

Committee/Task Force Reporting:

To:

CCCC Executive Committee

Report Authors:

Janelle Jennings-Alexander, Mara Lee Grayson, Adrienne Jones Daly

Date of This Report:

March 31, 2021

1. What are the recommendations/actions that your committee would like the CCCC Executive Committee to consider?

a. Recommendation #1: Adopt the suggested amendment to Article I, Section 2 of the CCCC Constitution

We propose an amendment of Article I, Section 2 that adds the word “equitable” to the organization’s objective; with the change, this section shall read as follows:

“CCCC, as a conference of NCTE, supports and promotes the teaching and study of college composition and communication by 1) sponsoring meetings and publishing scholarly materials for the exchange of knowledge about composition, composition pedagogy, and rhetoric; 2) supporting a wide range of research on composition, communication, and rhetoric; 3) working to enhance the conditions for learning and teaching college composition and to promote professional development; and 4) acting as an advocate for equitable language and literacy education nationally and internationally.

b. Recommendation #2: Adopt the suggested amendment to Article I of the CCCC Constitution

We propose an amendment of Article I of the Constitution that adds all new language to address the organization’s commitment to diversity, equity, and inclusion. The newly added Article I, Section 3 shall read as follows:

“As an organization, CCCC is dedicated to diversity, equity, and inclusion and strives toward these ideals in its practice and its promotion of the teaching and study of college composition and communication. For organizational purposes, we employ these terms as defined here, but we commit to deeper explorations of these concepts - and we call upon our members to do the same, both in our organizational spaces and in all educational spaces in post-secondary composition and communication.

- Diversity: The organization supports the heterogeneity of its

- membership and ensures that its work reflects that heterogeneity.
- Equity: The organization strives to minimize or remove obstructions to access to tangible and intangible resources in order to eliminate imbalances in power and participation among its members.
- Inclusion: The organization engages and supports all communities represented by the members and commits to the growth and change that such support and engagement demand.

c. Recommendation #3: Adopt the suggested amendment to Article IV, Section 1B of the CCCC Constitution

We propose an amendment of Article IV, Section 1b that adds the word “identities” to detail how diversity is represented within the EC; with the change, this section shall read as follows:

“So far as practicable, the membership of the Committee (including ex officio members) will be evenly distributed geographically, and will be drawn from universities, four-year colleges, and two-year colleges, and will represent the range of identities and professional interests addressed by the Conference. In addition, at the time of election, one of the twenty elected Executive Committee members will be a graduate student and one will be a contingent, adjunct, or part-time faculty member.”

2. Please explain why your committee is making the recommendations/actions. Provide a brief rationale and narrative for each recommendation and/or action stated above and how it relates to and advances the committee/task force’s charges.

In its deliberations, the Committee for Change has identified a misalignment between the work of this committee (and all similar committees dedicated to establish more equitable practices within CCCC) and the stated priorities of the CCCC organization. The lack of explicit statements addressing diversity within the CCCC’s foundational documents has meant that any changes recommended by the Committee for Change and other bodies related to equity for underrepresented groups are ones that are acted upon on the whims and good will of the current CCCC leadership. We argue instead that such priorities must be woven into the mission of the organization. Without a bold and definitive statement of these values, anti-racism and anti-bias work runs the risk of being treated as an optional effort of the CCCC rather than inextricably tied to the identities and scholarship of its members.

In November, the EC of CCCC voted to approve the CCCC recommendation that “the definitions of the terms “diversity,” “Inclusion,” and “equity” be shared, published, and recognized as official language by both the organization and the membership,” that “these definitions should be used for all official organization materials,” and that “to establish an anti-racist identity, an organization must establish a shared vocabulary to serve as a foundation for successful anti-racism work.” These recommended changes to the CCCC Constitution help clearly define diversity, equity, and inclusion as organizational values; help establish diversity, equity and inclusion as institutional priorities; and help establish a rationale for future recommended changes related to ethical engagement, program scheduling, budget allocation, voting and nominations, and administrative

structures.

3. What has your committee done that the membership in general should know? Please compose a brief post for the CCCC web site that highlights your ongoing work. NCTE staff will see that your text is posted on your committee's behalf.

The Committee for Change remains actively engaged in (1) examining processes and structures within the CCCC organization that might allow an opportunity for bias, (2) providing a list of those instances for the Executive Committee to review, and (3) encouraging the organization to make significant changes related to those gaps in equity. To date, the committee has identified such opportunities for bias related to ethical engagement, program scheduling, budget allocation, voting and nominations, and administrative structures.

