

Equity and Antiracism Planning Council Flow

Date: February 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)
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1. Welcome to this Space

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.

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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.

Michiko

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!](#)

Mary

Michiko

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2. What Have We Done?

a. What we covered in EAPC on 01/28/25

Kiran

3

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

Review and approve the EAPC minutes--please help us check that we recorded all guests attending last month! Motion carries unanimously by the consent of those present.

3. Who's Here?

Michiko

1

Appointed voting members:

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

Guests:

Jasmin Padilla, Katie Dominion, Kristina Brower, Mary Ho, Carlos Luna, Kim Lopez, Ray Lapuz, Aziza De La Torre

4. What are we doing?

a. EAPC Flow for Today

Kiran

1

Review what is on the agenda for today.

Community building--moved to end of meeting this time

Announcements

Update on Raymaytush Ohlone Scholarship & Community Service

SEAP presentation on Metric 3 (Filipinx Persistence)

Feedback on Draft: Infusing Equity into Instructional Program Review Questions

Update to Council Membership and orientation/retreat in Bylaws

6. Reports and Announcements

a. EAPC Related Announcements

Kiran

15

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.

- Reminder that all EAPC member's terms are for 2 years. Everyone interested in applying for an EAPC position for the Fall 2025-Spring 2028 term, please connect with your Academic Senate, Classified Senate, Student Senate, or Cabinet. Advertisements for these positions will begin February 2025 and are open to all.

Michiko:

-Upcoming Conferences that align with our EAPC and SEAP Work: Reminder to put in your Professional Development Fund Applications as soon as possible through: <https://canadacollege.edu/professional-dev/pdfunds.php>

- A2MEND is the African American Male Education Network and Development Conference - March 6-8, 2024 in Los Angeles (needs to be done 30 days in advance)

-APAHE is the Asian Pacific Americans in Higher Education Conference- Wed, Apr 9, 2025 – Fri, Apr 11, 2025 in Oakland

-National Conference on Race and Ethnicity in Higher Education- Tuesday, May 27 to Saturday, May 31, 2025 in New York City

-Through the Equal Employment Opportunity Advisory Committee: the district is working through policy change so that classified employees no longer need a driver's license in order to apply

-Save the dates and register today for virtual sessions in April: Black Student Success Week at <https://blkstudentsuccess.com/>

7. Learning More + Group Discussion

a. EAPC and Proposal to Start a New Cañada Ramaytush Ohlone Scholarship Alison & Chris 7

In our November EAPC Meeting, Member Chris Rico 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.

Reports from subcommittee on ways we can raise funds with the Foundation, and what others who have created similar scholarships did so that we may learn from them.

Alison shares that \$813 from classified basket raffle. Blackboud Gift Giving and the campaigning and fundraising is up to the group. Host an event and have ticket sales. Identify donors and we can give money. You can submit through the foundation.

Waiting to hear back from Karen at the Foundation and will share.

Want to get more information from foundation before connecting with the Ramaytush Ohlone Association and what it means to support Indigenous students before burdening them with us not having context.

b. EAPC Community Service for Spring 2025 Semester Michiko 5

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. What would we like to do for the Spring 2025 semester together? Is there a Tuesday (10:30-1pm) we'd like to commit to doing together for the food market? https://www.shfb.org/give-help/volunteer/volcalendar-general/?group_type=individual&job_type=Distribute%20Food&location=0018W00001wwaMrQAI&page=1 do another volunteer?

Carlos asks about Redmorton and also addresses the time commitment with food distribution. Kiran can reach out to Parks and Recs to see if nearby parks have volunteer opportunities available.

c. Student Equity and Achievement Plan: Metric 3 (Persistence) Presentation Mary & Michiko 15

Presentation on current status of SEAP Metric 3: Actions Cañada will take to facilitate a shift in equitable persistence for FilipinX students. Discussion on what worked and what actions are suggested to carry over to the next cycle.

Kristina asks about how to embed and encourage diversity and equity in the online education (images we use, etc). How can we engage FilipinX online students? Alison shares we are not necessarily targeting minoritized student support on QOTL 2.

Kiran says the data is across the board (persistence overall) but that for example, in English during program review we see that one group who is not doing well are FilipinX students and we also get online student success disaggregated data.

Yolanda asks about what our percentage of FilipinX population is and Mary shares FilipinX identifying students at are college = approx 5%.

