

**Minutes NFC Meeting.
Saturday, Sept. 12, 2015
on the campus of
Clark College, hosted by Liz Kinnaman
Hanna Hall 120**

1. **Thank you to Liz for hosting**

2. **Introductions of all coaches. Attending and years at that school: Andrea Baber, Northwest Christian, new; Mark Porrovecchio, Oregon State, 10; Steve Woods, Western Washington, 14; Kristen Stevens, Western Washington, 4; Korry Harvey, Western Washington, 4; Trond Jacobsen, University of Oregon, 3; Liz Kinnaman, Clark College, 2; Winston Kiepe, University of Washington, 1; Beth Hewes, CSI, 10+; Chris xxx, Mt. Hood, 1; Jacob Witt, Northwest University, 3; Sam Director, Whitworth, 2; Mike Ingram, 9+5; Letha Quinn, Northwest Nazarene, 18; Brooke Adamson, Northwest Nazarene, 17; Denise Vaughan, University of Washington, Bothell, 7; David A, University of Montana, 5; Derek Buescher, University of Puget Sound, 14+; Jackson Miller, Linfield, 14; Justin Eckstein, 3; Brent Northup, Carroll, 27.**

3. **Introduction of officers**

President, Brent (to May 2017)

At Large: Mike Ingram, Whitworth (May 2016)

Community College: Liz Kinnaman, Clark College (May 2016)

NIET: Joe Gantt, L&C

IPDA: Mike Ingram, Whitworth

BP: Jackson Miller, Linfield & Jacob Witt, NWU

Policy/Parli: Joe Gantt, Steve Woods, WWU

4. **Budget Report:** \$7581.13, pending student equity reimbursements; Budget 2014: \$6340.52. Assets grew, in part, because of the sheer size of Lewis & Clark in the year they hosted NIET. And we are frugal.

4. **Calendar updates.**

Northwest Communication Conference will be held in Coeur d'Alene April 15, 16.

Denise Vaughan spearheading "digital debating," contact her for details.

Brent introduced the new NFC Website

(NorthwestForensicsConference.com) and the NFC listserv. The Website includes a calendar, job openings, discussion forums, and an archive of NFC Awards, bylaws and minutes.

6. Tournament reports:

Designateds:

Lewis & Clark, Oct. 9-11: Joe. Will be large, yet again, as always.

Linfield, Nov. 13-15. Jackson. Invite available.

Pacific University, January 29-31, Dan.

The Super Bowl is Sunday, Feb. 7. No conflict this year.

7. Other regional tournament announcements

8. Special reports (if I have the wrong person, let me know; what did I forget?):

CEDA March 26-29, NDT March 31-4.

BP – U.S.U. Nationals in Atlanta, April 8-10.

NFA – April 14-18

NPDA – March 18-21, Long Beach State University

NPDA Journal: contact Mike Middleton, Utah, with articles.

Climb the Mountain Speech and Debate Foundation. Jim Hanson

NIET qualifier, at Oregon State on Saturday, Feb. 20

NIET Nationals at University of Florida, April 1-3.

PKD – Manda

Oregon State Prison Tournament:

Western States Conference & Tournament – San Diego, Feb 27 or thereabouts.

Interstate Oratory –

Phi Rho Pi – April 4-9 California

NPTE – TBA

Seattle Urban Debate League, Portland Debate League

IFA: March 14-15 Vienna

Novice Nationals

IPDA: Lee College, Baytown, Texas, March 31-April 3.

9. The 2016 NFC meeting will be held on Saturday, Sept. 10 on the campus of Northwest Nazarene University in Nampa, Idaho.

