

# Equity and Antiracism Planning Council Agenda

**Date:**

March 19, 2024

**Time:**

2:10-4:00 P.M.

**Location:**

<https://smccd.zoom.us/j/85091313394>  
and Building 9 Room 154

Item	Presenter	Time (mins)
<b>1. Welcome to this Space</b>		
<p>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).</p> <p>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.</p> <p>Gratitude to Nimsi Garcia for suggesting <a href="#">Community Agreements for Respectful Dialogue</a> + Sticky Notes + Fidget Aids Available For unpacking or "parking lot items" that may not fall directly under EAPC.</p>	Kiran	1
<p><b>Time Keeper</b></p> <p>There are so many important things to discuss together. Who is willing to help us keep time? <a href="#">Check out this video link on how to do timekeeper easily on Zoom!</a></p>	Krystal	1
<p><b>Notetaker</b> (please use this google doc, Kiran will share in chat) We're doing meaningful work! Who is willing to help us keep track of what we're talking about?</p>	Krystal	1
<b>2. What Have We Done?</b>		
<p><b>a. What we covered in EAPC on 2/27/24 meeting</b></p> <p><a href="#">Found on the EAPC website here.</a></p>	Kiran	1
<b>3. Who's Here?</b>		
<p>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 Faculty at Large – Eddy Harris                    Faculty - ESL – Rebekah Taveau Tri-Chair + Administrator - Michiko Kealoha    Administrator - Wissem Bennani (welcome!) Classified - Alyssa Lucchini                        Faculty - English/Math – Yolanda Valenzuela Tri-Chair + Faculty – Kiran Malavade Tri-Chair + Classified Staff – Krystal Martinez</p>	Kiran	1
<b>4. What are we doing?</b>		
<p><b>a. Snapshot of EAPC Agenda for 03/19/24</b></p> <p>Any adjustments to agenda needed? Voting members approval</p>	Kiran	1
<b>5. Community Building</b>		
<p><b>a. EAPC Community Building</b></p> <p>This community building time has been intentionally created to provide areas for us to build understanding, connection, and learning with one another. Groups of 2-3 people. 10 minutes for the activity is about 3-5 minutes to share per person.</p> <p><a href="#">March 31 is Trans Day of Visibility!</a> <a href="#">Question from Transcend 2.0 training (March 8, 2024)</a></p>	All	15
<b>6. Reports and Announcements</b>		
<p><b>a. EAPC Related Announcements</b></p> <p>This is a time to share upcoming equity and antiracism events, activities, and open learning opportunities that are coming up before the next EAPC.</p>	Krystal	15
<b>7. Group Discussion</b>		
<p><b>a. Draft Administrative Procedure 2.34.1 - SMCCCD Employee Portal Directory Pictures</b></p>		

Update:

Through the Fall 2023 EAPC Workgroup, and after the presentation to EAPC from HR's Julie Johnson, an Administrative Procedure from the workgroup's recommendations and Julie's expertise was drafted. The workgroup reviewed this, the President reviewed this, and the District Antiracism Council has reviewed the draft. The draft is currently with HR for review before District Antiracism Council makes a formal recommendation for implementation to the Chancellor.

The draft currently reads:

General Principals

The primary reason for an SMCCCD employee portal directory with pictures is to provide information on who an employee is. This SMCCCD employee portal directory provides a clear, easy-to-identify, and consistent method of identification of all those employed by the SMCCCD.

Michiko 10

This photo should be a full-size formatted color image in high resolution to clearly see the photo's content.

The photo's style is identical to the SMCCCD Badge procedure, a passport-style photo with: 1.) the employee facing forward, 2.) a smooth white background free of any objects, shadows, texture, or lines, 3.) cropping below the neck and right above the head

Picture-taking is currently offered through the District Office of any of the College's Public Safety Offices.

Employees who have safety concerns (e.g. stalking, restraining orders, etc.) should contact Public Safety who will address these issues on a case-by-case basis.

**b. Review SMCCD Affinity Group Guidelines**

Krystal 15

Review and Discuss:

From recommendations made by Cañada College, the District Antiracism Council, Chancellor, and HR have developed an Affinity Group Guidelines. We would like to review this as an EAPC and provide thoughts.

**8. New Business**

**a. EAPC Bylaw Update on Open Membership Advertising:**

Kiran 5

Proposed change to bylaws made in red:

Membership Terms

Each member will serve a "term," which is defined as a two-year or four semester commitment.

Student terms of service are for one academic year except for initial appointments and any midterm replacements.

Membership Appointment or Selection

Council members are appointed through the Classified Senate with CSEA approval, Academic Senate, and Associated Students of Cañada College. Administrators will be appointed from the College Cabinet by the College President.

Upon an EAPC position being made vacant and available, this vacancy and availability is advertised to all of campus a minimum of 5 business days before voting/appointments occur.

**b. Updates on Summer EAPC Retreat Planning**

Michiko 10

Review options for different types of EAPC retreats.

Inquire to the EAPC who would like to be a part of the planning group--meeting Tuesdays 3:00-4:00 on non-EAPC meeting days.

**c. EAPC Workgroup: Public Safety Community Building Proposal Review and Vote**

EAPC Workgroup: Public Safety Community Building 20

Review, discuss, and decide potential next movements for community building with Public Safety:

Invite Cañada Public Safety Captain Jason Wendt and any additional Public Safety Officers who can attend, to the April EAPC Meeting (business or workgroup?) and plan a dialogue around a series of questions aimed at building common ground and understanding.

The draft proposal for discussion in April is:

Beginning with a community builder opening: Why did all of us in this room choose this role and this college?

What are the services provided by Public Safety?(For example, what are services that students and community members can call Public Safety for support?)

What training do Public Safety officers receive as part of their onboarding and in their role?

What is the next step for the EAPC to take from the EAPC meeting the next time the...

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

All 5

Updating the Land Acknowledgement to include Labor acknowledgment/Sankofa Ancestral Acknowledgement

EAPC making recommendations for hiring: implications and hiring practices of ranking structures.