

**GEMQ**  
**3:00pm – 5:00pm March 27, 2023**

Via Zoom:

<https://rccd-edu.zoom.us/j/84661182159?pwd=RERRMjI0S2hTRU5LM1pLRDVTNjdZz09>

	Members	Liaisons/Admin./Staff/Guests
x	Casandra Greene, Academic Affairs	Malika Bratton
X	<i>Wendy McEwen, I.E.</i>	
	Wendy McKeen, Chemistry	
	<i>ASRCC student</i>	
x	<i>Jennifer Bielman, Business Services</i>	
	John Byun, <i>Fine and Performing Arts</i>	
	James Cheney, Physics	
X	Jennifer Corr, Business	
x	<i>Kris Flowers, Outreach</i>	
x	<i>Joanie Gibbons-Anderson</i>	
X	<i>Bryn Glover, I.E. Grants</i>	
	<i>Branden Hansen, A&amp;R</i>	
x	Rebecca Kessler, <i>CTE, Cosmetology</i>	
	<i>Tommy Korn, World Language, ASL</i>	
	Michael Love, Counseling	
x	Stephanie Lowry, <i>Nursing</i>	
X	Louie McCarthy, <i>I.T.</i>	
x	Brandon Owashi, Institutional Research	
x	Virginia White, Life Science	

1. Call to order 3:02pm
2. Approval of Agenda M/S/C V. White/J. Gibbons-Anderson
3. Approval of Minutes (February 2023) M/S/C J. Gibbons-Anderson/S. Lowry
4. Share Equity Best Practices and Suggestions for Improvement
  - o When on a hiring committee at Norco they use a rubric that directly addresses issues and equity. Easier when reviewing applications for equity purposes.
  - o The AAC&U conference provided a google link, a lot of work involved in developing the rubric. It is a rubric for non-instruction areas. Method and metrics will use this direction to be equity minded.  
[Hartnell College Equity Rubric \(Version for sharing\) - Google Docs](#)
  - o Equity talk, equity walk has had its initial kick off, faculty development is sponsoring, reach out if interested.
5. Old Business
  - a. Spring 2023 Report Card – shared for first read
    - i. Will discuss for updates / changes / recommendations at March meeting
  - o Still waiting to finalize, changes every year
  - b. Prioritization Feedback Survey
    - o The survey we sent out to LC to provide feedback on the process, pretty balanced feedback, everyone liked the executive summary, everyone likes the presentations as well, start the review process in the spring. We can look at different options for the timelines.
    - o Feedback was given on the resource request forms
    - o When you have an approval on a resource request how do you know when to move forward?
    - o Include feedback in the strategic planning process
    - o Loop back in the final prioritization, what was prioritized? Were the previous initiatives successful? did they get funded?

## 6. New Business

- a. Diversity Equity & Inclusion Committee
  - o Bylaws of GEMQ structure includes DEIC. Last year we developed a proposed structure. This has been in the works and a group worked on the draft, currently under discussion, this committee was formed after Norco's committee.
  - o Houses HR conversations, NACCC survey, help provide structure for the feedback from the survey, focused more on employees.
  - o Asking GEMQ for feedback, the recommendations of the committee will be forwarded to SEC and the LC's.
  - o Malika shared that the committee will weigh in, embrace our culture in the institution, how will SEC, SESC success look. SEC will meet April 7<sup>th</sup>.
  - o Why do we have three separate committees doing the same thing, are we doing the processes right, anyone can bring a proposal to the academic senate. Processes for the faculty role and strategic planning under academic senate 10+1. Where is the structure, what is being changed on the current structure?
  - o Why do we need separate groups, do we as GEMQ help with change?
  - o Where do the proposals come from? We all have a similar vision as what SEC looks like to ensure our student needs are met.
  - o DEIC needs to happen, we will work collaboratively to make it happen. DEIC is proposed as a committee in the SP structure.
  - o Currently we have a student equity committee, what is being proposed is SESC under senate, SE alone, DEIC under GEMQ.
  - o SEC is intentional about the students, focus only on students not HR, branding, workplace, hiring.
  - o Malika gets kudos for speaking up for the whole campus.
  - o It was stated equity is not just in the classroom. We silo everything why would we silo something like this. It needs to be across the college. Academic senate has the power for the strategic planning processes.
  - o Brought to academic senate for the first read. Need to gather more input as it didn't go well.
  - o Student Equity should be a leadership council and have smaller groups under them, if it is important it should go to the top.

### Review of the DEIC structure:

- Student Equity Committee is restructuring into 2 committees, the Student Equity and Success (SESC) will be faculty and classroom focused, and will report to Academic Senate. The Diversity Equity and Inclusion (DEI) Committee will be climate/culture focused and report to GEMQ.
- Draft of the mission and goals; does this meet what we need, need to agree on definitions before we can make changes.
- On going discussion if the original proposal had classified professionals included. The new proposal there was some miscommunication that stated faculty only but it is a four-chair model.

## 7. Committee Reports (as time allows)

- a. ASRCC (representative) – no report
- b. Student Equity (representative) – no report
  - o Email regarding the meeting April 7<sup>th</sup> will come out soon.
- c. Guided Pathways (representative)
  - o Courtney Carter is our interim GP coordinator. There was a GP conference last week that was teaching and learning focused. The map created by our street team was well liked.
- d. Program Review Committee (Virginia White)
  - o Technically due Friday.
  - o Help sessions have been well attended. World Languages beat Chemistry this year.
  - o There have been glitches with power BI.
- e. Assessment Committee (Wendy McEwen)

- Working on GE SLO assessment, two cycles for critical thinking, proposing to revising districtwide.
- Course level assessment continues and equity-based practices continues.
- f.** Report from EPOC (Wendy McKeen/Casandra Greene)
  - SEC voiced concerns, see how senate moves forward.
  - Strategic Planning budget development process, there is a power point if interested in reviewing, deadlines, when tentative and final budget and what the process looks like.
- g.** Methods and Metrics (Brandon Owashi)
  - Looked over rubric and how it relates to RCC
- h.** Governance Committee (representative) – no report

**8.** Open Forum – no report

**9.** Adjourn – 4:32pm

Minutes submitted by Melinda Miles