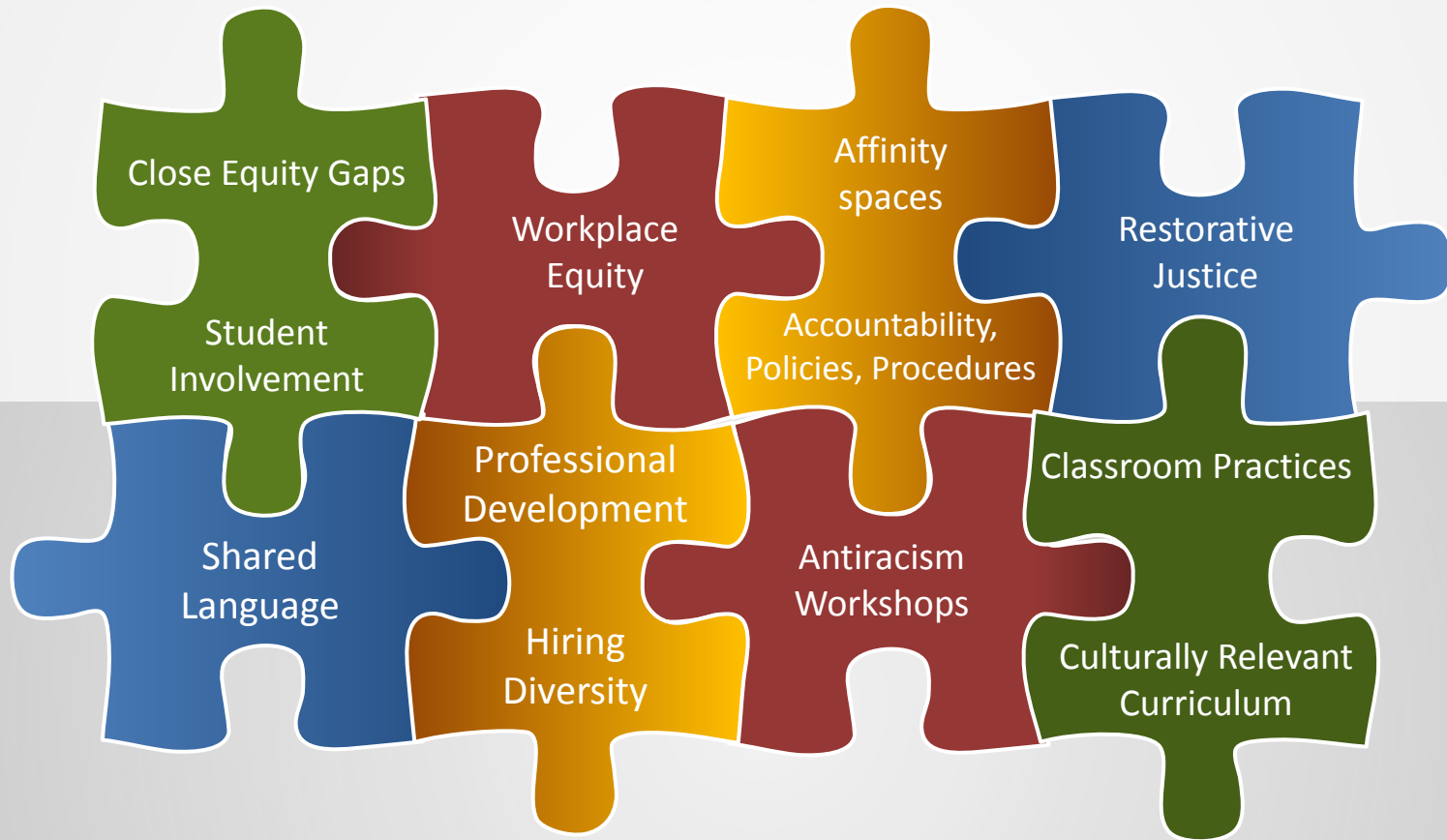


Equity & Antiracism Leadership Workgroup Proposal for Cañada College

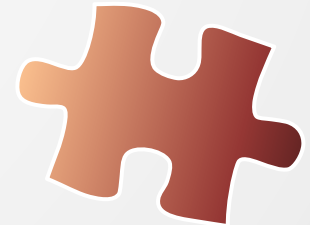


How does it all fit together?
How do we turn recommendations into action and meaningful change?

