

WSDC DIVERSITY AND INCLUSION

2021 WORKING GROUP REPORT

Table of Contents

<i>Acknowledgements</i>	2
<i>Introduction</i>	3
<i>Process Explanation</i>	4
<i>Findings and Problems</i>	5
Problem Statement	5
Minority Inclusion	5
WSDC Structure	5
Debate and Judging	6
<i>Solutions, Recommendations and Implementation Breakdown</i>	7
Solutions which do not require a Vote	7
WSDC Development Tournaments for non-established Nations	7
Deliberate (Paid IA) recruitment of excellent WSDC alumni of colour	8
A survey sent to the community where Diversity and Inclusion challenges and solutions can be further discussed and developed.	9
More Deliberate recruitment of LGBTQI+ community to contribute to Diversity and Inclusion Initiatives.	9
Standing Diversity and Inclusions as well as Equity Working Groups	10
Communications Solutions	10
Thorough Marketing and Communication of WSDC Initiatives	11
Dedicated Website section to Diversity and Inclusion	11
Diversity and Inclusion Brochure	12
Solutions which require a vote	13
A Diversity and Inclusion Mandate for CAP	13
Equity Team and Representation	14
Mandatory Cheaper Accommodation option at every in-person WSDC	15
<i>Solutions Summary and Priority</i>	16
<i>Conclusion</i>	16
<i>Appendices</i>	18
Solutions Implementation Chart	18
Random Archives	18

Acknowledgements

Work of this nature is often thankless. Hours have been spent and deep experiences have been shared from a place of deep care and sacrifice. I want to start by acknowledging my phenomenal Working Group team who worked with me with patience and advice through difficult missions held across multiple time zones. Namely: Kallina Basli, Roger Hatridge, Rimbilana Shingange, Itumeleng Mahanoe, Claire Ryan, Mishka Zuill, Arghya Dev Biswas Aryan, Bettina Baidoo, Umar Buckus, Eric Kazadi, Njuguna Macharia, Dominic Fwamba, Bojana Skrt and Henry Kofi. Thank you for the endless individual and group calls and meetings often at short-notice and/or sometimes inconveniencing rescheduling. Thank you for grounding me in the truth of WSDC is and what it ought to be by numerous reference to the rules and what to do if we need them changed. Thank you for this thankless work. Thank you for your kindness in your work and passion for our beloved Debate community.

To Geneva Roy: Thank you for the appointment as the Working group chair and invaluable advice about the purpose and goal of the working group. Thank you for leading by example through competence, execution and fostering a culture of general excellence. Thank you for also just being a Badass.

To Enting Lee and Rimbilana Shingange, the Team on the World Schools' Debate Board which this working group reported to: Thank you for the check-ins with the project and kind words of encouragement towards and within a difficult November/December 2021 period where this Project was meant to be wrapped up.

Lastly, to our beloved World Schools Debate Community: Thank you for being ambassadors of our "sport" not just by competing, coaching, judging and administering work related to WSDC, but for also ensuring we remain grounded in the realities of problems with Diversity and Inclusion which we all need to collectively address. Our hope is that this document inspires a culture and action that will make our community more diverse and Inclusive for generations to come.

Introduction

WSDC has existed for almost 35 years. The first tournament in 1988, had representation from England, Scotland, Canada, United States, Australia, New Zealand and Hong Kong – mostly Nations with deep Western and British ties. This was also a time when another British former colony, South Africa, was teetering in the brink of civil war as a result of the vile and unjust racially oppressive system of Apartheid. WSDC has never existed outside of the reality of the World and in so being, mirrors the challenges and biases of it especially because it is a competition of intellectual expression and different world views.

Although the core of competitive debate is the judging on their intellectual merit, all views from all parts of the world and walks of life equally, human nature has it such that without deliberate intervention, biases and intentional or unintentional discrimination will always seep through. WSDC does not exist outside the reality of the world nor human nature, this report is an attempt to intervene to prevent discrimination of any kind at the tournament and in so doing, create a more diverse and inclusive community.

