

GEMQ Meeting

March 22, 2021 • 3:00pm - 5:00pm via zoom

	Members	Liaisons/Admin./Staff/Guests
x	Wendy McKeen, Chemistry	X Brandon Owashi, I.E.
x	Kristine Di Memmo, <i>Planning and Development</i>	X Adriana Pinon
x	Malika Bratton, <i>Nursing</i>	
x	Tristian Morales, ASRCC	
x	<i>John Byun, Music</i>	
x	<i>James Cheney, Physics</i>	

	<i>, Nursing</i>	
x	Louie McCarthy, <i>I.T. Analyst</i>	
	Wendy McEwen, <i>Institutional Effectiveness</i>	
	<i>Michael Medina, CTE</i>	
x	Cynthia Morrill, <i>English & Media Studies</i>	
x	<i>Linda Sing, Library</i>	
x	<i>Johanna Vargas, Veterans</i>	
	<i>Sharon Walker, Umoja</i>	
x	<i>Lucretia Wright, Communication Studies</i>	

1. Call to order – 3:04pm
2. Approval of Agenda – M/S/C - J. Vargas/M. Bratton
3. Approval of Minutes (February 22, 2021) – M/S/C R. Kessler/L. McCarthy approved by consensus
4. Old Business/Action Items
 - a. GEMQ/Prioritization Survey
 - o We are in the process of creating the survey, piece together information to help figure out what went right, what went wrong in the prioritization process.
 - o Rough draft phase of questions, how useful did you find it, put a hyperlink in the executive summaries that takes you to more detailed information.
 - o Voice concerns.
 - o Identify the source of funding and how did it influence decisions.
 - o Overall consensus with faculty co-chairs was to be involved in the process earlier. GEMQ will be involved sooner and get the documents out with more time to look it over.
 - o Microsoft teams underused and/or inconsistently used by VP's.
 - o Did you attend information session provided, did you find it helpful, were your questions addressed, what did you find most challenging about the process.
 - o Did you attend the Q&A sessions provided? Would you find more than one session useful? Offer an evening session.
 - o Get physical data we can look at to see what worked. All of it together in one location.
 - Ongoing discussion on the draft survey
 - o The prioritization process goal was to add more time for the LC's to look it over, extra dates added, needs to be run by program review, plans are released, vote, rank, then send off to President.

- Timeline of two months enough time to make informed decisions?
 - What did you find most challenging about the overall process? Include any suggestions for improvement.
 - Work with Wendy to put this into a more formal format, get her feedback for data that can be measured. Then bring back to GEMQ.
- b. Student FAQ's for joining leadership councils
- Students have become moo(e)Jæ

Library has laptops still available for students. Hotspots available for checkout.
College wide computer replacement with docking station/laptop set up in place.

- e. Methods and Metrics (Brandon Owashi)
 - o Still working on Strategic goals.
 - o Working on degrees and transfer.

- f. Call to Action Taskforce Updates (Malika Bratton)
 - o Planning-timeline
 - o Lasana Hotep - district equity audit
 - o Organizational culture assessment – indicate how often college documents use terms such as social justice, equity, white privilege, race, inequities, cultural competence, inclusion.

Equity Audit:

BUILDING AWARENESS OF CULTURE.

An equity audit is an inclusive and collaborative process that helps organizations identify where they are on the continuum of equity and anti-oppression practices. Our equity assessments focuses specifically on gender equity, racial equity, LGBTQIA+ equity, language, and accessibility. The goal is to help organizations develop awareness of key challenges in building and maintaining a brave, equitable, and resilient organizational culture that aligns with their values.

WHAT'S INVOLVED:

Analysis of HR policies, internal communications, external communications and messaging, and accountability practices (staff and leadership teams)
Research to understand the history of the organization and its culture