

- I. The meeting was called to order by President Niemi at 9:14 A.M.
- II. Roll Call: Absent-Neil B., Chris H., Steve C., Karen C., Melissa E., Michael O., Erik P., Rachel W.  
Proxies-Bob Prichard (for Melissa E.), Katie McMillan (for Michael O.), Clark Wilson (for Erik P.), Steve Schmidt (for Rachel W.).
- III. Minutes from September 2017 offered for review, edit, and comments.  
Moved to approve by Minnia (eventually), with the addition of the friendly amendment 'at the League Presidents discretion', seconded by Ben.  
Passed by unanimous voice vote

**IV. Officer Reports** (*Google document used in Exec Committee—pasted at end of minutes, as well as main meeting comments posted below under New Business/Good of the Order*)

**President Niemi**

**Vice President of Activities Ronald**

**Vice President of Curriculum Curtis**

**Treasurer Barembaum**

**Secretary Kalashian**

**Historian Underwood**

**Editor Cummings**

**V. Area Chair Reports** (*Google document used in Exec Committee—pasted at end of minutes, as well as main meeting comments posted below under New Business/Good of the Order*)

**Area 1 Chair Harris**

**Area 2 Chair McCoy**

**Area 3 Chair Graber**

**Area 4 Chair Osborn**

**VI. Committee Reports** (*Google document used in Exec Committee--pasted at end of minutes, as well as main meeting comments posted below under New Business/Good of the Order*)

**Public Relations Committee (Bolig)**

**Individual Events Committee (Gale)**

**Congress Committee (Matley)**

**VII. Old Business: Technically none.**

**VIII. New Business:**

Reed: I would like to call this meeting to order (at 9:14). I know the minutes said 9:08 to start....I have found that if you put odd times people actually show up then. Is it 9:14, we are supposed to begin at 9:15, so we should start. Will anyone approve the minutes from the last meeting?

Kathy: Is this a good time to raise the issue about submitting scripts electronically? The way it reads in the by-laws, there are three ways for a coach to submit their scripts.

Reed: So it is left up the league president. They have the final say.

Minia: So, again, I thought this was up to the president if they WANTED to allow coaches to try the old way or the new way, I did not think 'discretion' meant that league presidents could force their coaches to only submit electronically...?

Greg: Why would a league President want to allow both ways of accepting? This makes their job harder.

Kathy: Doesn't it depend on where the parenthetical is placed? Caiti can you read it?

Caiti: I am trying to pull it up but the internet is not working well.

Reed: Ben will share out the executive council minutes.....and we can continue this discussion about approval of the minutes from September during the IE committee report.

Ben: As soon as the internet works....? I have to keep logging on and off.

Reed: Angel has done great with her visits this year to the different leagues. I went with her to one visit and it was great, and the meeting she had yesterday with league presidents was possibly the single best meeting I have attended in all of my years of involvement with CHSSA. It was awesome to hear everyone sharing out best practices with one another. I have sent out the answers to questions 1,2, and 3 from the survey that Angel collected, so that you can see what some coaches around the state think matters most in regards to speech and debate.

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Gay: Angels visit was great. People do say 'what does CHSSA do'? So, having her visit is great. I also liked reading the survey responses.

Reed: Yes, tab efficiency and community ranked high as responses. I have also asked for Data by changing the assessment form for next year. If you have filled out paperwork for other organizations before, you have seen that the papers are many pages long and contain a lot of data points that they can later reference. We only want to add about another five questions, which will also be voluntary.

Sharon: If we are going to have league presidents meetings at 3 on Friday, we probably need to adjust the schedule so that we can finish our other meetings first. We had some committee work that we still needed to get done.

Angel: Visits were awesome. Thank you for having me. It was great to see the unique ways that each league works. We should all be working together. My hope for the future is to continue those visits, but it would also be cool for some coaches for one league to go and visit another league. Prep for the State Tournament is going well. Hotel block will be released on the Website on February 1<sup>st</sup>. 2019 we are trying to lock down the site. If we could have 2020 by May that would be incredible. Also, Please pick your lunch and give the form to me for today.

Reed: You can see the exec council meeting notes now. I am also very visual, so you can see I have put up a business model lifecycle in the exec council minutes. Many of the officer reports and chair reports you will now hear contain the same information provided in this document.

Minia (VP report): We are trying to film the entire final round of certain event this year, and Mikendra has offered broadcasting students from her host location who are willing to film the entire round. We are going for low-tech, and we are going to put them up on our webpage, free of charge. We are going to do all the four original events (Original Advocacy, Original Oratory, Original Prose and Poetry, and Expository). If we have the ability, we will put in a few more rounds, say impromptu.

Angel: That would be great, maybe even extemp. That way students and coaches could see the entire prepping process also....well at least for impromptu.

Kathy: Will what the student has signed cover this filming? As far as permission granted goes?

Minia: Yes, we believe this is covered by what they sign, and there is also an opt-out.

Angel: We can skip the student, and we have done this before.

Kathy: However, if you do an event like Impromptu, those do NOT have the sign-off in the same way.

Minia: We had a lot of new coaches that responded to our survey (curriculum), and we would like to have even more. We had 46 responses so far, and shout out to G.G.S.A. and SVFL for a lot of the responses submitted. Many respondents said they would like a handbook, so now we are going to try to connect those respondents with the handbook we already have online.

Lily (VP PR): We are doing a lot with the internet this year. We are going to update Facebook for example. We are making Facebook pages for each league that does not already have one. We are going to up our game on twitter and Instagram, for example. We have reached out to sponsors for State, and are getting some replies. We have a tote bag donated with some scripts, we have some Alaska Airline tickets, etc. If you or

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anyone in your league would like to donate anything, we would appreciate it. The awards ceremony will have a comprehensive script (it is currently 38 pages) for presenters to read. If you have resented in the past, you should expect to hear from me sometime soon in the future. We will also be live-streaming the awards ceremony.

