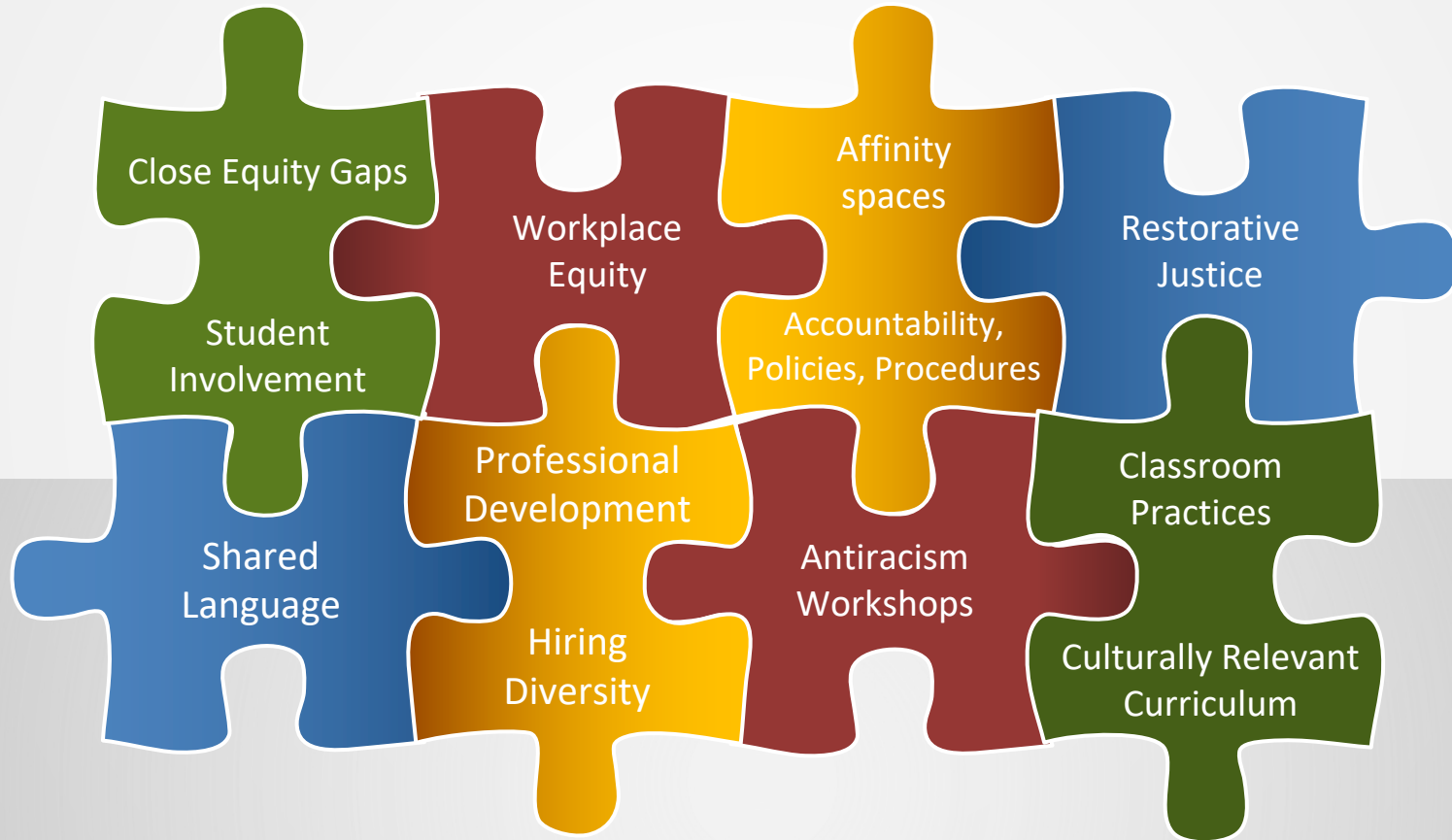


# Equity & Antiracism Leadership Workgroup Proposal

Cañada College - Wed, May 18, 2022



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# Our Why.

**Critically examine** larger systems of oppression.



**Audit and interrogate** racist culture and inequities.

Engage College personnel and students in **antiracist systems-changing**.



Combine objectives & mission of **Antiracism Task Force** and the **Academic Committee for Equity & Success (ACES)** to expand the scope to include both antiracism and equity.

# Feedback Timeline

Bring members of Antiracism Task Force and ACES together as part of a *Equity & Antiracism Leadership Working Group*.