Our Goal:

Formalize and institutionalize a new council or group to combine the objectives and mission of both the Antiracism Task Force and the Academic Committee for Equity & Success (ACES) which ensures that the College expands the scope of our formal committees to include both antiracism and equity.

- **College Antiracism Task Force Recommendation**



Our Proposal:



What?

- Equity & Antiracism Planning Council

Mission:

- To disrupt and dismantle systemic racism and White supremacy for our college community in pursuit of equity, justice and liberation.

Focus:

Larger landscape of the college and its antiracism and equity efforts for students, staff, and faculty.

Our Proposal:



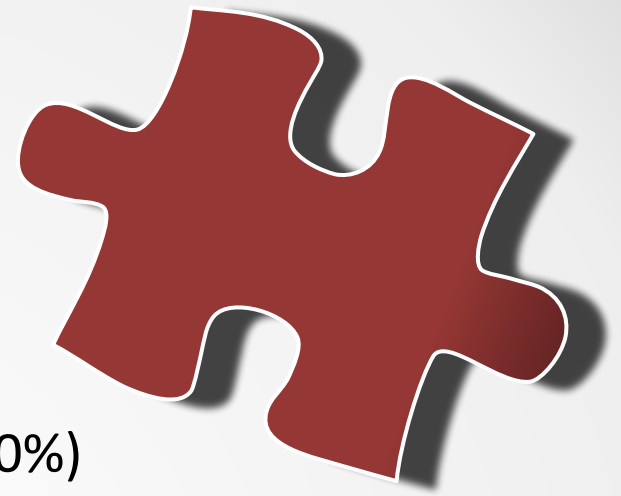
Approach:

- Critically examine larger systems of oppression.
- Audit and interrogate our campus' racist culture and inequities.
- Engage Cañada personnel and students in antiracist systems-changing.

Areas such as:

Hiring, Communications, Accountability, Training, and
Community-Building

Our Proposal:

