



# Office of Equity

## Program Review New Position Request Presentation

Planning and  
Budgeting Council  
November, 2025

# Let's Get Into Our Time Machine

*Set our flux capacitor to August 11, 2022 at 2:00 PM*



# In Just 2.5 Years the Office of Equity Has Grown from Those Imaginings

- **156 Cultural Events**
- **76 Training Workshops**
- **297 Collabs w/ Depts. + Comm. Orgs**
- **5,376 Overall participants\***



*\*number of times people participated (not unique headcount)*

# In 2.5 Years, Our Umbrella Has Grown:

Cultural Center

Brave Space Collective

Brothers Achieving Milestones

Womxn of Color Collaborative

Educational Master Plan Goals

Equity PD Trainings

Student Equity and Achievement Plan

Equity and Antiracism Planning Council



**We are only able to serve our students  
in this way, by the grace of countless  
classified staff volunteering their time.**



**Imagine if we had dedicated staff for all these equity efforts?**

**What could our campus look like in the next three years?**

# Equity Dream Team: Positions = More Possibilities

*(In Alpha Order: Assistant, BAM, Cultural Center, Pride Center, WoCC)*

- Office of Equity Office Assistant (Part-time)
- Program Services Coordinator of Brothers Achieving Milestones
- Program Services Coordinator of the Cultural Center
- Program Services Coordinator of the Pride Center (Part-time)
- Program Services Coordinator: Womxn of Color Collaborative (Part-time)

## Cultural Center

### Our Mission

To create spaces of healing, joy, and critical engagement through learning, awareness, and advocacy that empower the campus community to become culturally responsive advocates for justice and liberation.



## Equity and Antiracism Planning Council



The mission of the Equity and Antiracism Planning Council is to disrupt and dismantle systemic racism and White supremacy for our college community in pursuit of equity, antiracism, justice and liberation.

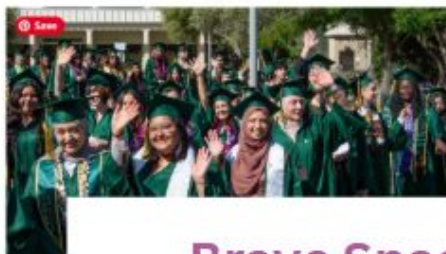
## Womxn of Color Collaborative

### Overview

The Womxn of Color Collaborative at Cañada College is open to everyone and is dedicated to supporting people who identify as womxn of color.

Our goal is to cultivate a strong, affirming community that offers meaningful resources and tools to develop a sense of belonging, empowerment, and "thriveness" — on campus and in the community.

[Submit Your Interest Form](#)



## Brothers Achieving Milestones

### Our Mission

The mission of Brothers Achieving Milestones (BAM), a community for men of color, is to empower and support male identified students from diverse backgrounds in their academic, personal, and career growth. We strive to increase persistence and graduation rates for this population by providing resources, mentorship, and a sense of community. We are committed to creating a positive and inclusive environment where men of color can thrive and achieve success.



## Brave Space Collective

### Cañada College's Brave Space Commitment:

At Cañada College, we actively advocate for the emotional, physical, and intellectual safety of all LGBTQIA+ (lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, a romantic, ally, pansexual, and two-spirit) members of this campus community. We are all members of this college familia. Cañada College's Brave Space colleges are committed to promoting an inviting and inclusive campus environment and provides ongoing training for a network of allies and accomplices, including students, faculty, staff, and administrators, so we may all better support our LGBTQIA+ community.



