

**First draft by Brent of
Minutes NFC Meeting
Saturday, Sept. 10, 2016
on the campus of
Northwest Nazarene**

1. Thank you to Brooke and Letha for hosting. Welcome from President Joel Pearsal of Northwest Nazarene University.

2. Introductions of attendees (17)

Manda Hicks, Boise State, 5 years as coach; Jackson Miller, Linfield, 15; Dan Broyles, Pacific, 8; Mike Ingram, Whitworth 15; Tom Worthen, Utah State, 25; Brooke Adamson, Northwest Nazarene, 18; Letha Quinn, Northwest Nazarene, 10; Johnny Rowling, CWI, 7; Jim Gatfield, CWI, 4; Beth Hewes, CSI, 12; Angie Tinker, PLU, new; Kyle Cheesewright, C of Idaho, 4; Joe Gantt, Lewis & Clark, 5; Steve Woods, Western Washington, 14; Trond Jacobsen, U of Oregon, 4; Brent Northup, Carroll College, 28.

3. Introduction of officers

President, Brent (to May 2017)

At Large: Mike Ingram, Whitworth (May 2017)

Community College: Liz Kinnaman, Clark College (May 2017)

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: \$8365.31. (Ethics committee lodging not yet included.)**
Fall, 2015: \$7581.33

5. **Calendar updates.** See attached spreadsheet.

6. Tournament reports:

Designateds:

Lewis & Clark, Oct. 7-9: Joe. Registration through SpeechWire; IPDA, BP, NPDA and 11 NIET events. Friday IEs; Megan Gaffney, Equity Award presented at L&C.

Linfield, Nov. 18-20. Jackson. Presidential Debate returns in the debate pattern; BP, NPA, IPDA, 11 NIET, plus MadLib; 15% chance of no rain.

Western Washington, January 27-29. Friday 4 p.m. start; novice training sessions; meal tickets required for lunch and dinner meals during the weekend.

The Super Bowl is Sunday, Feb. 5. No conflict this year.

7. Other regional tournament announcements

Prison tournament at Oregon State Tournament in Salem Oregon, Saturday, Oct. 1; PKD at Boise State in March 22-25, Weds thru Saturday (Public Forum, IPDA, NPDA, congress, NFA LD, BP; PKD has professional development events; NNU September tournament, subbing for CSI for this year;
8. Special reports

CEDA: March 16-20 Johnson County Community College, Kansas.

BP – U.S.U. Nationals in Denver, April 14-17

NFA – April 13-17 Eau Claire, Wisconsin

NPDA – March, Colorado College, March 23-27. Hotel: Elegante

NPDA Journal: Dan Schabot, editor (teaching at PLU, 2016-2017)

Climb the Mountain Speech and Debate Foundation. Jim Hanson

NIET qualifier. Saturday, Feb. 25 in Portland. Host TBA.

NIET Nationals at Bradley University, April 1-3

PKD – Manda. March 22-25 @ Boise State (Wednesday to Saturday)

Oregon State Prison Tournament: Saturday, Oct. 1, Jackson

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

Interstate Oratory – April 28-30, Lafayette, Louisiana.

Phi Rho Pi – April 10-15

NPTE – Pueblo, Colorado, March 18-21

Seattle Urban Debate League, Portland Debate League. No report.

IFA: Lima, Peru. March 13-14.

Novice Nationals

IPDA: March 23-26 in Russellville, Arkansas.

Western State, March 18-23 Salt Lake City.

Pan American BP Debate Champs, LaVerne, Calif. March 10-12.

OLD BUSINESS: NFC all conference 2015-2016 announced, Brent Northup. All conference by division, 1st team, 2nd team, honorable mention. Presidential recognition of the Best in the Northwest in: Platform, Short Prep, Interp, NPDA, IPDA, BP. Posted on NFC Website. No trophies presented, simply data to assist programs in assembling data for program review.