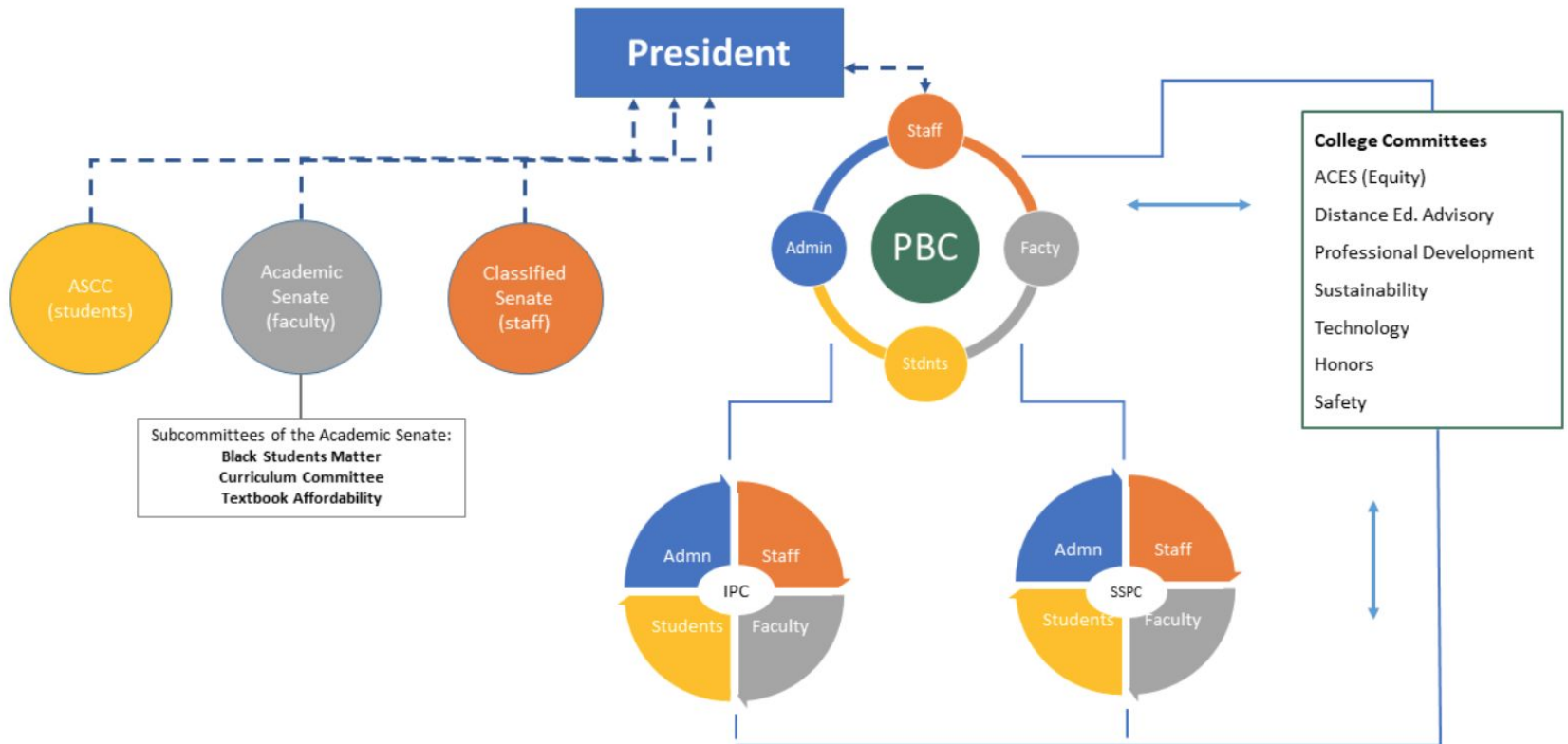


Goals:

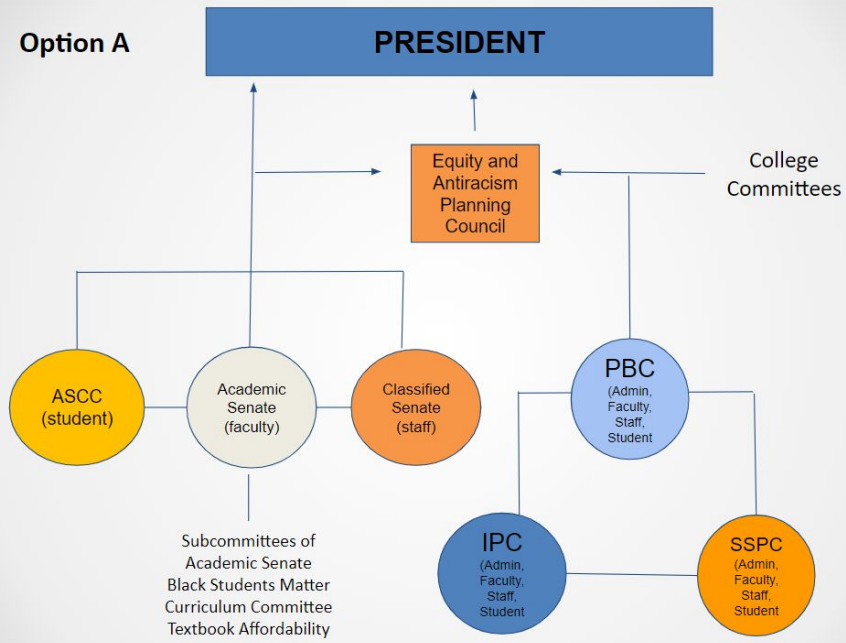
1. Review & Revise Practices and Policies (~ 50%)
 - a. For example: bias incident protocol and communication, hiring practices, facilitating student leadership / participation.

2. Develop and Implement Programs (~ 30%)
 - a. For example: critical conversations, equity speakers series, affinity spaces.

