



# National Association for Court Management

*Strengthening Court Professionals*

Diversity, Equity & Inclusion Committee

Meeting Minutes

August 16, 2023 / 3:00 pm ET

Attendees: Dana Bartocci, Eddie Bautista, Edwin Bell, Shyra Bland, Sarah Brown-Clark, Muniz C, Mark Dalton, John Dieter, Nicole Garcia, John Laing, Lauren Lazarus, Tina Mattison, Stephanie Medina, Maddy N, Dawn Palermo, Kent Pankey, John Paul, Rick Pierce, Roger Rand, ToieLynn Smith, Amber Upshaw, Creadell Webb

## I. Approval of Minutes, June 15, 2023

- Minutes Approved.

## II. Introductions

## III. Continuing Discussion Topics

### a. DEI Updates

#### i. Education Resources & Learning Opportunities

- The DEI Website will be updated with additional resources for Court Professionals.

#### ii. DEI Collaborative Update: Diversity, Equity, and Inclusion Collaborative – NCJFCJ

- NACM is a member of the Diversity, Equity, and Inclusion Collaborative. This collaborative meets quarterly and collectively determines where the largest gaps and opportunities to diversify the judicial and legal profession. Roger Rand will attend the next meeting and share any new discoveries with the NACM DEI Committee.

#### iii. Book Club (Tamela/Creadell)

- CRASH – 9/27 12PT/3ET
- Crash is a film featured on the State Courts National Racial Justice Watch, Read, Listen list: [Watch, Read, Listen | NCSC](#). Tamela Aikens and Creadell Webb will lead a discussion on the film.

### b. Strategic Campaign Goals

#### i. Webinars

##### 1. DEI Guide Webinar

- A webinar to discuss the DEI Guide is in the works. Roger Rand has discussed the idea with Edwin Bell and Zenell Brown.



## 2. Continuing Series on SCOTUS Decisions

### a. ICWA: Haaland v. Brackeen

- [Haaland v Brackeen](#) arises from three separate child custody proceedings governed by the Indian Child Welfare Act (ICWA). Roger Rand is seeking speakers for a webinar to discuss family matters concerning the Native American Community.

### ii. Session Proposals for Mid-Year and Annual

- Volunteers interested in working on DEI Sessions for the Mid-Year or Annual Conference can email Roger Rand or Creadell Webb. Volunteering may come in various forms such as presenting, developing ideas, or assisting with topics.

### iii. DEI Committee Website – Resource Centered

- Updates will be made to the website that will include DEI resources and a new committee page template.

### b. NACM DEI Mission, Vision, Values and NACM Governance

- Seeking recommendation from the DEI committee as to where the DEI Mission, Vision, and Values should be placed (e.g., Core Values, Amending NACM's mission statement, etc). The advice from the DEI committee will need to go through NACM governance committee and the NACM Board.
- Provide recommendation from the DEI Committee to the NACM governance committee by early October.

## IV. Local Court Check-in and Round Table Discussion

### a. Court Professionals expressed concerns and strategies surrounding DEI.

- Strategies
  - DEI Training.
    - Training provided to all new employees during the onboarding process.
    - Annual training provided to all employees.
    - Signature Counter Experience.
  - Pulse Check
    - Employee Surveys.
  - Data Collection.
  - Understanding and Influencing leaders and decision makers.
- Concerns
  - How do Court Professionals promote DEI when politics are added to equation?
    - Develop trainings and best practices that focus less on the terms "Diversity, equity, and inclusion" and more on the "principles" of DEI.
  - How do Court Professionals balance equity with finances.



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*Strengthening Court Professionals*

- Strive for equity in all areas using the resources available.
- Biased Data
  - Predictive algorithms may be using biased data. Review pretrial safety tools or other tools that may be using predictive algorithms.

## V. New Business

### a. Artificial Intelligence (AI)

#### i. AI Guide coming soon

AI is a priority topic for NACM. NACM will be putting out an AI guide soon. It will be a collaborative between JTC (Joint Tech Committee). Review the NCSC Webinar titled : AI 101 – The Promises and Perils of AI in the Courts: <https://vimeo.com/855350490>

**Next DEI Committee Discussion:** Discuss impact of AI on historically marginalized communities.

## VI. Adjourn

DEI Committee Call Schedule for 2023-2024 NACM year – 3rd Wednesdays at 3:00pm ET  
August 16 / September 20 / October 18 / November 15 / December 20 / January 17 /  
February 21 / March 20 / April 17 / May 15 / June 19 / July Annual Conference