NEW BUSINESS I: ETHICS DOCUMENT

REPORT FROM SUMMER NFC COMMITTEE ON NEW ETHICS DOCUMENT.
TROND, KORRY, STEVE, KRISTEN, JOE

Trond Jacobsen, Steve Woods and Joe Gantt presented the report on Sept. 10.

The Sept. 10, 2016, draft of this first draft included in an appendix to these minutes.

Also included in the appendix: A review of the timeline leading to this draft of the ethics document:

Trond Jacobsen provided an explanation of the Ethics Document, and led a discussion among the 17 participants at the meeting.

Highlights of the discussion.

Trond reviewed the history, beginning at the Whitworth NFC meeting at Whitworth in 2013. Groups were appointed to provide solicit input among coaches and students. Significant feedback was received.

The Ethics committee brought three possible action items to the meeting

1. The document for approval.
2. Recommendations for judge training at Designateds, for consideration
3. Recommendations for ensuring equity at Designated tournaments.

After a 90-minute discussion, those attending unanimously adopted the 2016 Ethics Document, Nampa version, passing the following bylaw:

“Resolve that the NFC adopt the 2016 Code of Ethics (Nampa version). Changes to the Code can be made by a simple majority at any annual NFC fall meeting. Small wording and grammatical changes can be made between meetings, if approved by Trond/Steve/Joe.” Approved 17-0.

A committee was formed to continue working on the Ethics document, including assembly of a best practices tool kit, continuing work on the ethics code, continuing work on addressing equity in the region, continuing work on how to ensure trained judges at tournaments and consideration of enforcement/accountability/adherence issues connected to all such issues of ethics and equity.

Committee members: Steven Woods (chair), Kyle Cheesewright, Beth Hewes, Manda Hicks, Brent Northup.

The discussion of the ethics document including an animated discussion of how to address judge certification and equity at Designated tournaments. The coaches were unanimously appreciative of the committee's work on the ethics document, but expressed concerns about whether certification of judges would be practical and effective – or whether the problem could/should be addressed in other ways. The group also discussed whether students should be required to sign forms guaranteeing they have read the ethics document before competing at Designated tournaments.

Ultimately, all these issues were referred to the Ethics subcommittee for further discussion and possible development of possible action items to be presented to the NFC members.

The ethics subcommittee was charged with following up on this discussion in hopes of bringing action items to next fall's meeting. No further motions were brought forward for action at this meeting, preferring further study in light of the valuable engage discussion. The members were very appreciative of the work on ethics and thanked the committee continually and enthusiastically.

NEW BUSINESS II: FUTURE OF DEBATE IN THE NORTHWEST.

Time was running out when we reached this item of new business. The intent was to explore debate in the Northwest, attempting to assess the health of various forms of debate in the region, and the reasons why programs choose one form of debate over another.

Brent suggested that we could take two courses of action during the school year to begin this discussion.

First, Brent offered to survey the membership to determine what forms of debate are being chosen by all member schools, and how many of their students engage in each form of debate; Brent also offered to solicit brief statements from all programs clarifying why each NFC program participates in various forms of debate, in hopes of understanding program choices.

The NFC then agreed to hold a pre-conference meeting on “the state of debate in the NFC” on Friday, September 8 at Northwest University in Seattle from 6 to 9 p.m. That meeting would include study of the research assembled by Brent during the school year about program debate preferences, including program debate statements. No action items were suggested, but rather members simply expressed the hope to understand the state of debate in the Northwest. Data first, awareness next and action, if any later.

We thanked Brooke and Letha yet again for hosting the meeting. We were well fed and engaged in fruitful productive discussion. Steven Woods noted that the NFC can model our concern for ethics to other regions, and that we are fortunate to have a community that meets regularly to assess forensics and seek to improve forensics.

The meeting adjourned at 12:44 p.m. Hugs and goodbyes were next, as the room emptied.

