

# 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><a href="#">Community Agreements for Respectful Dialogue</a></p> <p>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.</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?</p> <p><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)</p> <p><i>We're doing meaningful work! Who is willing to help us keep track of what we're talking about?</i> <i>Gonzalo volunteers.</i></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 -absent  Faculty at Large – Kassie Alexander -absent      Classified - Mahitha Rao  PRIE - Karen Engel -absent                      Faculty - Counseling – Chris Rico  Classified -Nimsi Garcia                      Student - Graham Sheardown  Faculty at Large – Eddy Harris                      Faculty - ESL – Rebekah Taveau-absent  Tri-Chair + Administrator - Michiko Kealoha      Administrator - Wissem Bennani (welcome!)  Classified - Alyssa Lucchini-absent              Faculty - English/Math – Yolanda Valenzuela  Tri-Chair + Faculty – Kiran Malavade  Tri-Chair + Classified Staff – Krystal Martinez (needed to leave at 3pm)</p> <p>Guests: Eileen Pippin, Dr. Moreno, interim Chancellor, David Eck, Dr. Manuel Alejandro Perez, President Kim Lopez, Adolfo Leiva, Max (ASCC)</p>	Kiran	1
<b>4. What are we doing?</b>		
<p><b>a. Snapshot of EAPC Agenda for 03/19/24</b></p> <p><i>Any adjustments to agenda needed? Voting members approval</i></p>	Kiran	1
<b>5. Community Building</b>		
<p><b>a. EAPC Community Building</b></p> <p><i>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.</i></p> <p><a href="#">March 31 is Trans Day of Visibility!</a>  <a href="#">Question from Transcend 2.0 training (March 8, 2024)</a>  Kiran: From QSOCC (Queer Students of Color Conference) about "both/and" instead of either/or. Binary thinking and frameworks can limit us, while considering how situations and people can actually be both/and can often be liberating. Share how this concept resonates with your experiences in some way.</p> <p><i>Examples : Both Teacher and student at the same time since we are learning from our students. Cultural - I can be both Indian and American and not have to choose one or the other.</i></p>	All	15
<b>6. Reports and Announcements</b>		

**a. EAPC Related Announcements**

Krystal

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

**Michiko** - From the Equal Employment Opportunity Advisory Committee: Ms. Diva Ward, Ms. Mwanaisha Sims Adams, Ms. Julie Johnson, Dean Hyla Lacefield and several Cañada students are working together to create scenario based training with virtual reality to be used across the district. They are starting with the hiring process first. It's a way to practice disrupting different microaggressions in VR (hiring, interview, after interview) -- 5 min scenarios that will be presented at a VR design conference with students in June. If you have a particular scenario you think is critical for the district to practice, please email me and I can share with the EEOAC and Hyla's team and cc you. They need scenarios right away.

**Nimsi**: Sanson and Me Film tonight, 6pm-8pm in The Grove, dinner and dialogue with the filmmaker.

**Mahitha**: Holi is this Thursday 1pm-2pm

**7. Group Discussion**

**a. Draft Administrative Procedure 2.34.1 - SMCCCD Employee Portal Directory Pictures**

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

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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**

Dr. Melissa Moreno + Krystal

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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.

SMCCD Affinity Group Guidelines--shown draft document by Chancellor

Forms being prepared at the moment

Post-hire retention strategy

Being thoughtful in improving the recruitment and selection process

AT SKY, 80%+ diversity hiring, but we need to make efforts to increase retention

State has metrics to improve diversity

Important that POC feel a sense of belonging. Hope is that this is one small step in the process.

Employee Resource Groups (see document and data)

Data: ERG's do impact retention in a positive way. ERG's are good for business, too!

Two-year pilot

CAN can create the 1st ERG!

Time release for Classified to participate may be an issue - during work day or after work

Area of concern: has to be open to ALL - cannot exclude anyone

Check-in after 6 months to see how the ERG is going

Cannot be religious, political, commercial, or outside collective bargaining (other agency interests)

We need to come up with proposal with purpose and mission for approval

After 90 days, the ERG has to create a charter with mission, officers, resource requests, etc.

Questions:

- How do charters function? Do we need officers?
- How soon can we apply? (timeframe)? Right away! By this Friday, 3/22
- How do we outreach and advertise if it's open to all? (some resources provided like meeting spaces, but need to be mindful about "who this is benefitting")

Kiran: The mission can be upheld to frame the ERG. So, even if members other than those targeted by ERG attend, they need to support the mission as allies

Q: is the ERG district-wide and/or campus only? Depends on how you frame it...but, yes the ERG is open to all District employees

**8. New Business**

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

Kiran

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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.

Wissem moves to approve the additions in red to the EAPC bylaws . Seconded by Eileen and Mahitha. Discussion: Manuel raises the point that we may want to consider what we mean by "advertise" and will we be creating a lot of additional work that might happen at the same time or multiple positions become vacant at the same time.

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

Michiko

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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.

Michiko shared various options she has explored and received quotes on. Eileen would like to be on the planning group for the retreat. It may be helpful to find out what our budget is first. Michiko has made inquiries and asked locations to hold our retreat for 2 weeks.

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

EAPC Workgroup: Public Safety Community Building

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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 support or resources would Public Safety like from the EAPC to support the work you do? \*\*Need to invite students, especially night students.\*\* Last 45 mins Michiko points out that it might not be possible to get more than one Public Safety officer in the room, which would change the dynamics Eileen suggests this is a Fall activity and not a closing activity or first birthday activity. Carlos and sharing how we should equally share our roles on campus. Do we introduce them into our space and potluck? Wissem and Chris - Info session/potluck/social and then getting to know and being more informal. Manuel - Inquillaboration (inquiry + collaboration) . . . really appreciate the intentionality around dialogue and partnership for the sake of finding stronger common ground in partnership. Kiran - check in with Public Safety--what would they like? Do they see a need to work with us? Or is it one sided?

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

All

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Retreat. Updating the Land Acknowledgement to include Labor acknowledgment/Sankofa Ancestral Acknowledgement EAPC making recommendations for hiring: implications and hiring practices of ranking structures. Invite Public Safety to the end of the year celebration and how we would like to join us and connect and collaborate.