of Planning, Research, and Institutional Effectiveness

1 administrator such as Vice President of Instruction and Dean of ASLT

2 members of ASCC (Associated Students of Cañada College) including at minimum one student

1 member from each of the EAPC sub-committees

- Regular meeting “quick updates” /reports
 - Past practice in ACES:
 - Dreamers
 - Guided Pathways
 - Cultural Center
 - District Antiracism TF
 - UMOJA
 - ASCC
 - Yolanda: add Puente to our updates. Leonor expressed support as did others.
 - Michiko added (chat) that Brave Spaces collective and Bias Education Team are also relevant. Mary, Rebekah and Gonzalo expressed their support, as did others.
 - Rebekah (chat): ASCC, Umoja, Puente, Dreamers TF, District Antiracism TF. Rebekah added that if folks don’t have updates, they should be encouraged to “pass”

	<ul style="list-style-type: none"> Gonzalo (chat): In the spirit of intersectionality, ALL of these groups are critical to the success of EAPC and for supporting our students. Mary, Michiko, Krystal, expressed their support. EAPC spring schedule updates <ul style="list-style-type: none"> May 16, 2:00-2:45pm <p>June Retreat CONFIRMED: Thursday June 22nd 9am - 2pm, Cañada Vista Clubhouse</p> <ul style="list-style-type: none"> There is some funding to support non-EAPC members in attending the retreat. 	
15 mins	<p>Cultural Center Mission/Vision/Goals</p> <ul style="list-style-type: none"> Slideshow presentation. Review of the Culture Center Mission and Goals Suggested some of the wording can be reviewed Alison, Rebekah, Gonzalo, Krystal, Mahitha, Wissem, Eddy all expressed (chat) their appreciation for the workgroup and Mission & Goals of the Cultural Center. 	Cultural Center work group
3pm 5mins	<p>Comments</p> <ul style="list-style-type: none"> President Lopez shared information about the nature of the EAPC pilot, and expressed her support for our conversation about the possible need for membership / bylaw updates. 	Pres. Lopez

<p>3:05pm</p> <p>20mins</p> <p>20mins</p> <p>5mins</p>	<p>EAPC Goals and Planning</p> <ul style="list-style-type: none"> ● EAPC Anti-Racism & Equity Goals Breakout room for each goal ○ Reaction/Response to the goal assigned ○ One potential action item to discuss with the council ○ Questions regarding goal content ● NOTES AT BOTTOM OF PAGE** <ul style="list-style-type: none"> ● Cañada's SEAP Plan <ul style="list-style-type: none"> ○ SEAP plan presentation (Fall 22) ● SEAP Plan discussion was tabled. Time ran out. <p>Brief budget update</p>	<p>Krystal</p> <p>Karen, Mary, and Alison</p> <p>Wissem</p>
<p>3:55 pm</p> <p>5 mins</p>	<p>Announcements / Good of the Order</p> <ul style="list-style-type: none"> ● Antiracism Lecture Series@CSM, April 26, 27 	<p>(Please post announcements in the Chat)</p>
<p>4:00 pm</p>	<p>Adjourn</p> <ul style="list-style-type: none"> · Next meeting: 2:00 - 2:45pm, May 16 	

** **Goal 1:** hiring → min quals at “Masters” can limit pools of marginalized groups, many experts in field may not qualify due to education bias. Can we be flexible in min quals?

Goal 2: Role→ advise/monitor microaggressions (just aggressions, the impact is not “micro”) → ASCC can aid in Bias Reporting

How do we make trainings mandatory? System similar to CARES to ensure proper follow-up

Proactive plan for Restorative Justice→ in-person meetings, who will facilitate?

Goal 3: Programming Policies, culture, recommendation of partners, event content, release time for staff? Goal so broad, words losing context

Figuring out how to work with Cultural Center without duplicating work already being done in the CC or Student Life.

Links to Brave Spaces and training on LGBTQIA+. (Lots of appreciation for Brave Spaces training work in the chat.)

Collect data from the college