Reed: Iain was given a challenge in September to get likes in 6 months and he was able to accomplish that in two weeks. It was great to see how fast CHSSA has been able to establish a stronger presence on social media.

Bobby: If you have photos from your league please send them to us, so we can put them out on Facebook and other social media. It can be any photos from any league competitions.

Lily: We are also using #speakup and #CHSSA.

Reed: Treasurer report should have made it to you. It is normal to be in the red at this time of the year, we usually make more money as State approaches and at State itself. Comments? Historian Underwood, I would like to place HOF under your area right now. I sent out an email asking for nominations and did not receive any. It can be rewarding, and more leagues should submit names. We have two carry overs from last time, John Eichman and Brett Alexander.

Jennifer: Brett was a coach for a long time. He stepped up and hosted State when it was at Long Beach. If it was not for him, I do not think that State Tournament would have happened, since we needed help at the last minute. Many people who have worked with CHSSA before know him and like him. He is very upbeat and positive.

Gay: I know him also and he is and was very positive. He would always come up and great you.

Kathy: He judged one of my students and came up to me and offered a script that would be good for my student to use in the future. The student did very well with it, and I thought this was kind of him.

Reed: He was at Poly Tech and he was around when I started to Yellow Card and Red Card coaches at State (in a soccer sense) when I ran State. Bret was determined to get a red when I held up a yellow card to him. He worked hard and he was the only coach in State history to earn a red card, and he was very proud of himself. He had a good sense of humor. He will show up with some stuff out of the blue at a competition just to be kind to others, like coffee or snacks.

Dave: When I showed up he was very helpful and acted like a mentor to me. A lot of things were not written down and so he helped me to understand and figure it out. We would always call him if we were stuck in tab with a question or a problem that related to congress.

Steven: I can speak in favor of John. He coached at Yucipa, he can be a little cantankerous, but he has mentored many coaches in our league. I grew up competing in CBSR, so I know John in that sense also. He is a good coach.

Sarah: When I got my first student to State, he came up to me and was very kind/caring. He made me feel welcome at State and asked how we were doing, etc.

Reed: Everyone on the council has two votes, you can use them how you like. Leagues have to send their votes in by February 15<sup>th</sup>. Leagues also have two votes. You can vote twice for one person, split your votes,

only vote for one person once, or not vote at all, but obviously we would like it if you (and then if leagues) would vote.

Kathy: What if there is a tie?

Ron: 60% of votes gets you in.

Reed: There have been years when more than one had been inducted.

Gay: I wish we could keep this more current. It is too bad that this much time has passed for these two individuals. We don't want good coaches to be forgotten across the state when it comes to HOF voting.

Ron: We have had some current people with the last few HOF elections. Please identify your league when you send your email in.

Reed: Ron, can you speak to the Middle School State Championships issue please.

Ron: We voted unanimously last time to explore this further. I went down south and was presenting, but he was cut off shortly and told 'we already do this'. We would like, however, to do this truly state wide. We would like to ask Ian Lampert to help us.

Gay: I think they have a group that is a lot of academies etc. They were annoyed at the NSDA since they can no longer participate (clubs and academies that were NOT actual school teams).

Reed: I wanted to target some of these after school programs or clubs, even if they are for profit, that way students can cause the 'zombie infection effect' wherein they get excited/infected in MS and then cause their High School to also become 'infected'. Students and parents asking for a high school team will be our best allies to the growth of new programs.

Gay: We want the backing of CHSSA, and we want to be more inclusive. There are some teachers who simply won't know about/won't be allowed to compete in this 'other MS league' down south.

Ron: Urban debate, migrant ed, EL, etc. Any contacts we can get some we can start building a list/sending out invites. PLEASE send myself/Gay and contacts from MS that we can use. Send us their name and email address.

Kathy: Why are academies banned at the MS level with the NSDA?

Reed: To control numbers, Nationals was worried that the tournament was getting flooded. An academy from Singapore could show up with 50 entries and this became problematic. We can't include Worlds debate at our State Tournament but it would be a great option to include that at a MS State tournament.

Sarah: We voted as a league and are going to include some MS students in a local competition starting this year. We will see how it goes. We are a little nervous about the impact to available competition rooms.

Kathy: I am under the impression the MS students can't attend local tournaments?

Sarah: My impression is that each league can do what they want during the season, as long as the rules of CHSSA are followed at qualifiers. If I wanted to follow any rules as president of my league at non-qualifying tournaments I have that right.

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Karson: We allow MS competitors at high school competitions in the SVFL and have good numbers. We did this at first to grow MS programs. Now, we also have a MS local league and they have as many as 8 schools and 107 competitors at their last MS tournament. We have dealt with the issue of additional rooms when MS competitors show up at a high school tournament by limiting MS teams to only three novice and three varsity entries per event maximum.

Caiti: These MS students often make the novice division more competitive.

Einar: But....doesn't CHSSA say we can only have four years of High School eligibility? Eventually won't these MS students demand being able to attend State? We should be more circumspect.

Kathy: Would it behoove us then that CHSSA endorse leagues allowing MS students to compete? We need a by-law revision I believe. I would like to contact Ian and ask him to help craft a revision to the 8 semester rule?

Minia: We have done some MS items, which is great, but it is separate. I don't like to pay for a HS activity for my team and then face MS competition. I think keeping them separate is the way to go.

Sarah: To address a few issues. We in our league will only allow MS students in novice, and high school will only compete against them if they are also true novices.

What many of these academies do is shocking and appalling to me. They have students attending as young as third grade or fifth grade. There are however, some really good MS programs where people work hard. We need to find those programs and promote as opposed to the 'play to pay' policy.

Ben: So the by-laws say you have 8 semesters once 9<sup>th</sup> grade has begun. This seems to clarify the issue.

Einar: Someone is going to get sued if we let younger kids compete against high school kids. Some of the content can be offensive.