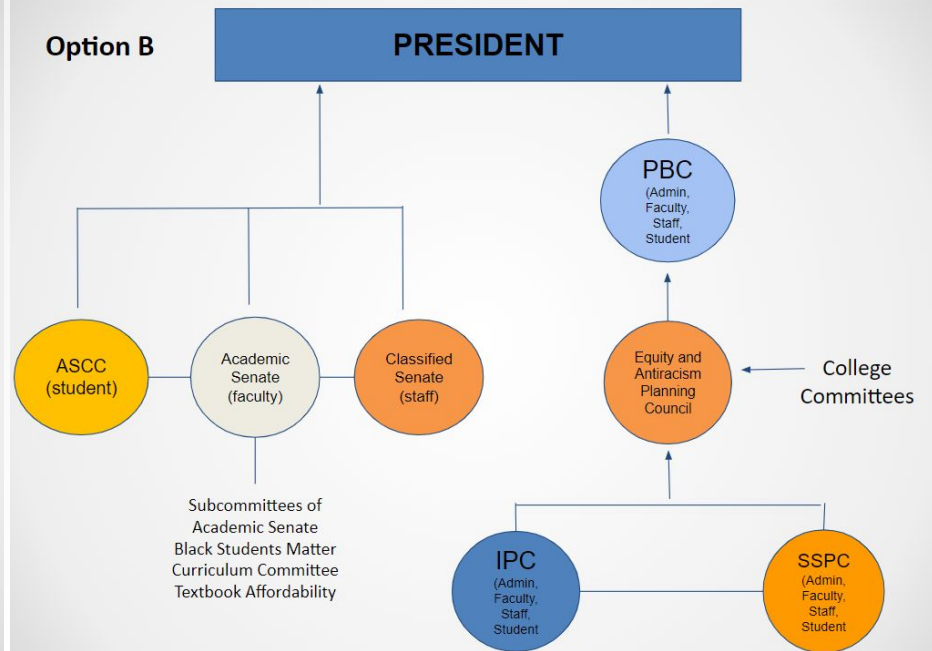
3. Facilitate Professional and Student Trainings (~ 20%)
 - a. For example: establish antiracism and equity training team, supplement & expand existing unconscious bias training (& other mandatory training), provide sustained training; asynchronous training.