10. Meeting adjourned at 12:34 p.m.

New Business:
Brent Northup Website Update
Ethics Committee Report
Student Equity Report
Equity discussion

Equity Discussion:

I. Student report

On Friday, the day before the official NFC meeting, students from NFC schools met at Clark College to discuss equity. They presented a number of talking points to focus more discussion on the issue of equity in the Northwest

- a. An anonymous reporting system for equity – to protect students from backlash from reporting; perhaps an online reporting system.
- b. A contact phone number for reporting equity concerns
- c. A quiet room at tournaments so that students can distress
- d. A chance to distress with social contact with other students during breaks from competition
- e. Dry evening events, non alcoholic mixers
- f. Start rounds by asking how students prefers to be addressed for clarity on gender identity.
- g. People invited to equity facebook page – NFC Equity Project Student Group.

II. General Discussion of equity

Discussion of whether anonymous reporting is fair and desirable; the logistics of designating a “quiet” space; longer tournaments need distress breaks; conversations over lunch about equity; accessibility concerns at tournaments; discussion about having an ombudsperson for equity concerns...how that is already done at BP tournaments; food concerns during tournaments; talk of equity issues and what is legal on individual campuses; discussion of reporting equity concerns – confidentiality issues, anonymous?? Or not??; NPDA concerns about equity? More than others or not? How to make space for so many events at big tournaments; equity and wellness at tournaments; the equity Facebook page ;

Trond Ethics report.

Trond summarized the summer ethics meeting held in Portland. The formation of an ethics document will begin with “cluster groups” devoted to particular parts of the ethics document. Interested parties will volunteer for cluster groups of their choice. More information on the cluster groups, including volunteers, in an appendix to these minutes. The time line is: Data by Lewis & Clark; progress report at Linfield; final drafts by summer 2016.

Korry Harvey of WWU, provided more perspective on the ethics project. He noted it's a sister to the equity project, both concerned with fairness

and equity in forensics. Korry reminded us of the equity project's history, including its origins and its student conference this August.

Anyone can sign up to work on this project via this link.

<https://www.surveymonkey.com/r/LVTYCHB>

NFC Equity Minutes

9/11/15

Teams present: WWU, UPS, and UW

1. Introductions of those that attended

2. Kristen Stevens and Korry Harvey Recap: Student group started a few years back but last year it got more formalized. This year we are looking forward to it being more formalized.

Goals: Create a safe and welcome environment for all students. All of participate in speech and debate so our actions should be reflective of all those voices.

What is the NFC Equity Project Student Group?

A diverse student group dedicated to resolving issues of equity in the speech and debate community. This group is open at all times to any speech and debate participants who wish to have a greater role in fostering an inclusive and ethical debate community. Students participating in the Equity Project will devote time both at tournaments, and outside of competitive settings to actively create, coordinate, and implement solutions to issues in the debate community.

Accomplishments 2014-2015:

- Established a formalized group of students (and coaches) Committed to improving equity in forensics (with 100 + members)
- Received feedback from 100 + students on the experience survey
- Used feedback to create action items, a chart to coordinate individual projects (plans to revise and encourage further work to be done)
- Engaged in micro-aggression training at WWU Tournament
- Had focused discussions in relation to gender issues at the Oregon Tournament
- Worked on the NPDA code of ethics, team guidelines, and team environment issues at the Whitman Tournament
- Created Equity Project Dropbox, a common place for resources on equity issues to be stored (Plans to have more stuff go into the dropbox)
- Helped to build and reinforce norms in relation to equity issues

Strengths

- Participating at tournaments. Students were willing to come to trainings and meetings especially when it coincided with lunch at tournaments
- Development action items
- Discussion of issues & setting of norms

Weaknesses

- Uneven participation (schools and formats)
- Scheduling and coordinating activities in a timely manner

- Follow-through on action items, activity outside of tournament settings

Resources for your use

- Action item list
- Dropbox: login: NEFequityproject@gmail.com, pw: speech&debate
- Facebook Group: NFC Equity Project Student Group
- Email list-serve

Code of Ethics Revision Project

Background about this project

Last year, a group of coaches were tasked to rewrite the NFC Code of Ethics. The current code of ethics, which was written in 1985, simply does not address many ethical issues that we face in our community today. Our activities and community have evolved, and we need a statement of ethics to reflect that.