Important: It must be noted that this report is the beginning of a continual consultative process and not a definitive and conclusive report. Although research which was largely qualitative has been done, further research will still have to be done continuously because society and the shape of its challenges change continually too. In fact, one of the most important recommendations on this document is to research these challenges further with a more quantitative research process like a survey. It is the beginning of a continual process of course... But no less important.

Process Explanation

Started in July 2021 before WSDC informally on a consultation basis with a few members via a Zoom call which had the intention of getting a little more context about the problem. It became more formalized after WSDC where a call to join the Diversity and Inclusion Group was announced WSDC 2021.

From September 2021 up until the end of October, bi-weekly meetings were held where the problems with Diversity and Inclusion were discussed and eventually broken down into several themes namely Minority Inclusion, Debate and Judging and WSDC Structure. A Problem Statement, that served as an overarching summary of the problems was also developed in this period. Both the thematic documentation of the problems as well as the Problem Statement are included as part of this document.

From November 2021, the meetings were held on a weekly basis and the primary focus was to discuss, develop and document the solutions to the problems discussed in the themes. After a few challenges related to time-zones for meetings as well as allocation of work for documenting the solutions, this was achieved by early December. As a means to streamline how the solutions to specific problems overlapped, the solutions were developed under new themes namely, solutions that require a vote, solutions that don't require a vote, Communication and Training Events.

December 2021 was meant to be spent collating and eventually submitting the report but due to holiday season, a request was submitted and accepted to have the report sent in January 2022. This is it.

Findings and Problems

Problem Statement

After extensive consultation and deliberation with a deep commitment to truthful advancement of Diversity and Inclusion, although not exhaustive we have concluded the following list of Problems at WSDC under the themes of:

Minority Inclusion

1. Language and access

Foreign or Second Language English Speakers are disadvantaged by having a less instinctive ability to choose the best words to articulate their ideas and thus cover more ground in their speeches while First Language English Speakers have the exact opposite advantage. This includes accent bias as well as a bias towards an Anglo style of speaking.

2. Race and seeing people like oneself succeed in Debate

There is a real or perceived racial bias towards Caucasian speakers given historical success. This comes along with limited examples of successful speakers of colour especially those who are Black.

3. LGBTQI+ community inclusion

Upon discussion with some prominent members of the WSDC and LGBTQ community, we learned that although WSDC is generally a welcoming and safe space, it is still important to be intentional about inviting contributions from LGBTQ community to initiatives related to Diversity and Inclusion discussions.

WSDC Structure

1. **Intentional and commitment to be welcoming and open space**

WSDC lacks an intentional commitment to show it is pro-Diversity and Inclusion. This can be achieved more through a D&I Brochure Welcoming and Celebrating the Debate Success Stories of non-whites in this space. This will be discussed more in solutions.

2. **Board Representation**

Although it is now quite diverse and has had some representation over the years, the WSDC Board needs more consistent representation of people of colour when new members replace others. There is no specific solution to this but it is rather recommended that the Diversity and Inclusion working group of 2022, develops a strategy/solution of how to keep the WSDC Board at least as diverse as it is.

3. **Equity teams, Orgcomm and Board Diversity**

The WSDC equity teams and Orgcomms just as the Board has recently shown, need representation of people of Colour

4. **Access for resources and funding**

There is inequality in access to Debate resources and funding for WSDC. This means that non-established debate nations which are often comprised of non-white teams, tend to not be able to come to or struggle at WSDC.

5. **Communication and Marketing**

WSDC needs extensive distribution of information about what is happening at WSDC especially with overlapping information/parallel projects like Board elections, Equity Project, Judging Projects.

Debate and Judging

1. **Intellectual inclusion (Accepted and Dismissed arguments from various schools of thought)**

WSDC lacks diversity in what is accepted as useful knowledge in Debate. Arguments based on facts from developing countries in Africa tend to be given less weight even when they are potentially important in the greater scheme of the Debate. This also includes speakers' ideas being more likely dismissed based on who they are rather than what they are saying but it has been covered under the Minority Inclusion Theme.