Task: develop recommendations for centralizing, merging, and empowering equity & antiracism work.

Duration: one year.

Goals & Timeline, Spring 2022:

- Feb: draft proposal
- Presentations to solicit feedback & input:
  - March: ACES, Classified Senate & Academic Senate
  - April: SSPC, ASCC, IPC & ACES
- May 4th & May 18th: PBC

Fall 2022: Launch new council or committee.

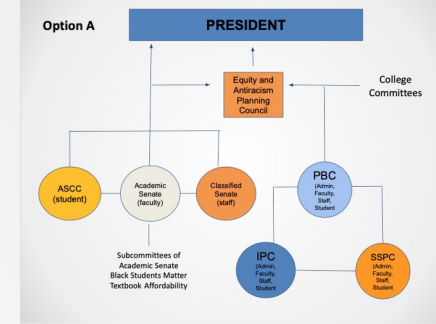
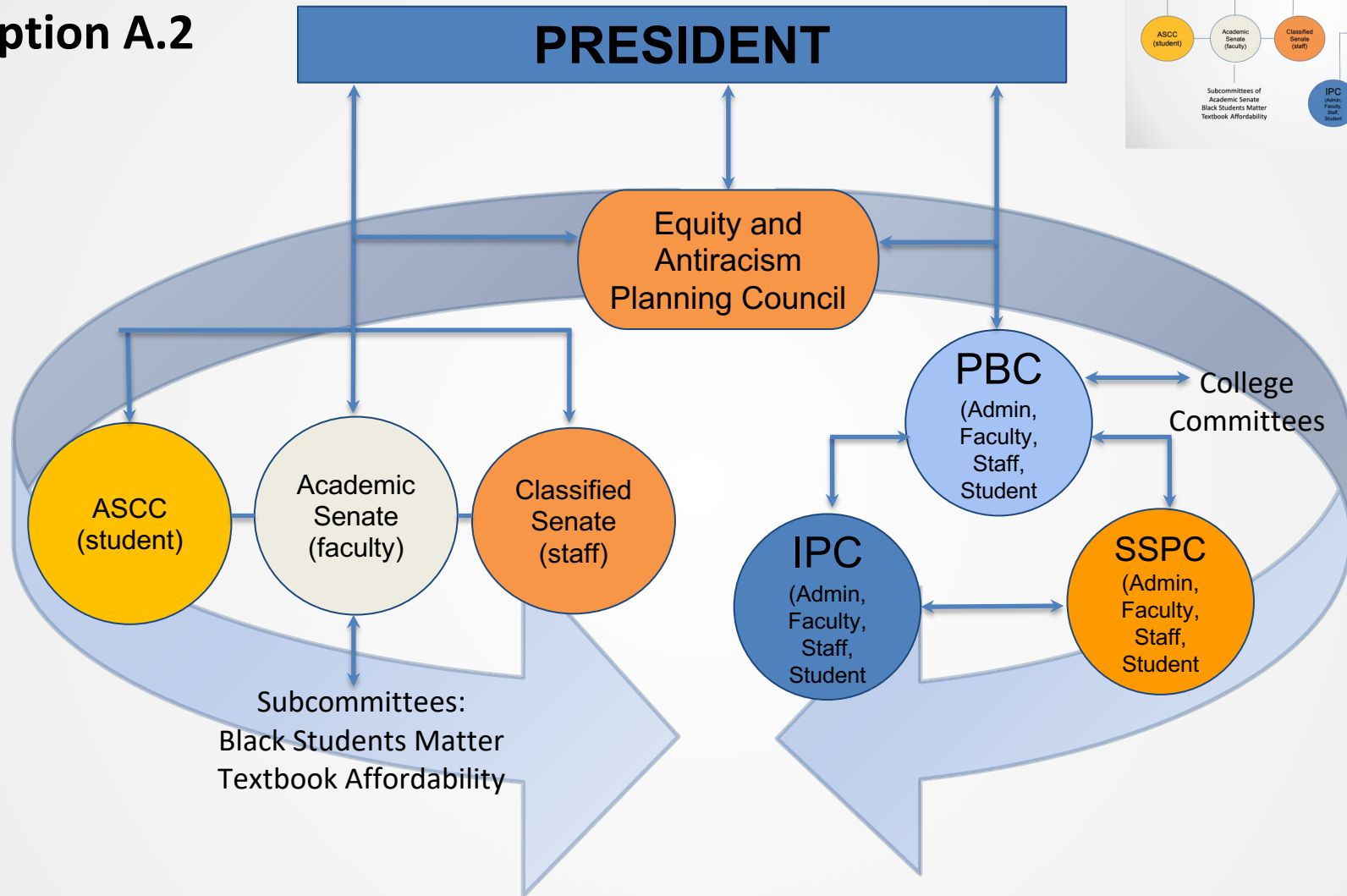
## Proposed Action #1:

Create a new Council that is an evolution of the Antiracism Task Force and ACES for the College's antiracism and equity efforts

## Proposed Action #2:

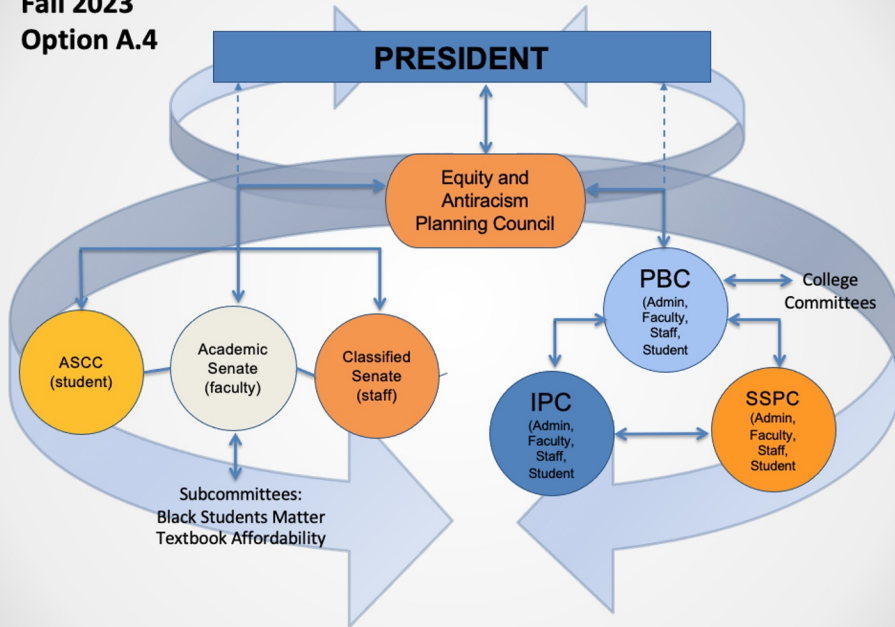
Appoint PBC members to join the Equity & Antiracism Leadership Workgroup for Summer 2022 planning meetings resulting in a full proposal at the start of the 2022-2023 academic year that details how the new Council relates to the college governance structure

# Fall 2022 Option A.2

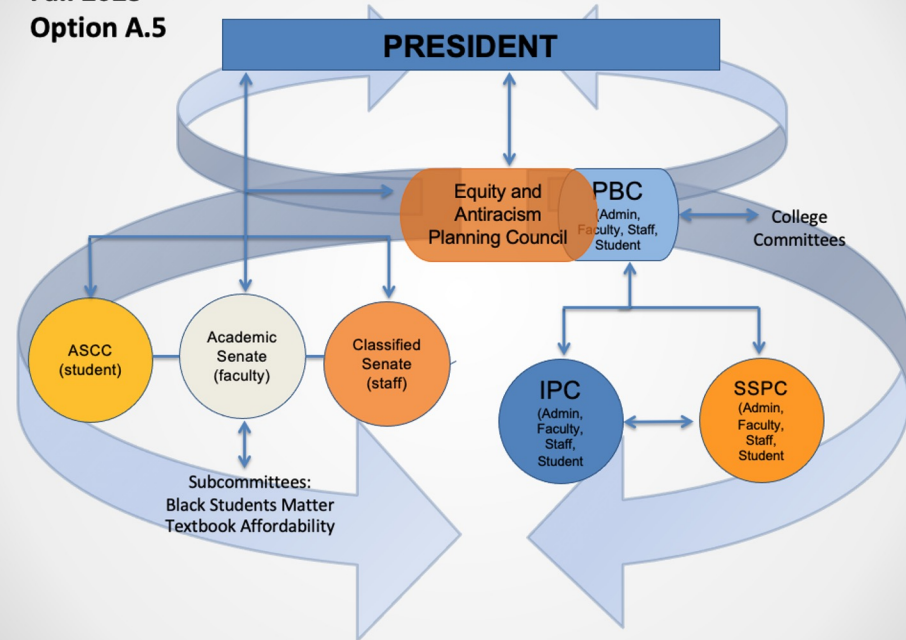


- GOALS:**
1. Review & Revise Practices and Policies (50%)
  2. Develop and Implement Programs (30%)
  3. Facilitate Professional and Student Trainings (20%)