What's the status of the rewrite

The revision is in its preliminary stage. A small group of coaches met over the summer to formulate a possible plan to have a new statement of ethics ready for Fall of 2016, and outline what the new statement of ethics might include in a very general sense. At the NFC meeting in September, coaches will provide feedback on that outline and volunteer to write portions of the code of ethics.

So where do students into to this process?

The statement of ethics will only be 1-2 pages outlining the goals of the NFC and general statements governing ethical behavior in the forensics community. But we hope to pair the statement of ethics with a toolkit of recommendations, detailed instructions, and various ideas to help individuals, teams, tournament directors, directors of forensics, and regions meet the ethical behaviors outlined in the code of ethics. For example, the code of ethics might provide a statement such as, "teams should strive to create positive environments for all team members." The toolkit item accompanying that statement might provide a list of specific ways to accomplish such as hosting team retreats, making sure students know whom to contact with concerns, etc.

So, in a nutshell, your task would be to help create these supplementary "toolkit" items to accompany the Code of Ethics that will serve as resources for individuals, programs, tournament directors, etc.

Contact info for support

- Kristen Stevens, WWU-kstevens1219@gmail.com, (360) 391-1015
- Korry Harvey, WWU-korryharvey@gmail.com
- Chase Hutchinson, UPS-chuthinson@pugetsound.edu 208-720-9161
- Noelle Rittenhouse WWU-noelle.rittenhouse@gmail.com
- Renny Herbert WWU-renherbert@gmail.com
- Hunter Sloan WWU-hunter.f.sloan@gmail.com

- Ashley Tippins WWU-ashley.tippins@gmail.com
 - Emily Merrill WWU-cellonchess@gmail.com
 - Winston Kiepe UW-winstonkiepe@yahoo.com
1. Gather information. Surveys, public forums and discussions, interviews, narrative sharing, data collection (women making it to out rounds, people of color participating in debate) etc.
 2. Remedial steps to address this. Let's have conversations about how people should not be harassed at these tournaments by other people participating in the activity. Providing resources for people that do feel harassed so that uncertainty can be met with support. That meant organizing, going through trainings, and creating the resources that were available.
 3. Wanted to address the long-term problem of becoming complacent and letting things fall by the wayside. The code of ethics will be a community norm that we strive towards and how we interact with one another (as judges, competitors, teammates, and general participating). We have the plan as the code of ethics and the "solveny" is the toolkit.

Additional comments:

- Want to avoid having only the committee members be the ones that do work
- Making strong efforts to communicate with one another and following through.
- Lets make this year a year to activate and keep people present with the work moving forward.
- Make the student voice present going forward for the next 5 years, 10 years, 15 years.
- We have started and gotten the ball rolling. The question is how do we gain momentum and keep it going?
- Want this all to be a good welcome place for everyone. Our differences ought to be celebrated and there are some issues that we need to deal with.
- We all have power to change things.

3. Discussion of issues/plans for this year

- Outreach to IE competitors and other forms of debate
- How do we get more people involved? Perhaps at each university there should be an ambassador at each school. Having a point person who will at least try to be present at meetings. Will then convey all that information back to their team. That way someone will have responsibility. People do care, but we all always say that someone else will do it. This could potentially help with getting action items done, especially amongst teams that may not feel they don't have problems. Important for longevity. It also is important to address the disenfranchisement people feel with debate (people feel nothing is actually being accomplished). Have 1 or 2 action items (consolidate list). Cleaning that up would be good as it six pages long.

