Summary of Items passed / tabled

- Future Meeting (Cort will schedule)
  - will have a meeting in July / Early August to discuss Ombs. proposal
  - will also discuss online tournament options
- Website Changes / updates (Des will handle)
  - Text color will be darkened
  - Equity tab will be added, Equity committee findings will be posted
  - name pronunciation guide will be added
  - Complaint Resolution Procedure will be posted
- New Reporting Requirements for board members
  - Secretary's minutes will be posted within one week of each general meeting
  - Treasurer's report will be published one week before the Spring meeting, will include a summary of expenses from previous year and the amount of money available currently
- More Development / future issues to discuss
  - Ombs. proposal will be discussed in July, will be further developed with regard to cost / logistics
  - MDTA board will put together a contractor payment request / approval process

Call to Order – introductions of those present:

- *Cort Sylvester, MDTA Current President
- *Katie Scholz, MDTA Secretary
- Rachel de Sobrino, FL Assistant Coach
- *Chris McDonald, MDTA Past President, Eagan High School
- Doug Hoverson, St. Thomas Academy
- Rachel Baumann, Farmington Head Coach
- Celisia Stanton – Armstrong HS;
- Andrew URevig – Cooper
- *Des Neiman, President-Elect; Head Coach at LNHS / LSHS
- *Zach Prax, Assistant Coach at Eastview HS
- Thomas McCarthy, Head Coach at Blaine HS
- Jason Meyer, HC at Eden Prairie
- Ron Davis – HC at STMA
- Raymond Zhang, Minnetonka HC
- Todd Hering, HC at Eastview
- Becky Chabot, Lakeville N/S Assistant Coach
- Shane Stafford – HC at Blake
- Rick Halley – HC at Bloomington Jefferson/Kennedy
- Keith Bistodeau – HC at Wayzata
- Erica Baumann – Farmington Assistant Coach

- Jenna Randerson – UDL program coordinator
- Mark Thul, St. Francis High School
- Jake Swede, UDL Program director
- Sandy Berkowitz, Blake Coach
- Brian Schilling, HC at Duluth Denfeld / East
- Nathan Wodarz – Rosemount assistant coach
- Andrew Tichy – HC at Moorhead
- David Cram Helwich – Board of MN UDL
- Trevor Martinez – HC at Hopkins
- Cheyenne Thibido – HC at Maple Grove
- Tammy Trout McIntyre – ERHS Assistant
- Amy Cram Helwich – executive director of UDL
- Bryce Piotrowski – LNHS assistant coach

1. President's Report (Cort Sylvester)
   o coming up on an election year
2. Secretary's Report (Katie Scholz)
   o will plan to post the meetings of the Fall Meeting Minutes until they are posted, will review them and vote in then.
3. Treasurer's Report (Zach Prax)
   o April 30th had $13K; $214K in foundation grant now
   o gave out grants last year, all schools competed and went to Sections
4. Old Business
   a. Equity Survey Report Summary
      ▪ Team Members (might have missed a few, sorry!)
         • Keith Bistodeau – team lead
         • Kendrick Walton
         • Rachel DeSobrino
         • Celisia Stanton
         • Andrew Urevig
         • Becky Chabot
         • Cheyenne Thibido
      ▪ had an outreach process to try and make everyone aware; open invitation for anyone who wants to participate in the future
      ▪ Survey results – pushed students to respond in the fall – 226 students started, 186 completed survey. Average age – sophomore, good diverse students w/regard to race, gender, age, etc.
      ▪ most students were in community less than 2 years, concerning that such 'young' students have negative experiences.
      ▪ wanted to address some of the things in literature (national forensic association, collegiate / HS boards looking at issues within community), looking at racism, sexism, ableism in MN community

- at least 1/3 of students are having a negative experience / witnessed a negative experience – at school, on team, at tournaments
- some might be minor, but the rate is high.
- overall, good job on teams – students are reporting that negative team experiences resulted in pro-active responses.
- school issues are outside of our impact area, but we can give students safe space to discuss.
- most interesting area: experiences students having at tournaments, how to minimize / mitigate. This was the lowest area reported. Most commonly school, then team, then tournaments. But have significant issues – berated by judges, competitors, racial slurs / attacks on students in rounds. We're losing students due to these experiences, often when we don't even know they've happened.
- Goal: minimize risk students face on our teams / at our tournaments.
- Big ask: re-frame how we train our judges, re-set expectation.