Angel: What I appreciate about CHSSA is that we are the great equalizer.....if a team like Orosi can compete with teams from the GGSA or the CFL we show that anyone from any demographics can be a part of what we do. We solve these problems by creating legitimacy. You solve by having a MS organization/State Championship.

Artem: MS competitions are blowing up....so I think what CHSSA can do here is bring some 'order to the chaos'. I do not think we need to mix MS and CHSSA students. We need to be careful making promises to private academies. If we want democratic participation we need to honor what we put forward, and currently we have clearly defined standards on what each school is.

Einar: Are academies included if we vote for this?

Ron: All that we are asking for today is to sponsor the tournament. We better include the academies in order to grow, at least at first.

**Angel called the previous question to vote, Minia seconded. Motion is to try out the 2019 MS State Tournament.**

**Passes by unanimous voice vote.**

Area Chair report: Area 1. Nothing in the google doc.

Area 2: Yay, we are good. Hosting State.

Area 3: Kathy (two hour tutorial). Jan 20<sup>th</sup>. How to submit scripts and such. Feel free to attend if you would like, I have been doing this for years and many coaches find it useful.

Area 4: Greg, still searching for a location. Cypress fell through, Fullerton also, etc. We have a list we are working off of and will commutate once we know. There is a possibility that maybe we can use the last weekend of April....so we don't have to begin so EARLY in April.

Reed: Can we move the tournament to Jerusalem?

Sarah: We have Long Beach as a backup.

Reed: Should we have permanent locations? We can go to a college for example that already has a major invitational (such as Long Beach, U.O.P., Berkeley, etc.) and try to get them to host State on a regular and rotating basis. The NSDA has already been doing this with Dallas and Alabama, for example. It can be a draw and a boost for their invitational as well. In the past when I have known that State is in a particular area, I have made sure to travel my team to one of the invites in that area during the season.

Einar: I like the idea but I wouldn't restrict it to only colleges (sometimes they have issues with Friday).

Dave: Everyone was in support of this in congress.

Karson: Permanent locations should still rotate and make sure that we move around the State.

Greg: We should make sure each of the four areas are still involved/take their turns.

Dave (congress committee): Three things. Every school that qualifies a student to State in Congress is required to send legislation in as well. We will work with JOT to make legislation submission part of the registration process. This will also be the first year that computers are allowed in congress at State. We are working on incorporating them and making sure implementation is smooth. This morning I emailed to Ben an article for the bulletin to show what our vision for the future is.

Caiti (IE committee): Extemp topic areas are done, same as last year, but different orders. We looked at what constitutes a legal O.I. and what does not. We do not support a simple list of web pages. Have league president/area chairs check the legitimacy of a web page if concerned. P.O.I. versus T.I. We don't think it would be the best for script checking. Do you want T.I. to be P.O.I.? If all you need to know is the differences then we will keep operating as is. Let us know. To continue the reading of the friendly amendment from last time that we started the meeting with.....(Katie reads the motion WITH the friendly amendment included and specifies where exactly the parenthetical was that stated League Presidents discretion).

Kathy: What was the verb in front of the word electronic?

Caiti: Scripts with all events....sent.

Kathy: So the verb is 'sent'?

Caiti: Yes.

Greg: 'Shall' is also a part of the verb.

Minia: We are interpreting this differently than how we passed it. We know what the intent was. It is frustrating to leave one meeting and think that the rules mean one thing, and it speaks to the ethics of what we do as a body.

Kathy: So which parts are included and not included?

Karson: There were many voices speaking at once during the last meeting, so I am sorry if a sentence related to this was not included. My recollection was that League Presidents could decide to accept electronic submissions or not, but they could not IMPOSE ONLY electronic submissions on their league. So, they could decide to accept electronic submissions, but they could not force coaches to submit that way.

Ben: What I sent out stated that each coach was still able to submit scripts in any of the three previous ways listed.

Eric: If the league votes it that way then that should be way. We should protect the autonomy of each league.

Caiti: Orfield was in favor of this last in committee, then changed his mind after when he became more excited about electronic submissions.

Kathy: The point is to protect all the coaches. To guarantee all coaches their three ways of submission as specified in the by-laws. NOT to simply make things easier for League Presidents.

Angel: Any league that is conflicted on this issue.....go back and vote and see what happens. You may find agreement.....or a coach may have to simply file a grievance if they feel the way they want to submit isn't being upheld by their League President.

Einar: Maybe, because Ben sent it out, we need to follow the allowing it all ways for this one year?

Winston: We won't get a resolution thinking back. Some of us care more than others. Let leagues duke it out and use language specific to constituents.

**Minia: I move that we amend the minutes from September to include the friendly amendment to say 'League Presidents Discretion'. Seconded by Ben.**

**Passes by unanimous voice vote.**

Eric: (Debate committee): Parli topic areas are up. We approved Chuck Ballingall Fund, this will be on the webpage or sent out to you soon. Simply need to change a few words for sweepstakes, otherwise we think all of parody is done. I will type up all the stuff and add them to the revised version of the by-laws and keep them in the 'ghost world' until the end of this year.

**Recess at 11:32, reconvene at 1:00.**

**Reconvene at 1:04.**

Reed: Angel has brought up an issue. She wanted to add to the program a statement about harassment and discrimination. To make this formal we would need to make this a by-law revision in the future, but to simply put it in the program for State or simply pass a 'resolution' all we need is a majority voice vote. Actually, Angel has the power as VPA to do this regardless....Let me read the resolution in full.



