

# Equity and Antiracism Planning Council Agenda 1/23/24 Notes

Date: Jan 23, 2024 Time: 2:10-4:00 P.M.  
and Building 9 Room 154"

Location:"<https://smccd.zoom.us/j/86830910489>

## 1. Welcome to this Space

We would like to acknowledge that Cañada College sits on the traditional land of the Ramaytush (Rah-my-toosh) Ohlone (Oh-LOW-nee) peoples, and to pay respects to 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 today. Let us not forget the colonization of this land. Let us honor the people who have stewarded this land for generations, and let us honor the truth. *(This land acknowledgement was co-created with students, Student Life, and Dr. Cordero from the Association of Ramaytush Ohlone).*

**Kiran**

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.

[Community Agreements for Respectful Dialogue](#) Sticky notes/ Parking lot (Nimsi)

**Timekeeper: Who?** Nimsi

**Notetaker Who?** Otter and Alison

**2. What have we done? Where to find minutes for 11/26/2023 meeting** **Kiran 1**

**3. Who's Here** **Please mark any members who are absent:**

Classified - Gonzalo Arrizon  
Student - Mariela Cuevas-  
Faculty at Large –Kassie Alexander  
Classified - Mahitha Rao  
PRIE - Karen Engel  
Faculty - Counseling – Chris Rico  
Classified -Nimsi Garcia  
Student - Graham Sheardown–came at 3:30?  
Faculty at Large – Eddy Harris  
Faculty - ESL – Rebekah Taveau  
Tri-Chair + Administrator - Michiko Kealoha  
Administrator - Kathleen Sullivan-Torrez–absent  
Classified - Alyssa Lucchini  
Faculty - English/Math – Yolanda Valenzuela  
Tri-Chair + Faculty – Kiran Malavade  
Tri-Chair + Classified Staff – Krystal Martinez

**Guests:** Eileen Pippins, Alison Field, Christopher Wardell, Ignacio Morales, Kim Lopez, and Manuel Alejandro Perez

**4. What are we doing?** Kiran gives an overview of Agenda, one adjustment made. **Snapshot Agenda for 1/23.**

Community Building

Reports and Announcements

Bias Education: EMP 2.9 Planning Updates

New Business

New meetings?

Workgroup follow ups and proposal for this semester—the group ran out of time to address this. We plan to do this at the new meeting we proposed for the 2nd Tuesday of the month.

Open forum

Attendees took a few minutes to introduce themselves before breaking into groups for community building.

**5. Community Building 10 min**

**Michiko**

Groups of 2-3 people. 10 minutes for the activity is about 3-5 minutes to share per person.

**Question:** *Groups of 2-3 people.*

*10 minutes for the activity is about 3-5 minutes to share per person.*

*Committing to Align with Umoja Mattering Flex Day Opening:*

*1.) Please share a time where you felt like you mattered as a student. In what ways do/can you carry that with you in your work?*

*2.) We've had one full week of school, how are you doing with your call to action from Umoja on "Approaching one Black student and sharing with them the benefits of Umoja and giving a note to a colleague telling them what you appreciate about them."*

**6. Reports and Announcements**

**30 min**

a. EAPC Related Announcements:

This is a time to share upcoming equity and antiracism events, activities, and open learning opportunities that are coming up before the next EAPC on November 21.

Rebekah: if you encounter students who are curious and engaged be sure to tell them about Honors classes and Honors contracts. Underrepresented students may experience "imposter syndrome" in college. It can make a big difference if a staff or faculty person tells them about the Honors Program. Honors research is exciting; it gives students the opportunity to research something they're passionate about.

Nimsi: First Undocu Speaker was today with Cañada alumnus. It was super inspiring and fun. Undocu Speaker Forum, next session is Wednesday February 7 from 5-6:30pm in the Cultural

Center! TRIO SSS is hosting Tea Time with TRIO in the UCC again this semester, with each session focusing on a different asset from the Community Cultural Wealth Model.

Kassie: BSU is hosting a Poetry Slam Thurs. 3-6 pm, Feb. 29 with Umoja statewide manager, Anita Bailey, as a speaker.

## **7. Discussion:**

Bias Education: EMP 2.9 Planning Updates

Arya, Manuel, David Eck, Michiko are here from the EMP team. Presentation was shared in Sept. at PBC with lots of feedback.

Michiko presented the following:

Why are we interested in responding to bias?

- It started with students.
- High rates of bias incidents. 80% of BIPOC community experienced bias, according to Áse report.
- Team also looked at national data.
  - you need to create opportunities to raise awareness
  - And provide resources to heal.
  - Also shows that we can affect larger systemic change.