2. Lack of Standardisation of what is good / bad as arguments

WSDC lacks standardisation of what good average or poor arguments look like and as such the competition can rely on argumentation trends largely influenced by the WUDC/BP circuit. This gives a disproportionate advantage to speakers who have coaches who are affiliated to the BP circuit while those who aren't are disadvantaged.

3. Judge training and deliberate / marketing it to make sure judges train. Share WSDC tournaments around the World for all to attend.

WSDC needs to distribute information about Judge training more extensively especially to members of less developed or popular debating circuits. This should be with the aim of mass information and appeal in order to inspire and cultivate further judging excellence and avoid seeming to exclude or discriminate against judges from less popular circuits.

Solutions, Recommendations and Implementation Breakdown

1. Solutions which do not require a Vote

This group of solutions, although quite important and potentially impactful, share ideas that will not need to be voted on. They are:

1.1. A Diversity and Inclusion Mandate for CAP

Problem Statement: Foreign or Second Language English Speakers are disadvantaged by having a less instinctive ability to choose the best words to articulate their ideas and thus cover more ground in their speeches while First Language English Speakers have the exact opposite advantage. This includes accent bias as well as a bias towards an Anglo style of speaking.

What exactly should be done?

The Board should have a formal Diversity and Inclusion Mandate (clear 2-page document) which is updated and ratified by every Equity Committee of a WSDC that commits every CAP, to roll out the mandate. This Mandate would not be a WSDC rule (so it won't need the lengthy process of a vote) but it will be a WSDC recognised and supported guideline. This will raise its priority while avoiding the lengthy process of voting for a rule change. It would include:

1. Clear emphasis of Content and Strategy as a collective trumping Style/word use.
2. Strict emphasis on accent not being a measure of good or bad style
3. Training Debate videos to show examples of excellent speakers with non-Anglo accents.

4. Emphasis on diversity of potentially compelling ideas even if they are delivered by and/or are based on facts and premises from non-western or Developing Nations.
5. Clear education on argument popularity and trendiness in relation to argument quality and effectiveness.

What are key steps in implementing this Mandate:

First, there would be a creation of Judge Academies across circuits to retrain judges on best practice with regards to evaluating the contributions by ESL/EFL and speakers from developing countries.

Second, it would be ensured that tournaments have a section of adjudication briefings to remind and emphasise the best practice on the evaluation of style vis a vis content and strategy. Training videos about the same can be created by experienced judges/trainers from within the community to bridge access.

Third, the sharing of success stories by ESL/EPL speakers and their achievements to promote diversity and combat stereotypes.

Lastly, the writing of a standardised judging manual that comprehensively covers the evaluation of style and accents and its effects on persuasion (similar to section 2.3 of the WUDC manual).

What challenges may the Mandate face?

- The harmonisation of the policy on style and the different views in the community may create conflict.
- Potential disagreement on the success stories leaving out EPL speakers who are also very good.
- Coordination of judge academies and getting members of the community to attend.
- The Diversity and Inclusion mandate deals with the problem of ESL/EFL speakers' innate disadvantage vis a vis accent and style under the theme of minority inclusion.

Who would be involved in implementing this Mandate?

- The current WSDC Board
- The WSDC Board and current working group's back and fourth interactions for iterations of the best version of this mandate
- WSDC Adjudication Cores and other WSDC pre-tournament Adjudication cores.
- Speakers and other adjudicators in the circuit

When should this be done?

The goal would be to have the mandate wording complete and approved by the WSDC Board by the end of 2022 in preparation for WSDC 2023

1.2. WSDC Development Tournaments for non-established Nations

Problem Statement: There is inequality in access to debate resources and funding for WSDC. This means that non-established debate nations which are often comprised of non-white teams, tend to not be able to come to or struggle at WSDC.

What exactly should be done?