b. Equity Task Force Proposals
- Andrew Urevig starting discussion
  1. Equity Page / Tab on MDTA page (Celesia) Want to have a place to publish what we come up with.
  2. MDTA website (Becky) change website to higher contrast so it's more accessible
  3. Publish Report on MDTA website (Raymond) – e.g. on Equity tab, get it out ASAP. Also, lack of people-of-color facilitators, but there are also systemic issues with adults facilitating
  4. Approve publication of guide of how to enter name pronunciation of students for students / coaches (Rachel de Sobrino)
  5. Pronoun Guide generally (Rachel de Sobrino) – recommendations for coaches, judges, tournaments
  6. Codify idea of meeting minutes posted reasonably – e.g. within one week (Andrew)
  7. posting of full budget (Andrew) so that budget available for equity initiatives is available
  8. MDTA treasurer publish clear process for contractor payment requests
  9. Ombudsman Proposal
- Summary of discussion of 1-8
  - Cort Sylvester thoughts – 1, 3, 4, 5 are a matter of providing a location / content to put on the website. Seems to be easy to accomplish, possibly not controversial; additional guides / approaches may also be added or altered as needed (expect they would evolve as things go)
    - Motion for approval of 1, 3, 4, 5 is made, seconded. Voice vote of ayes, asking for recognition of nays
      - voice vote of ayes, no nays recorded
    - Guides are already written and ready to be posted.

- Cort's Thoughts - #2 requires a bit more technical change. Unclear how challenging it is, but likely doable. Would require action by DJ Brynteson. Vote to carry it forward to consult with DJ on implementation.
  - Andrew thoughts: website is on Wordpress, could be done in 5 min.
  - re: more thorough assessment for web accessibility, could do that as a future proposal, but have not done that at this time.
  - DJ is still the webmaster / keeps track of payment. Have not taken those off of his plate yet.
  - Cort will discuss with DJ what he is willing to do / whether things need to move to other individuals.
  - Cort note – no proposal on table to do a full ADA compliance, can be expensive to implement. Potential next step.
  - Motion to vote on #2 made, seconded; discussed
  - voice vote: thumbs for ayes, negs asked to acknowledge (no nays)
- Cort's thoughts - #6: from perspective of president / board member – only real change is a specific deadline to post minutes. Would be useful to have that timetable. Minutes don't always get posted mainly because of tech incompetence (admitted by Cort, also by Katie). Should be possible if someone can post.
  - (Cheyenne) – may want to put a motion on the floor to create a board position of who handles the website. Cort will discuss with DJ.
  - Andrew offered to help with the posting.
  - Motion to vote (on website magic happening regarding meeting minutes): made, seconded, 'voice vote' via thumbs up / down – unanimous support of those voting
- Cort's thoughts - #7: budget – haven't ever created a formal budget
  - historically – the single biggest line item is the program grants – we give money to teams that request money for grants. Typically 3-5 program grants per year, typically for $1000-$1500 each, up to $6500 in a higher year.
  - other typical expenses – stipend to some people to put together novice policy evidence packet (now taken over by UDL); funded a MN representative to attend the topic selection conference for policy (split with MSHSL), buy awards for the Jamboree and JV/N State, provide a host stipend to the schools that host (to offset cost of judge lounge, remember Jamboree doesn't charge for novice), All-State awards, physical awards for Coach of the Year, distinguished Service Award, donations / memorials ($100 or so) to coaches that pass away each year; occasionally significant work gets a stipend (when approved by the board),

e.g. when equity survey was approved, statistical work / data gathering and analysis was agreed that it would normally be something that would be paid for.

