Equity and Antiracism Planning Council Agenda

Date: Location: February 27, 2024 2:10-4:00 P.M. and Building 9 Room 154 Time ltem Presenter (mins) 1. Welcome to this Space We would like to acknowledge that Cañada College sits on the traditional land of the Ramaytush (Rah-my-toosh) Ohlone (Oh-LOW-nee) peoples, and to pay respects to 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 today. Let us not forget Kiran the colonization of this land. Let us honor the people who have stewarded this land for generations, and let us honor the truth. (This land acknowledgement was co-created with students, Student Life, and Dr. Cordero from the Association of Ramaytush Ohlone). EAPC 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. Gratitude to Nimsi Garcia for suggesting Community Agreements for Respectful Dialogue + Sticky Notes + Fidget Aids Available Michiko For unpacking or "parking lot items" that may not fall directly under EAPC. Time Keeper Krystal 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! Notetaker (please use this google doc, Kiran will share in chat) Krystal We're doing meaningful work! Who is willing to help us keep track of what we're talking about? 2. What have we done? a. What we covered in EAPC on 2/12/24 + 2/20/24 meeting Kiran Found on the EAPC website here. 3. Who's here? Kiran Classified - Gonzalo Arrizon Student - Mariela Cuevas Faculty at Large – Kassie Alexander Classified - Mahitha Rao PRIE - Karen Engel -absent Faculty - Counseling - Chris Rico Classified -Nimsi Garcia Student - Graham Sheardown Faculty at Large – Eddy Harris-absent Faculty - ESL - Rebekah Taveau Tri-Chair + Administrator - Michiko Kealoha Administrator - Kathleen Sullivan-Torrez-absent (will be resigning) Classified - Alyssa Lucchini Faculty - English/Math - Yolanda Valenzuela Tri-Chair + Faculty - Kiran Malavade Carlos Luna--Classified-absent Tri-Chair + Classified Staff – Krystal Martinez guests: Dave Eck, Pres. Lopez, Ignacio Morales, Alison Field, Julie Johnson 4. What are we doing? a. Snapshot of EAPC Agenda for 02/27/24 Kiran Any adjustments to agenda needed? Voting members approval 5. Community Building

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a. EAPC Community Building

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

Groups of 2-3 people.

10 minutes for the activity is about 3-5 minutes to share per person.

1.) Please share a time where you felt like heard at work by others in a way that was supportive. In what ways do/can you carry that with you in your work?

2.) How are you doing with your call to action from Umoja on "Approaching one Black student and sharing with them the benefits of Umoja and giving a note to a colleague telling them what you appreciate about them."

Is there anyone interested in building a 10-15 minute community building for Spring 2024 and joining us for an EAPC tri-chairs meeting?

Krystal

6. Reports and Announcements

a. EAPC Related Announcements

This is a time to share upcoming equity and antiracism events, activities, and open learning opportunities that are coming up before the next EAPC.

Nimsi shares March 19 in the grove film screening and discussion of Sanson and Me. The filmmaker is cominal. Talks about documentation and incarceration.

Black Student Union Poetry Slam starting 2:30-5:30 in the Flex Theater.

Arya shares Brandon starting a CAN Palestine Club.

March 18 there will be a filmmaker from Chinatown Rising and the social civil rights movements in Building 2 Room 10, 11-1pm

7. Group Discussion

a. Legal Context and Potential Implications in Photo Policy Proposal

EAPC inquiry regarding what it could look like if the SMCCD Portal pictures followed the same policy as the SMCCCD Badge photo policy.

Academic Senate and District Policy and Governance Committee and from those different funnels, DPGC would take a final recommendation to the chancellor. This is a procedure fied to an existing policy. Don't know if we have a specific policy on how to get your badge and keys and they aren't anywhere. It could be a procedure or guideline on how we do x,y,z. This is how you get your badge. Leaving something as a guideline would not really be a full process because there are guidelines and policy—guidelines have a different compliance without a policy that is taken to the unions for impacts and affects. Inforcement and potential consequences would then be a meet and confer with the

Guideline or procedure and then it becomes a part of badges then no one questions it. If this is the same standard operating procedure for badge ID or initials for the "contacts page" or portal that would be the standard. Could pick it up with DPGC as a proposal and then hammer out the details by consideration of the chancellor. They can decide if this is a procedure or guideline or policy. If there is a default through IT with either use badge ID pic or Initialis then that could be a route forward that would be content neutral. Krystal asks how long it would take if it were a procedure and Julie talks about that being up to IT with how creating the code would be or is it as simple as touch a toggle and not allow people to personalize their portal.

Style guidelines from PIOs and Dave McLane and get them to agree this is also the way we move forward. There is a reason behind it, which is identification. Working with Presidents and VPs to get together in the room before DPGC. Draft something for Dave McLane to align with badge guidelines and this is how we could role it out. Dave Eck asks about language that says I find this offensive can we go to content neutral.

Technically as our pictures are now they fall under free speech, our policies and procedures must be content neutral. Have buy in would talk with IT and ensure they are behind this if we need them. Kim suggests we go to Antiracism Council to get buy in as well. BP 2.34 check this out for IT AP

Krystal

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Chief Human Resources Officer Julie Johnson

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15 mins presentation 10 mins Q&A

8. New Business

a. Presentation, Discussion, and Recommendation on Next Direction of EMP 2.9: Responding to Bias

EMP 2.9 Workgroup follows up their previous informational presentation with a requested presentation on a timeline and plan for this semester.

Krystal moves to approve the drafted EMP 2.9 timeline for implementation. Seconded by Rebekah. Motion unanimously approved by all those present.

EMP 2.9 Workgroup

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b. Vote on Update of the 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.

The statement is about our community and values, so our college should be named! It is intentional. Gonzalo moves to amend the EAPC mission to include the name of our college to name where we do the work and whom we do the work for. Seconded by Krystal. Motion carries unanimously by the consent of those present.

c. Summer EAPC Retreat Dates & Initial Brainstorming

What would we like this 2nd EAPC Retreat to look like? Who is invited to attend?

Please bring any summer schedules/plans so that we can begin the contracting and planning process for a retreat

Let's plan our EAPC retreat--one day? Two days? Overnight? Open to those who attend/are interested in EAPC?

July 1-2?

July 9-10? Rebekah, Nimsi, Mahitha, Alyssa, Gonzalo, Arya, Max, Krystal, Kiran, Graham, Dr. Kassie It was a one time funding last time.

Two days lovely if we can get funding. Yolanda says 1 day is enough if peope aren't coming in and out. Restorative practices and Nimsi saying have a planning retreat and practicing what we preach. Time for healing and privacy but also open to other on the other day. It could be nice test out some processes on ourselves. We could also have an outside trainer for some parts. Some beautiful

9. Open Forum and Feedback: Topics for next time

Potential Bylaw Update on Open Membership Advertising: Proposing that anytime an open EAPC position is available, it is advertised to all of campus a minimum of 5 business days before any voting/appointments

Updates from District Antiracism Council Regarding District Affinity Group Guidelines

Updating the Land Acknowledgenent to include Sankofa Ancestral Acknowledgement

 $\label{lem:decomposition} \mbox{Discussing EAPC making recommendations for hiring: implications and hiring practices of ranking structures.}$

CCCSEE add or not? https://www.ccsse.org/aboutccsse/aboutccsse.cfm

Gonzalo

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Kiran

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