This initiative was done in 2021 in Partnership with the South African Schools Debating Board (SASDB) and the Africa Schools Debating Association (ASDA). It was a tournament aimed more at the development of speakers instead of just winning debates. In doing so, speakers familiarise themselves with the circuit and judge expectations and thus are likely to perform better at the Tournament. We would like this tournament to continue as an Official WSDC event in partnership with the ASDA similar to how Fifa has a Confederations Cup aimed at development and preparation. Having it as an official WSDC event will add prestige and a sense of being appreciated and worthy both of which are crucial in Diversity and Inclusion work. There are 5 key ways with which this can be achieved:

- a) Having the top Judges and Coaches in the World participate at the Tournament as Judges and “adopting” Team Coaches.
- b) Having Sessions focused on Coaching Coaches (Phiwe Salukazana volunteers)
- c) Keeping the Tournament Feedback and Development centered instead of win-centric.
- d) Having Sessions to Coach the Judges of the participating teams even if it is by having them sit in panels with some of the top Judges.
- e) Being deliberate about informing the participants that just by participating in the tournament, they are sharing intellectual space with the best in the world and in so doing, can be amongst them.

When should this be done?

This can be done for WSDC 2022 after approval of the report by the Board. Marketing for the event can start as early as March 2022 so as to garner traction even from Nations that have never participated at WSDC.

Who should be involved in executing?

The Africa Schools Debate Association and the South African Schools Debating Board, the CAP for WSDC in that year and Members on the “Access and Development” portfolio on the WSDC Board would be crucial in the execution of this by recruiting Judges and Coaches

around the World. It would also be vital to make sure that some of the top judges and coaches in the World who are people of colour are involved.

1.3. Deliberate (Paid IA) recruitment of excellent WSDC alumni of colour

Problem Statement: There is a real or perceived racial bias towards Caucasian speakers given historical success. This comes along with limited examples of successful speakers of colour especially those who are Black.

What exactly should be done?

This is a rather straightforward means of motivating by example: Younger speakers or coaches of colour will see that some of the most accomplished alumni are people of colour too. Having them coming back to serve at WSDC also creates a greater sense of community and belonging to people of colour at WSDC. This all can be achieved by contacting people like Fanele and Lewis via various communication platforms. A key part of this would be having posts about their confirmation to come to the tournament. The posts would include a graphic, photo as well as a brief bio. It should however be noted though, that there is an ongoing process that will have a vote about the policy of having paid Invited Adjudicators at WSDC in relation to the registration costs. The voting in this regard, would inform how this specific project is pursued.

When should this be done?

This can be done for WSDC 2022 after approval of the report by the Board. The posts about the IAs participation at the Tournament can start as early as May 2022 so as to garner traction.

Who should be involved in executing?

The Chairperson of the WSDC Board could send a letter to the specific IAs detailing the D&I vision. The letter could be co-signed by the Chair of the WSDC D&I working group.

1.4. A survey sent to the community where Diversity and Inclusion challenges and solutions can be further discussed and developed.

Problem Statement: We need more detailed, accurate and data-driven information about Diversity and Inclusion in order to have the best possible courses of action.

What exactly should be done?

This would be a simple survey with at least 10 direct questions like “What challenges do you think WSDC has with Diversity and Inclusion?” The survey answers can then be collated and used to guide the Agenda of the 2022 Diversity and Inclusion working group along with the Board.

When should this be done?

This can be done as soon as the report is approved and published to the Community (If the Board wants to) at the end of Feb/beginning of March.

Who should be involved in executing?

The WSDC Board and D&I working group.

1.5. More Deliberate recruitment of LGBTQI+ community to contribute to Diversity and Inclusion Initiatives.

Problem Statement: Upon discussion with some prominent members of the WSDC and LGBTQ community, we learned that although WSDC is generally a welcoming and safe space, it is still important to be intentional about inviting contributions from LGBTQ community to initiatives related to Diversity and Inclusion discussions.

What exactly should be done?

This is pretty straight forward: As soon as the report is approved and in continuation of a process that was undergone during the research period of this working group, there should be more deliberate recruitment of LGBTQI+ community to contribute to Diversity and Inclusion Initiatives.

When should this be done?

This should be done at the end of Feb/Beginning of March as soon as the report is approved by the Board.

Who should be involved in executing?

The WSDC Board and D&I working group.

1.6. Standing Diversity and Inclusions as well as Equity Working Groups

Problem Statement: WSDC needs a more consistent and continual sub-body that will manage D&I work in the long-term.

What exactly should be done?

