

Equity and Antiracism Planning Council Flow

Date: August 27, 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. Kiran, Krystal, Michiko 2.5

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.

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. Krystal 1

[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. Michiko 1

Time Keeper Krystal 1

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!](#)

2. What Have We Done?

[a. What we covered in EAPC on 4/23/24 meeting](#) Kiran 1

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

3. Who's Here? Michiko 1

Appointed voting members:

- | | |
|--|--|
| Classified - Gonzalo Arrizon | Tri-Chair + Faculty – Kiran Malavade |
| Faculty at Large – Kassie Alexander | Tri-Chair + Classified Staff – Krystal Martinez |
| Administrator - Wissem Bennani | Student - Mia Berta |
| PRIE - Karen Engel | Classified - VACANT - Reached out to Classified Senate |
| Classified - VACANT - Reached out to Classified Senate | Faculty - Counseling – Chris Rico |
| Faculty at Large – Eddy Harris | Student - Junpei Yamaguchi |
| Tri-Chair + Administrator - Michiko Kealoha | Faculty - ESL – Rebekah Taveau |
| Classified - Alyssa Lucchini | Faculty - English/Math – Yolanda Valenzuela |

Guests: Jacky Ip, Jacky Gonzalez, John Fraire, Kim Lopez, Alison Field, Lezlee Ware (part of the time) Ellen Young, Dave Eck, (another student, name?)

4. What are we doing?

a. Snapshot of EAPC Agenda for Today Kiran 1

Any adjustments to agenda needed? Voting members approval

- Community Building
- Reports and Announcement
- Group Discussion
 - ERGS
 - In service Activities
- New Business
 - WorkGroups?
 - PBC delegate
- Open Forum

5. Community Building

a. EAPC Community Building All 9

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

Kiran

We'd like to model from our Puente session at Flex Day DICH0--what is a cultural saying you have in your house/growing up? (Example: Haitian Creole Proverb - piti, piti, wazo fe nich li, little by little the bird builds its nest." OR a family nickname (Ex: Simone Biles' mother, Nellie Biles, calls her "little turtle."
 "Don't worry that you are moving slowly. Just be sure what direction you are going in," her mother says.)

6. Reports and Announcements

a. EAPC Related Announcements

Krystal 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.

Michiko - From District Antiracism Council and the Equal Employment Opportunity Advisory Committee (EEOAC) District Groups - should our district have an equity statement? CSM has their [solidarity statement](#) and speaks on how people wanting to work at the campus talk about it. What is currently on all job applications: "When you join our SMCCD, you can expect to be a part of an inclusive, innovative, and equity-focused community that approached higher education as a matter of social justice." And [district missions statement](#) up for review at District Participatory Governance Council. EEOAC asks if we want to add something more to the job applications. Also from EEOAC - the district reviewed our on-boarding and see where they can replicate our Cañada model.

b. Accessible Fonts

Michiko 1

For your presentations, slides, flyers, agendas, etc. research has shown that Helvetica, Courier, Arial, and Verdana are easier to read for people with dyslexia

c. Equity and Antiracism Professional Development Updates

Kiran 1

Share [slides](#) from first Puente training (KM)

Microaggression interruption training on 9/25/24 2-3pm

[Loretta Ross Calling In Training](#)

Michiko

7. Group Discussion

a. [Review How to Submit an ERG - SMCCD Affinity Group](#) and Discussion on Support for Beginning

Kiran 10

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 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](#)

Group interested in forming a mother's ERG, inspired by [NCORE session](#) and disproportionately impacted womxn coming back from leave - Mayra, Jacky, Michiko, Mary

Candice and Dr. Alexander started application for Black employees.

Ellen Young I would be interested in participating in an affinity group specifically for white folks about dismantling our own internalized white supremacy...but I'm honestly daunted by the task of organizing or facilitating it... Alison Field interested in joining and supporting

b. EAPC In-Service

Michiko 5

From the EAPC Retreat and In-Service, would we like to volunteer again in the community?
 Would we like to do a food sort in September when there are less volunteers?