- One of the umbrellas of the action item list had to do with coaches and judges. “Should coaches be going to these parties that have substances use? How they should act and interact would be important. What’s appropriate to do as an authority figure?”
- At tournaments strike up conversations and get a foothold in other teams efforts moving forward (considering there are only 3 teams here currently)
- Having a student rep come to coaches meeting and “hijack” part of the meeting til everyone got used to our voices. Ex: Building bridges is a group that focuses on forming connections. Maybe one of the things is to just have a community building things like icebreakers or **4-square**
- Improving on Whitman to be more like Oregon where there can be more work done in small groups rather than one large space with a bunch of background noise
- Talk to tournament directors beforehand about having time slots.

Draft Action Items

1. Create an anonymous reporting system
2. Have an on call person to talk to when situations arise. Could be a rotating student that you talk to that you would feel comfortable talking to and that could have a cellphone that could be texted. Have a list of people that you could contact.
3. Create fund for teams that are underfunded
4. Having a mentorship program could be good
5. Having a quiet room to relax and with slips of paper for anonymous reporting
6. Also have a specific piece of paper (a small flyer) that could be used to give all information to teams about what is going on.
7. Further surveys at tournaments (topic consideration, evaluation of experiences)
8. Specific emphasis on ensuring everything is ADA accessible (see above with reporting when things fall short and possibly consulting on campus services while also including on the small flyer)
9. Community standard to encourage pronouns (Google docs)

Long Term Ish Discussions

1. Offering opportunities for ongoing learning about certain instances (don’t let it stop with us graduating)
2. After events and between things (following awards etc.)
3. Planning ongoing social events
4. Debate movie night or a board game
5. Rent a room at one of the hotels for a dry event
6. Have considerations where interactions aren’t forced as that can make people feel pressured or feel uncomfortable. Having an option where you can just join in without it being forced can be less daunting
7. Further discussion of the mentor program

8. Encouraging coaches to at least discuss smoking habits within debate. At orientation just saying as a coach saying “You do not need to smoke cigarettes on the team.”
9. How do we balance time considerations with how it can save money with health considerations?
10. Having healthier food and general health/wellness considerations. Have quality rest times
11. Getting people to distress can be very important
12. Physical activity can be good (ie four square)

The Northwest Forensics Conference invites those of us who care about our community to be a partner in crafting an ethics document.

First step: for willing NFC citizens to volunteer for various sub-groups of the project. If you have interest in these issues – or others – please let us know so that we can place you in a working group this fall to help visualize and craft our ethics document.

The groups:

Preamble and NFC Identity: Our vision, our membership, our overall aspiration and goal.

Education: Learning outcomes and the tension between education and competition.
Also: Training judges, assigning judges, assessment.

Ethics and Inclusiveness: Our effort to be universally respectful, to support those who feel excluded or marginalized and to provide means for people to find appropriate resources when issues of equity affect them personally.

Tournaments: Direction of, wellness during, fair play during, recruiting students, divisions (nov jr open) – and the ethics of subsets of tournaments including different types of events (IE, NPDA, BP, IPDA, Policy, etc.); ethics of judges and coaches at tournaments and beyond.

Adherence: can ethics be enforced or is it aspirational? If enforceable how? What’s the limit of the NFC outreach on ethics? How to handle ethical lapses?

Many other subsets are possible, of course...and we welcome your suggestions.

Are you willing to be part of this large but important effort?

If you are willing, simply fill out this quick survey monkey form.

<https://www.surveymonkey.com/r/LVTYCHB>

<https://www.surveymonkey.com/r/LVTYCHB>

Thank you,
Trond Jacobsen, Joe Gantt, Korry Harvey, Steve Woods, Kristen Stevens
Members of the NFC ethics committee

If so, return this

Trond Jacobsen, Joe Gantt, Korry Harvey, Steve Woods, Kristen Stevens
NFC ETHICS STATEMENT CLUSTER GROUPS

Name

School

Cluster preferences (rank please rank)

_____Preamble & NFC Identity

_____Education

_____Equity and inclusion

_____Tournaments

_____Adherence

_____Willing to do whatever needed

New cluster:

NFC contact info complete and accurate (Y/N):

Best email: