



TCDEC Meeting Minutes

March 11, 2019

Meeting called to order at... 6:38pm

Established Quorum: Y

Executive Board Members Present: William Kilpatrick (Chair), Deborah Cano-Lee (2nd Vice Chair), Jessie Simmons (Secretary/Communications Officer), Jordan Morris (Treasurer), Meren Gadman (Fundraising, Member-At-Large), Neil Turner (Burger Booth, Member-At-Large), Keoki Kauanoë (State Committee Member)

LD Representation Present: Jeff Sowers (LD 22), Dave Little (LD 2)

Discussion Items:

Budget Recommendations

Strategic Plan Recommendations

Bylaws

Code of Conduct

Campaign Services

Kennedy Dinner



New Resolutions

Membership Diversity Training

MOTION	VOTE
Motion to amend agenda to add discussion on membership training.	Passed
Motion to adopt agenda as amended.	Passed
Motion to approve February Minutes.	Passed
Motion to research cost and location for potential 2020 HQ, to be presented to the board at the August meeting of the TCDEC.	Passed
Motion to hold meeting for fine tuning the strategic plan on Saturday, April 13 th . 10am to 2pm	Passed
Motion to hold Code of Conduct meeting on April 20 th .	Passed



<p>Motion to appoint Subcommittee Chairs for Campaign Services as follows: Walt Jorgenson – Interview Team Keoki Kauanoë – Recruitment Team Kim Dobson – Media Team Cheryl Wapes’a-Mayes – Issues Team Zahid Chaudry – Training Team</p>	<p>Passed</p>
<p>Motion to approve Vanessa Malapote and EJ Zita as Interview Team alternates.</p>	<p>Passed</p>
<p>Motion to adjourn.</p>	<p>9:24pm</p>

Minutes submitted by Jessie Simmons on March 12, 2019.

See attached...



Since the only Chicano/Native American woman in our membership has taken the position of Chair of Campaign Services (CS) for Thurston County Democrats (TCD), but before she really even has had a chance to perform all her duties (This march meeting will be her 3rd meeting as Vice Chair) she has dealt with an alarming number of macro-aggressions directed specifically at her:

- Members consistently bring their concerns about Campaign Services to the TCD Chair,

rather than the Campaign Services Chair Deborah Sioux Cano-Lee

- Members interested in applying to be on Campaign Services must communicate their application directly to the Campaign Services Chair Deborah Sioux Cano-Lee for consideration but routinely send their requests for Campaign Services to the TCD Chair,

rather than the CS Chair Deborah Sioux Cano-Lee.

- Candidates circumvent Thurston County Democrats Campaign Services by seeking Campaign Services from the state party rather than speaking with the Chair of Campaign

Services Deborah Sioux Cano-Lee.

- TCD Chair has instructed candidates to circumvent meeting with Campaign Services Chair Deborah Sioux Cano-Lee and to ignore the Campaign Services candidate process altogether.

- In matters dealing with Campaign Services, Campaign Services Chair Deborah Sioux Cano-Lee is not consulted with or spoken to directly by members of the TCD Executive Committee (TCDEC), even though the issue at hand is within the purview of the CS Chair's responsibilities.

- Members of TCD have publicly expressed their contempt towards Campaign Services Chair Deborah Sioux Cano-Lee, constantly challenging her authority, questioning her integrity and casting aspersions upon her professional ethics in social media.

- Roberts Rules of Order, governing respectful discourse that are strictly applied to

Campaign Services Chair Deborah Sioux Cano-Lee are not equitably applied when disrespectful discourse is directed at her.

- The TCD Chair announced at the February TCDEC Meeting that he intended to speak to the members at the February TCD general meeting about Campaign Services and that he would be asking them to stop bringing up complaints about the 2017-2018 CS Committee. He said he would discuss that Deborah was not a Co-Chair during those years and she has only been elected since December and that it is time to move forward



with the new CS Committee. The TCD Chair repeated this commitment in person to both CS Co-Chairs (Deborah Sioux Cano-Lee and KP) at a meeting the Wednesday before the February TCD general meeting, however the Chair made no mention about any of this during the February TCD general meeting.

- When resolutions and motions related to the Campaign Services Committee were made in January and February, they included allegations of inappropriate behavior by the CS

Committee and by Deborah Sioux Cano-Lee with absolutely zero evidence presented. The TCD Chair did not make any effort to stop these allegations from being stated and/or included in the written resolutions, which are now publicly posted on the TCD website. This borders on defamation of character.

- The TCD Chair communicated in writing to the entire CS Committee twice that a number

of elected officials were unhappy with the people recommended by Deborah Sioux Cano-Lee and approved by the TCDEC to be on the CS Committee, and that they were threatening to boycott the fundraising efforts of the TCD such as the Champagne Brunch, Kennedy Dinner, and Burger Booth if the makeup of the CS Committee was not changed. Please note the combined makeup of the current CS Committee represents a very diverse cross section of the community, including communities of color previously underrepresented.

- Most of our meetings include resolutions passed to dictate performance of Deborah Sioux Cano-Lee's duties before she has even had a chance to perform her duties.

- In these resolutions Deborah Sioux Cano-Lee is told to comply with specific bylaws and

though she explains how she is following the bylaws, the TCD Chair continues to allow resolutions and motions to be voted on and passed to override Deborah Sioux Cano-Lee authority as CS Chair anyway.

For instance in the last TCD general meeting (2/25/19) Campaign Services Chair Deborah Sioux Cano-Lee was told she must keep the campaign services committee application process open. Deborah Sioux Cano-Lee explained repeatedly that, as per bylaws, the process is open. A member then motioned for a bylaw that would "force" (his word) Campaign Services Chair Deborah Sioux Cano-Lee to re-open the application process. The member was shown the bylaw that contradicts his motion and he took time to reword his motion that would again "force" the Campaign Services Chair

to re-open the application process, even after it was explained to him by CS Chair Lee

that the resolution was redundant, the body voted for the redundant resolution anyway.



After the vote was taken I talked with a member who voted for the redundant resolution and when I explained why so many POC in the room was upset, she exclaimed “Oh I did not see it that way,” to which I replied “and that is why we need diversity in this body.”

That such a confusing and redundant resolution was brought to a vote in the first place, let alone in the disrespectful manner it was done needs to be addressed along with this laundry list of macro-aggressions that are only directed towards the only Chicano/Native American Woman to ever hold this seat. This is an example of the Tyranny of the Majority, people are made to vote for nebulous resolutions demanding that Deborah Sioux Cano-Lee be instructed to do things that she is already doing and before you know it, once again POC are disenfranchised by a white majority, most of whom may be unaware that they are complicit in perpetuating structural racism.

This complete disregard and disrespect of a competent WOC in a position of authority within a group of mostly white people who continually vote to undermine her authority and credibility is perpetuating a hostile environment. I believe the TCD needs training in; diversity, inclusivity, Implicit bias and intersectionality and it needs it ASAP. In addition, if the TCDEC and it’ s Chair continues to allow such persecution of the only woman of color on it’ s board, this organization can potentially be held legally liable for alleged discrimination based on race, and therefore 1) I demand the different and unfair treatment and the hostile environment that is being created by some of the membership towards the 2nd Vice Chair, Deborah Sioux Cano-Lee stop immediately. And 2) that the aforementioned diversity, inclusivity, intersectionality, and implicit bias training be made a priority. Not doing so makes our Strategic Plan Goals of having inclusive and diverse membership engaged with all levels of the party merely words on paper with no real substance. A box to be checked off so to speak. 3) That the organization provide liability insurance to Board officers.

Submitted by Keoki Kauano