

Exhibit 5

SECTION

# c Local

## NORTH IDAHO: Records: A list of

### My Turn

## Women join call for NIC chair to resign

### GUEST OPINION

We, the undersigned, want to state our support for NIC Trustee Christie Wood and NIC President Rick MacLennan and ask that NIC Board of Trustees Chair Todd Banducci resign.

His patterns of abuse and aggressive behavior and his willful disregard of college policy, as reported by Trustee Wood and President MacLennan, are disturbing and unacceptable. Trustees are entrusted with the well-being of the college. As such, their behavior ought to model the professionalism required to be effective leaders. Trustees must demonstrate, by their words and actions, respect for the dignity of students, employees and their fellow board members. Chair Banducci does not meet this standard.

We would like to address some specific actions of Chair Banducci that were brought to light by Trustee Wood's letter to the board on Jan. 18, 2021, that was made public on Jan. 20, 2021, and by an email sent by President MacLennan to the NIC board on Jan. 18, both of which were reported on by the CDA Press on Jan. 20, 2021. Trustee Ken Howard has publicly acknowledged the accuracy of these events as reported by Trustee Wood and President MacLennan. These actions were confirmed in college emails obtained through a public records request.

Of particular concern is Chair Banducci's treatment of women. He has twice threatened to physically assault Trustee Wood. In another incident, he shouted at and assumed a threatening posture over Trustee Judy Meyer. He verbally and physically assaulted a female employee, resulting in an investigation. As a result of this investigation, Mr. Banducci was censured by the board and signed a settlement with the employee agreeing to have no contact with her.

Another employee filed a Title IV complaint against Mr. Banducci charging him with sexual

See MY TURN, C7

## MY TURN

from C1

harassment. She dropped the complaint being too fearful to move forward with it. In addition to being morally reprehensible, these actions create a huge liability for the college.

Of further concern is Chair Banducci's questioning of an NIC employee about a financial contribution made to the campaign of Dr. Joe Dunlap, who was running for the NIC Board. This is a clear attempt to intimidate an employee, and is a violation of the employee's civil rights as well as a violation of NIC's Political Activities Policy 3.02.11, which protects the rights of its employees to participate in civic life as private citizens.

Chair Banducci has overstepped his role with students as well. In 2014, Trustee Banducci's behavior at public board meetings deeply disturbed ASNIC President Benaiah Cheevers. During his report, President Cheevers called for greater civility and specifically addressed Trustee Banducci's treatment of Faculty Assembly Chair Michelle Lippert and Vice President for Community

Relations and Marketing Mark Browning. Trustee Banducci berated Benaiah and called him an "indoctrinated pawn." Recently, Trustee Banducci attempted to constrain the free speech rights of students.

Chair Banducci appears to believe that his role is to force a particular ideology onto the college. In an email to a student, he wrote that he was "battling the NIC deep state" and taking on the "liberal progressives." Again, this type of statement creates a huge legal liability for the college. A dismissed employee could now sue NIC, stating that they had been fired because of their political belief.

As reported by President MacLennan and evidenced in emails, Chair Banducci has recently attempted to usurp the power of the board. According to Idaho law, individual board members have no power, as the board can only act collectively. Mr. Banducci has sent numerous emails to President MacLennan demanding specific actions that can only be directed by the board as a whole. Recently, Chair Banducci and other board members have violated open meeting laws by conducting board business via email.

For these reasons, the following women of

Kootenai County call for Chair Banducci's resignation.

Cory Alexander, Alice Arambarri, Lauri Armon, Fran Bahr, Lucy Barnard, Kathy Beechler, Maggi Broggel, Sally Cannon, Michele Chmielewski, Kathy Christie, Susan Crowe, Dawna Deen, Emily Dishman, Yvette Dunlap, Cory English, Robin Fields, Sandy Hatleberg Mamola, Judi K. Hanna, Christa Hazel, Sacia Holte, Lisa Houser, Heather Hoy-Eddy, Jeri Humphreys, Charli Johnson, Kim Johnson, Jamie Jonz, Wendy Kaihara, Kelsey Kay, Misty Keeler, Christina Kenck, Kristen Killingsworth, Kristin Kilmer, Brenda Kimbley, Cathy Kraus, Susan Lauer, Karen McManus Lauritzen, Dorothy Ley, Amanda Linarte, Michelle Lippert, Christina Littell, Vickie Locken, Paula Marano, Sara Meyer, Jenny Miller, Kristi Nivette Milan, Jessica Peterson, Hillary Peterson, Amber Poelstra, Kristen Pomerantz, Pam Pratt, Lynne Pulizzi, Eden Richey Irgens, Bronwyn Riley, Mary Rohlman, Tamara Sines-Kermelis, Jessica Smart, Cheryl Stransky, Juli Stratton, Jan Studer, Jessica Tenneson, Laura Tenneson, Kelly West, Blair Williams, Shari Williams, Bree Williams, Rosario Wohlsen, Sheila Wood

# Journey continues for human rights, social justice

From the earliest European settlements in the New World, there has been a continued struggle to overcome deep-seated bigotry, prejudice, hatred and acts of inhumanity directed at those persons who are thought to be different, are of a different race/nationality or perceived as less human.

Historically, it did not take long after the European settlers arrived in the New World that cruelty toward fellow human beings took shape with atrocities inflicted upon the Native American tribes, as well as the enslavement of African Americans immediately after their first arrival at the Jamestown Colony in 1619. During the writing of the U.S. Constitution, slavery was embedded into the document in four sections, only changed or voided by constitutional amendments after the Civil War. This can only be described as institutional racism.

