

# Equity and Antiracism Planning Council Agenda

## Workgroup Meeting

**Date:**

February 13, 2024

**Time:**

2:10-4:00 P.M.

**Location:**

<https://smccd.zoom.us/j/85091313394>

**Item**

**Presenter**

**Time  
(mins)**

### 1. Welcome to this Space

*EAPC MISSION: 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.*

**Attendees:** Kiran, Michiko, Krystal, Kassie Alexander, Alison Field, Karen Engel, Rebekah Taveau-Sidman, Yolanda Valenzuela, Mahitha Rao, Carlos Luna, Chris Rico, Anniqua Rana, Jason Wendt, Nimsi Garcia, Mariela Morales, Arya Shadan, Graham Sheardown, Manuel Alejandro Perez

### 2. New Business

#### a. EAPC Workgroup Focus for Spring 2024

30

When delving into the second half of our first full year as an EAPC, we would like to review the following from our website and bylaws:

"The EAPC **responsibilities include:** strategic planning, priority-setting, participatory governance, program development and support, addressing systemic barriers, policy review, innovation and inquiry, campus climate, professional development."

"To strengthen the College's culture of inquiry, the Equity and Antiracism Planning Council (EAPC) uses analyses of quantitative and qualitative data to document achievement of the College's goals **and make recommendations to the College on matters pertaining to policy, practice, and programs** through strategic planning related to college goals for equity & antiracism"

Manuel - How do we want each of the workgroups to live on and identify? (Is this something in our minutes or we have on our website archived as action/lessons?) How can we get an understanding of these and where they are/summaries? This workgroup focused on "X,Y,Z" and this was the result. (People outside of our institution could see it and understand what this is.) Memorialize what we have done as an EAPC and these workgroups.

If you have put this in your load as an instructional/non-instructional this should count towards your load.

[In reviewing our foundational documents, which workgroups from Fall 2023 would we like to carry over and what new workgroups would we like to pursue in the Spring 2024 Semester?](#)

#### #1: Equity Training 1.0 and 2.0 and Beyond

*How are other colleges training their employees and students in equity and anti-racism? What recommendations do we have for us to do this at Cañada?*

-MEMBERS: Kiran, Rebekah, Alison, Yolanda, Krystal, Kassie, Anniqua

#### #2: Community Building with Public Safety

*How are other colleges creating community between students and Public Safety on campus?*

*What recommendations do we have for us to do this at Cañada? How can we share with the rest of campus the training Public Safety receives so that they can support our community? How can we be proactive in our community going to Public Safety for issues? How can we share who are our officers are so that we recognize the team?*

-Carlos is wondering if we can merge community building with consistent headshots, Rebekah seconds this. Kiran has questions (see below). Decision to keep separate for now by informal consensus.

-MEMBERS: Jason, Carlos, Anniqua, Mariela, Chris, Nimsi

**Consistent Headshots for SMCCD Portal (Recommending a Policy)** *Is there a district-wide administrative procedure we could implement to ensure anyone in our district is able to clearly see who is our employees in a picture that clearly shows their face. What are the legal implications? What are the ways this could impact our community?*

-Kiran talks about how this could be an easy policy recommendation. Could we recommend simply that the portal pictures in the district follow the same policy as the SMCCD badges? Jason agrees this should remain two separate items.  
 -It keeps getting brought up that this must be brought into Participatory Governance.  
 -Is this something to recommend with HR?  
 -First step? Inviting the HR Director, Julie Johnson to talk this through on if this is a policy suggestion or an administrative procedure. Krystal - Could Julie present to the workgroup and they report out, in the interest of time? Carlos - Can we have other members of EAPC there too? I like the idea of us discussing it. To have the support, let's invite Julie to the whole council? We're OK with that.

**#3: EAPC / SEAP Committee** (Analyzing the current SEAP)

There is a group dedicated to the writing and the formal compliance. This workgroup is looking at "are we doing what we said we are going to do?" If we aren't doing this gap closing, where can we get more resources?

-Have to have this so that we can do the SEAP state plan.  
 Michiko, Kiran, Mahitha, Karen, Arya

**Fall 2023 - Workgroup 8. Contract Grading-Ending the workgroup Spring 2024**

-Kiran is working on this with PDPC/Flex and it is going to happen (potentially in April flex, and definitely in Aug Flex). We are OK with removing as a workgroup this semester since we WILL have trainings.

**#4: Recommendations on How to Affirm Anti-Racist and Equity College and how we are challenging Anti-Blackness**

What recommendations would we like to make on how we can reaffirm our equity and anti-racist mission? What does this also look like in alignment with our commitments to Umoja demands?

Kassie, Krystal, Graham--this group will also reach out to Lezlee Ware, who indicated to Kiran that she wants to be involved. Kiran also wants to be involved. This group will meet off line since members are in other groups as well.

**Innovative Teaching and Learning Grants in District/College - Parking Lot**

Explore what the policies are currently on project based learning and field trips because there are institutional barriers on how to do this easily. and how they can be streamlined. Is there any current funding that is linked to this teaching and learning?

-Krystal suggests parking lot. Anniqua says this could be a great suggestion for inquiry to the PDPC Faculty Teaching and Learning committee.

**3. Workgroup Breakouts** All

What group would people like to be a part of?  
 Split into those groups and discuss: What data is needed or which questions need answering to make recommendations on this item? 40  
 Come back as a large group to provide broad insight into the data and questions needed. 20

- # 1: Professional Development/ Training: Training group talked about a Canvas shell to put together and using stories and scenarios to describe discrimination and getting different perspectives that is both teaching and healing. Vulnerable stories of discrimination off campus and human library. Stories empower us and that we do have community and it does feel very very lonely and how to share your stories training.
- #2: Public safety community building: A lot came out! It's a tip of the iceberg in learning and hope to get everything addressed. Community building proactively.
- #3: SEAP group: finalized plan to send to Kim for confirmation
- #4: Affirming Anti-racist college culture group/Anti-woke stickers - having a counter-narrative approach from Lezlee. Center us in action. "Hope is not just wishing...it's showing up and taking action"--will meet off line.

#### 4. Follow Up

All

Several members vocalized that they would like to see an all-campus message come out from the President's Office regarding the anti-woke sticker on the Black History Month poster.

When this was brought up to the group, the group was in consensus that this is what they would like to see happen as an EAPC.

EAPC members noted that they would like to see a message that states this is unacceptable and that EAPC is working on a counter-narrative approach to this incident.

EAPC Tri-Chairs - contact Director Julie Johnson for a presentation on headshots and administrative practice

Memorialize EAPC workgroups on website as an "actions/lessons" highlight.

Kiran and Michiko connect with Commencement Committee: Research on what other institutions may do to ensure the ceremony reflects our community and our anti-racist values? Recommendations to the Commencement committee? (Share the history on why we made that change.)

For next agenda: Land Acknowledgements and Beyond? Or is it a taskforce?

For next agenda: SEAP Liaisons to Kim, then Liaisons, then present at EAPC (CC-Karen and Mahitha and Kiran)

SEAP Workgroup - check in before workgroup meeting March 12 to report out