- o (Zach): occasionally have helped sponsor expansion (e.g. helping support Congress tournaments in greater MN)
- o (Cort): haven't had a line-by-line budget that's approved by organization. Had an idea of spending per year, could make that more available. We know roughly what the income will be (grant from the endowment of the foundation) – still waiting right now to see what the market does to the fund. Get a % every year as a distribution out of the grant each year.
- o (Trevor): could we report expenditures at the end of the year instead?
- o Motion: list of the prior year's expenditures – does that cover what the equity committee is asking?
- o (Andrew): asking (1) how much money do we have, (2) where is the money going. What money is available for different things?
- o Moving on motion to provide <u>a summary of last year's expenditures / idea of carry-over</u> to next year / PUBLISHING – generally after January meeting / grant pay-outs – will plan to post it on the website <u>a week before the spring meeting</u> (will have grant from Foundation by that point).
- o voice vote – unanimous support by "thumbs up" icon
- Cort's thoughts on #8: reason we have not had that is mainly that we approve someone to undertake work either by membership / board – process was that work was identified in advance, and amount was identified and reflected in meeting minutes. Have not had payment requests because of that reason.
  - o (Celisia) – put this item in with respect to research work that Keith / Raymond did – weren't sure how they would request payment. What's expected re: invoicing / payment.
  - o Proposal document is that treasurer should do this. Executive Board may come up with process to come up on website.
  - o Need to develop a process – board will discuss. Some may be approved by board only, some may require full meeting vote.
  - o Cort proposing to start process.
  - o (Chris) – if stipend, didn't have to file payment with IRS. If we contract / have payment – do we need to do IC paperwork / do they need to be non-profits? E.g. scholarships have to go to a school not to a school.
  - o Cort does not believe we trigger any reporting restrictions on contractor basis as opposed to a stipend
  - o Postponing formal vote until the board comes up with a proposal, plan to vote when a proposal is ready.

- Back to #9 (Becky)
  - Purpose: advisory body only, work with tournament directors, serve to make recommendations on how to handle equity issues, tournament directors are there to agree / disagree
  - Reporting process (p21): NSDA process – someone reports to TAB, complaint process, if equity – then Ombs, if non-equity, to Tab. Ombs. then investigates / meets with all parties involved, determines what happened, make recommendation re: action; always a follow-up conversation would be involved. If mandated report, done by omb. panel chair, or tournament director. All are met with separately, no contact between student and judge.
  - (Jake Swede) – after event, in reporting process, logged later?
  - (Becky) – non-identified tracking, who filed complaint / type of complaint, etc. Gives an idea of what we're seeing generally, sortable and available for better analysis later. More for trend tracking.
  - (Jake Swede) – is every report received logged? or only those reaching a certain level?
  - (Becky) – only formal complaint
  - (Jake) – why not informal?
  - (Becky) – talking about is not the same as making a report
  - (Becky) – if no student identifying information (e.g. about a judge) – ombs person would have a conversation with that judge to find out.
  - (Jake) – have had students 'file report' with Tab, not want to follow up with it because of logistic / emotional issues – want to log them differently?
  - (Bob Groven) – what do we do with anonymous report?
  - (Becky) – NSDA uses QR codes
  - (Bob Groven) – issue is whether action is taken only on anonymous – not taking action only on a single anonymous reporting
  - (Becky) – want to evaluate throughout the year, will have a year's worth of data at the end of the year to evaluate
  - (Bob Groven) – record keeping – no identifying information on log. How do you know about repeat violators?
  - (Becky) ombs. panel would know / would have data.
  - (Katie) a record needs to be kept to take action / get around hearsay issues
  - (Becky) if judge gets kicked out, but then there's a defamation issue.
  - (Bob) – have had issues with complete violators
  - (Bob) – have we had attorneys review?
  - (Becky) – attorneys have reviewed
  - (Bob) – mandatory reporting seems overexpansive.
  - (Becky) – adapted from NSDA
  - (Bob) – MN state law should be reviewed

