

Equity and Antiracism Planning Council Flow

Date: November 26, 2024
Time: 2:10-4:00 P.M.

Location:
<https://smccd.zoom.us/j/81434768344>
 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.

Alyssa 2

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. 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!](#)

Michiko 1

2. What Have We Done?

a. What we covered in EAPC on 10/22/24

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

Kiran 1

3. Who's Here?

Appointed voting members:

Classified - Gonzalo Arrizon

Faculty at Large - Kassie Alexander

Administrator - Wissem Bennani

PRIE - Karen Engel

Classified - Zorie Gomez

Faculty at Large - Eddy Harris

Tri-Chair + Administrator - Michiko Kealoha

Classified - Alyssa Lucchini

Guests:

John Fraire, Jasmin Padilla, Petra and Philip are both students and visiting today and take classes at CSM/SKY, Anniqa Rana, Chris Wardell

Tri-Chair + Faculty - Kiran Malavade

Tri-Chair + Classified Staff - Krystal Martinez

Student - Mia Berta

Classified - VACANT - Reached out to Classified Senate

Faculty - Counseling - Chris Rico

Student - Max Espinoza

Faculty - ESL - Rebekah Taveau

Faculty - English/Math - Yolanda Valenzuela

Michiko 1

4. What are we doing?

a. EAPC Flow for Today

Review what is on the agenda for today.

-SEAP Budget Report Out

-Update regarding Public Safety Training

-Position request recommendations from EAPC

Kiran 1

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 3-4 people.

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

Educational Information: Scholar Deepa Iyer is a South Asian American writer, advocate for justice, and author of the Social Change Ecosystem Map. Her map helps us explore what are values are and what we believe our role is in social change-- understanding this role in connection to our values can help guide us in what the needs of the communities are and how we can offer our full energy.

Michiko

Activity: review the [Social Change Ecosystem Map](#) and the roles in social change.

Question 1: In reviewing the roles, what role do you MOST see yourself playing in social change on campus in the new year?

Question 2: What is one on-campus action you would like to take within your "Social Change Ecosystem Role" next semester?

All 10

6. Reports and Announcements

a. EAPC Related Announcements

Kiran 10

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.

Michiko: Reminder on EAPC dates for our Spring Semester
 January 28, 2025
 February 25, 2025
 March 25, 2025
 April 22, 2025

Chris Rico shares as a AANHPI, first gen, son of immigrants it is empowering to hear our land and labor acknowledgement. We talk about the responsibility of the CAN community and how we've benefitted. We know this is a call to action. Since we are celebrating, I wanted to donate and there is a Native Scholarship Fund. In the spirit of reconfirming our commitment, can we recommend to perhaps to explore a Ramaytush Ohlone Nation Scholarship Fund?

Kiran reminds us that January Flex Day is coming and we have a series from Puente PD around taking care of ourselves and building connections with each other as well as Umoja Mattering.

7. Learning More + Group Discussion

a. SEAP Budget Review for Cycle 2023-2025

VP Ludmila Prisecar
 10 mins presenting
 10 mins Q&A 20

As we submit the Student Equity and Achievement Plan metrics update and budget expenditures to the state at the end of this semester, we also acknowledge that our Equity and Antiracism Planning Council will play a significant role in the creation and approval of a brand new 3-year Student Equity and Achievement Plan for the college. To best understand how far we have come and where we want to go, VP Prisecar will present what our budget expenditures have been during the last 3 year cycle (Fiscal Year Fall 2023 through Spring 2025).

Ludmila shares a detailed presentation. Kiran, Rebekah, and Yolanda ask about requirements and why it seems like so much \$ towards counseling vs. metrics. Ludmila and Kim share how most of the college's are supporting mandated counseling activities because of the Student Success and Support Program mandates that are also part of SEAP and Basic Skills that were wrapped up with SEAP because state packaged it. Ludmila shares how we can and can't spend the money on guidelines.

We ask Mia and Max about how the money was spent and their thoughts and Kiran says we need to have students in the development of new SEAP. Max talks about ESL budget and Ludmila shares how moved it and funds were not taken away, and Disability has funds ongoing.

b. Presentation on Available Training: California Post Course Catalog- School Resource Officer Training

EAPC Training Inquiry Group 15

In the effort to achieve "EMP Goal 2.7: Provide comprehensive on-boarding for all new employees," and EMP Goal, "2.8 Provide regular professional development that includes implicit bias and antiracism training every 2 years" and in hearing from Public Safety at the September EAPC meeting, as well as reviewing the feedback from the Classified, Faculty, and Administrative training sessions, would we like to explore what additional intentional training can look like. In connecting with President Lopez and Captain Wendt, there is more exploration on what this could look like and how it could be implemented with the Public Safety team.

In the research that has taken place since the last October EAPC meeting, one training that is currently offered in the state is the "California Post Course Catalog: School Resource Officer Training." This is a special course offered to any public safety officer at a school site that specifically covers what best practices are needed to transition from working in traditional law enforcement to working at a school site. This covers how to build successful relationships between Public Safety Officers and a diverse student population, students with disabilities, digital safety, mental health, de-escalation, and equitable response. This is an 8 hour course in San Francisco and the state pays for any sworn in officers.