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*The California High School Speech Association is committed to providing its participants, judges, coaches, and members the opportunity to pursue excellence in their endeavors. This opportunity can exist only when each member of our community is assured an atmosphere of mutual respect. CHSSA is committed to maintaining an environment that is free from all forms of harassment and discrimination. Accordingly, all forms of harassment and discrimination are prohibited, whether committed by participants, judges, coaches, or observers. CHSSA is committed to the enforcement of this policy. Individuals who are found to have violated this policy will be subject to the full range of sanctions, up to and including removal from the tournament premises and prosecution by authorities. Any individual or group of individuals who believes they have been a victim of harassment and/or discrimination should report it to the Help Desk or appropriate authority immediately.*

Kathy: I have concerns with the statements after the words policy. I can see a lawsuit from a student who was deemed to have committed harassment. A Sierra Canyon student had a laptop stolen from the State at Vista Murrieta. It was done for a competitive advantage. The student wound up in trouble, but this brings a certain issue to light. What would stop an unscrupulous student from claiming harassment or discrimination to gain a competitive advantage?

Harassment means different things to different people (Ron had mentioned this in executive council). We have to be careful assuming people all have the same concept of these words.

Dave: I want to echo these concerns. I don't like to include the penalty with it. We should leave it vague on purpose. I had a student accused of sexual harassment at a tournament and once properly investigated nothing was found to have happened. A lot of students were simply crammed into a small spot and some of them bumped into one another. I am worried people could make false accusations.

Angel: This is not a by-law revision...it could be one day if we wanted it to be but this today is simply a resolution. It is written that we will do UP TO this. We want to do it as a resolution so we have more flexibility. This came up because we have a lot of coaches that feel like CHSSA doesn't care about students of color, students who are marginalized economically, students who are sexually harassed, etc. So, we wanted to put some 'teeth' to the statement by listing possible consequences. This is not so much student on student, but for example a judge making a sexual statement towards a student. This is also verbatim from the NSDA, I just changed the names.

Einar: Kathy makes a good point. Once we put the word prohibited in there, we are now responsible for all of the students protection at the tournament. We can easily be sued. Attorneys are not always smart...so just because they made a form doesn't mean it is correct. We don't want to open ourselves up to exposure, and even though this idea may seem cute or nice, we are being naïve to think this resolution will actually help us or benefit us in the way it is being presented.

Angel: You don't have to be patronizing.

Einar: You're LOOKING at me in a patronizing way.

Angel: O.K. Einar. I'm sorry for looking at you.

Gregg: Kathy has a concern with a penalty, Dave also....this allows for 'up to'. This resolution allows for and up to a serious consequence, but it doesn't mean that we have to go all the way to the maximum penalty simply because it is staed. We don't want it to be fluff, it needs some teeth.

Ben: This is a belief that we hold, we are not bound to this. Any action, even saying 'this is bad', is a step in a strong direction. We cannot allow layer upon layer of this....it IS all or nothing for us and we need to act.

Angel: Coaches have stated that the 17 year old girl won't come to the help desk because they don't think that CHSSA cares. I have been told this. Kids have experienced awful things at competitions but because they don't think we care enough they won't speak up....they do not feel safe.

Karson: I would like to say a few things about this subject. First, if anyone in this room should be against this resolution it should be me. I am probably the only one here who has been accused to 'harassment' at a state tournament. A student from another school sat at our table and decided that they didn't like how I spoke to one of my students (who was acting up and having some issues at the time). They went to the help desk and turned in a report. Since I did not get along with some of the members of CHSSA leadership at the time, the next thing I knew it was a day and a half later and I was being called into tab at 10:00 P.M. and being asked about the situation. Now, some of the leaders involved were polite and did a good job with the information presented, and we parted ways politely enough. However, I thought at that time the issue was over and done. No one commented again to me all of Sunday (tournament, awards, dinner dance) even though I saw or sat by many of the leaders of CHSSA at the time. The next thing I knew, my principal was being contacted the day AFTER State and being told about a possible situation between myself and one of my students that may have involved 'abuse'. Wow. The entire time, no one EVER spoke to my student. She was never separated for me (her supposed abuser) or asked to tell her side of anything. Thankfully, my school simply called in the six members of my team present (included the student in question) and my female assistant coach who was present....and it took them one day to realize this was a non-issue and that no abuse was present. Having said all that, you would think I would not like this resolution, but I do and I do support it. We should ALWAYS find more ways to protect our students when possible. My issue was also with how the 'investigation' was conducted (namely not protecting and not speaking to the actual students involved), and the inappropriate (in my opinion) follow up directly with a school principal on a subject that was never verified. If we do this right, that won't have to happen again that way in the future. We need to speak to all parties involved. Lastly, we need to be on the RIGHT side of being sued. I would rather be sued (which I doubt would happen) because we have a harassment and discrimination policy in place, instead of being sued because something happens and we did not have a policy in place.

Eric: The investigation component seems very critical here, maybe not the actual punishment or the punishment listed.

McCoy: I 100% support this. We need to separate what we talk about and what we actually do. We need to delineate what we do in competition versus what we may do to one another. Performance is different than actual harassment/discrimination.

Kathy: Wasn't there an issue at State last year with a team that claimed discrimination? Who can shed light on that issue?

Reed: I believe Gregg was one of the area chairs that dealt with it. Gregg can you share please?

Gregg: The team walked out, so we had to make the decision based on that. Only one partner remained. We ruled on if they judge should render a decision or not, so since the kid walked out....we didn't have a choice. Technically, we didn't deal with the issue of discrimination or not, since we simply followed the rules for what to do when a debater walks out of a round. It was deemed a forfeit. Nermin did speak to the team.

Reed: She spoke to both teams and both coaches.

Kathy: Don't certain teams run race cases/gender cases. Will this resolution allow for someone to argue harassment when facing one of those teams?

Einar: This isn't a resolution, if you are going to amend the constitution. The word prohibit makes this more serious.

Reed: We are not amending the constitution at this time. This is simply a resolution that we can say we support or not. We could take it further in the future if we wanted to, but that would have to be voted on and placed into the by-laws.

Einar: I have a good friend who has been seven years in jail for something that I think that he didn't even do, but he was falsely accused by an elementary female student. Discrimination means various things to various people. My son is currently on leave from his teaching job because of discrimination because he is white in a predominately African-American school system and was the victim of discrimination himself. WBFL says 'students should not engage in unsportsmanlike conduct'. Should and belief send that we believe in something as a message. Prohibit makes it litigious in nature. This is not real world. If a girl says a judge looked up her skirt, who do we believe?