4. Please give a very brief historical overview of this Committee:

The Committee for Change received its original 3-year charge in March 2019 under the leadership of CCCC Chair Asao Inoue. The Committee met bi-monthly in its first year, and beginning Summer 2020, began meeting monthly. In its first year, the Committee spent significant time reviewing organizational documents, discussing and developing a coherent rationale for proposed changes, and preparing to conduct focus groups with the CCCC membership during the 2020 Convention Town Hall. (Cancellation of the March 2020 convention due to the impact of Covid-19 prevented the Committee from collecting member feedback in this way.) During 2020-2021, the Committee has moved forward with plans for alternate methods of collecting member feedback and has begun making recommendations for both subtle and significant changes that would have a broad impact on the CCCC membership and their engagement at the CCCC Conventions.

5. Members on the Committee:

- Katherine Bridgman
- Christina Cedillo
- Everardo Cuevas
- Mara Lee Grayson
- David Green
- Les Hutchinson
- Adrienne Jones Daly
- Janelle Jennings-Alexander
- Caitlyn Laughner
- Trent M. Kays
- Ashanka Kumari
- Lana Oweidat
- James Chase Sanchez
- Mark Daniel Triana

6. Members Active in On-Line Discussion:

- Katherine Bridgman

- Christina Cedillo
- Everardo Cuevas
- Mara Lee Grayson
- David Green
- Les Hutchinson
- Adrienne Jones Daly
- Janelle Jennings-Alexander
- Trent M. Kays
- Ashanka Kumari
- Lana Oweidat
- James Chase Sanchez

7. Committee Charge(s):

Charge 1:

Research and recommend proposals for up to 4 structural changes to CCCC (e.g. policies, practices, guidelines, changes to the constitution or bylaws that affect either the organization and/or its annual convention) that address white supremacy and other social justice problems in the organization and its annual convention. These recommendations should be provided to the EC by October 15, 2020 for action by the EC.

Charge 2:

Develop a set of guidelines for ethical engagement at CCCC annual convention, which might also be used in other spaces that members congregate

Charge was revised on September 1, 2020.

Recommendation to the NCTE-CCCC Executive Committee

Submitted for Consideration by the CCCC Committee for Change
March 30, 2021

EXECUTIVE SUMMARY

The Committee for Change has identified a need to clearly define diversity, equity, and inclusion as organizational values. The committee recommends adding related language to Article I of the CCCC Constitution to help establish equity as a foundational value.

PROPOSED MOTION

We propose an amendment of Article I, Section 2 that adds the word “equitable” to the organization’s objective; with the change, this section shall read as follows:

“CCCC, as a conference of NCTE, supports and promotes the teaching and study of college composition and communication by 1) sponsoring meetings and publishing scholarly materials for the exchange of knowledge about composition, composition pedagogy, and rhetoric; 2) supporting a wide range of research on composition, communication, and rhetoric; 3) working to enhance the conditions for learning and teaching college composition and to promote professional development; and, 4) acting as an advocate for equitable language and literacy education nationally and internationally.

Recommendation to the NCTE-CCCC Executive Committee

Submitted for Consideration by the CCCC Committee for Change
March 30, 2021

EXECUTIVE SUMMARY

The Committee for Change has identified a need to clearly define diversity, equity, and inclusion as organizational values. The committee recommends adding a new section to Article I of the CCCC Constitution to help establish definitions to the terms diversity, equity, and inclusion.

PROPOSED MOTION

We propose an amendment of Article I of the Constitution that adds all new language to address the organization's commitment to diversity, equity, and inclusion. The newly added Article I, Section 3 shall read as follows:

“As an organization, CCCC is dedicated to diversity, equity, and inclusion and strives toward these ideals in its practice and its promotion of the teaching and study of college composition and communication. For organizational purposes, we employ these terms as defined here, but we commit to deeper explorations of these concepts - and we call upon our members to do the same, both in our organizational spaces and in all educational spaces in postsecondary composition and communication.

- **Diversity:** The organization supports the heterogeneity of its membership and ensures that its work reflects that heterogeneity.
- **Equity:** The organization strives to minimize or remove obstructions to access to tangible and intangible resources in order to eliminate imbalances in power and participation among its members.
- **Inclusion:** The organization engages and supports all communities represented by the members and commits to the growth and change that such support and engagement demand.

Recommendation to the NCTE-CCCC Executive Committee

Submitted for Consideration by the CCCC Committee for Change
March 30, 2021

EXECUTIVE SUMMARY

The Committee for Change has identified a need to clearly define diversity, equity, and inclusion as organizational values. The committee recommends adding related language to Article IV of the CCCC Constitution to help define how diversity is established within its membership.

PROPOSED MOTION

We propose an amendment of Article IV, Section 1b that adds the word “identities” to detail how diversity is represented within the EC; with the change, this section shall read as follows:

“So far as practicable, the membership of the Committee (including ex officio members) will be evenly distributed geographically, and will be drawn from universities, four-year colleges, and two-year colleges, and will represent the range of identities and professional interests addressed by the Conference. In addition, at the time of election, one of the twenty elected Executive Committee members will be a graduate student and one will be a contingent, adjunct, or part-time faculty member.”