

# Equity and Antiracism Planning Council Flow

**Date:** March 25, 2025  
**Time:** 2:10-4:00 P.M.

**Location:**  
<https://smccd.zoom.us/j/814977881482>  
 from=addon  
 and Building 9 Room 154

Item	Presenter	Time (mins)
<b>1. Welcome to this Space</b>		

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](#)

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.

**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!](#)

Alyssa

Eddy 2

Krystal 2

Michiko 2

**2. What Have We Done?**

**a. What we covered in EAPC on 02/25/25**

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

We need to vote to approve the minutes. Please take a few minutes to review. EAPC agrees these notes are correct and comprehensive.

Kiran 3

**3. Who's Here?**

Appointed voting members: 15 = 10 for quorum

Classified - Gonzalo Arrizon	Tri-Chair + Faculty – Kiran Malavade
Faculty at Large-Kassie Alexander attended part	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

Guests:

Mary Ho, Ray Lapuz, Lizette Bricker, Max Hartman, Kim Lopez, Chialin Hsieh, Jackie Gonzalez, Jasmin Padilla, Katie Dominion, Kristina Brower, Carlos Luna, Ellen Young, Ron Andrade, Breanna Castro, Anniqua Rana

Michiko 1

**4. What are we doing?**

**a. EAPC Flow for Today**

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

Community builder  
 Reports & Announcement  
 SEAP Metric reports (2 and 5)  
 Community Service options  
 Membership and Retreat Date Vote

Krystal 1

**5. Community Building**

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

Gather in groups of 3-4 people.  
 10 minutes for the activity is about 2-3 minutes to share per person.

Happy Womxn's Hxstory Month! Who is a womxn that has had a significant impact on you? What is something special they taught you?

Krystal 10

**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. Please put your announcements in the Zoom chat or on a provided sticky note in-person.

This Friday 5:30-7:00 PM Undocumented Community Center is working with SIREN and it's virtual for know your rights. We can take up to 200 people. It is also bilingual. This is also on the college calendar. [Tinyurl.com/CANSIREN](https://tinyurl.com/CANSIREN)

Honors Research Showcase and students are presenting equity focused events. Topics include gender affirming care, Anti-Asian Hate research, immigration, and much more! <https://docs.google.com/document/d/1pJPHrUeT056bRJMsdDSqehv-Hfcxogi17ZjHvavCj98/edit?usp=sharing>

Asian American, Native Hawaiian, and Pacific Islander Heritage Month events throughout the entire month of April. Check out the college events calendar for all the details, there are so many events each week. Please let us know if any students, faculty, staff, admin want to perform at AANHPI grad!

Ellen shares the Flex Day agenda and all the equity sessions we've helped to work on.

Michiko 15

<b>b. EAPC Sponsored Training During Flex Day: Time to Register!</b>	Zorie	7
<a href="#">Register for the Culturally Response Mental Health First Aid Certification Training here</a>		6

We were able to share how this was a result of the EAPC subgroup and how these specific invites to EAPC invited departments have been invited. Please share with your teams to sign up, there is a 2 hour pre-requisite.

**7. Learning More + Group Discussion**

<b>a. Student Equity and Achievement Plan: Metric 5 Presentation</b>	Max & Breanna	20
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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. 10 minutes presentation  
10 minutes Q& A

Gonzalo helps to share space, staff and opportunity and how this helps with the transfer process. Mary shares how they are developing and growing MOUs with SF State and Cal State East Bay for disproportionately impacted BIPOC students. 57%-60% of students in STAR last year and this year are LatinX identified. Max shares about the CRM and representatives from all interest areas and retention specialists meet and provide milestone data about responding to early alerts in CRM and trends that we are seeing and how we are solving these issues. Breanna shares about SB893, ESL Courses with non-resident tuition fee waiver, and 6 or fewer non-resident tuition fee waiver. Almost 40 workshops this academic year with 322 student scholarship applications. It's the highest amount of presentations they've done and have done them out in the community. 50 more applications compared to last year. EOPs 70% of students are Latine, Trio is 75% Latine, Promise is 70% Latine, and Promise is 70% Latine.

Started the Part Time Promise Program starting so this is non-stem but still similar benefits (consistent with ASAP CUNY about programs they are serving or not serving).

Next Movements: Adding Interest Area counselors to part of the crew supporting students. We want every student to get a group to help case manage that student through their entire time, and get a student services common app. Hiring a transfer counselor.

Question from Kristina: How does it benefit students to be in all 3 programs? EOPs financial supports and Promise incentives and shared counselor that count for both programs.

Yolanda asks about non-Stem: Max says expectation to complete in 3 years and STEM students in high units and it's not always completable.

They can't get to anywhere from here, Kristina says it's hard for transfer to schools that are far away. Gonzalo says this question is firmly centers on equity, and how Colts U Transfer talks to students about what parking, finances, housing, etc. can look like at their transfer institution as well as what support programs exist there. We need to do more with families to better understand what are the barriers with transportation and housing for transfer? Alyssa also talks about the Bachelor Degree completion online partnership and working with students to do hybrid and online in East Bay and helping them do research.

What kind of trainings do you do or want to do to train counselors to be culturally responsive to our LatinX population? Max says I want to expand our part time promise program and have this common student services app and make it a requirement and opt out vs opt in for programming. Max says he would love to have more partnerships with EAPC around training.