END of minutes

Brent Northup, NFC president

September 10, 2016

Appendix One: Original Nampa Ethics document, as presented to the group at the meeting.

PREAMBLE

Who we are & what we represent:

The Northwest Forensics Conference (NFC) is a voluntary association of northwest colleges and universities participating formed to promote and foster excellence in forensics education. Participating institutions, educators and students are committed to ethical standards that a rich educational experience in an environment of inclusion, equity, justice, opportunity, and fairness. Consistent with the intent and purpose of higher education, we in the forensics community seek to teach students the spirit, art and science of scholarship. The conference has two missions, service and competition. The benefits of competition are many but there is also a need to build and establish the ethical foundations and boundaries within which the student competes and educators instruct. We celebrate diverse pedagogical goals in our community even as we are united by a desire for student enrichment within a safe and inviting learning environment.

Purpose of the Code of Ethics:

The educational landscape is changing as colleges and universities are called upon to address historical inequities within higher education. No longer can these inequities within the academy, as well as within our activity, be ignored. The NFC should reinvigorate our tradition of leadership within the national forensics community and this document is an important milestone. As a product of significant and substantive discussions in our community from 2014-2016, this document codifies important aspirations and identifies steps our community will take to address attitudes and behaviors that serve as barriers to forensics participation. While this document codifies a baseline for expectations and action, we see it also serving as a springboard for ongoing discussions and initiatives building upon the principles outlined herein.

This document presents aspirational goals for the NFC related to issues of education, equity, tournaments, and adherence. This code is intended to be used in conjunction with “toolkits” that will provide resources to achieve these goals.

This document establishes expectations for all participants from NFC member schools during forensics activities. This document also establishes expectations for students and educators from other schools attending tournaments hosted by NFC member schools.

EQUITY

What does equity mean?

All students and educators should be able to fully benefit from their participation in forensics. The NFC recognizes not all participants enter the activity with the same access to forensics opportunities. The NFC is committed to addressing these inequities and to creating a forensics community in which every student and educator has the opportunity to realize their full potential regardless of race, ethnicity, gender, gender identity, sexual orientation, sex, ability, age, institutional affiliation, religion, immigration status, socioeconomic status, language status, veteran status, political affiliation, forensics activity format or experience.

What are our aspirations?

Access to competitive experience- Empowerment

We should respect participants with different talents, goals, and perspectives, and conduct ourselves in a manner that fosters respect for other individuals and encourages their participation. An activity such as forensics that is designed to empower individuals must take progressive steps to achieve equity and justice for all participants. This can be achieved through activities including but not limited to: Recruiting individuals from a variety of backgrounds; ensuring diverse perspectives and individuals are present as students, coaches, and judges; mentorship programs; commitment to novice and jv debate; and community-building education.

Access to inclusive and safe environment- Accountability

Competitive equity is important, but cannot be achieved if participants in our community do not feel safe or supported. In order for this to happen, organizational action must be present. The NFC commits to raising awareness and encouraging education on issues of inclusivity.

Members schools, educators and students should hold each other accountable when individuals violate ethical standards.

People are not often intentionally unethical, but ethical people must be willing to acknowledge the impact of their actions, even if unintended, and alter such behaviors. Participants should recognize and reflect upon the ways privilege and power inform access and outcomes in the community.

NFC member teams should provide, and individuals should seek, training and resources to prevent actions that may make participants feel excluded or unsafe, and support those who may experience such feelings.

To maintain a safe and inclusive environment, the NFC must hold individuals accountable for discrimination, harassment, violence, sexual violence or any other abusive behavior in order to maintain an inclusive environment.

Education

The NFC places education at the center of forensics participation. Faculty, coaches, judges, tournament staff, and students have both shared and unique roles to play in the forensics education process. Competitive outcomes are secondary to learning and personal development.

Educator obligations to learners:

Coaches and judges are first and foremost, educators, and all interactions with students should reflect this role.

