



National Association *for* Court Management

EARLY CAREER PROFESSIONALS (ECP) GROUP

Wednesday, June 25, 2025 / 1:00 P.M. EASTERN

ECP Zoom Meeting

Meeting ID: 893 0699 1867

Passcode: 934740

[Find your local number](#)

2024/2025 Committee Charges

Choose a Community Service Project for the Annual Conference

Plan/Implement networking opportunity for the Annual Conference

Define/Implement ways to increase participation of ECP outside of the conferences (*Ongoing*)

MINUTES

Part 1: ECP Group Meeting (1:00-1:30 p.m. E T)

1. Welcome / Introductions
2. Shared Interest Group Project
 - July – Cancelled for the Annual Conference
 - August - Marcus Reinkensmeyer will discuss transitioning into a new role and how to navigate that transition.
 - September – TJ BeMent will discuss making the leadership leap.
 - **Please, send along any other topic ideas!**
3. Community Service Project for Annual Conference
 - [Carole's House of Hope](#)
 - Carole from Carole's House of Hope will be at the conference to speak about fundraising and what the funds will go to.
4. Annual Conference – Omaha, Nebraska
 - ECP Meet and Greet
 - Sharing what we are all excited about to see at the conference
5. Next meeting:
 - August 27, 2025



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Part 2: Shared Interest Group Discussion (1:30 p.m. – 2:00 p.m. EASTERN)

Creadell Webb – Chief DEI Officer for the First Judicial District of Pennsylvania

Effective Tools for Staff Engagement and Dialogue around DEI

- Resources for DEI
 - [NACM DEI Guide](#) – provides many resources around DEI
 - [DEI: Evolution of Terms, Concepts, and Strategies](#) webinar with Zenell Brown
 - [What does the Acronym DEI Mean to You?](#)
- It's not always DEI
 - DEIA – Diversity, Equity, Inclusion, and Accessibility
 - DEIB – Diversity, Equity, Inclusion, and Belonging
 - JEDI – Justice, Equity, Diversity, and Inclusion
- Gardenswartz and Rowe's Dimension of Diversity
- Timeline of DEI
 - 1964 – President Johnson signs the Civil Rights Act
 - 1965 – EEOC opens its doors, one year after Title VII becomes law
 - 1967 – Congress passes the Age Discrimination in Employment Act
 - 1978 – Congress amends Title VII by passing the Pregnancy Discrimination Act
 - 1990 – President Bush signs into law the Americans with Disabilities Act (ADA)
- Evolution of DEI Strategies
 - 1960s – Popularity of encounter groups like racial sensitivity training
 - 1970s – EEOC/legal compliance – focus on race
 - 1980s – Gender/sensitivity – focus on gender, sex, and other dimensions of diversity
 - 1990s – Business case for diversity – focus on how diversity is good for business
 - 2020s – Increased popularity – new DEI leaders and programs emerge
- Naming Fears
 - I fear that because I am _____ (list any relevant aspects of your identity) that I will _____.
 - How do these fears affect the way you show up to work everyday and how you and others address issues of race, gender, and other identities in your workplace?
- Trusted Five – write down the names of the people you trust the most and reflect on the diversity within that group. Not a judgmental exercise, just makes you think and be open to new views and people.
- Things to Consider
 - DEI is dynamic and will continue to evolve
 - There are many approaches to DEI
 - Intentionality is a must
 - Data driven and measured
 - DEI concepts are embedded in justice ideals
 - Consider flexibility
 - Results over rhetoric
 - DEI can be a standalone topic or integrated into other topics
 - Be tactical and strategic
 - DEI is a marathon, not a sprint