Angel and Sarah: The girl.

Einar: All the time? The girl is always right?

Sarah: We believe the girl every time!

Einar: Well, see, this is exactly what I am talking about.

Artem: Let us flip the legal issue on its head. If we are worried about being sued, having NO policy is the most negligent thing that we can do.

Winston: The concerns are non-unique. Our current legal issues are bad right now. We should listen to Einar and take his legal counsel....but we can check the word for word nature of it. This is a first step, and needs to happen regionally. In debate, anything goes....so it seems that there a lot of grey areas. The debate world deals with this in its own ways, it is used to students running arguments that may be considered offensive in other situations.

Angel: I was shadowing Nermin last year. I saw her talk to each team involved and each coach last year with this particular protest. The team felt bad, and even apologized. I would have ruled the same way the protest committee did, since they dealt with what they were presented. I would also have done what Nermin did in talking to each competitor and each coach and trying to find a healthy resolution to the issue. The coaches may not have been happy about what happened, or each step of the process of the final results, but they left understanding and accepting of the situation overall. The greatest miscarriage of justice is a student not feeling safe at a tournament. I was sexually harassed when I was 16. I wrote an article for the Rostrum (NSDA) about this issue and had many coaches and students speak out to me about not feeling safe in spaces within the speech and debate community, especially female students and students of color. We have seen recently in the media how pervasive these issues can be, and they exist in speech and debate also and we need to do something about it. To the issue of some may see this and some may not, the kids at least will read it, even if some of the 'bad people' won't. They are the ones we must protect the most.

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Sarah: One of my students went to the bathroom at State (leaving Parli prep), and a student followed them into the bathroom, waited for their phone to make a noise, and then looked at them over the bathroom stall! My student had their pants down.....they couldn't handle this.....and CHSSA did NOTHING about the situation when it was brought to them. How can this be acceptable and allowed?

I have seen male coaches attack female coaches verbally, and even touch them physically. And we keep sweeping this stuff under the rug. We have our own speech and debate 'whisper' community too. We need to stand up for people who are marginalized, othered, left out, not stood up for.

Lily: I have some really intelligent students, and I have heard some students talking about what they have experienced and wondered why they have not come to me. Resolutions like this make students realize that they can come to their coach. I have had coaches to my face say that their students are allowed to speak in a negative way to my students. So, since some coaches even say to other coaches that discrimination and/or harassment are acceptable, we need to do something more.

Einar: I don't advocate discrimination, or judges looking up girls skirts. I don't only do things to avoid law suits. However, there are risky ways to do things, and there are other ways to do this. Some SCHOOLS needs to answer for the negative behavior of what their students do, not CHSSA. We are NOT on the hook currently for what may occur, but this resolution will open us up to this. Hire a lawyer if we want to make sure that we are protected. My girlfriend saw a coach in the past saying and acting inappropriate around a competitor, and she reported it. The coach was then dealt with and was gone. We did not need a statement like this to know to follow the law. The law is there. Rape is bad. We can address it already with current law. This needs to be done in a more prudent way.

Kathy: Sarah thank you for sharing those things. A girl was kissed by a competitor from another school at one of our competitions in the past. She wrote out her statement, the coach took it back to his school, and it was very serious. It was handled by the school. I am not sure what punishment the student received or if they were suspended but I know it was taken very seriously. The judges won't necessarily see this page. We have suffered from other litigious situations before. We were sued by a parent for a student who didn't win.....so now Jerome has placed on all of our tournament paperwork a small note that states 'results are not guaranteed' in an effort to protect ourselves.

Reed: Who asked for the written statement Kathy? As an administrator I know that step is important.

Kathy: Jerome and I did.

Reed: Good. That is very proactive and the correct thing to do.

Angel: Yes, that is great that you did that. As the tournament director, I would have done and will do the exact same thing. Making sure to get a witness statement and separate the parties involved and making sure they feel safe are all important steps.

Winston: We are all on the same team, however we need legal counsel. I want more clarity on when and how and who is involved and what we do. We need to be messaging this to potential judges starting as soon as next week.

Bobby: NSDA knows what they are doing. They have covered this already with a legal team. We should follow their lead.

**California High School Speech Association**

Karson: I have a few comments. First, I trust Angel if she says this is the same statement that the NSDA uses, and that they have already vetted it. I also trust her as VPA that she will implement this resolution should the need arise in a fair and comprehensive manner. I don't think we need to say 'the sky is falling' with a resolution that a national organization uses, and with a tournament director implementing it that we can trust. Secondly, even in Kathy's example when a student WAS dealt with and questioned, the discipline she spoke of happened (to what extent we are not even sure) after the competition. So, what if a student harassed another student, and then they both advance to the next round of the competition and face one another? Is that fair? While I agree that schools and laws exist to deal with issue of harassment and discrimination, I do not see why we can't also deal with the issues as a tournament. Both avenues should be explored so we can protect students as much as possible. Lastly, yes some bad judges may not see it or may not care, but we can put it on the slideshow that we show the judges. Also, I think the students are the ones who really need to see it so they know they can speak up, even if the judges don't see it or don't care.

Angel: I spoke to many of the leaders of the NSDA directly regarding this resolution. They published it in the Fall Rostrum, had it vetted, and their board approved it.

Gay: Being old, I have some advantages. I keep saying to all of the students 'you can't say that' and they finally listen. I am from Louisiana and all the time now we hear people say things and think 'how is this possible'. I go to camps each summer because I feel like I don't know everything, and I don't feel like we know all of this. Now, I have given away my secret and you may all think I am very competitive, but my point is that we always still need to learn more. We should take this statement back to our schools and see what needs to be done.

Angel: Would you be willing to do that after this meeting Gay? Take this back to your district for further information?