Although, I recognize the great historical civil rights movements and brave heroes who brought about major improvements in our cultural values leading to significant constitutional changes and statutory provisions

guaranteeing the extension of equality and justice for many more Americans, the work of human rights for everyone is not finished.

Today we are witnessing an upsurge in uncontrollable anger, violence and intolerance across the United States, leading to growing victimization of individuals based especially upon lingering racism along with other individuals and communities that have historically experienced discrimination and have often been victims of hate crimes based on who they are. We locally witnessed such horrific acts including murder against some of our people because of their differences during the almost three decades the Aryan Nations operated in North Idaho.

I approach this continuing challenge of these acts of inhumanity from both a religious perspective and the principles of democracy.

First, the tenets of the world's great religions teach us to be kind, compassionate, loving, humble and forgiving toward our fellow human beings. As one who grew up in the Christian faith, I recall Genesis 5: 1-2 when we read: "In the day when God created man, He made him in the likeness of God..."

Second, as one who spent nine years at three universities as

a student of political science with great mentors and then as a college faculty member for 39 years, I learned to cherish the ideals embedded in a democracy that require the citizens to uphold and protect the three pillars of a democracy: freedom, equality and justice for all.

Over many years, I have had the honor to speak to large audiences of college students within Idaho at the University of Idaho, Boise State University, Lewis-Clark State College and of course North Idaho College, as well as a visiting lecturer at numerous colleges across America. The one common factor, without an exception, that all these great academies have in common is an inclusive mission with written policies, curricula and diversity in activities that welcomes, embraces and respects every student, every employee and visitors to their campuses.

The goodness in the thousands of students I have met gives me energy and hope for the future of our democracy.

Idaho's colleges and universities are committed to what I have described here as our responsibility to teach and model what is required of us all and that is to respect and value all humanity.

For more than two years, I have been deeply troubled by

the growing negative attacks from some elected officials and candidates toward Idaho's great educational institutions regarding their present mission, curricula and programs to foster inclusiveness, valuing the uniqueness in the student body, diversity among the employees, and providing a safe and harmonious place to work, learn and live.

It will be an unimaginable tragedy if these attacks succeed in changing the mission and policies of these great institutions, thus sending the message across America that Idaho's higher educational system no longer holds to the values that embrace, celebrate and support the diversity of their students and employees that has been the Idaho way of life.

Like the crusading civil rights giants who went before us, let us work together toward the goal when every man, woman and child in America and Idaho will be equally valued by all members of society. At the end of life, this is what will really matter.

I wish to leave each of my fellow Idahoans with these words of wisdom from the late Nelson Mandela when he once said: "To deny people their human rights is to challenge their very humanity."

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Tony Stewart is secretary of the Kootenai County Task Force on Human Relations.



Tony Stewart

GUEST OPINION

## A Resolution in Support of Equality of Opportunity in Education

WHEREAS, racism and intolerance should have no place in America; and

WHEREAS, Americans value diversity, under its true meaning, including protecting the right for every individual to pursue happiness; and

WHEREAS, social justice ideology divides America by race, class, sex and gender and traffics in the pernicious concepts of race or gender essentialism, racial stereotyping and race-based, class-based or gender-based segregation; and

WHEREAS, social justice ideology threatens equality of opportunity and teaches hatred of core American values including equality and tolerance; and

WHEREAS, students cannot avoid exposure to social justice education, though they can avoid American history, government, and literature; and

WHEREAS, universities are building up curricula where social justice ideology is displacing education toward professions and general education; and

WHEREAS, universities in Idaho furloughed employees due to COVID-19 cost constraints while still hiring social justice activists; and

WHEREAS, universities have created racial and gender-based biases for hiring and teacher training; and

WHEREAS, per the Idaho State Board of Education's policies and rules, the core mission for universities includes protecting academic freedom in research, teaching and learning for the purpose of the "advancement of truth" and serving the "common good"; and

WHEREAS, the Legislature has the responsibility of holding Idaho universities accountable for following their core mission.

NOW, THEREFORE, BE IT RESOLVED, that the Kootenai County Republican Central Committee (KCRCC) respectfully urges state lawmakers to vote against the state's College and University budget should it contain funding in furtherance of social justice initiatives, staff, programs, or classes; and

BE IT FURTHER RESOLVED, that the KCRCC Secretary shall immediately forward this resolution to the state legislators of the 5 northern counties.

Adopted by the KCRCC, February 23<sup>rd</sup>, 2021



ryan.pdf

Board Emails Feb 10, 2021

Exhibit 8

**Shannon Goodrich**

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**From:** Stuart Bryan <sbryan@trinitycda.org>  
**Sent:** Wednesday, February 10, 2021 1:33 PM  
**To:** Board  
**Subject:** Board Chairman Banducci

Dear NIC Board Members,

Thank you for your service to our community. I understand that there is an effort by some to remove Todd Banducci as Chairman of the Board. I write to express **my support for Mr. Banducci**. As a pastor in this community and a parent of several children who have attended NIC over the years, I have been routinely troubled by the leftist tilt of the instruction received, by some of the mandatory readings, and by the routine welcome of LGBTQ+ ideology. I am thankful that Mr. Banducci is endeavoring to shape the vision of NIC to better reflect eternal truths rather than contemporary fads, truths that have formed the foundation of our Republic and of the great State of Idaho. "The first concern of all good government is the virtue and sobriety of the people, and the purity of the home. The legislature should further all wise and well directed efforts for the promotion of temperance and morality" (Constitution of the State of Idaho, Article III, Section 24).

Sincerely,

Stuart W. Bryan  
*Pastor*  
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*"Beware of ever aspiring to such purity that you do not want to seem to yourself, or to be, a sinner. For Christ dwells only in sinners."* Martin Luther