The Board would have to annually appoint a D&I and Equity Working group as it did in 2021 to ensure consistent progress in the Diversity and Inclusion. This would also help with the implementation and management of various initiatives and mandates presented in this document like a Diversity and Inclusion Website section as well as Policy changes that need the WSDC voting process.

Who would be involved in implementing this?

- Current WSDC Board
- Current D&I and Equity Working groups

When should this be done?

As soon as the Board approves this idea. Process of considering new members for the working groups should thus begin in March 2022.

2. [Communications Solutions](#)

These are solutions related to communication by the WSDC Board about its activities and initiatives including but not limited to Diversity and Inclusion.

Problem Statement: WSDC lacks thorough Communication about WSDC activities and initiatives. WSDC also lacks intentional and deliberate communication about their commitment to Diversity and Inclusion.

1. Thorough Marketing and Communication
2. A dedicated section to Diversity and Inclusion on the WSDC Website
3. A Diversity and Inclusion Brochure

2.1. Thorough Marketing and Communication of WSDC Initiatives

What exactly should be done?

WSDC should be more specific and broadly market general info about WSDC activities like events, policy votes and board appointing processes and opportunities. This could include not just posts in texts but graphics/pictures and members of the community would be encouraged to share the posts on their profiles as well as on other Debate Groups they are in.

When should this be done?

This can be done as early as WSDC 2022 after approval from the Board when this report is sent at the end of January.

Who should be involved in executing?

The crucial people for executing this would be members of our community with graphic design skills like “Bunny” who designed nice slides for WSDC 2021 Motions as well as members who are known in various circuits via Social Media like Njuguna Macharia. The Board would naturally still be in charge of generating the content of the post though.

2.2. Dedicated Website section to Diversity and Inclusion

A dedicated website section would improve the visibility of WSDC’s diversity and inclusion initiatives and programs. It would also provide a platform where participants can easily access information, resources and contact individuals who specifically deal with Diversity and Inclusion.

What exactly should be done?

- a) An exclusive website section that focuses on diversity and inclusion at WSDC.
- b) The compilation of resources for diversity and inclusion at WSDC.
- c) Regular Updates on the diversity and inclusion initiatives being supported by the board.
- d) Updates on policy changes that relate to Diversity and Inclusion
- e) Contact information belonging to the individuals responsible for promoting diversity and inclusion moving forward.

How can it be done?

- a) A new tab on the WSDC website on Diversity and Inclusion
- b) A compilation of current resources on diversity and inclusion to add to the website
- c) Ensure annual recruitment of Diversity and Inclusion officers by the WSDC board to collect and share any resources and content for the website

2.3. Diversity and Inclusion Brochure

What should be done?

This Brochure would share our Diversity and Inclusion Initiatives, Policies, Challenges, People to contact when there are transgressions and our progress while also celebrating success stories of WSDC community members of colour. Importantly, it would include:

1. More specific and broadly marketed general info about WSDC activities like events, policy votes, and board appointing processes. This could include not just text posts but graphics/pictures, and members of the community would be encouraged to share the posts on their profiles and other Debate Groups.
2. A section on members of the WSDC community from different parts of the world. They will use the opportunity to share their experiences with WSDC. This will focus on members from underprivileged or underrepresented areas, languages, and identities.
3. Showing profiles of Board members, coaches, judges, and other adults from minority groups in the WSDC community
4. The sharing of inspirational stories from former WSDC participants who have managed to overcome many obstacles to be successful in debating post-WSDC.
5. The Brochure could be published Monthly/Bi-Monthly/Quarterly, Bi-Annually or Annually.

When can this be done?

This can start immediately after the board approves it in preparation for the first edition (which will likely be digital) to be part of WSDC 2022. It would also be part of the Welcome Pack at the next physical WSDC.

Who can be involved in doing this?

- a) WSDC community members (coaches, speakers, judges, etc.)
- b) WSDC alumni
- c) Graphic designers in the WSDC community like “Bunny” who designed WSDC slides 2021 announcement slides really well.

3. Solutions which require a vote

3.1. Equity Team and Representation

Problem Statement: The WSDC Equity need to have consistent representation of people of colour.

