

Equity and Antiracism Planning Council Flow

Date:

Time:

Location:

April 23, 2024

2:10-4:00 P.M.

<https://smccd.zoom.us/j/85091313394>
and Building 9 Room 154

Item	Presenter	Time (mins)
1. Welcome to this Space		
<p>We would like to acknowledge that Cañada College sits on the traditional land of the Ramaytush (Rah-my-toosh) Ohlone (Oh-LOW-nee) peoples, and to pay respects to 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 today. Let us not forget the colonization of this land. Let us honor the people who have stewarded this land for generations, and let us honor the truth. (This land acknowledgement was co-created with students, Student Life, and Dr. Cordero from the Association of Ramaytush Ohlone).</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</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. EAPC further commits to accessibility by providing a live transcript during the meeting.</p>	Kiran	1
<p>Time Keeper</p> <p>There are so many important things to discuss together. Who is willing to help us keep time?</p> <p>Check out this video link on how to do timekeeper easily on Zoom!</p>	Krystal	1
2. What Have We Done?		
<p>a. What we covered in EAPC on 3/19/24 meeting</p> <p>Found on the EAPC website here.</p>	Kiran	1
3. Who's Here?		
<p>Classified - Gonzalo Arrizon Faculty at Large – Kassie Alexander Administrator - Wissem Bennani PRIE - Karen Engel Classified - Nimsi Garcia Faculty at Large – Eddy Harris Tri-Chair + Administrator - Michiko Kealoha Classified - Alyssa Lucchini</p> <p>Tri-Chair + Faculty – Kiran Malavade Tri-Chair + Classified Staff – Krystal Martinez Student - Mariela Cuevas Morales Classified - Mahitha Rao Faculty - Counseling – Chris Rico Student - Graham Sheardown Faculty - ESL – Rebekah Taveau Faculty - English/Math – Yolanda Valenzuela</p> <p>Guests: Kohya Lu is a guest here today and is looking forward to being here and first year in district. Mary Ho, Katie Dominion; David Eck, Eileen Pippins, Maggie de Paz Fernandez, Jason Wendt, Alison Field</p>	Michiko	1
4. What are we doing?		
<p>a. Snapshot of EAPC Agenda for Today</p> <p>Any adjustments to agenda needed? Voting members approval</p> <p>Community building Public Safety visit Updates on Summer Retreat New Business: Updated Land Acknowledgement Proposal for onboarding equity training for new employee Bylaws Amendment to add August meeting</p>	Kiran	1
5. Community Building		
<p>a. EAPC Community Building</p> <p>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.</p> <p>After our Brave Space discussion on Flex Day this Thursday, how do you feel you can create a brave space for others? What do you need to move from fear to bravery?</p>	All	10
<p>b. EAPC Workgroup on Community Building with Public Safety</p>	All	2: 40 - 3:00 PM

EAPC attendees will go to the Public Safety Office in Building 22. Our Tri-Chairs will bring a phone or laptop so that virtual attendees can also be a part of this experience.

The EAPC Workgroup on Community Building with Public Safety met with the TriChairs during a regularly scheduled Workgroup meeting to discuss best next actions to build community. In dialoguing with the team and with Public Safety, the Workgroup has asked to visit their office during this time so that we can see where the office is and what people may experience as they enter the space. We also want to meet with the day team and night team during their shift change in the day so that we can all begin to know each other's faces and names. We believe this simple yet important meet up will set a foundation for fostering deep partnerships in the coming semesters.

People vocalized how they really appreciated seeing the space, as it was their first time being on their space

6. Reports and Announcements

a. EAPC Related Announcements

Krystal

7

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

i. Krystal + Michiko - Chancellor Moreno was able to talk to IT about our proposal for an Administrative Procedure for headshots on the 18th. A follow up meeting with IT, Melissa, and Public Safety will meet on May 1st for feasibility and potential roll out. More details to come after May 1.

ii. Michiko - A reminder to please complete the Participatory Governance survey, due April 26. EAPC has some critical questions on this survey

[Hyperlink for survey found here. Reminder that it is due at noon.](#)

Please come support Dr. Jazzie on Wednesday and AANHPI Showcase Thursday at 3pm. (Asian American, Native Hawaiian, Pacific Islander)

Send flyers to the library to help post on the screens.

7. Group Discussion

a. July 9 EAPC Retreat

Michiko

5

Through the Office of Equity's SEAP Funds, we do have the budget to host a 1 day local equity and anti-racism retreat in the community. What are items we want to focus on in that 5-6 hours together?