Educators should recognize and respect the differences between students and provide equitable opportunities for all. They should make sure that student spaces are free from conditions detrimental to learning, health, or safety.

Educators should not restrain or limit the independence of students in their performance choices in the pursuit of learning. While the influence of educators in helping students construct argument or performances is exceptionally valuable, coaching should represent the cultivation of a student's original ideas rather than material produced by educators.

Educators have a special obligation as educators to ensure an environment conducive to learning. They should offer constructive evaluations of good performances and poor performances with the goal of improving student's abilities. Educators should refrain from using disparaging comments or harsh criticism of students, while remaining transparent and honest in their evaluations of student performances.

Educators have responsibility for monitoring and promoting the academic good standing of their students related to classes in which the student is enrolled. They have a responsibility to ensure that forensics competition and practice does not imperil academic progress.

Educators should avoid participating in romantic or sexual relationships with students and should recognize the power dynamics inherent within the activity.

Educator obligations to the activity:

The obligation of educators goes beyond their relationship with students, and extends to the activity at large. Educators should treat colleagues as fellow professionals and maintain civility when differences arise. They should also collaborate to promote the best interests of students.

Educators have an obligation to continue their ongoing professional development and growth. More experienced educators should help develop their new colleagues by sharing information, mentoring, and support.

Students obligation to education:

Students should respect their fellow student's desires to learn, and engage in behaviors that are encouraging to others intellectual abilities.

Students should mentor beginning students to help them learn the rules and expectations of the activity, along with collaborating and providing opportunities to learn together.

Students should commit themselves to their academics and demonstrate this by ensuring that they stay in good standing within the guidelines of their institution and continue progress toward a degree.

Tournaments

Recognizing the pivotal role forensics tournaments play in our activity, it is important to focus attention on this particular aspect of our activity. The NFC believes that having a positive tournament experience is a vital part of students' ability to equitably participate actively in our community. Tournaments are multi-faceted, taking a lot of effort to coordinate and host. This document will highlight the roles of and offer guidance to tournament administration, individual participants and creating an environment conducive to wellness for everyone, ensuring the best possible tournament experience for all.

Guiding principles for tournament administration

Tournament directors have a responsibility to provide participants with reasonable accommodation in response to requests related to equity and ability. They should also identify tournament administrators who will handle equity issues and complaints, and share this information with all participants.

Tournament directors have a responsibility to be transparent. Tournament invitations should specify and the manner in which topic selection and tabulation will be conducted, and to the greatest extent possible the tournament should not violate those expectations.

Tournament directors should recognize that different forensics events have disparate expectations and practices. Tournaments should be cognizant of these differences when preparing for the event.

Tournament directors should also provide training and materials to judges to ensure competency with that event.

Guiding Principles for tournament wellness

The health and wellness of participants at tournaments is of paramount importance. Tournaments should be structured and conducted in order to maintain the health and well-being of all participants. Competitive environments can create incentives to overlook important wellness factors such as the provision of food, schedules that permit adequate sleep, travel distances, and tournament directors should take affirmative steps to help students and educators maintain health and wellness. Tournaments should aim to provide safe and healthy socializing options outside competition. (This final sentence edited at the meeting to read: When feasible, tournaments should aim to provide safe and healthy socializing options.”)

Guiding principles for ethical participation at tournaments

Participants should uphold standards of integrity and honesty, in and out of debate rounds while at tournaments.

Judges are responsible for making fair decisions based on argumentative or performative content presented by students. As educators, judges have a special obligation to interact with competitors in a respectful manner at all times, and deliver feedback in a way that fosters inclusion and participation in the activity. The primary role of a judge is to serve as an educator while recognizing their position of power and encouraging the continued participation of students. Additionally, the judge should serve as a role model of respectful communication and work to ensure that all participants treat each other with respect and dignity.