What exactly should be done?

The Equity team must be mandated to have a womxn and person of colour, even if that person is both. This could require WSDC to extend or change the “Complaints Officers” position to “equity team” as well have it voted in as policy to have a woman and a person of colour in every Equity going forward.

Who would be crucial in implementing this?

- The current WSDC Board
- The WSDC Board and current working group’s back and fourth interactions for iterations of the best version of this mandate
- People in our community who have experience in working in Equity committees and related policy development.

When should this be implemented?

The process of wording the proposed policy can start immediately after the Board approves the idea of it presented here. It would then be submitted for vote at the WSDC 2022 AGM.

3.2. Mandatory Cheaper Accommodation option at every in-person WSDC

Problem Statement: There is an inequality in access to resources and funding at a regional and national level.

What exactly should be done?

There must always be cheaper options for accommodation in a WSDC bid. The host of a WSDC must provide accommodation options that are significantly cheaper than the ‘main’ hosting option, but that in no way disadvantages participants who choose this option. This was done well at WSDC Germany 2016 and Croatia 2018. Note that, if a potential host has a great deal of sponsorship that makes accommodation and the reg fee cheaper, or the accommodation costs in that particular host Nation are inexpensive, then the rule would not be mandatory.

Who would be involved in the implementation of this proposal?

- The Current WSDC Board
- The Current Diversity and Inclusion Working Group

When would this be done?

The process of wording the proposed policy can start immediately after the board approves the idea of it presented here. It would then be submitted for vote at the WSDC 2022 AGM in preparation for the next physical WSDC in 2024. Note that WSDC 2023 has already been approved for Macau.

Solutions Summary and Priority

Although there are many recommended solutions, some of which have overlapping intentions and substance, there are several which can be considered high priority based on the urgency of the problem they solve as well as the intensity of the impact they can have. Without disregard for the other solutions discussed here, in order of priority, these solutions are as follows:

1. A survey sent to the community where Diversity and Inclusion challenges and solutions can be further discussed and developed.
2. Recruitment of LGBTQIA+ community members to D&I initiatives
3. A standing Diversity and Inclusion Working Group with a Board level portfolio to administer the above. Note that this already exists but can be more formalised by means of becoming a requirement for every WSDC board at present and future.
4. Formally requiring the CAP at WSDC to emphasise our efforts against accent, institutional and ethnic bias at the tournament.
5. WSDC Development Tournaments for non-established Nations
6. WSDC Guerrilla Marketing of its general activities and especially Diversity and Inclusion Initiatives.

Conclusion

Admittedly, it is quite ironic to have a conclusion in a process that is likely never completed. So in this bit maybe it would be better to share an experience. Between 2013 – 2017, although a powerhouse in the national debate circuit of South Africa, the Gauteng Province was also a focal point of the challenges of Diversity and Inclusion in South African Schools Debating Circuit. This is largely because up until 2016, the South African Schools National Debate Team had little to no representation of people of colour especially Black speakers despite having a diverse and competitive pool of speakers to select from in one of the biggest World Schools Debate circuits in the World. The Gauteng Provincial Debate structures were a focal point because a vast majority of speakers in the National Teams that were not diverse, came from there. So something needed to be done.

Both the National and Provincial structures in South Africa had good initiatives for development of debate from speakers who are not well-off. The problem was that whilst the development structures were effective in creating access to debate, they weren't as effective in creating excellence in Debate. As such amongst other reasons, because the main beneficiaries of the development initiatives were speakers of colour, the National Teams for which selection was very competitive, were not diverse. One of the main problems was that speakers from well-off backgrounds were in Schools who paid good coaches and trained almost on a daily basis and as such were more prepared in competitive debate environments. On the other hand, talented speakers of colour had little to no coaching.

Despite the Coaches and the speakers' best effort, within the Provincial Team delegation of Gauteng there were subtle cliques based on experience in Debate. These were exacerbated by the fact some speakers were in the same school teams as well as National Teams that travelled the world together competing in Debate Tournaments. Innocently reminiscent stories with friends formed or strengthened in expensive thus exclusive National Debate tours served as a pseudo social hierarchy of debate accomplishment. The "cool kids" were thus the well-off often white kids who had good coaching and were selected for National teams that went on International tours. Although none of this was intentional. Something had to be done.