- Annual Equity and Antiracism Orientation Training for All EAPC Members (as required in bylaws)
- Looking at the data from the Participatory Governance Survey
- Planning out our 7/8 Meetings
- How we want to proceed with workgroups
- Our large goals for '24-'25
- Equity for people with physical disabilities (look at the report from Facilities?) or presentation on accommodations and how to do this
- Community building, as always!!
- EAPC talking about EMP priorities (look at our SEAP equity gaps)
- Continue with Brave Spaces and accumulate knowledge: why do you fear speaking your truth? (Or July 10 half day)

Remember: HOLD Thursday before Flex and that is the Leadership Retreat where all of EAPC members are invited--this is where

8. New Business

a. Land and Labor Acknowledgement: Drafted Suggestion for Updating

Michiko

10

Inspired by Umoja's opening presentation at Flex Day which included a Sankofa Ancestral Acknowledgement, a new proposed update for a college-wide Land and Labor acknowledgement has been drafted. The hope is to debut this new acknowledgement at our Commencement and that it take the place of our old Land Acknowledgement on the college website. Two weeks prior to this meeting, this draft was shared with Umoja, the Black Student Union, the Undocumented Community Center, Student Senate, Jasmin Padilla Valencia, and Alison Field because all have either helped write the first land acknowledgement we have, or are named in the additions. The draft was also included for discussion and review by IPC and SSPC.

Yolanda - Saying it is long, but we are an educational institution and it is direct and clear and strong. It's unapologetic!

Eileen - It resonated with how deep and committed we continue to be as a campus to be this inclusive in our acknowledgement and it felt holistic. It is everything we've done with the land and I appreciate that. We are setting a precedence of what true acknowledgements can be.

Mahitha - It is very intentional and a best practice before all of our graduation celebrations and Thursday. I'm proud to be able to want to read this statement. It sets the stage well.

Krystal - Hearing it out loud is so powerful. I got some feelings and emotions. It would be amazing to have this read at Commencement. How impactful for graduates and their families. To be publically acknowledged and acknowledged often is great. In a place where sacrifices of their families and people in conjunction with a celebration of loved one is the work.

Gonzalo - How powerful it is to hear the statement and a video with multiple people that read different parts that has students and EAPC members. AND other languages (Kiran).

Mariela - I like how it set a tone of respect and mindfulness, which permeates throughout our campus culture.

Yolanda - have a visual of this on a aframe at Commencement.

Kim - if we haven't printed programs, this may be great to include in the program.

Karen moves to adopt this new and revised Land and Labor Acknowledgement. Seconded by Gonzalo. Motion passes unanimously by the consent of those present.

b. Proposal for Equity and Antiracism On-Boarding Training for Employees

Kiran

10

Our EAPC Workgroup on training has met for a year and has asked that our Equity Coordinator and Director lead on-boarding with specific content for employees. This has also been shared with the Professional Development Planning Committee, Faculty Teaching and Learning Coordinator, AB1705 Group, Classified Senate President, and Academic Senate President.

Discussion and vote on whether we would like to formally recommend the adoption of this Equity and Anti-Racism Training for Employees with a Fall 2024 roll-out to the Office of the President.

Mary - can we please include AANAPISI in the resources.

Maggie - can we include student training?

Kim - this is a pilot? One thing to consider is inviting administrators come to classified or faculty so they could see it? It is clearly voluntary.

Mahitha - Could this be incorporated and be in response to Bias Response from restorative justice.

Gonzalo - Is this multimodal? Faculty is, we will continue to work with Classified Senate on what would be involved.

Kiran - we could go to Flex and get a general session and voluntary/open to everyone.

Krystal - we will figure out how to do this with staff.

Dave - good team building opportunity for mentors in faculty tenure positions.

Krystal - I move to approve this on boarding training. Seconded by Eileen and Kiran. Kim accepts the motion and let's pilot this and bring back feedback.

c. Proposal to Amend bylaws to include meeting in August

Kiran

5

EAPC bylaws currently only indicate we will meet 7 times per academic year, September through April. The pilot of the workgroup meetings on 2nd Tuesdays did not seem like a workable plan for many, yet 7 meetings in a year does not provide us with much time to accomplish goals. Should we amend our by-laws to include a meeting on the 4th Tuesday of August (August 27)?

Kiran moves to add 4th August to Bylaws to meet. Seconded by Karen. Motion carries unanimously by the consent of those present.

9. Open Forum and Feedback

10. Future Agenda Items

a. [Review How to Submit an ERG: SMCCD Affinity Group](#)

Kiran

1

Review and Discuss:

From recommendations made by Cañada College, the District Antiracism Council, Chancellor, and HR have developed an [Affinity Group Guidelines](#). In order for this program to be successful, we need to actually do it. This item will show us how we can form an ERG, and we can hear ideas for groups that would like to form (Tri-chairs can follow up after this meeting to help submit applications). [Application prep doc with example](#)