8 mins Presentation
 7 mins Q&A

Discussion: What do people think about this available training?

Action: Pending EAPC's discussion, each EAPC members could go back to your constituency groups, your perspective Senates, and gather opinions. Although all trainings outside of those federally/state mandated are optional, is this training something EAPC would like to make a recommendation on to invite and highly encourage our campus and district to take part in, pending constituent input at the next business meeting?

Through POST, there is a resource officer training that people can take, it's a transition from policing to how to build community and deescalation and working with staff and students and how to process through mental health situations. There is an 8 hour training and a 40 hour training and other training and it's a complete shift from working in law enforcement and this is an option. The 8 hour trains on how to student center and critical communication skills to enhance ability to foster positive relationships with youth. Assist youth in fulfilling needs and work collaboratively with teachers and staff and build resources with unmet needs. There will be a fee, however if you are a sworn officer the state covers this.

Kiran asks if officers can use Classified Funds for Professional Development.

Ludmila shares that Public Safety is under district Facilities so the district has a professional development funding source. Jason could check with Michele on what the process is and how much funding there is.

Kiran asks if a lot of the officers would qualify for the fee waiver. It sounds like a majority could qualify. Jason adds that every officer applying to be on the public safety team has a general POST requirement--that includes 664 police academy hours.

Jason mentioned that there is a state mandate of training but was unclear on specifics and said he would check and let us know.

8. New Business

a. Discussion and Vote on Proposal for Spring Trauma Informed Mental Health Training

EAPC Training Inquiry Group 15

Proposal for an All-Campus Training: San Mateo Health-Mental Health First Aid Training

- WHAT - FREE trauma informed training! Covers mental health signs and symptoms; suicide awareness; and self-care all through an equity lens with cultural considerations
- WHEN - Takes 6.5 hours in person and additional 2 hours on your own asynchronous virtual
- WHERE - County trainers will come to us on campus

(Awaiting Vending Commission results to hear if we can get breakfast and lunch covered for all participants!)

6 mins Presentation
9 mins Q&A

Discussion: Do we as an EAPC feel this is a good fit for our campus? What Friday would be ideal to host? Although the event is held open for anyone, which campus groups would EAPC like to formally invite to attend?

Vote: Would we like to approve/EAPC Sponsor an All Campus Training with San Mateo County Health Department for a Mental Health and First Aid Trauma Informed Training to be held on X date, with a special high encouragement/recommendation to attend invitation to: all EAPC members, Library Team, Public Safety Team, Cabinet, Veterans Center Team, Welcome Center Team, Disability Resource Center Team, Building Captains.

Carlos talks about how important this training is and how he's done something similar before. Having this toolkit to work with is really helpful. He is really happy that we are considering this. Carlos fully supports this! Yolanda says lets bring it back to flex day. Wissem agrees that a Flex Day middle April where more staff can participate. Rebekah also says Friday would be nice. Max shares how if students knew that faculty and staff did this training students could feel like "I could trust them I would feel more safe and happy and content being here. "

Yolanda moves to approves a CAN training for San Mateo County Health Mental Health and First Aid Training during April Flex, seconded by Carlos. Motion is approved unanimously by the consent of those present.

John asks if people are usually asked to go to trainings and Anniqua shares that there is an informal matter that will reach out to particular groups to learn more about and respond to areas you have shown interest in. Rebekah shares that this would be a great invite to Umoja, STAR, and Puente.

Yolanda wonders if we can make it even more relevant for what may happen in Spring if they are going to talk about mass deportations and how can we support more students that are going through that. When we advertise, they are going to talk about these topics.

Position Request Recommendations:

This year one college top priority goal for which EAPC is the lead is: EMP GOAL 2.10 -- Reimagine and transform college participatory governance processes and structures to: (1) **address equity and antiracism in all integrated planning and resource allocation decisions**--Do we want to review the position requests and offer the president recommendations the way that Academic (and Classified?) Senate does?
<https://canadacollege.edu/planningbudgetingcouncil/staffing.php>
2024 New Positions Feedback Form
Offer our EAPC ranking of these 14 positions to President Lopez?
[EAPC Rankings Sheet](#)

ALL 25

b.

Everyone takes time to rank their opinions.
Kiran shares results:
1st position is the Umoja PSC, College Recruiter, and Communication Manager.
Then English, Umoja, Chem.
Kiran will pass this information along to President Lopez.

c. December EAPC Pot Luck at Vista

EAPC Tri-Chairs 7

This idea came up at the retreat. Do we want to plan this for December to host an EAPC potluck and get together to be in community?
Would we like to do this during the regularly scheduled EAPC time?
-Tuesday, December 3, 2:10
-Tuesday, December 10, 3:10, 4:10, 5:10

Super Reg is 10, 11 afternoon to night and there is overtime if you're interested.

9. Future Agenda Items

- Agenda Item for Next Year: EAPC Recommendation to start a new scholarship fund - Foundation - Michiko
- SEAP spending guidelines - Michiko
- Special invites conversation for First Aid/Mental Health Training - Zorie - April 17th 9am
- Public Safety Training Vote - Senate Bill 390 Research - mandatory training - Kiran