

This community building time has been intentionally created to provide areas for us to build understanding, connection, and learning with one another.

Groups of 2-3 people.
10 minutes for the activity is about 3-5 minutes to share per person.

- 1.) Please share a time where you felt like heard at work by others in a way that was supportive. In what ways do/can you carry that with you in your work?
- 2.) How are you doing with your call to action from Umoja on "Approaching one Black student and sharing with them the benefits of Umoja and giving a note to a colleague telling them what you appreciate about them."

Krystal

Is there anyone interested in building a 10-15 minute community building for Spring 2024 and joining us for an EAPC tri-chairs meeting?

6. Reports and Announcements

a. EAPC Related Announcements

Krystal

10

This is a time to share upcoming equity and antiracism events, activities, and open learning opportunities that are coming up before the next EAPC.

Nimsi shares March 19 in the grove film screening and discussion of Sanson and Me. The filmmaker is coming! Talks about documentation and incarceration.

Black Student Union Poetry Slam starting 2:30-5:30 in the Flex Theater.

Arya shares Brandon starting a CAN Palestine Club.

March 18 there will be a filmmaker from Chinatown Rising and the social civil rights movements in Building 2 Room 10, 11-1pm

7. Group Discussion

a. Legal Context and Potential Implications in Photo Policy Proposal

Chief Human Resources
Officer Julie Johnson

25

EAPC inquiry regarding what it could look like if the SMCCCD Portal pictures followed the same policy as the SMCCCD Badge photo policy.

15 mins presentation
10 mins Q&A

Academic Senate and District Policy and Governance Committee and from those different funnels, DPGC would take a final recommendation to the chancellor. This is a procedure tied to an existing policy. Don't know if we have a specific policy on how to get your badge and keys and they aren't anywhere. It could be a procedure or guideline on how we do x,y,z. This is how you get your badge. Leaving something as a guideline would not really be a full process because there are guidelines and policy--guidelines have a different compliance without a policy that is taken to the unions for impacts and affects. Inforcement and potential consequences would then be a meet and confer with the unions.

Guideline or procedure and then it becomes a part of badges then no one questions it. If this is the same standard operating procedure for badge ID or initials for the "contacts page" or portal that would be the standard. Could pick it up with DPGC as a proposal and then hammer out the details by consideration of the chancellor. They can decide if this is a procedure or guideline or policy. If there is a default through IT with either use badge ID pic or Initials then that could be a route forward that would be content neutral. Krystal asks how long it would take if it were a procedure and Julie talks about that being up to IT with how creating the code would be or is it as simple as touch a toggle and not allow people to personalize their portal.

Style guidelines from PIOs and Dave McLane and get them to agree this is also the way we move forward. There is a reason behind it, which is identification. Working with Presidents and VPs to get together in the room before DPGC. Draft something for Dave McLane to align with badge guidelines and this is how we could role it out. Dave Eck asks about language that says I find this offensive can we go to content neutral.

Technically as our pictures are now they fall under free speech, our policies and procedures must be content neutral. Have buy in would talk with IT and ensure they are behind this if we need them. Kim suggests we go to Antiracism Council to get buy in as well. BP 2.34 check this out for IT AP

8. New Business

a. [Presentation, Discussion, and Recommendation on Next Direction of EMP 2.9: Responding to Bias](#)

EMP 2.9 Workgroup

20

EMP 2.9 Workgroup follows up their previous informational presentation with a requested presentation on a timeline and plan for this semester.

Krystal moves to approve the drafted EMP 2.9 timeline for implementation. Seconded by Rebekah. Motion unanimously approved by all those present.

b. Vote on Update of the EAPC Mission Gonzalo 5

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.

The statement is about our community and values, so our college should be named! It is intentional. Gonzalo moves to amend the EAPC mission to include the name of our college to name where we do the work and whom we do the work for. Seconded by Krystal. Motion carries unanimously by the consent of those present.

c. Summer EAPC Retreat Dates & Initial Brainstorming Kiran 20

What would we like this 2nd EAPC Retreat to look like? Who is invited to attend?

Please bring any summer schedules/plans so that we can begin the contracting and planning process for a retreat.

Let's plan our EAPC retreat--one day? Two days? Overnight? Open to those who attend/are interested in EAPC?

July 1-2?

July 9-10? Rebekah, Nimsi, Mahitha, Alyssa, Gonzalo, Arya, Max, Krystal, Kiran, Graham, Dr. Kassie

It was a one time funding last time.

Two days lovely if we can get funding. Yolanda says 1 day is enough if people aren't coming in and out. Restorative practices and Nimsi saying have a planning retreat and practicing what we preach. Time for healing and privacy but also open to other on the other day. It could be nice test out some processes on ourselves. We could also have an outside trainer for some parts. Some beautiful

9. Open Forum and Feedback: Topics for next time All 5

Potential Bylaw Update on Open Membership Advertising: Proposing that anytime an open EAPC position is available, it is advertised to all of campus a minimum of 5 business days before any voting/appointments occur

Updates from District Antiracism Council Regarding District Affinity Group Guidelines

Updating the Land Acknowledgement to include Sankofa Ancestral Acknowledgement

Discussing EAPC making recommendations for hiring: implications and hiring practices of ranking structures.

CCCSEE add or not? <https://www.ccsse.org/aboutccsse/aboutccsse.cfm>