# College Goals

Student Access, Success, and Completion

Equity-Minded and Antiracist College Culture

## Strategic Initiatives

Ensure students experience a sense of belonging and connection to the College that helps them persist and complete

Create and sustain an inclusive, antiracist, and equity-minded campus culture

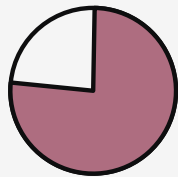




# Contributions to College Goals + Initiatives

**Disproportionately Impacted (DI) Students Feel Celebrated and Validated**

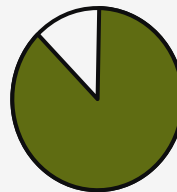
through our events offered



**79%**



**87%**



**Participants Learned Something New**

through our events offered

# Contributions to College Goals + Initiatives

Employee participants increased confidence in addressing microaggressions through our trainings



From  
29% to  
100%

*Finding a correlation between employee's intercultural competency and equity trainings attended.*



# Office Assistant (0.5)

- Monthly procurement card packets can get up to 200 pages
- 5-8 Contracts/Speaker packets a semester
- 8-15 Requisitions a semester
- Student travel packets
  - Equity Excursion programs halted due to paperwork constraints
  - Decrease of 70 students being able to participate in experiential learning
- ≈75+ equity offerings a year: support with facilities/IT requests/event orders
- CSM + SKY have similar clerical support

## \*State Mandate: Vision Aligned Reporting

- Inputting 50+ cultural events in SSL a year



# Brothers Achieving Milestones PSC

- **SEAP Names male students as Intensive Focus Experiencing Disproportionate Impact**
  - *(Shows up as DI in many State Metrics)*
- **279 student engagements since Fall 2023\***
- The **persistence rate for male students has dropped** from 77% in 2021-22 to 53% in 2024-25
- The three-year completion rate for Latino males pursuing a degree or certificate as of 2024-25 is 13%
- BAM provides weekly workshops to address course success, academic persistence, and to increase degree and certificate completion rates

*\*number of times students participated (not unique headcount)*



# Cultural Center PSC

The only reason this position is coming back up is because we lost our federal Hispanic Serving Institutions grant.

Plain and simple: **if we don't have a PSC, our Cultural Center can't function successfully.**

*\*Linked to CCCCCO Vision for Success/Vision 2030 State Initiative strategies for diversity, equity, inclusion, accessibility and antiracism*



# Pride Center PSC (0.5)

- **SEAP names LGBTQ+ students as Intensive Focus**  
**Experiencing Disproportionate Impact**
  - *(Shows up as DI in half of State Metrics)*
- In 2025, **616 Anti-LGBTQ+ bills** introduced the U.S.
- Found from 40+ hours a semester of SB1491 duties: **Students afraid for their lives**, families rejecting them, house-less
- Gender Sexuality Alliance Club students struggling to get club going without consistent support
- **411+ unique identified students**
- We started Lavender Grad, host **≈10 events/trainings** a year, and put on a **100+ attended district-wide LGBTQ+ annual conference**

*\*Linked to State Mandate: SB1491*

*\*We have LGBTQ+ State Funds*



# Womxn of Color Collaborative PSC (0.5)

- **SEAP data show Female students need intervention**
  - Female identified students are showing disproportionate impact in half of SEAP Metrics
- The **only program specifically focusing on this intersection of DI**
- Hosts **2 educational events a month**  
Events focus on financial well-being, mental health, leadership, belonging, and achieving academic goals
- **Brought in Unique Community Partners as Resources:**  
CORA, Latina Leadership Network, Zapatistas Scholars, Chicana Latina Foundation Scholarship, Status of Women of San Mateo County, UC Davis

SPRING 2025 CALENDAR OF EVENTS	
FEB 5	<b>Reconvening - Reconnecting</b> Discover your roots and connect
FEB 18	<b>Radical Self Love</b> Focus on loving yourself, holistically.
MAR 5	<b>Women's History Month Celebration</b> Watch and discuss a documentary about less-known Black women who fought for our Civil Rights.
MAR 20	<b>Know Your Rights: Relationships &amp; Domestic Violence</b> A workshop by Community Overcoming Relationship Abuse (CORA) for domestic violence education
APR 17	<b>Investing: Work Smarter not Harder</b> Learn how to make sound investments with your money.
MAY TBD	<b>Radical Parenting Group</b> Learn from and connect with students, staff, faculty and community members about their parenting experiences.
MAY TBD	<b>End of Year Celebrations</b> Join us to celebrate all of our accomplishments in the 2024-25 school year!
 Cañada College WOMXN OF COLOR COLLABORATIVE	



**Thank you  
so much  
for your  
support!**