Rebekah asks that we please don't forget that Honors have scholarship opportunities so our partnerships with Pomona, Amherst, Yale, etc. will meet other college's financial needs. Yolanda shares that many students don't know they can sign up for every program, they feel like they are doing something wrong, you are not taking too much, this is for you. You're not taking it away from anyone else.

Lizette introduces herself and says she is enjoying the conversation. There is an RP study from October of 2022 transfer tipping point about African American males. Biggest success measure is get them to pass in English and Math in the first year.

<b>b. <a href="#">Student Equity and Achievement Plan: Metric 2 Presentation</a></b>	Max, Anniqua, James, Ameer, Karen, Ron	20
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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. 10 minutes presentation  
10 minutes Q& A

Anniqua presents slides on AB1705 work from English and Math. Karen shares that 74% had completed their first transfer-level English course, 61% had completed their first transfer-level math. This is due to more embedded tutors and we are doing more things, but we want to see how that plays out with the data results. Math is working on how to reduce anxiety when taking a math class and taking skills but the feelings student brings into the classroom.

PRIE gave a good analysis in February to look at sections that had embedded support and Salumeh is bringing that to the next retreat. PRIE is also going back to methodology. Specifically with methodology, PRIE is trying to analyze how to best understand the units and support our LatinX students have.

Future hopes: More professional development, more counseling collaboration to finalize placement guidelines.

Yolanda: It's hard to expect professors to always do a check in but it really helps people to focus and be heard, because it sounds like from Puente students that students do not get asked how they are doing given the situation. Our LatinX students are having such a hard time about how to protect their families in the political climate

Gonzalo talks about citizenship and residency all the time with mixed status families and it's difficult to sit with them because the transfer process is already stressful and then to be asked family income and residency is really difficult. Jasmin has seen a decrease in ESL students and we understand the panic is there. Karen pulled the data and we have lost 63 undocumented students in the past three months, which is different than any other fall to spring year in the past several years.

Michiko asks: Would it help to have Office of Equity at some classes to help support a check in and to link that with resources and how we can do check ins and respond with resources and humanity in training.

Kiran asks: how is supporting the disproportionate impacted population (Latine students) central to the work that is being done in all these interventions for this metric? Not really hearing anything specifically about that?

Mary shares in response that in conversations about program review data and how engaging the Colts U Transfer we appreciate we aren't necessarily addressing at that level.

Yolanda: I think we need to be ready to hit the ground running in the fall on supporting students from mixed status families and the stresses around deportation and immigrant in the fall; otherwise, we lose students in the interim. Also, when I gave my students a choice of reading about and presenting on issues including challenges of undocumented and discrimination against immigrants, all of them students of all statuses were very engaged. They are all feeling fearful.

<b>d. Follow Up: EAPC Community Service for Spring 2025 Semester</b>	Kiran	5
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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.

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.

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

Kiran will send out an email to EAPC to follow up.

## 8. New Business

### a. EAPC Council Membership Bylaw Additional Vote

Kiran

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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?  
**This means that we will have 19 members--is that too many?**  
(Drafted updates in red.)

EAPC shall have 19 members as identified below:  
3 Co-chairs: 1 Faculty member, 1 Administrator (or Director of Equity), 1 Staff member  
6 Faculty shall be made to represent each of the below:  
Humanities Division Representative  
Science and Technology Division Representative  
KAD Division Representative  
Business, Design, and Workforce Division Representative  
Counseling Division Representative  
ASLT

Classified Staff: Up to 6 Positions

1 Representative of PRIE (Office of Planning, Research, and Institutional Effectiveness)  
1 Administrator such as Vice President of Instruction and Dean of ASLT  
2 members of ASCC (Associated Students of Cañada College) including at minimum one student  
Staff and faculty members should represent different student services and equity oriented programs

We need this at April 11 Division Meeting. Faculty and staff bring in different perspectives and Karen adds that there is a challenge to fill the classified.  
Consensus gained unanimously to add ASLT and raise to "up to 6" for classified. Michiko will update the bylaws on the website.

### b. EAPC Bylaws and Retreat Dates

Krystal

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From Bylaws:  
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.

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.)  
Suggestion #2: August 15th? 22nd?

Vista is not available and it is super registration. Leadership retreat will always be the Thursday before flex. Fridays of the first weeks.  
We voted:  
August 15 - it's the Friday of the first week of classes - 11 votes  
August 22 - 1 vote  
The retreat will be on Aug 15th. We will indicate this with the announcement about membership, so new members will know.

## 9. Future Agenda Items

### a. Student Equity and Achievement Plan Disproportionately Impact Data

Kiran & Michiko

15

Reviewing the data from PRIE on the disproportionately impacted students in relation to SEAP Metrics.

### c. Follow Up: EAPC and Proposal to Start a New Cañada Ramaytush Ohlone Scholarship

Chris

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In our November EAPC Meeting, Member Chris suggested that to be in alignment with our new Land and Labor Acknowledgement, we as an EAPC should encourage the start of a new Cañada Ramaytush Ohlone Student Scholarship.

If we would like to do this, [we need to complete the SMCCCD Foundation's Form](#), and raise a minimum of \$4,500.

Alison shared in February that the Classified Gift Basket Raffle earned \$813. She learned that fundraising is up to the group and that the foundation has said we could also host an event and have ticket sales. We could also identify donors. We can also submit funds through the foundation.

April need to cover EMP priorities to inform leadership retreat

Total Time

119