



## **Diversity, Equity & Inclusion Committee**

### Meeting Minutes

February 19, 2025 / 3:00 pm EST

#### Attendees:

Creadell Webb, Jacquetta Adewole, Dr. Torian Weldon, Erika Schmid, Teshrie Kalicharan, Zenell Brown, Norman Meyer, Danita Campbell, Ben Burkemper, Milka Mered, Kelly Hutton, Kent Pankey, Randy Short, T.J. BeMent, Melinda Brooks, Tina Mattison, Roger Rand, Lee Ann Barnhardt

- I. Approval of Minutes, January 15, 2025: Approved
- II. Discussion Topics
  - a. Observances
    - i. Black History Month: Creadell shared the NACM webpage and updates posted for BHM.
  - b. NACM Mid-Year Conference Sessions:
    - i. Open Plenary – Why What We Do Matters presented by Judge Victoria Pratt. Provided a good presentation on procedural justice. This is a link to her book: [The Power of Dignity: How Transforming Justice Can Heal Our Communities](#)
    - ii. Balancing Expectations with Improved Realities presented by Zenell Brown & Richard Lynch. Members shared impressions and positive feedback. Zenell's book [Coffee and Conversations: Inclusion and Belonging](#) has great reviews and resources that are useful.
    - iii. Effective Tools for Staff Engagement and Dialogue Around Diversity, Equity, and Inclusion presented by John Laing & Creadell Webb. Addressed customer service as it relates to DEI.
  - c. NACM Annual Conference
    - i. Omaha, Nebraska: July 20-24, 2025
    - ii. Registration link: [NACM Annual Conference 2025](#)
    - iii. Historical markers of DEI interest in Nebraska:
      - Charles Jackson French - Post Office Landmark [World War II Hero Charles Jackson French](#). Members viewed a short video clip about him on YouTube [How One Sailor Saved His Entire Crew: The Heroic Journey of Charles Jackson French](#)
      - Susan La Flesche Picottee Memorial Hospital - first Native



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American physician [Dr. Susan La Flesche Biography](#)

d. State of DEI:

i. DEI Executive Orders:

- SHRM - Executive Order Impact Zone (EO Impact Zone) They help organizations with this through offering free webinars and providing explanations for impact. [Executive Order Impact Zone](#)
- BEAM Framework: Belonging Enhanced by Access Through Merit (BEAM) [SHRM's BEAM Framework for Inclusion: Aligning Merit with Organizational Excellence](#)
  - a. Are opportunities open to all?
  - b. Does the program generate opportunities to participate based on individual merit?
  - c. Does the program select individuals to participate based on qualifications - not by demographics while protecting medical conditions and religious practices? (Most will be covered under ADA)
  - d. Does program allow opportunities to develop relevant skills, qualifications, and experience for all individuals eligible to participate?

- ii. Supreme Court of New Mexico Open Letter signed by all members of their Supreme Court: [Supreme-Court-letter-to-the-public-2-18-2025.pdf](#). Conveyed where they stand on the concepts of DEI which is a nice step in this climate of anti-DEI.

### III. Engagement Opportunities

- a. If you are interested in presenting a topic, writing an article for the [Court Express](#) and/or [Court Manager](#) 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).

### IV. Open Discussion

- a. Question posed - Will making Court forms available in different languages be impacted by DEI initiatives? Impacts to interpreter services and making forms available in different languages directly impacts access to justice.
- b. Michigan has a "Language Access Plan" where every court submitted their plan and procedures to meet this initiative. This will be difficult for the courts to undo.



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- c. Court reporters have a role in the fair and equitable administration of justice.
- d. Most courts should have language access initiatives as a requirement of DOJ.
- e. New Mexico has a [Constitution of New Mexico - Wikipedia](#)
- f. Discussed courts utilizing Artificial Intelligence (AI) as a resource/tool. NCSC offered a free webinar series on this topic: [Webinar: Tech for All - A Technical Deep Dive into AI-Powered Justice Chatbots | NCSC](#) It was suggested that AI may be useful in assisting court customers with overcoming language barriers.

V. Meeting Adjourned at 3:50 pm EST