

Equity and Antiracism Planning Council Flow

April 28, 2026 2:10-4:00 P.M.

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

Item	Presenter	Time
1. Welcome to this Space		
<p>Land and Labor Acknowledgement and Commitment: <i>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.</i></p> <p><i>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.</i></p> <p><i>We also recognize the labor upon which this educational institution, state, and country is built.</i></p> <p><i>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.</i></p> <p><i>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.</i></p> <p><i>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</i></p>	Volunteers	7

<p><i>commitment to justice through continual action, and to protect and sustain this land.</i></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><u>Community Agreements for Respectful Dialogue:</u> Linked are some community agreements upon which we hope to continue respectful dialogue throughout our time together. Please note that EAPC is not Brown Acted and has chosen to uplift community discussion and dialogue in EAPC that does not utilize Parliamentary Procedure.</p>		
2. What Have We Done?		
<p>a. What we covered at the last EAPC meeting Found on the EAPC website: https://canadacollege.edu/eapc/meetings.php Please review. Do we agree that these notes from last meeting are accurate? (those of us who were there?)</p>	Kiran	5
3. Who's Here?		
<p>Appointed voting members: 15 = 9 for quorum</p>		
<p><i>Aarya Ayyar - Student</i> <i>Alyssa Lucchini - Classified</i> <i>Chris Rico - Faculty: At Large (Counseling)</i> <i>Chris Wardell - Tri Chair: Classified</i> <i>Jaqueline Gonzalez - Classified</i> <i>Jasmin Padilla Valencia - Classified</i> <i>Kassie Alexander - Faculty: Counseling</i> <i>Katie Dominion - Classified</i> <i>Karen Engel - PRIE</i> <i>Kiran Malavade - Tri-Chair: Faculty, HSS</i> <i>Kristina Brower - Faculty: BDW</i> <i>Eddy Harris - Faculty: KAD</i> <i>Ellen Young - Faculty ASLT</i> <i>Helena Almassy - Faculty: S&T</i></p>	Michiko	1

<p><i>Michiko Kealoha - Tri-Chair: Administrator</i> <i>Shanda DeRosans - Student</i> <i>Wissem Bennani - Administrative Representative</i> <i>Zorie Gomez - Classified</i> <i>Faculty: HSS - VACANT--Yet we have 2 counselors so total # of faculty is correct.</i></p>		
<p><i>Guests:</i></p>		0
<p>4. What Are We Doing?</p>		
<p>a. EAPC Flow for Today: let's review what's on the agenda for today. Any proposed changes? Announcements EAPC in Practice Updates: <ul style="list-style-type: none"> • SEAP Plan Updates • Public Safety Survey Update Action Items: <ul style="list-style-type: none"> • Equity PD • Updated Land and Labor Acknowledgement • Retreat dates </p>	Chris	2
<p>5. Equity Related Announcements</p>		
<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> <p>All of EAPC, please take a moment to provide input on our college participatory governance. https://smccdsurvey.sjc1.qualtrics.com/jfe/form/SV_6X0BefruLS8eyx0 - Michiko</p>	Chris	9
<p>6. EAPC in Practice</p>		
<p>Last EAPC Meeting of the Semester Check In! - Centering Joyful Human Rights</p> <p>A Resistance Strategy shared in Joyful Human Rights, by Dr. Bill Simmons is that joyful connection is a form of agency and resistance to political repression and trauma.</p>	Tri-Chairs	10

<p>What is something powerfully positive and joyful that has happened with/to you on campus this semester?</p>		
<p>7. Presentations</p>		
<p>a. Student Equity and Achievement Plan Updates ASSESS & STRENGTHEN EARLY ALERT SYSTEM: Assess Early Alerts and identify options and opportunities to improve its effectiveness.</p>	<p>Max Hartman & Ron (10 minutes presentation and 5 minutes Q&A)</p>	<p>15</p>
<p>b. SEAP Updates continued: ASSESS and ADJUST N.O.W: Assess support of LatinX students in the Cañada Nights, Online, Weekend (NOW) Program. NOW Program Director, faculty, and students will hold strategizing meetings annually to update services according to needs. "</p>	<p>Anniqua Rana and Jose Zelaya (10 minutes presentation and 5 minutes Q&A)</p>	<p>15</p>
<p>c. Update on Public Safety Assessment As a follow up to the EAPC meeting on October 28, 2025 in which the EAPC worked on a proposal for a Public Safety listening session following concerns brought to the council in August and September, 2025, the listening session(s) were put on hold due to the Public Safety team noting that they would conduct a district-wide survey of Public Safety in the Spring of 2026. We will share an update that we received from Public Safety leads.</p> <p>Michele Rudovsky has let us know we can suggest questions, and Tracy Huang is an expert researcher that can refine questions, please add any suggested questions to this crowd sourced document by Monday, May 18.</p>	<p>Chris</p>	<p>10</p>