Yolanda asks if we can have Skyline students come to our students as an opening for a special event and how to begin a club and how it could affect the community to continue the vibrancy.

7 minutes presentation
8 minutes Q&A

d. Review and offer feedback on revision of Instructional Planning Council & Academic Senate Instructional Program Review Questions Kiran 15

IPC/AS was given the task to: collaborate to make recommendations to Academic Senate to update instructional program review questions to infuse equity into program review.

Here is the draft that the workgroup came up with and would like your feedback on. Instructional Program Review Equity Revision 2025. Feel free to leave comments on the doc at any point. We will be bringing it other participatory governance groups as well.

EAPC Members take time to review on their own and make comments.

8. New Business

a. EAPC Council Membership & Orientation Discussion and Vote Kiran 15

Should we update membership constituency representation to eliminate discipline specific faculty designations (so that it mirrors Classified membership) and increase faculty membership to be equal to Classified, to bring total membership up to 19, keeping the stipulation that "Priority shall be given to members representing programs addressing the EAPC mission and goals and SEAP"?
EAPC MEMBERSHIP BYLAWS NOTES

Currently 18 members in bylaws. This number means no doubling up, i.e., a Tri-chair is not counted as one of the faculty or classified positions. Therefore, we currently have 6 faculty, 7 classified and 3 administrator and 2 student positions, and **faculty positions are narrowly defined as such:**

- English/Math
- ESL
- Counseling
- Faculty representative at large
- Faculty representative at large

We currently have TWO classified positions vacant (and 1 has been vacant since last semester), and have not been able to get them filled through Classified Senate (no interested parties).

TABLED/REMOVED (after consulting with Classified Senate President):

In addition, can and should we stipulate that if we have vacancies for 2 months in either faculty or classified, we can make a call out to fill the position for the rest of the semester with anyone interested (i.e., either faculty OR staff)?

POSTPONED UNTIL NEXT MEETING: Finally, should we plan to do our retreat/orientated (as stipulated in our bylaws) in May since we are no longer funded to hold one in the summer? This would allow us to include all new members. Friday May 9th?

Alison shares the history of ACES was basic skills and equity and how in the building of EAPC looked at other councils. In this building of the EAPC bylaws, the planning team talked about quorum and voting members that is manageable and knowing people are welcomed and involved and hands on. Mary shares how the administrator would always be the director of equity, and that could continue to be the case to anchor the EAPC.

Ray shares the importance of Division representation from faculty and how it would be nice to have a representative from Science to be able to represent the Division and report back.

Alison shares how there has been pushback on having too big a council.

We discuss whether to use language that "requires" division representation and discuss how there are no consequences to faculty for not volunteering to represent their division. Jasmin and Rebekah also point out that we may not want to "force" folks who are not committed to the work or have time to do the workgroups to be part of the council and Kiran points out that forcing faculty would not align with the bylaws recommendation of membership (ie faculty and staff who have experience with equity and anti-racism work).

commitment is 16 hours for each year, for a two year cycle for faculty.

The EAPC agrees unanimously by the consent of those present to make all of the suggested changes in red to the linked document.

b. EAPC Community Building

All

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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 2-3 people.
10 minutes for the activity is about 4-5 minutes to share per person.

This week we will move to end of meeting to have more time to discuss:

Reconnecting to the why of why we are doing this work, particularly in this moment, in the face of the dystopian reality we are living through?

Krystal opens the activity that because of transitioning to the Welcome Center, this is her first meeting of the academic year to be able to participate. How can we think about what is happening in our country and centering our why? People break into small groups and share.

9. Future Agenda Items

What are items we'd like to address at the next meeting?

Local data and how it informs SEAP.

Discuss and select dates for an EAPC retreat. POSTPONED UNTIL NEXT MEETING: Finally, should we plan to do our retreat/orientated (as stipulated in our bylaws) in May since we are no longer funded to hold one in the summer? This would allow us to include all new members. Friday May 9th?

Actions:

- Michiko - Public Safety emails -Send out a message to all of those specially invited to the Flex Day San Mateo County Health Training
- Krystal - send out email announcement on position availability and link EAPC website with mission
- Michiko - Update the bylaws with the changes made today and post on the EAPC website
- Kiran - Update the January minutes and post online
- Kiran - contact parks and rec
- Kiran - Reminder to present in March

Review the [Advancing Racial Equity Chart](#) from our state partners. Where do you think we are, and what is one small thing you want to commit to this semester to transition us to a new section of the map?