Gay: Yes, of course I would.

Karson: I would also.

Artem: For the first time in my career, I have to respectfully disagree with Gay. Schools and us should work together. I get that we don't take legal issues lightly.....but we know that the NSDA used this language. It is risk management. What are we going to do today? We won't stand for this harassment.....or we will wait till a few more students get harassed. I am 99% sure that the language is fine, but we have a chance to deal with it now, so we should act. To me this is the less risky choice.

Kathy: I was an actress for 12 years, and I have had many groping stories. Let's use Karson's example. If two kids both make the same finals, we only have a small amount of time, and I heard 'the girl is always right'.....so does that mean the boy always loses? Especially if we have limited time? Our country is supposed to be innocent until proven guilty. Do we have the resources and the time to investigate claims?

Beth: So we are voting on this today or not? It seems to me that this is simply to support a resolution, and that it will end up in the program regardless?

Angel: We are voting to say if we support the idea or not only. It is only a first step. I do have to say, that even if we don't pass this resolution, this is how I would handle a situation of harassment or discrimination as the State Tournament director.

**California High School Speech Association**

Katie: I pulled up our school districts policy. We were all given photocopies to put in our room, it has to be on all flyers, it has to be on all club materials, etc. It doesn't list consequences but other than that it is almost identical to what is proposed here.

Einar: There is a big difference between a school district and this body. Why pass this and change it later if it does not work out? And now I am discouraged that it can get put into the program simply because the Vice President of Activities decides to do so, without a mandate from this body. You are saying even if we don't vote for this resolution, that Angel can simply put it into the program for State anyway?

Reed: 11 years ago your VP activities also chaired the IE committee. Over the years, the VPA was made a 'strong mayor' and now has almost unlimited power. She can do almost all anything she wants now. I am glad I did not vote or speak at many of the meetings when I was secretary.

Einar: Why can't we just use less risky language? Angel will YOU accept the responsibility/liability for this, that way it is not on the entire council?

Angel: I would be O.K. with that. As the Tournament Director if I have to accept the responsibility for this I have no problem with that. I do not think I am the only one who feels this way, but if so, so be it.

**Question was called by Sarah, seconded by Chathi. Passes by voice vote.**

Reed: Debate Committee schedule for 2019. It is on the webpage. There is also the Chuck Ballingall form online now for low-income teams who qualify policy teams to State. MS State will happen next year, good luck!

**IX. GOOD OF THE ORDER**

Ron: Please follow up with contacts to me for any MS programs that you may know of that might want to attend a MS State Championship in the future.

Kathy: The extra assessment data will be voluntary, correct?

Reed: Yes, the extra assessment data is only so we can collect more information, such as other organizations do. If you see CIF forms, for example, they are very long and ask all sorts of questions. We are simply looking for about five more questions so we have more data points to reference.

Eric: Sometimes WE (coaches) harass people also, so we need to be careful in the way we act. This issue isn't simply about competitors and/or coaches.

Reed: It is nice when we can be civil and polite. Thank you for that. I appreciate everyone at meetings doing their best to be respectful on of one another even when we have disagreements.

Karson: Be careful with entries/legal scripts/drops. With qualifiers coming up, it is critical that coaches and league presidents check the legality of scripts. No one wants a student disqualified from a qualifier or from State itself. Also, when some leagues do not use all of their qualifiers, it is important to let your area chair know and make sure the chain of command is followed. We want the next student in line from another league/area to make sure they are notified as fast as possible so they can accept the spot and prepare for State.

January 6<sup>th</sup>, 2018

**Minutes from Fall 2017**

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**California High School Speech Association**

**Bobby moves to adjourn, seconded by Ron. Passes by voice vote. Meeting ends at 2:49.**

**Calendar dates:**

Spring meeting May 18-19, 2018 in San Diego

State Tournament April 20-22, 2018 @ Mountain House High

**Next CHSSA meeting is May 18-19, 2018 in San Diego**

**Meeting adjourned at 2:49 P.M. (Bobby moves, Ron seconds. Passes by voice vote).**

Respectfully submitted by Karson

CHSSA Secretary

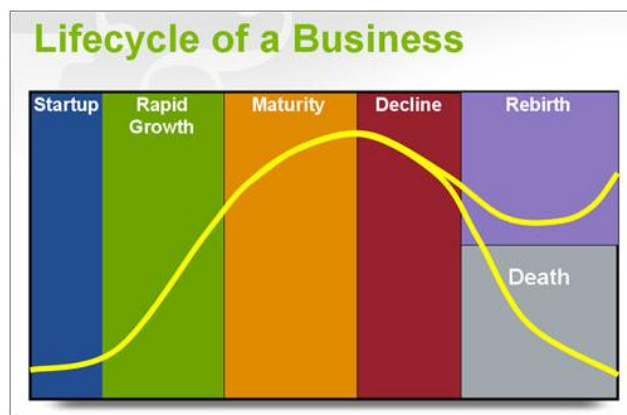


## Exec Committee Reports January 5, 2018

Time: Started:

### President Report-Niemi

The direction that CHSSA is heading is quite exciting, especially since all members serve pro bono. As we go forward it is good to review where we are in the life cycle as an organization (yes, I have another graphic, as last time, for us visual learners). Where do you think we sit in the cycle?



In an attempt to grow as an organization, several people made visits around the state during the fall and winter of 2017. A huge thank you to Ron, Gay, and Angel for reaching out to people around the state. Their reports are included below and in the general council minutes. I feel the visits that were made are very valuable in order to change the perception of who and what CHSSA is. Please take time to review the responses collected.

To all proxy, new, and vet coaches a huge thank you for adapting to the changing meeting times. It is a privilege to watch everyone work so well together and constructively to help the students of California. By changing up meeting times a little, it allowed the league presidents to meet together on Friday for a longer period than just 45 minutes on Saturday morning, and share out their best practices. It was awesome to watch the league presidents share their league pride with one another.

