

# Equity and Antiracism Planning Council Flow

**Date:**  
March 25, 2025

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

**Location:**  
<https://smccd.zoom.us/j/81497788148?from=addon>  
and Building 9 Room 154

Item	Presenter	Time (mins)																
<b>1. Welcome to this Space</b>																		
<p>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.</p> <p>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.</p> <p>We also recognize the labor upon which this educational institution, state, and country is built.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p><a href="#">Community Agreements for Respectful Dialogue</a></p> <p>Accessibility and Processing: EAPC provides Sticky Notes for unpacking or "parking lot items" that may not fall directly under EAPC as well as Fidget Aids for in-person meetings, a special thanks to the Vending Commission for providing \$40 for additional fidgets. EAPC further commits to accessibility by providing a live transcript during the meeting.</p>																		
	Michiko	2																
<b>Time Keeper</b>																		
<p>There are so many important things to discuss together. Who is willing to help us keep time?</p> <p><a href="#">Check out this video link on how to do timekeeper easily on Zoom!</a></p> <p>Mary</p>																		
	Michiko	2																
<b>2. What Have We Done?</b>																		
<b>a. What we covered in EAPC on 02/25/25</b>																		
<p><a href="#">Found on the EAPC website here.</a></p>																		
	Kiran	3																
<b>3. Who's Here?</b>																		
<p>Appointed voting members:</p> <table border="0"> <tr> <td>Classified - Gonzalo Arrizon</td> <td>Tri-Chair + Faculty – Kiran Malavade</td> </tr> <tr> <td>Faculty at Large – Kassie Alexander</td> <td>Tri-Chair + Classified Staff – Krystal Martinez</td> </tr> <tr> <td>Administrator - Wissem Bennani</td> <td>Student - Mia Berta</td> </tr> <tr> <td>PRIE - Karen Engel</td> <td>2 Classified - VACANT - Reached out to Classified Senate</td> </tr> <tr> <td>Classified - Zorie Gomez</td> <td>Faculty - Counseling – Chris Rico</td> </tr> <tr> <td>Faculty at Large – Eddy Harris</td> <td>Student - Max Espinoza</td> </tr> <tr> <td>Tri-Chair + Administrator - Michiko Kealoha</td> <td>Faculty - ESL – Rebekah Taveau</td> </tr> <tr> <td>Classified - Alyssa Lucchini</td> <td>Faculty - English/Math – Yolanda Valenzuela</td> </tr> </table> <p>Guests:</p>			Classified - Gonzalo Arrizon	Tri-Chair + Faculty – Kiran Malavade	Faculty at Large – Kassie Alexander	Tri-Chair + Classified Staff – Krystal Martinez	Administrator - Wissem Bennani	Student - Mia Berta	PRIE - Karen Engel	2 Classified - VACANT - Reached out to Classified Senate	Classified - Zorie Gomez	Faculty - Counseling – Chris Rico	Faculty at Large – Eddy Harris	Student - Max Espinoza	Tri-Chair + Administrator - Michiko Kealoha	Faculty - ESL – Rebekah Taveau	Classified - Alyssa Lucchini	Faculty - English/Math – Yolanda Valenzuela
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	Michiko	1																
<b>4. What are we doing?</b>																		
<b>a. EAPC Flow for Today</b>																		
<p>Review what is on the agenda for today.</p>																		
	Kiran	1																
<b>5. Community Building</b>																		
<p>This community building time has been intentionally created to provide areas for us to build understanding, connection, and learning with one another.</p> <p>Gather in groups of 3-4 people. 10 minutes for the activity is about 2-3 minutes to share per person.</p> <p>Happy Womxn's Hxstory Month! Who is a womxn that has had a significant impact on you? What is something special they taught you?</p>																		
		10																
<b>6. Reports and Announcements</b>																		
<b>a. EAPC Related Announcements</b>																		
<p>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.</p>																		
	Kiran	15																
<b>b. EAPC Sponsored Training During Flex Day: Time to Register!</b>																		
	Zorie	7																

