Attendees:

Creadell Webb, Jacquetta Adewole, Roger Rand, Teshrie Kalicharan, Tina Mattison, Dawn Palmero, Tamela Aikens, Dr. Torian Weldon, Ben Burkemper, Zenell Brown, Kent Pankey, Toielynn Smith, Angella Powers, Kelly Hutton, Nicole Evans, Milka Mered, Rick Pierce

1. Approval of Minutes, March 19, 2025: Approved
2. Discussion Topics
   1. Observances
      1. Pride Month in June 2025 - Announcements being made throughout courts. Some employers are having trouble with this. We also had a discussion around the EEOC’s gender guidance.
      2. Juneteenth – June 19, 2025: Creadell's court is having a Juneteenth Parade. Some courts are closed in observance of this holiday.
   2. Overview and discussion of the Midyear conference presentation, “Effective Tools for Staff Engagement and Dialogue Around Diversity” by John Laing and Creadell Webb:
      1. During this session, participants were asked survey questions about their identity and how it impacts them at work. Members were invited to review the video from 32:57 to 48:01. <https://nacmnet.org/conferences/conference-videos/>
      2. This same survey question was shared with DEI Committee Meeting attendees via a QR code that allowed responses to be captured and reviewed in real time. Survey Exercise: I fear that because I am , that I will .
      3. The results captured reflected how participants identify and the fears they have as it relates to race, gender, culture, personality, abilities, education, age, etc.
      4. Reflection: How do we recognize the fears staff experience in our courts as it relates to their identity? How do we begin to discuss and connect on the things that are important to us? Ex. Gender issues have been identified as a common issue in the courts. Women experience a glass ceiling as it relates to leadership.
      5. The committee briefly reviewed the DEI Committee survey responses against those captured from the NACM conference session attendees.
      6. Zenell Brown shared a book resource: Dr. Robert Livingston is publishing a book, "How to Play the Game, Change the Game."
      7. Providing trainings is very important - Zenell Brown recently provided a training that addressed challenges black women face in the court system. It could be beneficial to share DEI training resources which can be tailored to our specific courts - customization is critical. Creadell and Milka will meet offline to further discuss.
   3. A brief discussion was held concerning the use of the DEI acronym at NACM
      1. DEI Acronym - Creadell wrote an article about this a while ago as to how this might be interpreted with different audiences/courts. Some organizations are making changes due to political pressures and funding sources. It's not that the work is disappearing, but it is a balancing act. We want to think about how we go about balancing this and how we feel about the acronym. Do we want to come up with an alternative acronym or stick to what we have? We may want to be proactive in getting our perspective on this topic as a committee.
      2. One member expressed a strong objection to removing the language out of concern that once it is gone, it would be nearly impossible to reintroduce it later as a justifiable cause/topic. Another member raised the concern that funding for conferences/sessions exists as it relates to tying DEI language to funding eligibility. Another member raised the issue that use of the acronym can affect funding necessary for providing quality training platforms and equipment. The DEI acronym has been politicized. We need to be ahead of the game, not behind it.
3. Engagement Opportunities
   1. If you are interested in presenting a topic, writing an article for the [Court Express](https://nacmnet.org/resources/publications/court-express/) and/or [Court Manager](https://thecourtmanager.org/) publications, or presenting a webinar training, please contact either [Creadell@nacmnet.org](mailto:Creadell@nacmnet.org) or [Jacquetta.Adewole@gmail.com](mailto:Jacquetta.Adewole@gmail.com).
4. Meeting Adjourned at 4:05 pm EST