8. Action Items		
<p>a. Equity Trainings Review, Discussion, and Possible Recommendations from Data for '26-'27</p> <p>Last meeting, EAPC reviewed recent program reviews for the "what equity trainings/professional development (PD)" is needed and discuss with potential recommendations for future PD.</p> <p>The top four trainings needed throughout program reviews were:</p> <ol style="list-style-type: none"> 1.) Inclusive teaching and equitable assessment strategies (grading) (mentioned 6 times) 2.) Culturally Relevant Curriculum workshops (including workshop on this specifically for Counseling and sustaining counseling practices), Math and English culturally relevant curriculum (mentioned 4 times) 3.) Campus-led anti-racism training to dismantle white supremacy (3 times) 4.) FLP for counselors (train the trainers session) and trauma-informed engagement/outreach practices (2 times each) 5.) Or from Karen's point at the last EAPC business meeting, perhaps EAPC is interested in recommending data coaching "PD might be needed specifically on identifying and interpreting equity gaps, explaining that current data packets often only highlight statistically significant gaps and may overlook smaller but still meaningful disparities. She suggested that improving how data is presented and discussed could help programs better recognize inequities" <p>Are there any specific, realistic, and focused recommendations EAPC would like to make to PDPC/the Office of Equity for the next academic year given these findings?</p> <p>Do folks have specific ideas regarding #3, what type of anti-racism training?</p> <p>Are people aware of any trainers or organizations you know or have experienced at conferences that you can suggest and that the college can pursue contracts with?</p> <p>https://docs.google.com/document/d/1jSxwN11a0CNqPmpwlakyK104Tup2l0S3g4mG79tcUh0/edit?usp=sharing</p>	<p>Tri-Chairs (4 minutes presentation 15 minutes discussion)</p>	<p>19</p>
<p>b. Land and Labor Acknowledgement</p>	<p>Michiko</p>	<p>5</p>

Our Office of Equity representative, along with our UCC lead who wrote our original Land Acknowledgement, were asked to share the land and labor acknowledgement at a county event held at Skyline. We've heard from reps and SKY and CSM we are still the only college to have an official land and labor acknowledgement and many came up to thank our college for a very special and encompassing statement.

At the time of ensuring the land and labor acknowledgement was appropriate for that event and specific location, we learned that Native Lands has updated their map to include our college's address as Muwekma Tribe land. Dr. Kealoha has reached out to the Muwekma leads, and have not heard back yet. Native Lands don't officially recognize them.

Stanford University, Santa Clara University and Foothill College recognize the land as that of the Muwekma Ohlone Tribal People (formerly Verona Band of Alameda County).

Does EAPC want to update the Land and Labor Acknowledgement to:

"We acknowledge that Cañada College is situated on the traditional unceded land of the Ramaytush (Rah-my-toosh) and **Muwekma (muh-wek-mah)** 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 and Muwekma 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

<p>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>c. EAPC Retreat Updates</p> <p>The Office of Equity put in a program review, and EAPC has been granted ongoing funds of \$1,100 every year for our annual retreat!</p> <p>Potential Dates to Vote On: Friday, August 21st, 9am-4pm Friday, August 28th, 9am-4pm</p> <p>What topics would we like to cover?</p>	Tri-Chairs	7
Future Agenda Items		
<p>What would you like to see? Please let us know! Campus Climate Survey disaggregated data review Seak responses by employment category.</p>	Tri-Chairs	0
	Total time	105