Congratulations to Brent Alexander and John Eichmen on being nominated (hold-over candidates) for CHSSA Hall of Fame 2018. General Council shall vote on Saturday, past HOF coaches will be contacted by Mr. Underwood, and all leagues must send Ron their votes (2 votes per league) by February 15. A league may cast both votes for one candidate, split the votes, or abstain.



**California High School Speech Association**

Do we really need a January meeting as opposed to saving the money?

Should we move forward with a middle school state tournament?

Permanent sites for state given the recent difficulties in obtaining one?

Why do we ban internet usage in debate? While I have been active in high school debate long enough to remember 3x5 cards with evidence, tucked into a kitchen recipe box; should CHSSA adapt to the real world and even Common Core practices, to the extent of allowing internet?

**VP Activities Report-Ronald**

**STATE TOURNAMENT** | State 2018 preparations are going well. Hotel blocks have been set up for a few months and will be released on February 1st via the CHSSA website. Our primary focus right now is obtaining sponsorships to facilitate some of the big initiatives we are starting this year (for example, it would be wonderful to get sponsors for the Student of the Year award. We have \$1000 set aside for a winner's scholarship, but it would be great if that was more / we could give something to each finalist as well).

We need locations for 2019 and 2020 ASAP to better facilitate planning and not run into the issue we had this year (with waiting too late to lock down a location). **OCSL 2019 needs to be locked down within the next month at the absolute latest. GGSA 2020 please have a location solidified by the May meeting.**

**SITE VISITS** | I visited 10 out of 11 leagues during the fall and it was an absolutely enlightening and educational experience for me. Thank you to everyone for being so gracious, welcoming, and willing to share what makes each of our leagues so uniquely great. Next season, I would love to see us continue this tradition of sharing experiences and information with one another. It would be amazing to have leagues visit each other-- logistically, obviously not everyone, but groups, individuals, and leaders who are be willing.

**Curriculum Committee-Curtis**Filming Final Round Advocacy at State 2018

- We want to film the ENTIRE round without editing, so that it is also an example of process of competition
- Announced prior to semi-final round
- Angelique: We will need a larger finals room for camera
- Bluetooth speaker for sound

Revamp Curriculum Drop-down of Chssa Website

1. Rename internal tabs
  - Coaching 101
  - Competition Resources
  - UC-Approval Speech and Debate Class
  - Videos
  - Classroom
  - Get Help
2. Content changes
  - Page for Competition will include other links:
  - Lessons plan for Advocacy
  - Lesson plans for LD

**California High School Speech Association**

MLA link First two need to be deleted, NEEDS UPDATED EXAMPLE(S)

3. One more plea for responses to the Curriculum Committee questionnaire
4. Winston will add a check-list of Things to Do to get UC Approval
5. We had a number of responses asking for curriculum help. Minnia will email the respondents with a link to the Curriculum Handbook asking "Does this meet your needs?" and "If not, what suggestions do you have?"
6. Question: State Tournament page-Needs to be updated with new sample speech :)
7. Next steps: Recording OA Final Round; Re-Working the Website for ease of use, eliminating redundancy and re-population.  
REQUEST: Ben to be in Curriculum Committee in May Meeting while we re-work the site

**PR Committee-Bolig**Social Media Outreach

- We've surpassed our Facebook Goal for the CHSSA page (like the page, if you haven't yet!)
- We will be creating pages for each league. If you'd like to make your league, please let us know right now (or if it already exists)
  - SM is a big help for getting sponsors and bringing legitimacy to our organization
- We'll also be expanding our Twitter and Instagram accounts. If your league has accounts, please make sure I have the handles.

Sponsors

- We are still plugging away at confirming sponsorships for this year's tournament. Our goal is to also create and sustain relationships with Sponsors that will carry over annually.
- We have confirmed a donation of scripts from Samuel French Publishing!
- Please -- if you or anyone in your league has connections with a company or organization, please send either their contact information to Lily Bolig ([lily.bolig@sduhsd.net](mailto:lily.bolig@sduhsd.net)) or to Angel.

World Speech Day

- Hoping to work with Curriculum Committee to make a lesson plan that any teacher can use to teach speech (probably next year, though)

Awards

- We have a comprehensive script this year
- Once we know who is attending, we'll start asking people to present. Right now, it's League Presidents and/or people from league that President's recommend.
  - If you presented last year, chances are high that we'll ask you again.
- Will be live-streamed via youtube and linked on our website/SM accounts.

**Treasurer Report-Barembaum**Balance Sheet

o Don't Panic! Yes, we are in the red since September. But our major sources of income are during State, so don't be surprised if our expenses exceed our income until then. It has been a long time since CHSSA Dues covered our operating expenses.

**California High School Speech Association**

o I have listed last year's assessments for comparison only. All areas are short of their totals from last year. One league is on target from last year and one league has exceeded. League presidents should be in contact with area chairs to assure that all schools still competing are in good standing with CHSSA. Only assessments RECEIVED BY ME (NOT postmarked) by March 31 will be counted toward allocations calculations. But there is no reason for any school to pay so late.

**Income Statement**

o The contributions came from smile.amazon.com. Whenever you shop at amazon, you should use smile.amazon.com. You can select CHSSA or some other charity to get a contribution based on your amazon purchases. I understand if you have a charity closer to your heart than CHSSA. I don't understand not using smile.amazon.com. I shall now step off my soapbox.

o Misc. Income is from 3 CHSSA Dues late fees.

o The negative item in Tournament fees is a refund from last years State Tournament. We use cash basis accounting, so if we refund something in this fiscal year, it is accounted for in this fiscal year.

o Allowing credit has cost us \$54.41 so far this year (Net Credit Expense). It will get more expensive as the payments for state start coming in. Nevertheless, I think it is an acceptable expense for the convenience it provides people who pay us.

o Expect postage expense to be higher if we begin to ship off tournament apparel.

o Our outreach and site visit staff have been very frugal. Most of the expenses have been for mileage. Little for meals or lodging.

o The expenditure for Apparel inventory is for next year's tournament. VP Activities will provide more information, I am sure. Some of the apparel is already available for pre-sale on <http://square.chssa.org>. It will be delivered at State. At State, prices will be higher. Some special items will only be available for pre-sale. Prices for other items will increase at State.