Students should know and follow the guidelines of the event they are participating in regarding intellectual integrity and honesty. Students are not discouraged from disagreement, but are called upon to show respect and understanding of intellectual differences. Students should respect Coaches and Judges efforts to evaluate and give feedback, even if the comments are not in congruence with their opinion. Students should handle concerns about the actions of Coaches and Judges, or other competitors, in ways provided by the tournament in a way that protects them and helps to resolve the concerns.

Adherence

The NFC is committed to achieving the goals outlined in this document by encouraging both social and institutional accountability amongst NFC participants that prioritizes support for those marginalized in forensics. The 1985 NFC Statement of Ethics described important ethical aspirations for the community but explicitly declined to create formal enforcement provisions. While the purpose of the code of ethics is not to prescribe specific enforcement, the NFC is committed to creating a set of adherence bylaw changes that go beyond that of the previous document.

The NFC is willing to take all actions possible to address ethics concerns. The NFC is also invested in helping participants achieve greater awareness of the consequences of their actions, and make choices consistent with these documents.

Prevention

All NFC participants are required to read and sign the NFC Code of Ethics and the adherence addendum prior to participation in forensics activities.

The NFC should provide a variety of education resources and training opportunities to assist participants in fulfilling the goals outlined in this document.

Tournament directors should clearly identify and widely publicize individuals responsible for handling complaints at their tournament, and should make anonymous reporting options available.

The NFC should also make efforts to collect data related to the issues raised in this document, complaints filed, training participation and certification upon signing the code of ethics.

Intervention

As a voluntary member organization the NFC has the authority to establish and enforce measures to ensure compliance with the principles articulated in this document. The NFC must be willing to take corrective and/or punitive action to ensure compliance, up to and including exclusion from NFC events.

The NFC will make appropriate reports and will take action based upon their knowledge of allegations made, while working to avoid further victimizing survivors.

With the adoption of this statement of ethics, the NFC will create committee to describe and propose specific processes and procedures to achieve compliance with this document.

Proposed Bylaw changes:

Addition to NFC Bylaws, Section IV Designated Tournaments, B. General designation requirements; paragraph 9:

To participate in NFC-designated tournaments, all persons must sign a form attesting that they have read and understand and will comply with the NFC Statement of Ethics. To be eligible to judge, a person must sign a form attesting to their ability to appropriately adjudicate the events to which they are assigned. To be eligible to receive sweepstakes awards, the directors of programs directors must sign a form that attests students and educators in their program have participated in sexual harassment/violence awareness and prevention training through their Title IX coordinator or equivalent office.

Appendix Two: Timeline of the work on the ethics document, provided by Korry Harvey

Note from Korry:

To the best of my knowledge, here is a timeline of various actions and efforts. I'm fairly sure there are a few things missing here and there. Feel free to add/subtract/revise as you see fit. In fact, I would encourage you to ask those in attendance to share any efforts that were not included in this timeline, so that there is a record of it. I hope there are some additions. If not, it sends a clear message that most coaches aren't really doing much.

Wish I could be there. Korry.

2013

--**SEPT:** At the NFC Fall Business Meeting, held at Whitworth University, issues of equity, inclusion, and safety are discussed at length. The programs in attendance agree to create an Ethics and Equity Committee, co-chaired by Denise Vaughn of UW-Bothell and Korry Harvey of Western Washington University. The committee is charged with gathering and coordinating relevant data, raising awareness through discussion fora and training sessions, identifying potential short-term remedial actions, and overseeing the revision of the NFC's Code of Ethics.

--**SEPT:** Tournament-wide equity forum is held at the Bellevue College Tournament.

--**OCT:** Tournament-wide equity forum is held at the Lewis & Clark Tournament, with student-only and coach-only sessions.

--**NOV-DEC:** Conference-wide survey is created by Brent Northup (Carroll College) to gather both demographic and climatic information related to issues of equity and inclusion. This data is available to anyone who wants to work with it.

