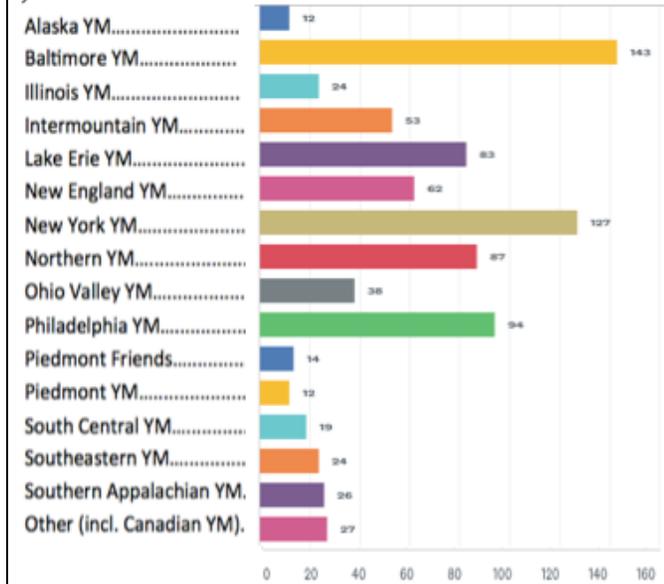


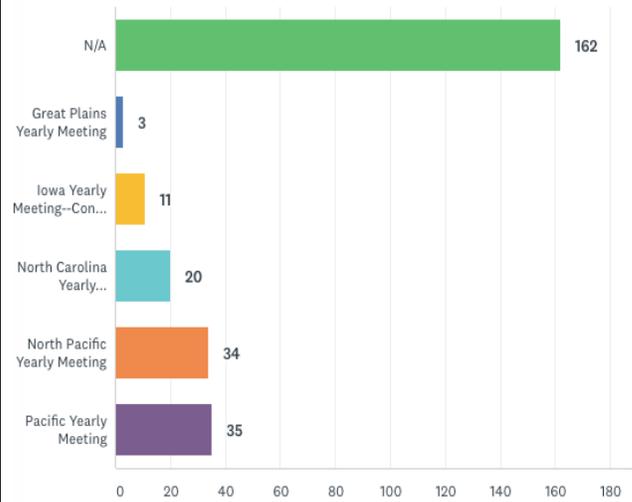
Institutional Assessment Working Group (IAWG) Monthly Progress Report August 2018

The FGC Institutional Assessment on Racism survey was closed on July 31, 2018 with $N=1,168$ respondents! The Task Force owes Friends (within FGC and beyond) our sincerest gratitude for responding to our call for your testimony. Respondents included: Female (622; 66%), Male (291; 31%), and Other (28; 3%), with 227 skipping the gender question. The next phase of our work has begun: analyzing the many sources of data, crafting recommendations, and planning our presentation for the fall Central Committee (Oct 25-28, 2018).

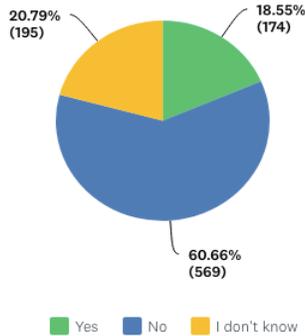
FGC affiliated Yearly Meeting (N=897): (271 skipped)



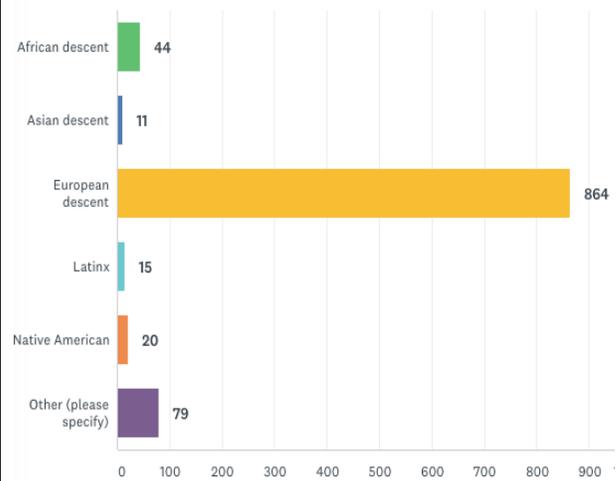
Non-FGC Yearly Meeting affiliation (N=265): (903 skipped)



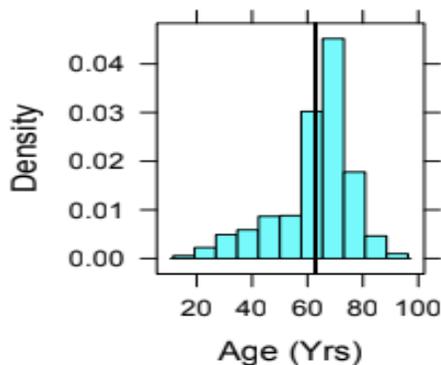
FGC 2016 Petition Signed? (N=938): (230 skipped)