Fall 2023  
Option A.4



Fall 2023  
Option A.5



# Summer 2022

EAPC Leadership Workgroup\* & PBC reps build details and operations into full proposal

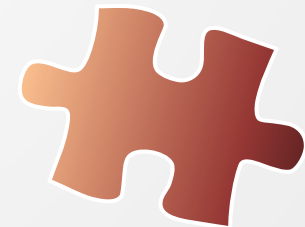


# Fall 2022

1. EAPC activated to work on short-term plans (e.g., SEAP Plan, Action-Learning Labs (ALL), short-term APC recommendations)



1. PBC & EAPC to discuss summer 2022 operations proposal, APC long-term recommendations, and build implementation timeline for 23-24

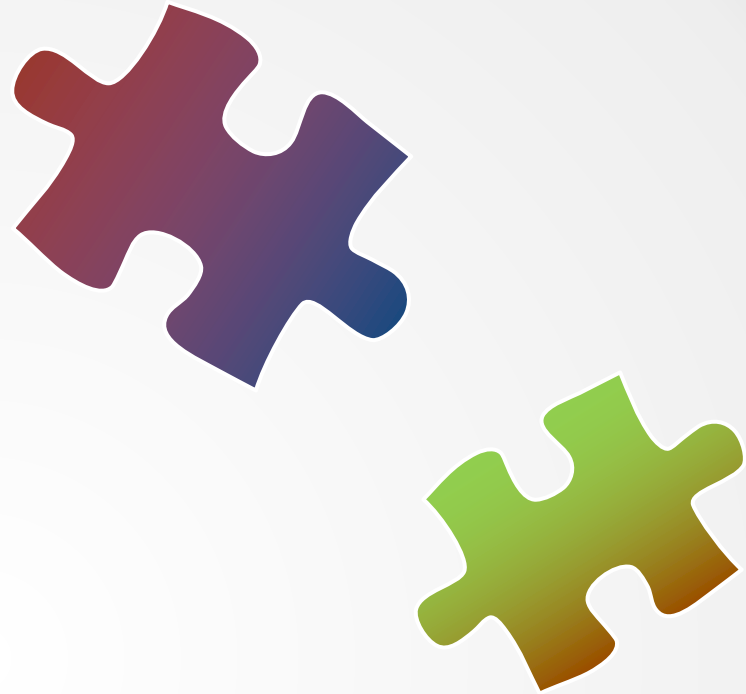


\*EAPC Leadership Workgroup and ACES would serve as baseline membership until Council is fully active in Fall with bylaws and updated membership.

<b>APC Recommendations</b> (short-term: 6 - 12 mos)	<b>Responsible Group(s)</b>	<b>Timeline</b>	<b>D</b>
Restorative Practice; Equitable Scheduling; Communication; Early Access Opportunities  <i>IDEA: Summer Leadership Retreat</i>	College Council, Cabinet, Senate Presidents, President's Office	Fall 2022 & Spring 2023	<b>R</b>
Affinity Spaces  <i>IDEA: Cultural Center</i>	College Cabinet	Fall 2022	<b>A</b>
Virtual and COVID-19 safe in-person community building	All College	Ongoing	<b>F</b>
White Accountability  <i>IDEA: <a href="#">White Privilege Conference</a></i>	College Council, Senate Presidents, President's Office	Spring 2023	<b>T</b>
Racial/Cultural Bias Incident Accountability	Student Services, Marketing, Student Services	Summer 2022 Planning Meetings	
Champion Equitable Work Commitments  <i>IDEA: Summer Cabinet Retreat</i>	Cabinet	Fall 2022 & Spring 2023	
Financial Aid & Student Services	SSPC, College Council	Fall 2022	
Centralize Anti-Racism and Equity Task Forces	Equity & Antiracism Leadership Work Group, PBC	Spring 2022	



# Feedback? Questions?



## Proposed Actions:

1. Create a new Council that is an evolution of the Antiracism Task Force and ACES for the College's antiracism and equity efforts
1. Appoint PBC members to join the Equity & Antiracism Leadership Workgroup for Summer 2022 planning meetings resulting in a full proposal at the start of the 2022-2023 academic year that details how the new Council relates to the college governance structure

END