

Equity and Antiracism Planning Council Flow

Date: September 24, 2024
Time: 2:10-4:00 P.M.

Location:
<https://smccd.zoom.us/j/81434768344>
 and Building 9 Room 154

| Item | Presenter | Time (mins) |
|------|-----------|-------------|
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1. Welcome to this Space

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.

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.

We also recognize the labor upon which this educational institution, state, and country is built.

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.

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.

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.

<https://www.ramaytush.org/remove-the-statues.html> Consider signing this petition. We encourage someone to volunteer to read acknowledgement and share something they learned that relates to the acknowledgement in some way. Gonzalo has volunteered for next month's meeting.

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.

[Community Agreements for Respectful Dialogue](#)

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.

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!](#)

Mary then Yolanda

Ellen 2

Kiran

Michiko 1

2. What Have We Done?

a. What we covered in EAPC on 08/27/24

[Found on the EAPC website here.](#)

Kiran 1

3. Who's Here?

Appointed voting members:

Classified - Gonzalo Arrizon

Faculty at Large - Kassie Alexander

Administrator - Wissem Bannani

PRIE - Karen Engel

Classified - Zorie Gomez --WELCOME!

Faculty at Large - Eddy Harris

Tri-Chair + Administrator - Michiko Kealoha

Classified - Alyssa Lucchini

Tri-Chair + Faculty - Kiran Malavade

Tri-Chair + Classified Staff - Krystal Martinez

Student - Mia Berta

Classified - VACANT - Reached out to Classified Senate

Faculty - Counseling - Chris Rico

Student - Junpei Yamaguchi

Faculty - ESL - Rebekah Taveau

Faculty - English/Math - Yolanda Valenzuela

Guests: Eileen Pippins, Dave Eck, Katie Dominion, John Fraire, Kim Lopez

Michiko 1

4. What are we doing?

a. EAPC Flow for Today

Review what is on the agenda for today.

Community Building

Reports and Announcements (including EMP goals we are responsible for)

STAR Program Presentation

Student Equity and Achievement Program (SEAP) Plan Presentation

Public Safety Q & A with Capt. Wendt

Kiran 1

5. Community Building

a. EAPC Community Building

All 10

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

Groups of 3-4 people.

10 minutes for the activity is about 2-3 minutes to share per person.

Michiko

To highlight the work of the Cañada Womxn of Color Collaborator and the incredible events they have: what do you think people see or assume about you, and what is something you think people don't see about you or might not know about who you truly are yet?

6. Reports and Announcements

a. EAPC Related Announcements

Kiran 1

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.

FilipinX Heritage Month is October! Kick off is next Thursday from 11-12:30. Build the community and invite people to engage. We have lots of snacks and a time to community build. We will have an October 16 Pandanggo dance workshop with Ray!

October 23 in East Palo will be the next Board of Trustees Meeting. Because it's in our service area and EMP 3.2, the board has asked CAN to present and to highlight 5 of our partners. Invite YOU to show up and please come. "Building for Impact" 6pm and would be out by 6:30pm. Off of University Ave. Carpooling would be great.

LatinX Heritage Month is under way and we had our kick off last week and through mid-October. One workshop is LatinX studies with Professor Barajas.

October 1 will be Politics and Mental health at noon! Latinx Heritage Month: <https://canadacollege.edu/lhm/>

Transfer Month is October, and wear your TShirt

Honors Transfer Workshop Oct.1: <https://canadacollege.edu/honorsprogram/resources.php>

b. EAPC Lead Council for the Following EMP Priorities

Michiko 2

A reminder that the Equity and Antiracism Planning Council is listed as the lead [Council for the following EMP Top Priority Goals](#):

EMP Goal 2.7: Provide comprehensive on-boarding for all new employees. (Including modules in antiracism shared language) - EAPC with PDPC.

