

Equity and Antiracism Planning Council

First Meeting:
Training and Orientation I

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Agenda

- Welcome & Introductions
 - ✓ Team Building Social Justice Activity
- Pre-Survey
- Growing the EAPC:
 - History & Mission
 - Bylaws
- Operations & next steps
 - Timeline & next meetings
 - Tri-chair appointment



Welcome & Introductions

BLACKSPACE MANIFESTO

We are Black urban planners, architects, artists, activists, designers, and leaders working to protect and create Black spaces. Our work includes a range of activities from engagement and projects in historically Black neighborhoods to hosting cross-disciplinary convenings and events.

While what we do is very important, the way we do it is also critical. Acknowledging our triumphs, oppressions, aspirations, and challenges, we've

created this manifesto to guide our growth as a group and our interactions with one another, partners, and communities.

We push ourselves, our partners, our fields, and our work closer to these ideals so we may realize a present and future where Black people, Black spaces, and Black culture matter and thrive.

CREATE CIRCLES, NOT LINES

Create less hierarchy and more dialogue, inclusion, and empowerment.



CHOOSE CRITICAL CONNECTIONS OVER CRITICAL MASS

Quality over quantity. Focus on creating critical and authentic relationships to support mutual adaptation and evolution over time.*



MOVE AT THE SPEED OF TRUST

Grow trust and move together with fluidity at whatever speed is necessary.*

BE HUMBLE LEARNERS WHO PRACTICE DEEP LISTENING

Listen deeply and approach the work with an attitude towards learning, without assumptions and predetermined solutions. Take criticism without dispute.



CELEBRATE, CATALYZE, & AMPLIFY BLACK JOY

Black joy is a radical act. Give due space to joy, laughter, humor, and gratitude.



PLAN WITH, DESIGN WITH

Walk with people as they imagine and realize their own futures. Be connectors, conveners, and collaborators—not representatives.

Identity Pie Activity



inVision Your Authentic Self
Who would you be in a world without oppression?

IDENTITY PIE

Create your personal identity pie:
Make a "slice" for each identity on the left. The size of the slice should reflect a combination of the following:

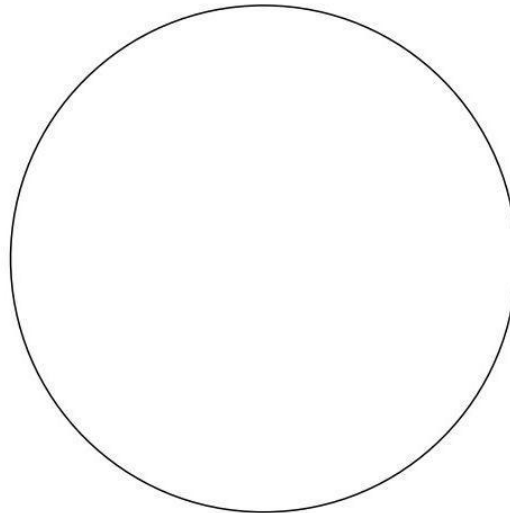
1) how much day to day awareness of the identity you have.

2) How much intentional or unintentional energy you spend focusing on or thinking about the identity,

3) How much you are forced to take the identity into consideration when interacting with others in your workplace.

Label each slice with the way that you identify. For example, you might label your gender as cis, your age as adult, your ability as non-disabled, etc.

Identities that you think/consider more will be bigger slices than identities you think/consider less.



- Ability
- Age
- Class
- Gender
- Language
- Nationality
- Race
- Religion
- Sex
- Sexual Orientation
- Size
- Other

Adapted by Natalie J. Thoreson, 2018
from Teaching for Diversity and Social Justice, 2nd Ed. Routledge, 2007



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SAMPLE IDENTITY PIE

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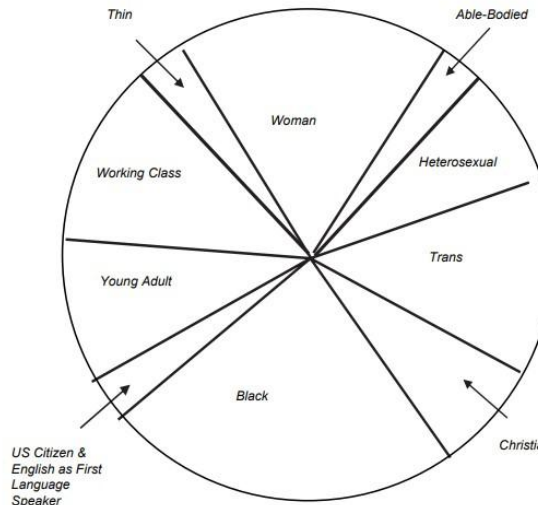
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EAPC Pre-Survey

EAPC Pre-Survey: Orientation Part II

Help the ACES Transition team develop orientation Part 2, please fill out this pre-survey.

Using the likert scale of 1-5, please respond to questions 1-4.

(1) strongly disagree (2) disagree (3) neutral (4) agree (5) strongly agree

1. I can define and explain what equity is.



Checkboxes

5 - strongly agree



4 - agree



3 - neutral



2 - disagree



1 - strongly disagree



Add option or [add "Other"](#)



Required



2. I can define and explain what antiracism is.

5 - strongly agree

4 - agree

3 - neutral

History

- ACES (Academic Committee for Equity & Success)
- College Antiracism Task Force
- Formation of EAPC:
 - Equity & Antiracism Leadership Group & Summer Work Group
 - Centralize equity & antiracism
 - SEAP plus college-wide antiracism values and goals
 - Collaboration with primary participatory governance bodies

Other equity & antiracism initiatives



- Áse Power Consult Internal Equity Scan & Report
- Cultural Center:
 - ✓ Career Ladders focus groups
 - ✓ current development

Mission

The mission of the Equity and Antiracism Planning Council is to disrupt and dismantle systemic racism and White supremacy for our college community in pursuit of equity, antiracism, justice and liberation.

EAPC Bylaws

(1) Philosophy, Values and Approach

- ✓ Nimsi Garcia, Eddy Harris, Yuliana Leon Subias, Krystal Martinez, Kathleen Sullivan-Torrez, Yolanda Valenzuela

(2) Goals & Responsibilities

- ✓ Rebekah Taveau, Gonzalo Arrizon, Wissem Bennani, Leonor Cabrera, Noah Liu, Alyssa Lucchini

(3) Membership

- ✓ Maria Huning, Rance Bobo, Karen Engel, Maria Huning, Michiko Kealoha, Chris Rico, Mahitha Rao

Operations: Timeline & Meetings

- Tri-chair appointments:
 - Administrator: Dr. Wissem Bennani
 - Classified: TBD
 - Faculty: Alison Field
- Spring 2023 meetings:
 - March 14 2:30-4 pm (?) (Orientation Part II)
 - March 21
 - April 25
- May 17th: Report out to PBC on progress

Resources

Resource Folder (on Sharepoint):

- ❑ Academic Committee on Equity and Success (ACES) website
 - ❑ Equity and Antiracism Planning Council (EAPC) Bylaws
 - ❑ Student Equity and Achievement Program (SEAP) Plan
- ❑ Antiracism Task Force Recommendations
- ❑ Ase Power Consult (APC) Internal Equity Report
- ❑ APC and Educational Master Plan (EMP) alignment documents
- ❑ Career Ladders Project: Cultural Center focus groups
- ❑ EAPC Goals development documents

Thank you!

Special thanks to ACES Transition Team:

Nimsi Garcia, Maria Huning, Manuel Alejandro Pérez, Rebekah Taveau, Alison Field, and Mary Ho.