So in 2015, a development initiative called GAP (Gauteng Academy Program) was started in Gauteng. GAP's program, process and goal was simple: Provide World class debate training and mentorship to talented speakers who cannot afford coaching so as to level the playing field when Gauteng speakers were competing for the National Team.

Every Sunday, GAP training happened for 8 – 10 hours. The results were incredible. More speakers of colour were ranking amongst the top speakers in Gauteng and indeed the country. What soon followed was no less than 2 GAP alumni being selected in the South African National Team which ranked 2nd in the World and were semi-finalists in that World Schools Debate Championship of 2017. The real moment though was not the International accolades. It was when the speakers returned home and were preparing for the National Championships as part of the Gauteng Team. They were now the “cool kids”. The difference though was that their status was not an exclusionary product of privilege but an inclusive product of the removal of barriers. This is because it was not just the Junior Debaters who looked like them that were inspired by them, it was an entire group of younger speakers from diverse backgrounds who learned by real-life experience that debate excellence knows no colour, class or creed. If anything, this is what we all hope this document serves to achieve.

Appendices

1. Solutions Implementation Chart

Status Colour Key

Not approved	
Pending	
Approved	

Solution	Solution Number	Status	Feedback
1. D&I Survey for WSDC Community	1.3		
2. Recruitment of LGBT community members to D&I initiatives	1.4		
3. Standing D&I Committee	1.5		
4. D&I Mandate for CAP	3.1		
5. Development Tournaments as an Official WSDC initiative	1.1		
6. Thorough WSDC Marketing	2.1		
7. Mandatory Equity Team Diversity	3.2		
8. Mandatory Cheaper Accommodation at WSDC	3.3		
9. Intentional Recruitment of celebrated IAs of Colour	1.2		
10. D&I Website Section	2.2		
11. D&I Brochure	2.3		

2. Random Archives

2.1. Planner:

A	B	C	D	E
WSDC Diversity and Inclusion Planner				
Meeting Day	Meeting Date	Meeting Time	Meeting Aim	Meeting Agenda
Monday	13-Sep-21	TBC	Update and Consolidate from First Meeting	
Monday	27-Sep-21	TBC	Finalize Problems to be addressed	
Monday	11-Oct-21	TBC	Appoint Sub-working Groups for Problems/Solutions	
Monday	25-Oct-21	TBC	Discuss Proposed Solutions	
Monday	1-Nov-21	TBC	Finalize Proposed Solutions	
Monday	8-Nov-21	TBC	Sub-group Solution report and discussion	
Monday	15-Nov-21	TBC	Sub-group Solution report and discussion	
Monday	22-Nov-21	TBC	Final Report Discussion	
Monday	29-Nov-21	TBC	Final Report Discussion and completion	

2.2. Solution Details Framework:

WSDC Diversity and Inclusion Solution Details

Instructional Notes:

The goal is for each group to provide the answers under "Solution Details" in their relevant Theme to the following:

1. **WHO:** Mention 3 People or Organizations that are instrumental for this solution (Do we need to approach specific Coaches, Judges or National organizations?)
2. Mention 3 key things about **HOW** this solution can be done
3. Mention 3 key things about **WHAT** challenges are crucial to executing this solution
4. Mention 3 key things about **WHAT** actions can faced in executing this solution can be done
5. Are there any **Additional Solutions** your group can add?

The Groups can meet at their own time or can fill in the doc individually and have their Subgroup Leader verify and finalize their answers.

Group Leaders

The Group Leaders are in charge of the finalization of the Group Assignments through facilitating discussion, consultation and filling in the required contents. They are to please have the document filled by Thursday to give us the whole Friday to go through the completed document in preparation for the meeting next Monday.

The Group leaders are:

*Minority and Inclusion: **Macharia**
WSDC Structure: **Rimbilana**
Debate and Judging: **Eric**
General Solutions: **Arghya***