

Equity and Antiracism Planning Council Flow

Date: October 22, 2024
Time: 2:10-4:00 P.M.

Location:
<https://smccd.zoom.us/j/81434768344>
 and Building 9 Room 154

Item	Presenter	Time (mins)
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1. Welcome to this Space

We acknowledge that Cañada College is situated on the traditional unceded land of the Ramaytush (Rah-my-toosh) Ohlone (Oh-LOW-nee) peoples, and we respect our 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 Area today.

We have a responsibility to acknowledge that we as a Cañada community have benefited from the use and occupation of this land and that the tragic legacy of colonization, genocide, capitalism, racism, and oppression still impacts people today.

We also recognize the labor upon which this educational institution, state, and country is built.

We acknowledge the peoples of African ancestry who were enslaved and forcibly brought to this land, and whose forced labor played a major role in the formation of this country. We are indebted to their uncompensated labor and their unwilling sacrifice over hundreds of years—which continues to impact generations today. We honor the legacy of the African diaspora and the continued contribution of their survivors.

Gonzalo 2

We acknowledge the contributions of all immigrant labor, forced labor, and undocumented people who contributed, and continue to contribute, to the building and feeding of this land. We acknowledge their immeasurable sacrifices and work that allow us to gather in this space today.

Let us not forget. Let us honor and engage with the people who have stewarded and labored on this land for generations, and let us honor these truths—by taking responsibility as a college community to continually educate ourselves about these realities, to affirm our commitment to justice through continual action, and to protect and sustain this land.

Who would like to read this in November?

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.

[Community Agreements for Respectful Dialogue](#)

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.

Time Keeper

There are so many important things to discuss together. Who is willing to help us keep time?

[Check out this video link on how to do timekeeper easily on Zoom!](#)

Michiko 1

2. What Have We Done?

a. What we covered in EAPC on 09/24/24

Kiran 1

[Found on the EAPC website here.](#)

3. Who's Here?

Appointed voting members:

Classified - Gonzalo Arrizon

Faculty at Large - Kassie Alexander

Administrator - Wissem Bennani

PRIE - Karen Engel

Classified - Zorie Gomez

Faculty at Large - Eddy Harris

Tri-Chair + Administrator - Michiko Kealoha

Classified - Alyssa Lucchini

Tri-Chair + Faculty - Kiran Malavade

Tri-Chair + Classified Staff - Krystal Martinez

Student - Mia Berta

Classified - VACANT - Reached out to Classified Senate

Faculty - Counseling - Chris Rico

Student - Junpei Yamaguchi

Faculty - ESL - Rebekah Taveau

Faculty - English/Math - Yolanda Valenzuela

Guests: Mary Ho, Michele Rudovsky, Marie Mejia, Chris Wardell, John Fraire, Jasmin Padilla Valencia

Michiko 1

4. What are we doing?

a. EAPC Flow for Today

Kiran 1

Review what is on the agenda for today.

-ADA District Plan and Progress

-Community College Survey of Student Engagement (CCSSE) Data

-Recommendation for Public Safety Training

5. Community Building

a. EAPC Community Building

All 10

This community building time has been intentionally created to provide areas for us to build understanding, connection, and learning with one another.
 Groups of 3-4 people.

10 minutes for the activity is about 2-3 minutes to share per person.

Michiko

From Olivia Hernandez, the Womxn of Color Collective's facilitator for Body Positivity and Intersectionality: "Take a moment to reflect on your current relationship with your body. How do you feel about it right now, and what gentle observations come up for you?"

6. Reports and Announcements

a. EAPC Related Announcements

Kiran

10

This is a time to share upcoming equity and antiracism events, activities, and open learning opportunities that are coming up before the next EAPC. Please put your announcements in the Zoom chat or on a provided sticky note in-person.