**Historian Report-Underwood**

I will be in email contact with all Hall of Famers in the next few weeks to seek some forensic memories.

Will be conducting the retired Hall of Famers voting for the Class of '18.

And, as always, if you can persuade any of those who have not been videoed for the website, I sure would appreciate it.

**Secretary Report-Karson****Editor Report-Cummings**

The Bulletin is in need of content. We currently have an article about state, about debate, and about IE.

Matley is working on a Congress contribution to The Bulletin, and Ron said he would like to get content from Hall of Fame coaches. The deadline for content to be submitted for the Winter Bulletin is January 15th, and the Bulletin will be released by the end of January.

Website is constantly being updated.

**Area 1 Report-Harris****Area 2 Report -McCoy****Area 3-Graber**

So far, so good. TCFL does a yearly script prep tutorial that all Area 3 coaches are invited to. It is on Saturday January 20 at Taft High School in Woodland Hills, at 10 AM (during our league debate tournament).

As soon as I know the location I will post it on the Area 3 website

(<https://sites.google.com/site/area3chssa/home>) or coaches may email me. The workshop is typically 2 hours long. Sample scripts of each event will be available to peruse. I will answer all questions and preview any scripts that coaches bring for legality. Coffee and donuts too!

**Area 4 Report-Osborn**

Still looking for a site for 2019. Had Cypress College - they fell through. Had CSU Fullerton - they fell through. Sarah is looking into UC Irvine, Chapman, etc...

Staying open to the two possible weekends (April 12-14 and May 3-5) to adapt to site availability. Neither are ideal, but they are the weekends that avoid Passover (Apr 19-21).

**IE Committee-Gale**

1. Extemp topic areas are as follows:

National Extemp:

- finance and economics
- science and technology
- politics/government
- social issues and controversy
- US foreign policy

International Extemp:

- Europe/Russia
- Asia/Australia/Oceania
- Middle East
- the Americas

2. We discussed issues with sources for OI. It has been brought to our attention that there are many legitimate speeches out there but the sources for the speeches have been questioned. Based on prior experiences, we think the best solution for this is for league presidents to communicate with area chairs and allow area chairs to determine validity together rather than create a list of websites or a bylaw change.

3. We looked at the POI rules and TI rules. We don't think at this time it is necessary to enforce different genres like POI does and think it would make TI checking more difficult. If this is something your leagues feel is important, we would love to know this and can revisit it. Same sentiment applies to other differences.

**Debate Committee - Larsen**

1. Topic areas are ready for Parli. Please let us know if we can assist in writing actual resolutions.
2. The changes for debate parity have been done since last May. I know these haven't been posted to the official by-laws yet, and I think I know why. But they need to be up for the general public soon so that we can check for errors, and so that people know what they voted for last year.
3. In September we approved \$2000 in Chuck Ballingall's name to sponsor increased participation in policy debate. Ben has created a form on which disadvantaged teams can request aid for entry fees or other expenses associated with attending the state tournament.

**Congress Committee - Matley**

Dave Matley (chair), Sharon James, Bob Stockton

**1. Reviewed Notes from September Meeting**

- a. Computers in Congress has been added to handbook. Need clear judging instructions so judges understand. Meeting for Congress -- make it very clear to students. Section 18 will be posted into Congress Manual and Judge Instructions.
- b. Need to re-consider having parliamentarians in the rounds. Without a parliamentarian, it is difficult to promote Congress as a serious event. This is possibly something we can work on next year.
- c. Two housekeeping bylaws in Section 10 that have to do with POs. One is tiebreakers for all PO ties. The second is determining third and fourth POs. Will submit these at the May meeting. At the 2018 State Tournament, we will keep doing what we have been doing: using tie-breaker system in CHSSA bylaws. Travis, who does JOT tab, has moved. Congress Committee recommends that Sharon James does tab of Joy of Tournaments.

**2. Evaluated process for Legislation Submission and Selection for State 2018**

- a. Require students who qualify for Congress legislation that is timely and applicable. We were unable to create a fill-able online form that works. Biggest issue is formatting. Require legislation submission to follow the format of NSDA. We will send out legislation as submitted, tell students/coaches to vote based on content, we will fix formatting once final legislation is chosen.
- b. Biggest issue is making sure registration cannot be completed in JOT unless Congress legislation is submitted. Ask Angelique to work with Brent. This is a huge new issue for Congress Committee to ensure that JOT registration cannot be completed unless Congress legislation is uploaded. We absolutely need this to allow students to submit their own legislation, but logistics are important.
- c. Congress Committee will send Angelique the details to post on JOT/to send out to schools (include templates, forms, etc.).

**3. Reviewed Student Congress Manual for State 2018 and Made Revisions as Needed**

- a. Added information about computers in Congress.
- b. Revised and updated 2018 Congress Manual to more accurately reflect CHSSA bylaws.
- c. The 2018 Congress Manual is now ready to be posted to JOT or sent out to qualifiers.

**4. Congress Write-up for Bulletin**

- a. NSDA is revamping; e.g., Computers in Congress, evidence standards, direct cross-examination. It is important for CHSSA to continue to seek ways to improve the quality of debate in congress rounds to stay relevant.
- b. Congress committee unanimously supports the use laptops in rounds to unify with debate events and allow congress competitors to access evidence. A by-law proposal has been submitted at this May meeting and will be voted on in September.
- c. We will continue to work to streamline congress procedure between local, state and national organizations.
- d. The committee also will continue to incorporate technology to give students greater access to the determination of timely legislation that reflects issues important to them and society.