[Sign up link with dates here](#)

September 17th - Anniqua, Kiran, Ellen, Gonzalo, Wissem, Junpei, Michiko 9:30-1pm (Junpei shirt) Wear Can shirts, Carlos, Alison, Carlos, Jacky

8. New Business

a. Discussion and Decisions on Potential EAPC Workgroup(s)

ALL 25

From the last EAPC business meeting, the group discussed planning out each business meeting, where possible. Below are all of the meetings for the academic year:

August 27, 2024
September 24, 2024
October 22, 2024
November 26, 2024
January 28, 2024
February 25, 2024
March 25, 2024
April 22, 2024

Considering these dates, as an EAPC, do we want to have workgroups/inquiry groups again?
Did these workgroups/inquiry groups aid us in reaching our goals and missions as a planning council?

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.

EAPC Goals from foundational documents:
Goal # 1: Collaborate with other bodies to review and revise college policies and practices.
Goal # 2: Facilitate training for students, faculty, staff, and administration.
Goal # 3: Develop and implement collegewide programming related to equity and antiracism.

Inquiry/Workgroups that have been brought up in the past year:
-Reviewing the Public Safety Report to Make Recommended College Practices
-Reviewing the ADA Compliance Campus Document with Potential to Make Recommended College Practices

Anniqa shares show EAPC/Faculty Equity Coordinator and Director of Equity helped to solidify orientations and on-boardings and trainings and how collaboration with all 3 can help adjust the work and how we can create bylaws and same concept of EAPC not to do the work but find who's job responsibility it is and connect with those people on clarity and communication and institutionalize these

Where does SEAP and creation come in and analyzing data and possible ways to respond?
In past, get feedback on it from EAPC. Opportunity to share the data and boarden reflection.

EAPC homework at the last big meeting was to look at the asks from 7 years ago because much has not changed. We can respectfully check in on what's being updated. For instance, if there was an incident and there was hours of not being able to reach the office, what kind of messaging can be done? If the intention is to work with community, how do we also help hold our community accountable? How we can be supports in their advocacy for training; we work better as a team. Students vocalize how they want to do more community building so they feel safe.

How do we approach if we wanted to do these things?
Do we have one major project and is there more? How do we do that work?

Last year, we were spread too thin and not everyone had a change to meet outside of EAPC time, even when we had the extra workgroup time last year.
Potentially 1-2 goals per academic year so that we can have results.

A flex day session about the transparency of what they do and don't do. We need to educate ourselves about their job descriptions.

Do we prioritize public safety awareness and inquiry in Fall and make half of our meetings a working meeting. Or invite to make suggestions and collect experiences and council can come together and look at everything. Community Building with Public Safety.

Suggesting last hour of the meeting to be inquiry work.

First semester focus for EAPC inquiry is awareness on services and Community Building with Public Safety, using business meeting.
May we get a Public Safety representative in each EAPC?

Last year, we were able to meet with the entire team of Public Safety and district dispatch in their space.
Is there a precedent for equity and antiracist training.
What is going to have the biggest impact for our students? Next meeting present CCSSE and SEAP data? How they outreach to students and how do they request and respond to feedback. Can we send the links beforehand and if you need extra time review, if not we will do this live and present three major presentations on CCSSE, SEAP, and Public Safety.

b. Equity and Antiracism Planning Council is Officially Official and Not a Pilot

Krystal

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"The three Senates, Planning and Budgeting Council (PBC), as well as the Equity and Antiracism Planning Council (EAPC), make direct recommendations to the President." Approved by PBC May 15, 2024 but asking for an EAPC rep on PBC. Who would like to serve?

Alyssa moves to appoint Junpei Yamaguchi and Karen Engel as our PBC representative. Seconded by Gonzalo. Motion carries unanimously by the consent of those present.

9. Open Forum and Feedback

3

EEOAC Meets every other month. Cañada will be role modeling their on boarding for the district.

10. Future Agenda Items

EAPC Retreat - In the Academic Year vs. Summer
From EAPC Retreat - Activities with EAPC on interrupting microaggressions and bias
EAPC reps--please take a minutes in your division meetings to request Equity feedback
Student Equity and Achievement Plan Review and Development of New Goals
Institutionalizing Land Acknowledgements and Beyond within EAPC