- Drum circle today at 4pm at the Cultural Center
- FilipinX American History Month - Dr. Faith here for Box of Dreams
- Next Wednesday is Diwali!
- Today and tomorrow Student Senate president with faculty on mythbusting immigrants being criminals - and Professor Michael Hoffman on disproving immigrants taking jobs Wednesday and Thursday is an art as empowerment and liberation with NUCLEI.
- Thursday immigration stories writing workshop with Prof. Eslamieh and Ethnic studies and History 245 opening their classes to everyone to talk about how perceptions of race impact culture.
- Black Student Union Game Night on Thurs October 24
- From Rebekah: Jose Zelaya and different representatives of Student Services and I are collaborating on a Cañada de Noche Halloween event. Please if you are teaching at night on the 31st or a member of student services, let us know if you can participate. 7-10pm - Here's a form link: https://smccd-czqfp.formstack.com/forms/halloween_student_services_event
- November 22 - we are hosting a table at the Sequoia Dream Club Making Dreams Come True fundraising dinner. contact Jasmin if you're interested -- November 22nd night

7. Learning More + Group Discussion

a. ADA District Plan and Progress

*Chief Facilities and
Operations Officer,
Michele Rudovsky and
Director of Capital
Projects, Marie Mejia*

40

20 mins presenting
20 mins Q&A

In 2019-2020, the San Mateo County Community College District evaluated compliance of its facilities and services with the Americans with Disabilities Act (ADA) of 1990. ADA provides comprehensive civil rights protections to qualified individuals with disabilities in the areas of employment, public accommodations, state and local government services, and telecommunications.

The District's [findings and recommendations were assembled in a report](#) that underwent review and comment by our District community and the public. The district has dedicated \$3 million in 2021 to provide accessibility improvements, and annual assessments on these improvements is a requirement.

This item allows the EAPC to learn more about how we are doing as a college to support our students, faculty, staff, and community members who need our facilities to be accommodating to their needs, and what the current strategic plan is for implementing the recommendations from the ADA Self Evaluation and Transition Plan.

-Michele shares how we have a responsibility to teach and train our own staff on ADA concerns, like putting too much furniture in the room. We are teaching custodians about ADA so they know it's in the way and they can remedy it on the spot. The same for our engineers and grounds for ensuring that bushes and greenery are out of the path.

-Marie shares goal, development, mitigation, and budget. The goal is to ensure all facilities fully comply with ADA--everyone regardless of ability can access resources and identify a prioritization schedule to improve access for all users. March 2019 Swanson Architects completed the assessment. Adopted by Board of Trustees in February 2021. Next 10 years to be able to remedy these issues. \$7.5 million at CAN for the barriers.

-Installed wheel stops and have regular training with facilities annually to ensure adherence. Prioritized removal barriers like like ensuring stairway contrasting color strips, restriping parking lots, water fountains are accessible, and disabled seating available in classes.

-Worked with State Architect.

-At CAN there were 1267 tasks and 273 mitigates and 142 are in progress with 852 pending. It's 6,000 pages and they are trying to check the boxes in all of them.

-Spent \$903,000 on B13 to improve instructional center.

-Trying to work on brail and proper height for signage

-CAN drinking fountains at right height at \$50,000

-CDC - Child Development Center - \$1 million - right next to Astronomy and that area is not accessible so there will be a ramp to the rest of campus. (Modules Bld 21 and 22 will be gone.)

-Chris asks if there is room for new projects to be introduced - Michele shares that resources are dedicated to the plan. If we need to pivot, we can. We look at inflation and we know we have more than \$30million of worth to do and will influence the prioritization. Chris mentions that a redesign of Financial Aid area because it's not ADA friendly--Michele mentions this is more of a project than a non-compliance issue. Marie recommends the report that is linked there and if it needs to be upgraded and it will make it a priority - and let your leadership know and we can move forward.

-Carlos asks, "Does the transition report have lists of items that need to be addressed regarding ADA? I ask because the automatic door for the Library is problematic since only one door opens and the timing out the automatic door makes it challenging for folks with mobility issues to come through and they sometimes get tagged by the door when it closes." Michele's response: The timing of the door is important so you can do a work order.

Michele shares this document - chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.smccd.edu/ada2020/19029%20SMCCCD%20ADA%20Self-Evaluation%20and%20Transition%20Plan%20FINAL%20Nov2020%20sm.pdf -- It's a 6,000 page document

Adolfo asks about using Bld 2 Room 10 or 6 101, scalable drawings and how do we do a layout -- Marie says we could give examples, just ask her--Michele adds that Tyrone Armstrong is our lead at CAN and we can ask for the blueprint on Onuma

Michiko clarifies the following actions:

-Timing of a door or broken things or extra furniture blocking--submit a work order

-Want an update to your space to be more ADA friendly and it's not in the report -- submit a proposal for a "project" to your dean and division and it will go to cabinet then Capital Improvement Plan

-See something on the ADA doc list and it's a major problem (or if you don't have time to check the doc go to your dean/supervisor) -- Connect to your supervisor and the connect to administration to submit because multiple eyes help us!