## 7. Learning More + Group Discussion

- |   |   |           |
|---|---|-----------|
| <p><b>a. Student Equity and Achievement Plan: Metric 5 Presentation</b></p> <p>Presentation on current status of SEAP Metric 2: Actions Cañada will take to increase transfer rates for LatinX students. Discussion on what worked and what actions are suggested to carry over to the next cycle.</p>  | <p>Max &amp; Breanna</p> <p>7 minutes presentation<br/>8 minutes Q&amp;A</p>                      | <p>15</p> |
| <p><b>b. <a href="#">Student Equity and Achievement Plan: Metric 2 Presentation</a></b></p> <p>Presentation on current status of SEAP Metric 2: Actions Cañada will take to ensure more completion of English and Math by LatinX students. Discussion on what worked and what actions are suggested to carry over to the next cycle.</p>  | <p>Max, Anniqua, James, Ameer, Karen, Ron</p> <p>7 minutes presentation<br/>8 minutes Q&amp;A</p> | <p>15</p> |
| <p><b>d. Follow Up: EAPC Community Service for Spring 2025 Semester</b></p> <p>Within our first year as an EAPC, we have committed to do community building and service through such activities as working at the food distribution on campus to share free fresh produce and groceries to students and the community, and going to Red Morton Park and working with the community to take care of the land.</p> <p>At the February EAPC meeting, the council requested another Parks and Recs activity due to timing. We will discuss what options are available this semester.</p> <p>Food distribution can be less than the full shift. We will work directly with Melissa Maldonado to sign up. Dates: Tuesday, April 22, 2025, April 29th, and May 6th 9:30 am - 1:00 pm</p> | <p>Kiran</p>  | <p>5</p>  |
| <p><b>e. Student Equity and Achievement Plan Disproportionately Impact Data</b></p> <p>Reviewing the data from PRIE on the disproportionately impacted students in relation to SEAP Metrics.</p>  | <p>Kiran &amp; Michiko</p>  | <p>15</p> |

## 8. New Business

- |  |                |          |
|--|----------------|----------|
| <p><b>a. EAPC Council Membership Bylaw Additional Vote</b></p> <p>At the February meeting, EAPC voted to update our membership by division for Faculty. Do we want to adding ASLT division as they were not added last month? Does doing so mean we need to update the # of Classified to have equal #s? <b>This means that we will have 19 members--is that too many?</b> (Drafted updates in red.)</p> <p>EAPC shall have 18 members as identified below:<br/>3 Co-chairs: 1 Faculty member, 1 Administrator (or Director of Equity), 1 Staff member<br/>5--&gt; 6 Faculty shall be made to represent each of the below:<br/>Humanities Division Representative<br/>Science and Technology Division Representative<br/>KAD Division Representative<br/>Business, Design, and Workforce Division Representative<br/>Counseling Division Representative<br/><b>ASLT</b></p> <p><b>Classified Staff: 5--keep or increase for equal #s ?</b><br/>1 Representative of PRIE (Office of Planning, Research, and Institutional Effectiveness)<br/>1 Administrator such as Vice President of Instruction and Dean of ASLT<br/>2 members of ASCC (Associated Students of Cañada College) including at minimum one student<br/>Staff and faculty members should represent different student services and equity oriented programs</p> | <p>Kiran</p>   | <p>5</p> |
| <p><b>b. EAPC Bylaws and Retreat Dates</b></p> <p>From Bylaws:<br/>Annual Orientation of Members Members are not expected to be experts on all things related to equity and antiracism. Members shall have interest and willingness to learn about equity and antiracism at the College. Tri-chairs will facilitate an orientation and training for all members annually, with additional training available through conference attendance, Cañada College and/or District Professional Development opportunities related to antiracism and equity.</p> <p>When would we like to do this annual retreat within the academic year? Suggestion #1: Friday May 9th (before Finals and during the academic year so faculty can participate, would allow us to orient new members who are approved in April.)<br/>Suggestion #2: August 15th? 22nd?</p>   | <p>Krystal</p> | <p>5</p> |

**9. Future Agenda Items**