What have we done so far?

- Work began as Student Senate Initiative in August 2020;
- Fall 2020 BSU demands
- Spring 2021 Student Senate Proposal: mission & website as transparent and accessible.
- Áse Recommendations, 2021
- EMP Goal & Group formed in 2022. Asked questions: What does this look like? What is legally possible? What do other colleges do?
- Advocate = software program that colleges use to track number and type of incidents.
- Team has started to reach out to colleagues who are centering indigenous practices and biases; addressing that is one commitment the team has
- Important to have a response team, not just one person. Response team to include:
  - VPSS, Title IX rep, faculty, staff, student rep, director of Marketing & public relations, public safety, Dir. of Equity.
- As of mid-Fall semester, the EMP group is on full pause.
- This work did not start as an EMP goal but rather picked up energy over time. Incredible leaders and experience – Arya, Dave E., Lezlee, Manuel, Max, Michiko, Mwanisha, Phil R., Roz..

Critical Questions for moving forward

- What happens when staff or faculty are involved?
- How are we defining bias?
- How are we collecting data while maintaining process?

This academic year: EMP 2.9 is a “Top 4” Goal for the college. Is this something we’d still like to pursue? If not, why? Do we want to move this EMP workgroup to become an EAPC TF for inquiry?

- If you are interested in helping to work on this, contact Michiko.

Krystal: presentation really helped clarify what’s happened so far. Yes; we should continue to pursue this Goal. Really important to make support accessible to the 80% of our population that is experiencing bias.

Mariela: 80% of BIPOC community members also experience one or more disabilities. Important to add disability as part of our process.

Kiran: Appreciates how broad the EMP workgroup is and how that format is so open.

Mahitha: Would also be good to have reporting information Sharing with EAPC. Reporting on incidents is important, but also very important to address the needs of those involved. Follow-up is key.

Manuel: Any/all processes need to include Immediate intervention and follow-up. Data and aggregation of data is very important too. We need this information to identify trends or patterns so that we know what we need to do.

Mahitha asked for clarification regarding the timeline and tasks for the EMP group.

Kim: EMP group is working on the draft plan. Next meeting: EAPC vote / recommendation needed.

There was more discussion about the EMP workgroup and whether or not it should become an EAPC Task Force: Rebekah added her support to pursue EMP 2.9; Alyssa raised the issue of bandwidth / capacity of the EAPC to take over the work.

**ACTION TAKEN:** Council members voted on question #1: EMP 2.9 is a “Top 4” Goal for the college. **Is this something we’d still like to pursue? If not, why?.**

Vote to continue was unanimous.

To be discussed at the next EAPC meeting: draft process presentation by EMP workgroup; vote on second question.

## **8. New Business:**

- a) Meeting times

Krystal shared proposal to add workgroup meetings (2nd Tuesdays) each month, in addition to the regular EAPC business meetings.

Yolanda suggests we try it for Spring 2024.

Nimsi suggested moving workgroup share outs to the beginning of the business meeting agenda.

**Proposal:** Try 3 mandatory workgroup meetings this Feb March April virtual 2nd Tuesdays. Keep a running Google doc for workgroup members who can't make it.

Yolanda suggested that we canvas people now for their availability. Most, but not all, folks can make the meetings.

**ACTION TAKEN:** Members voted unanimously to hold mandatory workgroup meetings, 2nd Tuesdays of the month, as proposed above.

**Meeting adjourned.** Did not get time to discuss the following items:

- b) Mission revising?
- c) New workgroups?
  - Which from Fall 2023 would we like to carry over and what new inquiries (if any) would we like to pursue in the Spring 2024 Semester?
  - *Fall 2023 - Workgroup 3. & 4. Equity Training 1.0 and 2.0 and Beyond - CONTINUE*
  - *Fall 2023 - Workgroup 5. Community Building with Public Safety*
  - *Fall 2023 - Workgroup 6. Consistent Headshots for SMCCD Portal--are we ready to make a recommendation to President?*
  - *Fall 2023 - Workgroup 7. EAPC / SEAP Committee - CONTINUE*
  - *Fall 2023 - Workgroup 8. Contract Grading--(training postponed)--no workgroup needed*
  - *Potential Spring 2024 - Workgroup following up on Umoja Responses (Ensuring we are doing what we committed to.)*
  - *Potential Spring 2024 - Proposing/Planning Equity Updates and Opportunities at Commencement*
  - *Potential Spring 2024 - Innovative Teaching and Learning Grants in District/College*

**9. Open Forum and Feedback: Topics for next time**

**All 5**