- (Cort) – think about ombs as dealing with non-legally serious complaints (e.g. assault, harassment)
- (Keith) – language placed now reflects collegiate level proposals / changes. NSDA followed because we're dealing with minors. There is a way with reporting metrics to hide sensitive data – could keep a reservoir of reported incidents (with raw data), screen to remove identifying markers
- (Cort, with tournament host hat) – questions / concerns that rise re: implementation / scope of organizational authority
  - organization could facilitate panel of ombs. ppl and facilitate training. BUT MDTA does not control most of the tournaments that students attend. Cannot mandate this be done at every tournament
  - can recommend to member tournaments that they adopt this, but individual tournament hosts have to make.
  - compensation – suggestion in document was that schools would pay as if they were judging / should count towards judging as school (so tournament needs to pay them) – basically hiring three tournament judges
- (Katie) would be a cost hit for schools
- (Becky) important to acknowledge that many of these people come from communities where labor has been stolen / exploited.
- (Bob) – can MDTA pay them?
- (Becky) – can MDTA program grant pay for it?
- (Cort) – grant is designed for something different
- (Rachel / Keith) – this year would be a pilot
- (Katie) – training program?
- (Becky) training is in the proposal, take training over the summer
- (Cort) – need a motion to adopt proposal as written, would read that that the ombs. would receive a stipend (yet to be determined) AND they would receive judging compensation.
- motion made, seconded
- (Jake Swede) possible to consider adding language about MDTA reports based on problematic behavior at their own teams
- (Cort) – would need more legal review to make that decision
- Vote on OMBS without payment.
- (Andrew) table, money is a huge stumbling block to equity, becomes really clear what the issues are.
- (Raymond) would want more background on ombs. people – their training, etc. Unfortunate possibility that there won't be a lot of people of color.
- (Cort) – potentially still underdeveloped, need more discussion of process – what ombs. people can do / can't do, what they would refer, etc. Not detail on concepts, but the implementation / content of

training, etc. We don't know who these people will be, how to get to a dozen, what to do if there are fewer.
- (Keith) – need a lack of clarity: (1) how many people will want to do this, (2) how it will move forward, (3) compensation, (4) how many people will be needed each weekend. MOVE to table passing this idea as written to the fall. But vote to add clarity to what the pilot would look like. Train people / work out kinks. Then have a revised proposal in the spring with a full proposal.
- (Rachel Baumann) – if training to be had, fall MDTA is a week before the first tournament. Won't be able to get training done in addition to school. Would vote for this as a pilot, but need to have room about logistic issues.

o Cort (IGNORING ROBERTS RULES): should not leave this without some kind of vote, but agree that the best way to do service would be to have time to fill in gaps / study it. Want to have a vote tonight to endorse the concept, and direct organization to have another meeting no later than August at which we can vote on specifics that are more fully spelled out at that time.

- (Keith) – would it help if we let people edit the document?
- (Mark Thul) – or a link to a separate document
- (Cort) – some process to make sure equity team has ownership, but allow commentary might work.
- Move to amend Rachel's motion to endorse concept and intent / refer back to committee to address concerns raised here. Seconded.
- (Cort) viewed as work product of the equity task force
- (Raymond) this was presented as something Becky has done professionally, something that would be worked on together. Keith and Becky are driving this forward.
- (Cort) assuming Becky / Keith are going to move this forward.
- Motion: a vote in favor of the concept of the proposal only, with implementation details to be referred back to the equity task force. Will be brought back up at a special meeting to be called no later than early August of this year.
- (Cort) will provide meeting date soon so that we can provide comments
- (Keith) time frame?
- (Cort) end of June?
- (Katie) wants at least a week to review
- VOTE: unanimous thumbs up

c. Complaint Resolution Procedure
- (Cort) MDTA was recently asked to take action on a report. Board has developed a proposal for dealing with any complaints. There currently is no policy against harassment (might be a good idea to have one of those) – would want to get one of those written up. Officers of organization will share with people to work on language. Proposal attached. MDTA may refer report, may undertake investigation. Is a policy undertaken often by orgs bigger than ours.

we will have to be careful not to overextend ourselves. If we have to pay to investigate, the cost would be minimum $2500. We really can't 'afford' more than two based on current practice.

