

Equity and Antiracism Planning Council Flow

Date:
February 24, 2026

Time:
2:10-4:00 P.M.

Location:
FTCL 9-154 OR <https://smccd.zoom.us/j/88326894898>

Item	Presenter	Time (mins)
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1. Welcome to this Space

Land and Labor Acknowledgement and Commitment: 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.

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.

Community Agreements for Respectful Dialogue:

Linked are some community agreements upon which we hope to continue respectful dialogue throughout our time together. A reminder that EAPC is not Brown Acted, and has chosen to uplift community discussion and dialogue in EAPC that does not utilize Parliamentary Procedure.

Time Keeper

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!](#)

Chris 2

2. What Have We Done?

a. What we covered at the last EAPC

Kiran 5

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

Do we agree these notes of what we covered at the last meeting at correct? (Those of us who were at that meeting.)

3. Who's Here?

Appointed voting members: 15 = 9 for quorum

Aarya Ayyar - Student	Kassie Alexander - Faculty: Counseling
Alyssa Lucchini - Classified	Katie Dominion - Classified
Chris Wardell - Tri Chair: Classified	Karen Engel - PRIE
Chris Rico - Faculty: At Large (Counseling)	Kristina Brower - Faculty: BDW
Eddy Harris - Faculty: KAD	Michiko Kealoha - Tri-Chair: Administrator
Helena Almassy - Faculty: S&T	Shanda DeRosans - Student
Jasmin Padilla Valencia - Classified	Wissem Bennani - Administrative Representative
Jaqueline Gonzalez - Classified	Zorie Gomez - Classified
Kiran Malavade - Tri-Chair: Faculty, HSS	Faculty: ASLT, HSS - VACANT--Yet we have 2 counselors so total # of faculty is correct.

Michiko 1

Guests:

4. What are we doing?

a. EAPC Flow for Today

Review what is on the agenda for today. Any proposed changes?

Chris 2

Announcements
EAPC in Practice
SEAP Plan Actions
Campus Climate Survey Review and Discussion

5. EAPC Related Announcements

a. 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.

Chris 9

6. EAPC in Practice

a. Entitlement Inventory Practice and Connection to Flex Day Offering

Tri-Chairs 10

Continue to dive deeper into the the "Habits of Entitlement" [worksheet](#) from Dr. Myhre who Faculty Equity Coordinator brought to campus for two sessions.
 This inspired by Eileen's quote from last EAPC after IDI, "If we're going to do the work out there, we need to do the work in here."

In the Practical Tips and Tricks- we will dive deeper into each action--this meeting's action will focus on "Make plans in advance with a buddy to signal or call each other in when appropriate" -- what is an action you need support on? Who could be your buddy?

7. Presentation

Student Equity and Achievement Plan Updates

CENTRALIZE + UPDATE STUDENT WORK OPPORTUNITIES:

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|----|--|---|----|
| a. | Increase the number of on-campus departments partnering with the Career Center for a clear, consistent, and central way for students to access information and applications for on-campus student jobs through a job posting and search tool like College Central. | <i>Max</i>
(10 minutes presentation and 5 minutes Q&A) | 15 |
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INCREASE CULTURALLY RELEVANT CURRICULUM IN ALL COURSES:

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|----|---|--|----|
| b. | Provide professional development opportunities to all faculty across disciplines to develop culturally relevant courses and pedagogy. Increase faculty attendance to culturally relevant professional development opportunities by 3% since last SEAP plan cycle. (Collect data that includes on and off campus participation.) | <i>Anniqa & Kiran</i>
(10 minutes presentation and 5 minutes Q&A) | 15 |
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REVIEW THE CAMPUS CLIMATE SURVEY AND BRAINSTORM APPROPRIATE ACTION:

Connecting in with work from District Antiracism Council and Equal Employment Opportunity [District-Wide Campus Climate Results](#) and [Cañada Specific Campus Climate Results](#)

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|----|---|--|----|
| c. | -Review the most recent CAN Campus Climate Survey.
-What are trends and themes do you see? What critical interventions do you think is appropriate, utilizing an EAPC lens?
-What type of action or recommendations would we like to flush out after seeing this data?
-Think, pair, share | <i>Michiko & Diva</i>
(10 minutes presentation and 30 minutes discussion) | 40 |
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This item is for review and discussion; potential recommendations for action can come for vote at the next meeting.

8. Future Agenda Items

Review recent program reviews for the "what equity trainings/professional development (PD)" is needed and discuss with potential recommendations for future PD.