

**GEMQ**  
**3:00pm – 5:00pm Sep 25, 2023**  
**Via Zoom:**

<https://rccd-edu.zoom.us/j/84661182159?pwd=RERRMjI0S2hTRU5LM1pLRDVTNjdhZz09>

	Members	Liaisons/Admin./Staff/Guests
x	Casandra Greene, Academic Affairs	
X	<i>Wendy McEwen, I.E.</i>	
x	Wendy McKeen, Chemistry	
	<i>Vacant, ASRCC student</i>	
X	<i>Jennifer Bielman, Business Services</i>	
	<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>	
	<i>Michael Herrera,</i>	
x	Rebecca Kessler, <i>CTE, Cosmetology</i>	
x	<i>Tommy Korn, World Language, ASL</i>	
x	Denise Kruiuzenga-Muro, English & Media Studies	
	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 – 3:01pm
2. Approval of Agenda – M/S/C W. McEwen/D. Kruiuzenga-Muro - with the addition of the midterm report
3. Approval of Minutes (Aug 2023) – M/S/C R. Kessler/V. White
4. Share Equity Best Practices and Suggestions for Improvement
  - o After looking at grades, faculty sent a survey as to what HS they graduated from and it showed correlation over four years. This isn't a best practice because it can lead to confirmation bias based on the high school. It is better to use individual student experiences or other methods to identify students needed support.
  - o Faculty shared that one best practice they are using is to ask students to do positive self-talk and writing assignment describe life experience, journey path here at RCC that is going to rely on in class. What life skills have you gained. Some wrote high school biology classes helped them in college.
  - o Another example is to provide an assignment about what do you love about yourselves, where do you see yourself and hold yourself accountable. Pull out the assignment and read it often, add to it, what do you love about yourself today. Suggested students watch the video titled "What Do You Love."
  - o NACCC Classified Professionals and Managers Survey drop in tomorrow 1130am in Hall of Fame. Gathering more feedback with classified and managers. Faculty survey should be coming out this fall.
5. Old Business
  - o PRaP Reports and Executive Summaries
    - o Recently updated from the recent VP Q&A session. This will be discussed in detail at our next GEMQ meeting.

- Next Q&A session is October 13<sup>th</sup>
- October 27<sup>th</sup> is the actual prioritization meetings. It would be good if everyone does the survey and attend the meeting. We want to shine as a LC.
- Not a lot of initiatives this year, seems to be a lighter load this year
- VPSS summary took up half the time most athletics requests. Safety concerns should be separate since it is a safety request. This seems to be a continuing struggle to have safety items separate.
- Not everyone's initiatives make it into the VP plans. Departments write plans and it doesn't make it into the Deans plans. Talked about requiring Deans to have department chair and or program review rep. sign off on the plans.
- Questions on the Counselors' six position requests and how the Counseling Department ranked them. The Hispanic-specific counselor requests were lowest ranked (Puente and La Casa).
- Mission / Vision / Values
  - Tried to capture all the feedback, question about the process, this is evidence for accreditation.
  - Created MS form for the group and asked people to rank the different Missions and Visions
  - 10 people responded to the MS Form and Wendy included the top two vision rankings and top 2 mission rankings as well as write ins for the September meeting.
  - The values everyone said are good, no changes.
  - The Council agreed on one draft option for both Vision and Mission. These will be distributed to the larger community for feedback.
    - Feedback will be due by November 17th
  - Needs to be voted on by EPOC before going to senate. First read at senate is in February.

VISION – 6 top votes and a bottom vote

- W. McKeen motion to approve the write in S. Lowry seconds. Suggestion that the write in needs something to tie to equity and access as well.
- Friendly amendment that we approve the second. Empowering lives through excellence in education.
- Is there is enough equity talk.
- Merge the two together?
- Friendly amendment vision top 2 empowering lives and our communities through equity, access, and excellence in education. Or empowering lives through excellence in education.
- Ongoing discussion on empowering individuals or lives.
- ***VISION (Who we want to be)***
  - Empowering lives through equity, access, and excellence in education

All in favor using this Vision to go out - unanimous

MISSION –

- W. McKeen motion to approve the write in mission statement. S. Lowry seconds
- Discussion on developing the mission statement. Went over the 2 highest ranked and the 2 write in responses
- Ongoing discussion: Supporting attainment of work place skills, certificates, degrees, etc.
- Version of the draft write in line 14
- Wendy will put together a draft Memo for GEMQ to look at before sending out to the councils to gather feedback
  - Feedback will be due by November 17<sup>th</sup>
- ***MISSION (Who we are)***
  - Building upon the strengths and socio-cultural experiences of our diverse student population and the communities we serve, Riverside City College advances equity,

access, and inclusion by supporting attainment of workplace skills, certificates, degrees, and transfer programs which help students achieve their educational and career goals and improves their lives and communities.

All in favor using this Mission to go out - unanimous

## 6. New Business

- a.** Diversity Equity Accessibility and Inclusion Committee
  - 2020-2025 strategic plan GEMQ has equity committee underneath it. When the plan was created, it just had a name – no specific structure or objectives were developed.
  - April 2022 GEMQ chairs were asked to draft a committee. The chairs drafted objectives and a structure largely based on Norco's. Since that time added accessibility to the title and the scope of the committee.
  - This committee is separate from the Student Equity Committee. It has been discussed with Student Equity and there will be overlap and collaboration, but they are 2 different committees.
  - VP DiMemmo asked that GEMQ revisit the DEI committee and propose objectives and a structure. Its focus is on internal employees, policies, procedures. Committee will work with the climate survey, for example.
  - Discussion on the committee structure and representative membership. Initial draft was to mirror the Leadership Council membership but the Council is proposing more balanced membership between faculty and classified professionals.
  - Please share the DEIAC draft with your departments and divisions, we will talk about it again at the next meeting.
  - Ongoing discussion regarding objectives, will continue discussion at the next GEMQ meeting.

## Midterm accreditation report

- feedback was requested by October 4, 2023 which is before our next meeting. See if there is anything in your area where you can provide information. McKeen will create a MS forms document for the feedback.

## 7. Committee Reports (as time allows)

- a.** ASRCC (representative) – no report
- b.** Student Equity (representative)
  - Meeting was discussing bylaws, no decisions were made
- c.** Guided Pathways (representative)
  - RCC representatives are attending Institute #5 this week
- d.** Program Review Committee (Virginia White)
  - The initiatives seem to be just a laundry list of “give me stuff,” working on that, sign off on each level and input from previous writers working on the backwards communication.
- e.** Assessment Committee (Wendy McEwen)
  - Jude and Denise trying to work with their counter parts to develop a process for changing the SLO.
  - Starting to update language in GE SLO's.
  - Brandon will attend next meeting to discuss data and student equity reporting
- f.** Report from EPOC (Wendy McKeen/Casandra Greene) – no report
- g.** Methods and Metrics (Brandon Owashi) – no report
- h.** Governance Committee (representative) – no report

## 8. Open Forum – no report

## 9. Adjourn – 4:50pm