- (Katie) goal is to refer things to other admin / other areas
- (David) is the board insured?
- (Cort) no, we are not insured, have limited assets.
- (Trevor) what is the intent of this? What situation would this be appropriate for? Just MDTA sanctioned tournament?
- (Cort) (1) why proposal? – there has been one complaint that board is aware of. we do not have a procedure for handing these complaints. (2) what can we do if we get one? Where does our authority extend. MDTA does not run invitationals / regulate them / MSHSL handles sections / State, handles judge pool. We can preclude someone from being in the judge pool – have members, could theoretically censure, 'drum someone out' of the organization. Policy is not looking at consequences, just setting out the process to determine whether org takes action.
- Cort moves as board proposal. Move to adopt board proposal. Seconded.
- Vote by thumbs up / down. Unanimous vote

5. New Business
   a. Tournament Calendar
      - (Cort) link to current calendar available, not yet settled. Not clear whether we'll have in person tournaments. Still have room to host more tournaments.
      - Contact a board member if you want to host one!
      - (Raymond) contact board if we want to host?
      - (Cort) yes – but MDTA doesn't control. Contact so that we can update the calendar. Anyone can choose to host a tournament anytime. MDTA just helps coordinate #s of schools on weekends, etc.
   b. Online Tournament Contingency Planning
      - Mainly acknowledging that we don't know what will happen this fall. Likely that in person debate tournaments won't happen in the fall. We are aware of that and exploring what we can do to support tournament hosts if we have to go to virtual tournaments. Have had some experience with TOC on virtual tournaments, etc. NSDA will be by zoom this year.
      - We want people to work collaboratively to make this happen. This is an open forum for people to discuss what we need to in order to address this issue.
      - (Shane) need to figure out a direction and most of us need to head that way. It will be easier if we try to come to a community consensus and head in that direction.
      - (Bob Groven) UDL has been spending a lot of time going over this and planning. Have some scenarios that we're working through. Lots of ways to do it. Recommend / volunteer Dave Cram Helwich for anyone who wants to do this online as far as tech / process. UDL now at the 'tentative' point where, if allowed (by governor, MSHSL, district, if in person allowed some of the time), a hybrid model where live at school / online. Team meets at school / spreads out

to do rounds. Online portion happens, but there's supervision – coaches, someone there to make sure kids are there / deal with tech issues. Having it at school solves equity issues regarding access, etc. Biggest issues at Augsburg were around internet connectivity / dedicated private space for hours and not have siblings / parents / other interruptions.

- (Rachel) ADs might be likely to get on board for that
- (Cort) what can MDTA do to help people on this issue?
- (Cheyenne) regular communication with coaches. MSHSL has been unclear, very sports focused. Can we get more fine arts / activities details?
- (Cort) have been talking to Amy about speech – it took more time to get clarity. MSHSL took awhile to make up its mind. Cort is in contact with Amy, will seek to convey anything as soon as we get it.
- (Shane) TOC saw teams together – a school would decide where kids could be competing. Trying to provide ideas for local tournaments – big tournaments may need to use a paid service. But working on low cost / free option for online tournaments.
- (Ron Davis) after action reviews of tournaments for schools / tab rooms to give ideas of how to succeed at this. It will be a learning curve.
- (Shane) agreed – that's a great part of the web. Some webinars – should maybe find a place on the website for coach help / student help.
- (David Cram Helwich) – have a forum to develop a consensus around what model to use. Need to help learn it together.
- (Amy Cram Helwich) – UofWy ran state debate / speech tournament online, did a nice write-up. Could post / share it with members.

c. Program Grants
- (Cort) need to roll this out / get grant application form done / distributed ASAP unless organization wants to reconsider. No deadline established yet, but probably relatively quick (will have a few weeks)

d. State Tournament Rules
- (Cort) redlined rules, a few places where judges' option to disclose wasn't uniformly laid out. Change to judges are permitted, not required to disclose.
- No objection to giving Cort / board authority to redline as needed

e. PF Community Judges
- (Chris McDonald) We have used community judges for ~ 8 years, but the concept has lost its meaning. End up with former policy people. Most celebrity judges who accept also have a debate background. Motion to remove community judges.
- (Bryce Piotrowski) – so moved. Cheyenne agrees.
- Motion made: to remove community judges and just vote for judges based off of the list.
- Vote by thumbs up: unanimous by thumbs up

6. Additional Business
   o Des Announcement
     - spoke with DJ, Des will make all of the line item changes agreed on here.

- o Recognize
    - ▪ Chris McDonald recognized to NSDA hall of fame! YAY!!!

Meeting Adjourned