

Equity and Antiracism Planning Council Flow

Date: August 27, 2024
Time: 2:10-4:00 P.M.

Location:
<https://smccd.zoom.us/j/81434768344>
 and Building 9 Room 154

| Item | Presenter | Time (mins) |
|------|-----------|-------------|
|------|-----------|-------------|

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.

Kiran, Krystal, Michiko 2.5

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.

Krystal 1

[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.

Michiko 1

Time Keeper

There are so many important things to discuss together. Who is willing to help us keep time?

Krystal 1

[Check out this video link on how to do timekeeper easily on Zoom!](#)

2. What Have We Done?

a. What we covered in EAPC on 4/23/24 meeting

Kiran 1

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

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 - VACANT - Reached out to Student Senate |
| PRIE - Karen Engel | Classified - VACANT - Reached out to Classified Senate |
| Classified - VACANT - Reached out to Classified Senate | |
| Faculty at Large – Eddy Harris | Faculty - Counseling – Chris Rico |
| Tri-Chair + Administrator - Michiko Kealoha | Student - VACANT - Reached out to Student Senate |
| Classified - Alyssa Lucchini | Faculty - ESL – Rebekah Taveau |
| | Faculty - English/Math – Yolanda Valenzuela |
| Guests: | |

4. What are we doing?

a. Snapshot of EAPC Agenda for Today

Kiran 1

Any adjustments to agenda needed? Voting members approval

5. Community Building

a. EAPC Community Building

All 9

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.

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

Kiran

We'd like to model from our Puente session at Flex Day DICH0--what is a cultural saying you have in your house/growing up? (Example: Haitian Creole Proverb - piti, piti, wazo fe nich li, little by little the bird builds its nest."

OR a family nickname (Ex: Simone Biles' mother, Nellie Biles, calls her "little turtle."

"Don't worry that you are moving slowly. Just be sure what direction you are going in," her mother says.)

6. Reports and Announcements

a. EAPC Related Announcements

Krystal 1

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.

b. Accessible Fonts Michiko 1

For your presentations, slides, flyers, agendas, etc. research has shown that Helvetica, Courier, Arial, and Verdana are easier to read for people with dyslexia

c. Equity and Antiracism Professional Development Updates Kiran 1

Share [slides](#) from first Puente training (KM)

Microaggression interruption training on 9/25/24 2-3pm

[Loretta Ross Calling In Training](#) Michiko

7. Group Discussion

a. [Review How to Submit an ERG - SMCCD Affinity Group](#) and Discussion on Support for Beginning Kiran 10

Review and Discuss:
 From recommendations made by Cañada College, the District Antiracism Council, Chancellor, and HR have developed an [Affinity Group Guidelines](#). In order for this program to be successful, we need to do it. This item will show us how we can form an ERG, and we can hear ideas for groups that would like to form (Tri-chairs can follow up after this meeting to help submit applications).
[Application prep doc with example](#)

b. EAPC In-Service Michiko 5

From the EAPC Retreat and In-Service, would we like to volunteer again in the community?
 Would we like to do a food sort in September when there are less volunteers?

[Sign up link with dates here](#)

8. New Business

a. Discussion and Decisions on Potential EAPC Workgroup(s) ALL 25

From the last EAPC business meeting, the group discussed planning out each business meeting, where possible. Below are all of the meetings for the academic year:

August 27, 2024
 September 24, 2024
 October 22, 2024
 November 26, 2024
 January 28, 2024
 February 25, 2024
 March 25, 2024
 April 22, 2024

Considering these dates, as an EAPC, do we want to have workgroups/inquiry groups again?
 Did these workgroups/inquiry groups aid us in reaching our goals and missions as a planning council?

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EAPC Goals from foundational documents:
 Goal # 1: Collaborate with other bodies to review and revise college policies and practices.
 Goal # 2: Facilitate training for students, faculty, staff, and administration.
 Goal # 3: Develop and implement collegewide programming related to equity and antiracism.

Inquiry/Workgroups that have been brought up in the past year:
 -Reviewing the Public Safety Report to Make Recommended College Practices
 -Reviewing the ADA Compliance Campus Document with Potential to Make Recommended College Practices

b. Equity and Antiracism Planning Council is Officially Official and Not a Pilot Krystal 1

"The three Senates, Planning and Budgeting Council (PBC), as well as the Equity and Antiracism Planning Council (EAPC), make direct recommendations to the President." Approved by PBC May 15 but asking for an EAPC rep on PBC.
 Who would like to serve?

9. Open Forum and Feedback 3

10. Future Agenda Items

- EAPC Retreat - In the Academic Year vs. Summer**
- From EAPC Retreat - Activities with EAPC on interrupting microaggressions and bias**
- EAPC reps--please take a minutes in your division meetings to request Equity feedback**
- Student Equity and Achievement Plan Review and Development of New Goals**
- Institutionalizing Land Acknowledgements and Beyond within EAPC**