2014

--**JAN:** A meeting is held at the Pacific University Tournament to establish a Student Equity Group. Over 100 students have participated.

--**JAN:** The Megan Gaffney Equity Award is established to honor Megan's contributions to equity issues.

--**FEB:** Tournament-wide and student-led discussion session of gender issues in forensics at the University of Oregon,

--**FEB:** Tournament-wide equity action groups meet to discuss issues including: the Northwest Forensics Conference Statement of Ethics, team guidelines, and team social environment issues at Whitman College.

--**AUG:** Equity Project planning session, focusing on revision of the Code of Ethics Statement, held at the Bellingham Debate Co-operative.

--**SEPT:** A day-long symposium for conference coaches is held the day before the Fall NFC Business Meeting at University of Washington-Bothell. Approximately 20 coaches from across the conference in attendance. The challenges of "committee work" are discussed, with widespread agreement that greater levels of participation are needed. The original Ethics and Equity Committee is essentially disbanded and the effort takes on a new complexion as the NFC Equity Project. Previous efforts are to be maintained, but a new focus is set on creating "equity toolkits" to support conference members at a number of different levels: students, judges, coaches, tournament directors, etc.

--**SEPT:** Survey developed to gauge student experiences related to equity and inclusion in university forensics activities. Over 100 responses. Results are available to anyone wishing to work with the data.

--**SEPT:** Tournament-wide equity action groups meet to discuss issues including: the Northwest Forensics Conference Statement of Ethics, team guidelines, and team social environment issues at Bellevue College.

--**OCT:** Tournament-wide Equity Project presentation for 40+ students and coaches at the University of Puget Sound.

--**NOV:** 30+ students and coaches met to form action committees tasked with resolving specific equity issues in forensics at Linfield College.

2015

--**JAN:** Identified action items based on statistical analysis of student experience survey results,

--**JAN:** Kristen Stevens of Western Washington University is honored as the first recipient of the Megan Gaffney Equity Award.

--**JAN:** Conference-wide training on "Understanding, Identifying and Intervening in Microaggressions" offered by Western Washington University's EEO Office at the Western Washington university tournament.

--**FEB:** Student-led discussions on gender in forensics held at the University of Oregon Tournament.

--**JUL:** Code of Ethics subcommittee holds planning session in Portland to lay out a formal process for the revision of the statement. .

--**AUG:** Seminar for 50+ students and staff members on, "Fostering Inclusive Environments for Transgender and Non-Binary People," at the Bellingham Debate Co-

operative.

--**AUG:** Student Equity Group forum and planning session. Results and recommendations presented at the NFC Fall Business Meeting held at Clark College.

--**OCT:** Subcommittees formed to work on "clusters" for the Code of Ethics revision at the Lewis and Clark Tournament.

--**NOV:** Code of Ethics "cluster" subcommittee planning session at the Linfield College Tournament.

2016

--**JAN:** Code of Ethics "cluster" subcommittee planning session at the Pacific University Tournament.

--**FEB:** Tournament-wide and student-led discussion of gender issues in forensics held at the University of Oregon Tournament.

--**MAR:** Representatives of the NFC help organize and facilitate tournament-wide equity efforts at the 2016 NPDA National Championship Tournament in Long Beach, California. These efforts include a forum on sexual harassment and focus groups on a variety of equity and inclusion issues. Some of these efforts are being converted to documents which will be published in the NPDA journal.

--**JUN:** The subcommittee responsible for drafting a revised NFC Code of Ethics, made up of Joe Gantt (Lewis and Clark College), Justin Morgan-Parmett (Western Washington University), Kristen Stevens (Western Washington University), Korry Harvey (Western Washington University), Steve Woods (Western Washington University), and Trond Jacobsen (University of Oregon), meet for a weekend in Olympia. A substantial draft is completed for review by the conference.

End of appendix.

September 10, 2016

8:48 p.m.