Racial or Ethnic Identities (N=945): (223 skipped)

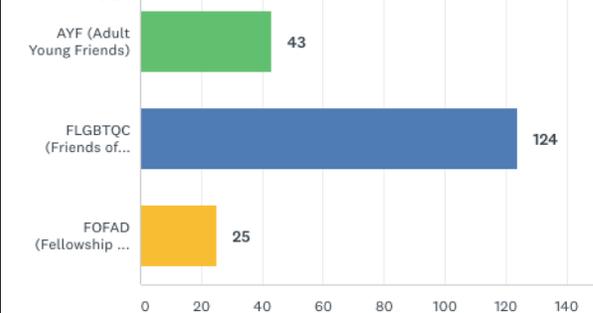


Age of Respondents (N=928): (240 skipped)



The mean age of respondents was 63 years, median 66 years old.

Respondents, key constituencies (N=173): (995 skipped)



Note: Some identify with multiple key constituencies.

**Institutional Assessment Working Group (IAWG)
Monthly Progress Report August 2018**

FGC Institutional Assessment Timeline

Completion Date

Data Analysis team to analyze survey responses; Identify themes from Focus Groups	Early August
Distribute Data Analysis Report: Findings from survey, Focus Groups, and FGC records (CrossRoads, TF)	August 8 th
Finalize IA Recommendations with Crossroads' guidance at Task Force Meeting	August 10-12 th
Update our plans for the presentation to Central Committee with the Executive Committee	Sept.
Present recommendations to Central Committee	Oct. 25-28 th

During August the Data Analysis team dove into the analysis of the historical data, Focus Group notes, survey comments and responses. The Data Analysis Team reviewed their preliminary findings with CrossRoads on August 8th and with the Task Force during our face-to-face meeting August 10th–12th hosted at Red Cedar Meeting House, Lansing, MI. Eight members assembled with one member calling in to the meeting on Saturday.

We kicked off the meeting Friday night by conferencing in Ted Rau and Jerry Loch-Gonzales (*Sociocracy for All* authors). We employed a Sociocracy model to review and discuss one of our findings. Some aspects of the model were used throughout the weekend, including: Check-in, ADMIN (Attendance, Duration, Minutes, Information, Next Meeting), and the Proposed Agenda. However, the use of three rounds for discussion (“Clarification,” “What comes up for you?,” and “So what do we do?”) was cumbersome. While the participatory process ensured that all Friends were heard, at least one Friend felt “put on the spot” to comment when it was their turn in a round. We had not used a “pass.” For this group the process that emerged was more “free flowing” with an occasional return to a round from time-to-time. If we continue to practice using the Sociocracy model in our ongoing conference calls, the flow of rounds may become more natural. Friends also felt using three rounds might have slowed down our progress.

On Saturday, we started our day by conferencing in one of our CrossRoads consultants. We set our goals for the day’s work. We found it grounded our work when CrossRoads reminded us to be stewards of the stories that Friends have entrusted to us—a myriad of themes that arose from the survey write-in comments, the Focus Group data, and the preliminary findings from historical records and the survey. We worked diligently through the day and into the evening on Saturday night to begin to identify recommendations and testimonies from the collected information to carry forward to Central Committee (CC) in October.

On Sunday, we reviewed our notes and recommendations from Saturday with a second CrossRoads consultant and discussed how these preliminary findings and recommendations might best be shared in October. The Spirit-led work we produced during the intensive weekend is now being handed off to our Report Writing team. From now through the October CC meeting the Task Force members will meet as a large group every other week in support of the Report Writing team. (Having completed their work, the Survey, Continuum, and Matrix teams were laid down.) Per CrossRoads’ recommendation, we aim to provide CC members with an abbreviated CrossRoads workshop at the CC meeting prior to presenting our recommendations. The training will provide a common language and framework within which to discuss and discern the way forward.

The IAWG (our communications subgroup) will continue to provide these monthly updates to keep Friends connected to the process as our work continuously unfolds. IAWG also plans to write an article about our process and what was learned for a January 2019 *Friends Journal* issue.

Respectfully submitted,

Sharon Lane-Getaz and Justin Connor

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IAR Task Force Members:

Marvin Barnes	LEYM	IAWG, Continuum team	Data Analysis
Justin Connor	BYM	IAWG, Continuum team	
Janice Domanik	ILYM	Continuum team	Report Writing
Michael Doo	BYM	Matrix team	Report Writing
Vanessa Julye	PHLYM	IAWG, Matrix team	
Sharon Lane-Getaz	NYM	IAWG, Survey team	Data Analysis
Carolyn Lejuste	LEYM	IAWG, Survey team	Report Writing
Katrina McQuail	CYM	Survey team	
Marijke van Roojen	NYM	Matrix team	Data Analysis
Dwight Wilson	LEYM	Matrix team	
Keira Wilson	BYM, PHLYM	Continuum team	