

# Equity and Antiracism Planning Council Agenda 12/12/23 Notes

Date: December 12, 2023 Time: 2:10-4:00 P.M.

Location: "<https://smccd.zoom.us/j/86830910489> and Building 9 Room 154"

## 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?**

**Notetaker Who?**

**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-(Welcome!)  
Faculty at Large –Kassie Alexander (Welcome!)-absent  
Classified - Mahitha Rao  
PRIE - Karen Engel  
Faculty - Counseling – Chris Rico  
Classified -Nimsi Garcia  
Student - Graham Sheardown-absent  
Faculty at Large – Eddy Harris-absent  
Faculty - ESL – Rebekah Taveau  
Tri-Chair + Administrator - Michiko Kealoha-absent  
Administrator - Kathleen Sullivan-Torrez-attended at 3pm  
Classified - Alyssa Lucchini  
Faculty - English/Math – Yolanda Valenzuela  
Tri-Chair + Faculty – Kiran Malavade  
Tri-Chair + Classified Staff – Krystal Martinez

**Guests:** Luis Romero, Ignacio Morales, Jackie Gonzalez, Autumn McMahon, Lezlee Ware, Elizabeth Terzakis, Lesly Ta

4. What are we doing? Kiran gives overview of Agenda, one adjustment made. [Snapshot Agenda for 12/12.](#)

~~Bias Education: EMP 2.9 Planning Updates~~—this item was postponed for the next meeting since key members of that group presenting were unable to be here.

#### 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.*

*1.) Please share one of your favorite memories connecting with the land--mother earth and nature.*

*2.) What are ways you connect your curriculum, services, and practice to Indigenous peoples?*

#### 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.

- **Nimsi: we received an invitation from Skyline their equity coordinator and their [?]student club. They wanted to collaborate on a queer Students of Color Conference in the spring.** So it is tentatively being scheduled for early March. And we went to a planning retreat last Friday myself Gonzalo a couple of the Cultural Center ambassadors and GSA club members. We'll make sure to distribute it as plans become firmer.
- **Maggie: The NCORE offers scholarships to students** and so we did two sessions on that to provide an overview of what this scholarship is about and what students need to apply to it. Then fully ACC approved \$2,000 for a student to attend and core. So if y'all know any students that would be a great fit for that scholarship. Please feel free to go ahead and send them my way or send them to the website of NCORE so that they can explore a little bit more about that those scholarship is to scholarship application is due January. 19th.

And ASCC approved \$2000 for us to take a student so just wanted to share that so y'all can start sharing with your students

YOLANDA: Is there any way that we can have a PUENTE student join you in your student group to NCORE? Puente program has some funding. So I would try really hard to find funding and so that student can join you. Is there any way that the ACC will be able to add another student?

Maggie: just to clarify also we're not taking a group of students we're trying to see how many students we can take to be honest with you but unfortunately you know, they're the funds are kind of limited so that's why we want started sharing the scholarship information and then to request that the ACC funds so that on top of the scholarships that students receive that they get those 2000 should Michiko and I and a group of students be able to go we're more than happy to bring one of your students if they're able to also kind of find some of those funds for them.

But also we're trying to see how we can fundraise for any of the students that do decide to go so I know you and I along with your team will be meeting later this week. So I'm happy to further discuss how we can come together to make more possibilities for the students.

Kiran: we're trying to get the word out to all the students who might be interested, and then if we have a sense of how many want to go, Maggie and I have been brainstorming like can we do some fundraising next semester to like send as many students as we can using the \$2000 that ACC but also get funding from wherever else we can do some fundraising ourselves to send those who are interested to go I mean, the issue is partly that it's in Hawaii this year and it's so much more expensive than when it was in Portland.

But I think all of us should tell everyone that if they're interested too, let Maggie know. And then we'll try to figure out how we can make that happen if possible. Maggie, Yes, I'm keeping a list of students who have shown interest Oh, send them my way. It 's about \$3500 per student for like flight from etc, etc. That's kind of the math we did so you all can have an idea of how much it would take per student.

**b. EAPC Offered Flex Sessions + Additional Trainings: + Contract Grading; Skyline:**  
LEGS All

- **UCC will be offering Undocuually Training at January Flex**
- **Chris Wardell: So the "Legs Program"**, deadline to apply was last Friday. I got an email from Josh Lindos is a program services coordinator over that division that my application was not accepted because they had received more interest than they had expected which is great. So legs is happening again this spring. They have a full cohort. And I think it would be very pertinent for us to connect

with them, at least moving forward to streamline efforts. And to synergize practices across the district.

- **MAGGIE: add to flex day sessions, there will also be a path to completion to the DHA side grant at Cañada has received there will be a session on that which will be presented by Chris Ron and myself.**

- **Report out from Umoja team related to Umoja Counselor hiring request and discussion that followed:**

Mathitha:

We were just asking for some support and advice on some of the one of the requests for positions that we requested as Umoja was academic counselor, and so far in different groups, we've seen that that counseling position has not been ranked very high. And so I know this group has done amazing work this past semester and understood where our demands have been coming from and where that support is so needed on campus. And so, seeing it again, that our counseling position was not supported, I think is something that we are feeling very strongly within our team and it's something that we really need right now. ...And so I think something that we wanted to receive support from is just what that would look like and how we can get that support even though it wasn't ranked very high.

Lezlee: And it again feels like we're having to fight again for something that we've been demanding and requesting. Crystals giving you and and David I see your hand. Is it is it about that? Sorry. Yeah. So Academic Senate it's ranked last. In the counseling division, it has a first ranking. So there was a difference there. And you all already supported it. So we just were feeling so discouraged. So we're like let's go back to our group. Like where we can hold hands. And that's really why we're here is just like a place for us to be able to say what we want to say and we know you understand it because you guys spend so much time on the Umoja demands and our questions. So that's really why we're here. You know, you just start to feel a little you get a high and then you get low and you just kind of balance that out.

Other Umoja team members, Alyssa and Lesly Ta offered reasons why the position was so important related to Black students success on our campus and the fact that so

Clarification from Eck and Kiran on the rankings and what happened at Senate: The rankings from counseling was confusing, but actually Umoja counselor did not seem to be first (which is what the Umoja team heard afterwards).

Kiran: I understand there's a procedure that the academic senate is the group that provides recommendations to the President about faculty hiring. But I'm wondering if EAPC could do that. Is that a thing that we want to take on? (making hiring recommendations). So I threw that out in the Academic Senate. I think it's something we could discuss going forward. I was told well, Academic Senate gives the recommendations about faculty positions, and the Classified Senate gives recommendations about the classified positions, but EAPC, we're everybody. And I think

we're saying that this is the equity and anti-racism Planning Council and that that's front and center for this college. So why should we not have a say, in making our recommendations? Maybe they're not taken in any weight, I don't know. But at least we feel that we had our say, that's what I would think like, let's talk about that in the spring.

Rebekah: I just want to express the agreement. I do think it is within our role to make these recommendations and it's really important that we come forward to Academic Senate and IPC and say, You know what positions we support and I think sometimes, I think David alluded to that sometimes these meetings are really rushed and people don't have enough information. And so it's also our job to kind of get the information out there and promote the positions we know are important and valuable.

Maria: I am a classified and we voted on and approved Classified Senate member and I am here to let you know that while we as Classified Senate cannot rank position what we can do is and this is going to be divisive I'm sure we can as we have a meeting this Thursday, we can make motions to recognize EAPCs ranking. And I would like to encourage those of you that are Classified Senate or classified members to come until let your voices be heard. Let us know if you think that we want the EAPC to have this voice. You know, y'all speak directly to the President. I don't see why you shouldn't use it. But if you also have Classified Senate saying yeah, we think this is a good idea. Then we should be able to move things.

~~e. Bias Education: EMP 2.9 Planning Updates~~—this item was postponed for the next meeting since key members of that group presenting were unable to be here.

## 7. Group Discussion

- a. Discussion of EAPC Workgroups and SMART Goals 25 min: in groups  
Report out per group: 1 min per group

Pdf of Share out document

<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:18e1e86a-bc02-325e-8b47-f2997c6b0671>

- Workgroup 1. EAPC Mission Revisioning
- Workgroup 2. Classified Staff Reassign Time Equivalency for Participation in Participatory Governance
- Workgroup 3. Equity Training 1.0
- Workgroup 4. Equity Training 2.0 and Beyond
- Workgroup 5. Community Building with Public Safety
- Workgroup 6. Consistent Headshots for SMCCD Portal
- Workgroup 7. EAPC / SEAP Committee
- Workgroup 8. Contract Grading

## 8. New Business: Action taken

- a. **SEAP Committee Recommendation**—For council's review at this point. No action taken until Spring—see workgroup notes.
- b. **Dreamers Task Force Name Change (Nimsi) –members vote on to approve**

## All agreed to change name to: Cañada Undocumented Student Advocacy Coalition”

Nimsi presented on what the subcommittee would entail:

Membership:

- We wanted to define membership as being open to our entire campus, and including also community partners. And allowing all folks who participate to have a voice in a say as opposed to centering, like being a voting member or having a vote.
  - Leaning into the fact that as members or as folks who participate in the group, we will all be advocates for and disseminate information and resources to our undocumented community.
- And we are going to commit to engaging in learning opportunities to expand our capacity to be advocates for undocumented students and mixed status families.
- We also created a list of folks that we wanted to call in and also different programs because they actively serve the student population that we are targeting. And this also includes community partners.

Group objectives, separated into four categories.

1. The first one being around professional development opportunities, a big thing that the task force has done historically is like flex day trainings and other ally trainings.
2. So we felt that that was essential to continue supporting our student clubs and providing mentorship and resources for those clubs.
3. Also sharing an updating information for undocumented students and students from make status families. around things like AB 540, the California Dream Act, legal resources, the six figure that waiver and so forth, we find that those are areas where a lot of our students or community may not have a lot of knowledge around so we want to again, disseminate that information and be advocates for disseminating that information.
4. And lastly, creating a community of support and learning to better equip ourselves to support undocumented students and students from extended families.

So that is all in line with what we have historically done. We wanted to go through this process to formalize it and to like really spell it out so that it was clear what the group does, and how our work extends beyond the current definition of what a task force is because it is continuous and it is ongoing.

### c. Land Acknowledgement Consistency

- i. Let's vote on whether to "officially adopt" for the college to use this one consistently. Officially recommend to the president to make this change.

**Voted yes unanimously.**

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

All 5

(note: didn't discuss): For December

- ~~Spring Workgroup Ideas: Inquiry on Academic Probation and Repeatability Policy, Inquiry on Accessibility Escorts from Dr. B and VPA Prisecar~~
- ~~Invite O'KenZoe + Kohya to talk about district and GSM ombuds process?~~