

Equity and Antiracism Planning Council Agenda 11/28/23 Notes

Date: November 28, 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](#) *How can we take space and make space as a planning council? - Michiko*

We would like to decolonize our procedures but we want to ensure everyone feels comfortable to speak. Started with the GLSEN agreements. All accepted.

How do we as a community see someone wants to talk or come off of mute advocate for that person to be able to take space like others?- Krystal

Discussed the options if we don't "raise hands"--with zoomers, it is useful since it allows us to see the order of raised hands.

Elizabeth mentioned that some practices she has used in the past allowed for facilitators to prioritize hands of people who have not spoken before. We agreed this is a good idea.

We agreed that it doesn't just have to be tri-chairs who "call on" people to speak.

Sticky notes/ Parking lot (Nimsi)

Timekeeper: Who?

Notetaker Who?

2. What have we done? Where to find minutes for 10/24/2023 meeting **Kiran 1**

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

Classified - Gonzalo Arrizon

Student - Ignacio Morales -ABSENT

Faculty at Large -vacant

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 - Kathleen Sullivan-Torrez–ABSENT
Classified - Alyssa Lucchini
Faculty - English/Math – Yolanda Valenzuela
Tri-Chair + Faculty – Kiran Malavade
Tri-Chair + Classified Staff – Krystal Martinez

Guests: Maggie De Paz Fernandez Kim Lopez Jaqueline Gonzalez, Elizabeth Terzakis, Candice Johnson, Kassie Alexander, Lezlee Ware, O'KenZoe Selassie (late)

4. What are we doing? **Snapshot Agenda for 11/28: Do we need to make adjustments?**

Due to Lezlee and Elizabeth's schedules, we moved the discussion of Umoja demands up. In the end, that is all we discussed for the entire meeting.

- ~~Community agreements~~
- ~~Community building~~
- ~~Reports and Announcements~~
 - ~~EAPC Related open announcements~~
- ~~Group discussion:~~
 - ~~Workgroups convene and then report out~~
- ~~New Business: Actions needed~~
 - **Response to Umoja demands**
 - ~~Dreamer's Task Force Name Change~~
 - ~~Land Acknowledgement official adoption~~
- ~~Open Forum and Feedback: Topics for next time~~

~~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~~

~~a. EAPC Related Announcements All 7~~

~~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.~~

- ~~History of the Land in the Middle East Workshop with Professor Noonan 3:30pm in the Cultural Center, Thursday, November 30~~

~~b. EAPC Offered Flex Sessions + Additional Trainings: January – Undocually Training + Contract Grading~~

- ~~Skyline LEGS~~

7. Group Discussion

~~a. Discussion of EAPC Workgroups and SMART Goals 25 min: in groups~~

~~Report out per group: 1 min per group~~

~~EAPC Workgroup Reports 10/24/23~~

- ~~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 SMGGD Portal~~
- ~~Workgroup 7. EAPC / SEAP Committee~~
- ~~Workgroup 8. Contract Grading~~

8. New Business: Action taken (members vote on to approve)

a. Umoja Demands Responses + Follow Up Action on Anti-Blackness Event

- Let's vote on whether to send these (any dissension/other comments can be added in writing, and should sent to the Tri-Chairs by end of day 11/28/2023)
- Request to hire: Per demand: Team of psycho therapist to represent all cultures, PBC request was for full-time academic counselor
- Re BEST: would be comprised of members of EAPC or outside the council - a lot of items crossover with BEST and EAPC, but not a part of Participatory Gov Compendium, do we request a formal taskforce
- Get thorough update on CARE team, what has worked well and not worked well. Close the loop for the report submitter
- Does BEST exist yet or idea on paper? Students don't know what CARES reports are thus can't use them, BEST needs more explanation for faculty and staff. What it is, who is it for, students/staff?
- EAPC recommend an inquiry for CARES and Title 9 reporting. Have the processes explained, how many students served vs reports submitted? Would like detailed numbers. How many actually get personal counseling on campus and referred out. How effective is CARES. Thus far, only Early Alerts,

- vii. Demands/responses: all were read
1. How to support community with Public Safety?
 2. Demand/response 6: make sure training is the campus standard, not just specifically
 3. Lots of responses recommend to BEST: is this a running group or idea on paper
 - a. Having BEST become a EAPC taskforce group to ensure best practices align with CARES and Title IX to reporting
 4. Does BEST exist yet?
 - a. EAPC is urging to make sure BEST become an immediate workgroup
 - b. Hoping BEST isn't as described in PBC presentation. Make sure BEST is more community building experience vs a punitive one.
 5. Make decision tree to understand what is coachable/teachable moment vs district/HR involvement.
 - a. Okenzoe-Chief Equity Officer and Ombuds
 6. Have best practice for CARES so the experience is consistent
 7. RE Demand 1: Krystal wanted details shared, insistent on it, so response wanted to reflect that it is happened-upon person's choice to be visible or not
 - a. Make sure it is noted in that person's choice to share and not outed by the admin. Have criteria for sharing, use "community member" vs student/staff/faculty
 8. Maybe change the name BEST just as a fresh start. Not to discard previous work done, but use student voices and information mentioned in this meeting to "rebrand"
 9. Create a designated position for social infractors to feel safe in the teachable moment.
 10. Encourage infractor to bring support person to "teachable/coachable" moment so they don't feel villianized
 11. Move to approve response noting the document is fluid and will be ongoing-

Vote to move forward with edited document: unanimous approval. No abstention nor deniers

~~b. Dreamers Task Force Name Change (Nimsi)~~

~~c. Land Acknowledgement Consistency~~

- ~~i. Let's vote on whether to "officially adopt" for the college to use this one consistently.~~
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9. Open Forum and Feedback: Topics for next time **All 5**

See you December 12! Same time and place:

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?~~
 - ~~Potluck? Sharing how you will rest and rejuvenate~~
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FINAL BUSINESS:

- Since we were unable to talk about workgroups, Krystal offered to open zoom rooms all next week (Dec 4-8) to give folks space to meet up with their groups.
- After Gonzalo made a note about GSA Club meetings, Michiko reminded us of our commitment to community standards that we covered in the beginning of the meeting (correct, but correctly gently) and how in our first EAPC we discussed how we can think about gender in our language. Michiko noted she heard a lot of gendered language at the meeting, and encouraged us all to be more mindful of this, since our Cañada students have indicated in the past that this can cause harm. O'KenZoe responded to this comment by explaining his position on the term "guys" —utilizing "guys" multiple times in his speech. At that point, we were over time by 18 minutes, so EAPC did not have an opportunity to pursue this discussion further.