EMP Goal 2.10: Transform college participatory governance. (Address equity and antiracism in all integrated planning and resource allocation decisions.) - EAPC, PBC, and Student Senate

EMP Goal EMP 2.14: Evaluate all academic support programs -- particularly those not fully captured in current program review processes (Closing equity gaps in access, student success, and completion.) - EAPC and IPC

The progress on these EMPs with EAPC feedback on progress can be regular check ins during our EAPC meetings.

7. Group Discussion

a. [AANAPISI STAR Presentation on Program and Results](#)

Dr. Mary Ho 15

Deepen our understanding of the AANAPISI STAR Program.

Faculty and staff learned about the STAR program and what they offer and what they have done to support our AANHPI students. Many shared in the chat and verbally how wonderful it is to have so many student mentors.

Yolanda asks, Is the best place to refer them to is transfer center? The answer was yes!

Rebekah says this critical work is so important! All of the ARC grants did start at the same time in our school district, August 2022. They have learning communities already in CSM and SKY.

b. [Student Equity and Achievement Program Updates](#)

Professor Kiran Malavade + Dr. Michiko Kealoha + Dr. Karen Engel 30

Review the SEAP to ensure all EAPC members are aware of SEAP metrics as we monitor the program and plan to provide input on the next 3 year plan.

Questions about what ADT means and will bring it back to EAPC to see what we want to do in these areas for the next plan. Dr. Fraire says this presentation is extremely helpful. Yolanda is interested in being part of team addressing the Latino males metric. One of the things they've noticed is that Puente classes have more males than other classes and early on in the semester we see a significant amount of male Latinos coming to class who really need more wrap around support.

Next steps: Kiran and Michiko will meet with VPI and VPSS and ensure we have the correct people assigned to lead the various metrics so that we can then reach out to them and get updates and offer EAPC support.

NOTE: Dean Engel noticed an error in progress on Transfer goal after the meeting. She has updated the slide to reflect this.

c. [Deepening Understanding and Connections with Public Safety](#)

Captain Jason Wendt 30

EAPC and Public Safety connect on services offered.

- Can you share more about the escort program (aiding students to cars/class when feeling unsafe/need support) and what is and is not allowable?
- We've heard some calls get dropped due to poor cell reception. Has the department already reached out to IT to address this issue and is there anything the college can do to support Public Safety with call drops/dead areas?
- What types of training does the Public Safety team do that align with the college's mission, vision, and values?
- What does the program review process and timelines look like for Public Safety?

The escort program is a safety escort. It can be requested anytime from 5am to 12:30am. Anyone who has a safety concern when it's dark and be with them when they are walking out to their car. These are offered as walking escorts. We do have SUVs, that's the Officer's mobile office and they might have stuff in the office and the back seat is not comfortable. It is up to the Officer's discretion and if they have the room to bring someone in, we leave it up to them, we want to make the escort in alignment and timely from when they call. We've done escorts when people don't want to be physically near or used cameras when they don't feel safe with officer but want to make sure they get back safely. RAVE does a digital escort and if I need it, I can program who to call at a certain amount of time. It sets GPS and you can get there and everything is fine. If you don't turn it off, it calls the person and I may need you to call me. We can't do escorts for medical or something where people can re-injure themselves. The SUVs are not friendly for casts. The DRC should be able to make those escorts. 2 officers that are working at any given shift, and if one is working on a 911 hangup or an alarm, it may be a long time to get to the escort. Escort is a low priority. Question was asked by John on how many and we get 4-5 escort calls a month. Found that students were using escort as a taxi service and that wasn't the intent of the program. Yolanda asks about emergency phones and if we feel someone is following us, that feels like an escort. Captain Wendt shares that when he's walking anywhere he's looking for an avenue of where he'll go if something happens. Dave Eck asks about the emergency phones and if that is a land line because of power outages or cell towers out, they are wired through the digital switchboard and am not sure if they would work if internet is down.

Each of our campuses has blind spots where cell phone coverage is going to be spotty. Have had to switch to wifi calls so they can go through. Phones can be switched to WiFi calling and that is more helpful on campus. Potentially reminding people on campus to use WiFi calling and saving Public Safety--IT has set up the cells to be WiFi calling. They have installed a lot more WiFi.