Rebekah asks about wheel chair routes and it is on the map. --MR: Map can be found here: <https://canadacollege.edu/about/campusmap.php> ADA route on map!

Kiran asks if we can go to the same training on what facilities things are ADA compliant, is that possible? MR: Would be willing to do that!

-Yolanda also asks if we can get information on capacity because ESL classes take on so many students and oftentimes have so many and the rooms are so full they might not be in compliance. On AdAstra, it shows the capacity of the room, so you can check in with Deans so we know what rooms to request. Team will let Deans know that faculty want this information. Faculty who need accommodations should work with HR and then facilities will work with that. Michele indicated that the process for this is on the HR website.
-For workplace accommodations: <https://smccd.edu/humanresources/workplace-accommodation.php>

a. Community College Survey of Student Engagement (CCSSE)

PRIE

30

This item is to support EAPC in learning more about the [latest CCSSE report](#). From this report, the planning council will discuss what kinds of detailed data from CCSSE EAPC would like PRIE to provide to learn more about equitable practice.

20 mins presenting
10 mins Q&A

- About 1/3 of EAPC has heard of this
- This is a survey of just community college students
- Administered in Spring and got the data back in August
- Must be in one class and over 18
- Had 884 respond
- Female and non-binary and LatinX "overrepresented" compared to population -Karen shares that nationally womxn take surveys more than men
- Did the same survey with faculty

Karen shows slides of questions where we differ significantly from the national data on community college, and data for our college related to those topics

-big deviation of started at a different college than CAN

Our students don't use academic advising at the same rate as similar colleges--and not using it very much

-- our students not satisfied with job placement services but happy with other career related services

30% of our students don't work at all, while the other 2/3s are working, and 25% work more than 30 hours,

2/3 of our college population have a dependent they are taking care of, and half their time is taking care of someone,

our students are more likely to take night classes compared to similar institutions

There are some questions with wording that might be confusing to students such as "using the computer lab" or "using skills services" so might have answered oddly. (We don't have a computer lab exactly or call anything "skills services")

-Karen screenshares the actual survey and shows where we can find this on the PRIE website

Yolanda points out that Our students are more likely to be low income and to be undocumented, compared to CSM or SKY, and that can impact the data when comparing to other schools or national data.

Kiran asks why it's significant to compare out college to national data? Karen says she wasn't sure what we wanted to look at.

Karen explains that there aren't really any questions that are directly related to "equity" **so it would be useful if EAPC looked at the questions and decided which ones they want PRIE to give data on/disaggregate the data based on various equity points (race/ethnicity/ night/ working etc)--the goal is to use this data to inform our EMP and SEAP Plans. -- follow up on this.**

8. New Business

a. Inquiry and Implementing on Cañada Public Safety Equity and Antiracism Training	EAPC Tri-Chairs	10
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In the effort to achieve "EMP Goal 2.7: Provide comprehensive on-boarding for all new employees," and EMP Goal, "2.8 Provide regular professional development that includes implicit bias and antiracism training every 2 years" and in hearing from Public Safety at the last EAPC meeting, as well as reviewing the feedback from the Classified, Faculty, and Administrative training sessions, would we like to explore what additional intentional training can look like? In connecting with President Lopez and Captain Wendt, there is more exploration on what this could look like and how it could be implemented with the Public Safety team. Is there anyone who would like to be a direct part of this inquiry and planning implementation?

-Zorie is interested and Alyssa is interested

9. Open Forum and Feedback

6

Chris shares the DREAM Act Service and it's a paid volunteer opportunity for Dream Act students and can earn up to \$4500 if fulfill the quotas and volunteer up to 300 hours per academic year and are AB540 eligible and can earn up to \$4500. Who needs a student like this and is willing? It can't be a political nature and has to be related to the participants' field of study or towards the service of a community need. The administrative components is having a sign off and supervise this students' volunteer service they are not held to the same standard--faculty could supervise! The question is who will cover the livescan? <https://canadacollege.edu/ucc/pay-for-college.php>

10. Future Agenda Items

- Michiko and Kiran follow up on training on ADA compliance in facilities (offices and classes moving desks around or events check in)
- could be a flex day workshop
- Everyone looking at CCSSEE questions and seeing what disaggregated data we are interested in getting--will bring to future meeting.
- Come back with proposal for training with Public Safety

Total Time	110
Total Left	0