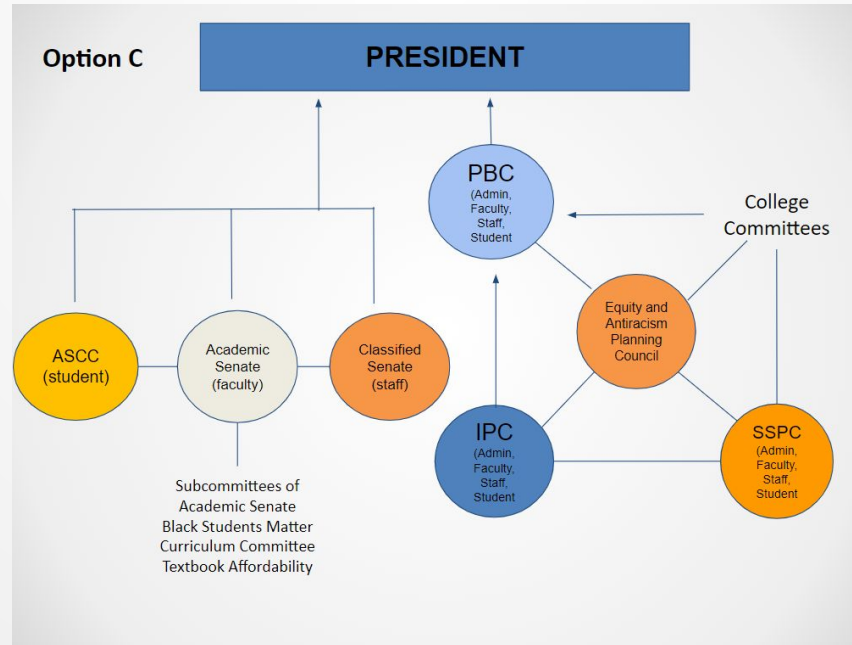
Option A



Option B



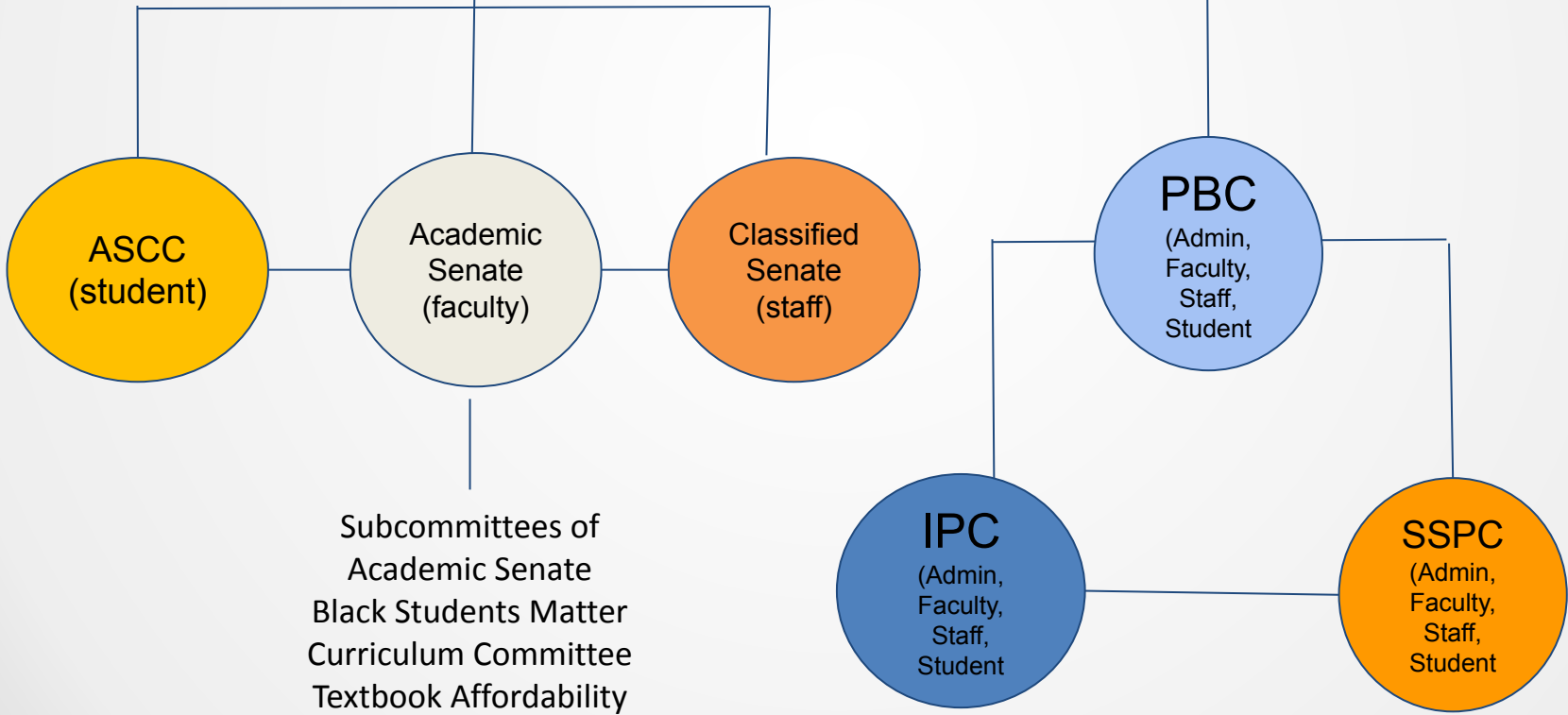
Option C



Option A

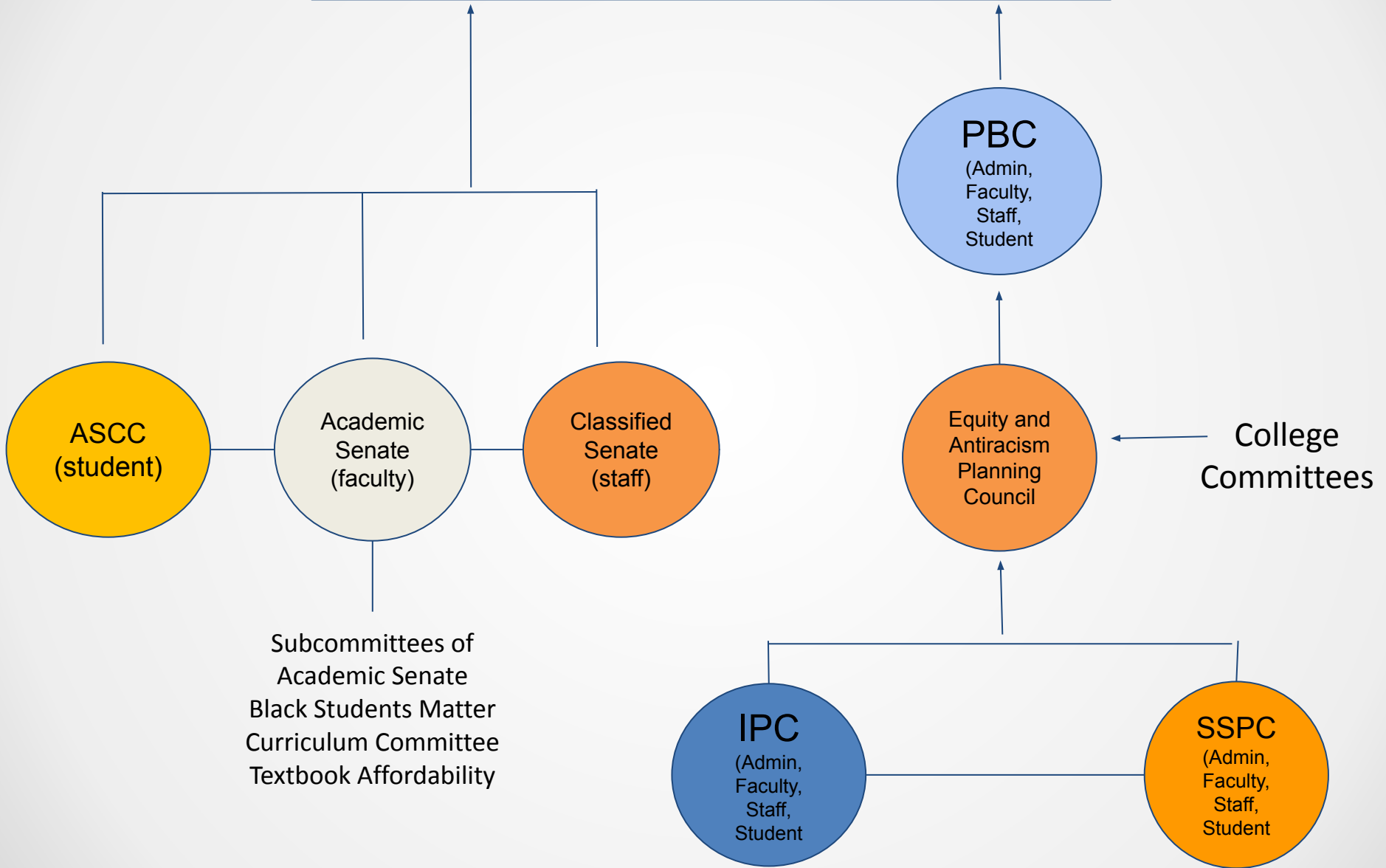


College Committees



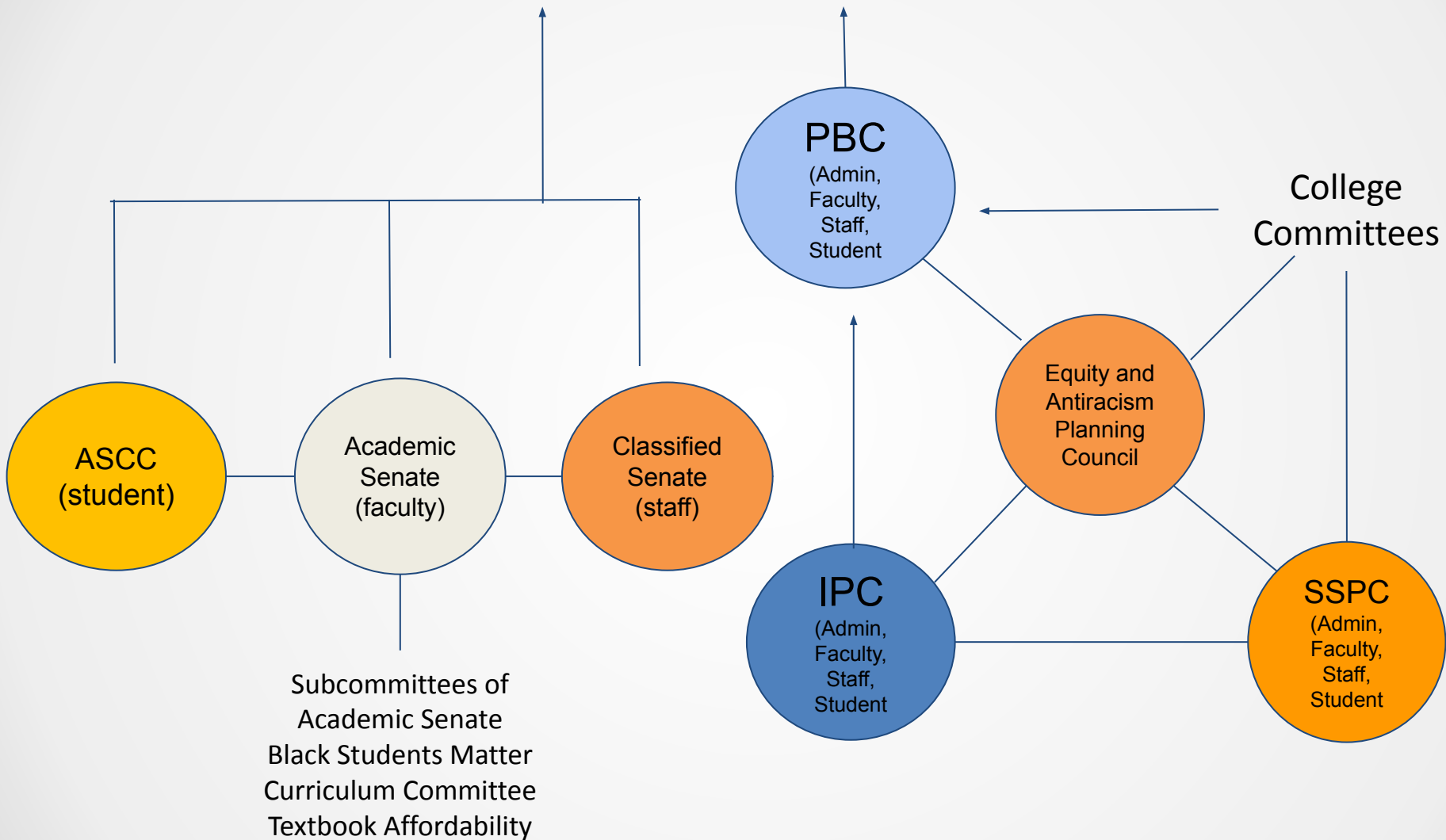
Option B

PRESIDENT



Option C

PRESIDENT



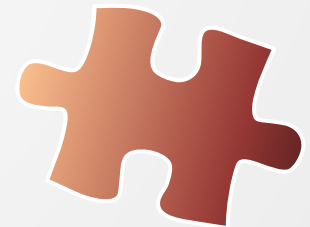
Feedback:

- Roadshow April-May: Senates, SSPC and IPC
- Option A resonated with most constituents
- Importance & value of antiracism and equity engaging with all councils, representative bodies and committees
- Preference for Council vs. Committee
- Request to provide details/examples of how EAPC will be operationalized
- Some key questions:
 - How do we operationalize the EAPC?
 - How do we ensure that EAPC is involved at critical points of each entities planning process and not just at the tail end?
 - How is EAPC distinct from PBC?

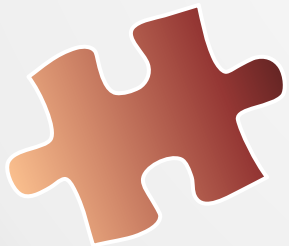


Possible Scenarios & Next Steps

- Solicit PBC feedback on the feedback
- Incorporate sample project/initiative in the proposed model/flow/org chart
- Use summer 2022 to draft operations to review at first PBC Meeting (F22)
- Implement in phases for 2022 - 2023
 - Summer 2022 (immediate changes)
 - Fall 2022 (shorter term changes)
 - Spring 2023 (longer term changes)
- Present fuller proposal in 2 weeks



Feedback?
Questions?



Equity & Antiracism
Planning Council:
Proposal / Goals &
Activities

