



Seth Sturm <sethsturm@gmail.com>

Fwd: General Inquiry, RE: AAC information

1 message

Seth Sturm <sethsturm@gmail.com>

Wed, Sep 1, 2021 at 10:11 AM

To: Mary Clayton <maryannclaytor@gmail.com>

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

From: **Charlie Mullins** <charliemmullins@gmail.com>

Date: Wed, Sep 1, 2021 at 9:49 AM

Subject: Re: General Inquiry, RE: AAC information

To: K Felix <kfelix24@gmail.com>

CC: Mary Thorp <thorpdesign@gmail.com>, Selina Vickers <selina.vickers.wv@gmail.com>, H.T.L. <hlewisvwdpaac@gmail.com>, Affirmative Action Committee <affirmative.action.wv@gmail.com>, Aryanna Islam <aryannaislam@outlook.com>, Cody Thompson <codythompson2010@gmail.com>, Dady Dadyburjor <loudady@juno.com>, Emily Clifford <emilyyuqin96@gmail.com>, Jarryd Powell <jarrydpowellwv@gmail.com>, Kelly Elkins <kelly.j.elkins@gmail.com>, Mari Sturm <marialicesturm@gmail.com>, Marilyn Monahan <MonahanCan@gmail.com>, Marlene Midget <mmidget2015@gmail.com>, Robert Baker <bobbaker64@aol.com>, Rosemary Ketchum <Rosemaryforwv@gmail.com>, Rusty Williams <rustywilliams00@gmail.com>, Seth Sturm <sethsturm@gmail.com>, Belinda <bbiafore@ma.rr.com>, Bonnie Brown <bbbbonnielou@gmail.com>, Booth Goodwin <rbg@goodwingoodwin.com>, Cc: AUVIL@theemploymentlawcenter.com <AUVIL@theemploymentlawcenter.com>, Donna Gialluco <DLGIALLUCCO@yahoo.com>, Elaine Harris <eharris@cwa-union.org>, Judy Stephens <JUDY@pkbcs.com>, Kameron Miller <ktm423@gmail.com>, Karen Coria <Karencoria@aol.com>, Leigh Koonce <h.s.leigh.koonce@gmail.com>, <Marykayestaggers@gmail.com>, Michael McClintock <mozarkmm@gmail.com>, <MrAustinSanders@gmail.com>, Pat <PatrickMaroney@aol.com>, Sam P. <Petsonk@gmail.com>, Rod Snyder <RODSNYDERWV@gmail.com>, <Senatorjohnunger@gmail.com>, Stephen Baldwin <stephen.h.baldwin@gmail.com>, <ajs@saadlawoffice.com>, <akisner@comcast.net>, Anna Gillespie <amg.ag0904@gmail.com>, <amystowers@yahoo.com>, <awo53@frontier.com>, <azeemkhanwv@gmail.com>, <burkhardtjill@gmail.com>, <byrd@byrdforwv.com>, <cherylslawrence@hotmail.com>, Charles Sammons <csammons54@hotmail.com>, <davidhwebb1945@gmail.com>, <debbie_bush_2000@yahoo.com>, <deborah.f.phillips9@gmail.com>, Denise Tucker <dgtucker@forwv.com>, <doug.skaff@gmail.com>, <fbush91wvu@hotmail.com>, floyd sayre <floydsayre40@gmail.com>, ginny moles <ginnymoles@hotmail.com>, <gncaseywv@gmail.com>, <hdpeyton@peytonlawfirm.com>, <hgillnewton073@gmail.com>, <holli.m.smith@aol.com>, Ivin Lee <ivinblee@yahoo.com>, <jarrydpowell@outlook.com>, <jerrybrookover@gmail.com>, <josephajividen@gmail.com>, Joyce Wilson <joycewilsonfnr@gmail.com>, Tina Russel <justicewarrior16@gmail.com>, Kimberly Frum <kafrum@suddenlink.net>, <kellyjopalmer@comcast.net>, Lacey Connelly <lacey.connelly@gmail.com>, <lance.heasley@gmail.com>, <loragwalker@gmail.com>, <magemike@hotmail.com>, <margbeckwith1@gmail.com>, <mcarpenter121418@gmail.com>, <mikegoode@yahoo.com>, <mikeumwa@aol.com>, <neilheardwv@gmail.com>, <no1hays@msn.com>, <nonniesine@gmail.com>, <porto.josh@gmail.com>, <pushkinforhouse@gmail.com>, <reillys@weirton.lib.wv.us>, robi ofsa <rgofsa@outlook.com>, <robert.ofsa.wv@gmail.com>, <rocky@fitzsimmsonsfirm.com>, <rod@wvdemocrats.com>, <ronfragalewv@gmail.com>, rstultz <rstultz@baileystultz.com>, Susan Hubbard <sehubbard1@gmail.com>, <sueannzick@hotmail.com>, <tgrogan933@aol.com>, <tomblankenship2333@gmail.com>, <tpritt7023@aol.com>, <traubertm@yahoo.com>, <pattihamil10@gmail.com>, <1nastynash@frontier.com>

I would like to echo Kim's sentiments about the timing. I only just now got to see this email in question, and subsequently am not able to submit my thoughts for the bylaws committee to consider (or respond to the Doodle poll). While I know that organizing rules is a big priority, and we should all absolutely respect the scheduling of the bylaws

committee members, I think something of the level of significance like a Code Of Conduct should be given equally significant time for thought. And again, I completely respect that the bylaws committee may have only had that date available to meet, but could we not extend the date for such a meeting to a later time?

