



Seth Sturm <sethsturm@gmail.com>

Fwd: Drafting an AA plan

1 message

Mary Claytor <maryannclaytor@gmail.com>

Sat, Sep 11, 2021 at 1:18 PM

To: Aryanna Islam <aryannaislam@outlook.com>, Bob Baker <bobbaker64@aol.com>, "charliemmullins@gmail.com" <charliemmullins@gmail.com>, Cody Thompson <codythompson2010@gmail.com>, Jayrd Powell <jarrydpowellwv@gmail.com>, K Felix <kfelix24@gmail.com>, Kelly Elkins <Kelly.j.elkins@gmail.com>, loudady <loudady@juno.com>, Mari Sturm <marialicesturm@gmail.com>, Marilyn Monahan <monahancan@gmail.com>, Marlene Midget <mmidget2015@gmail.com>, rosemary ketchum <rosemaryforwv@gmail.com>, rusty williams <Rustywilliams00@gmail.com>, Sarah Clifford <cliffords19@mail.wlu.edu>, seth sturm <sethsturm@gmail.com>, Mary Thorp <thorpdesign@gmail.com>, Hollis Lewis <hlewiswvdpac@gmail.com>

After reviewing the procedural rules that have been sent to us for review, it's apparent that the bylaws committee has been weaponized. Our original changes were completely ignored, although we spent 2 hours working on them and voting on particular items. I would love to work on the concept of good faith, but this will not happen. Therefore, I recommend that we focus on the mandate instead of going further with these rules or committees. I have 5 suggestions below:

- 1) Rescind the creation of a bylaws subcommittee at the next meeting
- 2) Rescind the creation of a planning subcommittee at the next meeting
- 3) Use Jayrd's bylaws as a template and make necessary changes from input from ALL members.
- 4) Use Bob's plan as a template and make the necessary changes from input from ALL members.
- 5) The next meeting be based on 2 items: discussion and voting regarding the bylaws and the plan

The complaints that I have received from observers of our last meeting have been that they expected us to discuss the plan. I, personally, don't have the time or energy to continue to provide input to have it ignored even when the whole committee has voted and approved certain items. ALL of our time is precious so let's work from these 2 documents that are actually related to the work we have been authorized to perform.

I've forwarded Bob's email from August 20th, which contains the draft he submitted. Please don't be afraid to voice your opinion. I'm not vindictive. I want us to get the work done with ALL members to be included in the conversation. This is currently not happening. Subcommittees are generally organized to do work while the committee is doing other work. Let's be honest with ourselves. As a whole committee, we are not engaging in any other work at this time, so the need for subcommittees is redundant and causes more gas to be put on a fire that is already burning.

My goal has always been regarding the integrity of the Affirmative Action Committee. I have no other agenda but for us to have full inclusivity. I believe the work being done in our individual caucuses is proceeding in a positive direction. They will be successful as long as we don't allow the ugliness of personal agendas to infiltrate those spaces and taint the work of the individual caucuses. This is not the time to remain silent but the time to have our voices heard. It will take ALL of us standing together and giving our opinions to move us in a productive, positive direction. I implore each of you to please consider and state your views regarding the suggestions I have made to save the integrity of the AAC. Thanks in advance for your comments.

----- Forwarded message -----

From: **Robert Baker** <wvdp.seniorscaucus@gmail.com>

Date: Fri, Aug 20, 2021 at 11:06 PM

Subject: Drafting an AA plan

To: Rosemary Ketchum <rosemaryforwv@gmail.com>, Charlie Mullins <charliemmullins@gmail.com>

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Hi Rosemary and Charlie,

I know I am not on your committee; but I took the liberty of taking the Alabama Affirmative Action plan and changing it to replace Alabama with West Virginia (and the SDEC with WVDPEC). I didn't change anything else, except to drop references to veterans which they had in theirs. There are some problematic provisions in it (including requiring native Americans to identify their tribe and whether they are registered with it). But, I thought it would be a good starting point to make modifications from, rather than starting from scratch. It seems like an initial draft could then be referred back to the caucuses for suggestions before bringing it back to the AAC for final approval.

Bob

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Draft WVDPEC Affirmative Action Plan.docx

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