Dave Eck adds - Some background on WiFi calling as an alternative to poor cell tower connection. WiFi calling has to be enabled on your phone and available through your specific cellphone carrier. Also, even some services require at least one bar of reception. For instance, a person cannot receive an SMS message (a cell service text message) via WiFi unless they have at least one bar of cell reception. --It might be good to encourage folks to see if they have WiFi calling enabled on their phone.

Call 7000.

Yolanda calls from this building and can't get a hold of anyone. Late at night lot 1 and lot 6 because that is where people are headed to. It will go directly to one of our officers.

Dr. Fraire talks about parking tickets and we remind that there are certain legal reasons for getting tickets.

Kiran sharing about EAPC and doing a joint safety training together with EAPC on how to get phones on WiFi and knowing about RAVE and other tips for staying safe on campus (that Capt. Wendt has shared) and we do a test of if this happened during a night class. Michiko adds with Safety Committee.

Rebekah adds what to do for an emergency at night. Working at night she feels like she is the only person on campus and I don't have a sense of a person if I needed it. Jason adds that's a great option of finding out who is going to be near you and create a buddy group. Yolanda adds how she always thinks about how she can physically defend herself. Having a coordination is nice.

Michiko asks about administrator on call and Kim shares about Dean of Darkness for years and the program was assessed and ended because there was little to no usage and Public Safety is here so the Deans were not having it anymore.

Carlos asks about WiFi and Jason shares IT is working on some type of connectivity issue from a few weeks ago because it may be a contracting issue. We can't see the call coming from a call to the office and can't see a call from that phone and we can't find it so they need to write down what number you are calling from and when you called so that we can track what is happening with the IT connection and phone system at that time.

Rebekah shares that at her college, there was a key student ambassador with Public Safety and it designates who they are and escort and somebody is around. Officers are around but they are sitting in their car in strategic areas. We are always looking at options like students or making them feel safe as ambassadors too. It's not that you needed a lot of training, you could have a walkie talkie and vest and go in pairs and vest and Jason taught a law enforcement prep class and would utilize them for things like that too. Where we can fit it in the plan and it has come up before in the management groups. Kiran mentions she had this too at her college and she served as an escort. These were just regular students who volunteered to walk folks home or to class at night. Safety in numbers.

Regarding last 2 questions:

Public Safety is a hybrid district-wide entity and although each campus has a nuance we have to teach an officer what those are. Jason has gone through his boss and asked that issues come in and we move on and there's no 2, 3, 4, or 5 year plan. We are also working on how to answer those questions for each campus and it can appear overwhelming and we want to provide the highest level of service at the district. We do a lot of online training with Keenan Training through the district. Also just came back from IACALIA - inter campus administrators organization and it has law enforcement and public safety and learned a lot coming back from that. We have never really utilized all of their services. How are they doing things? We don't need to re-invent the wheel and test to see if it works.

Kiran asks about training that specifically aligns with the college's mission vision and values. Capt. Wendt responds: Teach officers we are equity minded and we get called when someone is unable to deal with a certain situation. We have to figure out how to do alternatives to handle the situation. What can we do? If someone commits a crime, we can't arrest them but we can call the police. It's not a single person that it's made. Found it useful to correct a bad behavior using administrative behaviors like student code of conduct then putting handcuffs on students. Asks the instructor what is going on and wants to make sure everything stays safe and may try and settle things down.

10. Future Agenda Items

EAPC Retreat - In the Academic Year vs. Summer
 EAPC reps--please take a minutes in your division meetings to request Equity feedback
 Student Equity and Achievement Plan Development of New Goals
 Institutionalizing Land Acknowledgements and Beyond within EAPC
 CCCSEE - Connections to EAPC Work
 Progress on top priority EMPs with EAPC feedback on progress

Total Time 100
Total Left 10