Regarding sentiments about agenda setting, I would like to thank Kim for bringing it forward to us all - until now, I'd never heard of this term/concept before, and I appreciate you Kim for taking on the mental/emotional labor of explaining it. I will also educate myself more on this idea after this.

On Mon, Aug 30, 2021 at 4:59 PM K Felix <kfelix24@gmail.com> wrote:

Hi Mary & Selina,

I just read your email (sent last night, August 29th @ 21:01) & was wondering if it would be possible to extend the courtesy of giving committee members a bit more than 15 hours notice or lead time to respond to/read/participate in emails, surveys, polls, etc. I don't know if you are aware, but consistently requiring members hastily respond (in the manner you requested) is called agenda setting.

I am genuinely confused as to why agenda setting (a tactic similar to filibustering where the entity that has the floor employs every measure possible to run out the clock in an effort to prevent others from fully participating) continues to be used when communications are addressed to committee members. We are supposed to be a team of like-minded individuals serving a greater good. This was done at the August 17th meeting, during the retreat lead by Leslie, in last night's email, as well as numerous communications sent from the AAC. This stratagem often discourages participation & has the opposite effect of the desired result. Members are less likely to comply, become apathetic, & are silenced through this overt retaliatory maneuver.

Further, during the August 17th meeting there was extensive conversation centered around individuals wanting to offer their time & expertise to various subcommittees. Other members expressed that they were unaware that some members were being told they could not join said committees. Yesterday's email seemingly reiterated that sentiment by declaring that subcommittee membership would be determined by appointment, effectively making you & Selina the sole arbiters of which committee members could serve versus not.

Again, I am baffled as to why anyone would want to deny a fully willing & abled committee member the opportunity to add their gifts & talents to a subcommittee of their choosing. Subcommittees are traditionally made up of volunteers so why would this be any different? This seems antithetical to the purpose of the AAC & the values we claim to espouse & is yet another example of agenda setting.

Would you please advise why it would be okay to procure the intellectual property of a committee member to add to a subcommittee's output, but it would not be okay for that person to enjoy the fellowship, camaraderie, & overall benefit of serving on a subcommittee without it being previously sanctioned by you two first?

I'm really trying to understand your point of views & would like an opportunity for civil discourse about the aforementioned concerns. Please let me know your thoughts.

Thanks in advance to you both for your time,

--Kim

On Sun, Aug 29, 2021 at 9:01 PM Affirmative Action Committee <affirmative.action.wv@gmail.com> wrote:
Dear AAC members,

Thank you for the incredible work that our AAC accomplished at the Retreat last Sunday, August 22nd. We are close to completing the draft AAC outreach plan.

At the Retreat, we discussed how best to utilize Ms. Stone's last 2 hours remaining in the contract with the AAC. Much of that conversation included the idea of developing a Code of Conduct. As you know, Ms. Stone volunteered her time to the AAC with her work to be completed by September 8th. Due to various

commitments, unfortunately, it will not be possible for us to engage in the 2 hours with her before September 8th. However, she is open to the possibility of an amendment of her contract for providing the 2 hours sometime after September 8th.

Ms. Stone suggested that we utilize our Bylaws Subcommittee to develop a draft Code of Conduct that includes the following:

- the Values statements (in draft form now and based on our common concepts) once approved by the AAC,
- address the specific conduct concerns that members identified,
- and that processes and consequences are in alignment with the current WVDP Bylaws and Robert's Rules of Order.

I have asked the Bylaws Subcommittee to hold a special meeting to draft a Code of Conduct as well as draft the Procedural Rules that were committed to them at the August 17th meeting on or before September 10, 2021.

If you have any suggestions for the Bylaws Subcommittee to consider, please send those by email to Cody Thompson and Aryanna Islam, Bylaws Subcommittee co-chairs **by 3 PM on 8/31/2021**.

As you know, the Procedural Rules presented on August 17, 2021, were not adopted, but, instead, were referred to the Bylaws Subcommittee. One of the items on that list included how subcommittee members are selected. The unanimous decision of the AAC was to refer the unadopted Draft Procedural Rules to the Bylaws Committee. Therefore, until the Procedural Rules are adopted, subcommittee membership will be by appointment. I am confident that the current Bylaws Subcommittee will provide us with a draft set of rules and draft Code of Conduct that will help the AAC move forward in our work.

As we move forward, I want to set **several dates** for the AAC to meet in September. We may not need every one of these meetings. Please use the Doodle Poll to note the times that you are available to meet. Please choose as many dates as possible. **Please complete the Doodle Poll by noon tomorrow.** The link to the Doodle Poll is https://doodle.com/poll/59n669czwa8fxyds?utm_source=poll&utm_medium=link

Thank you,

Mary Thorp