



Diversity, Equity & Inclusion Committee

Meeting Minutes

October 18, 2023 / 3:00 pm ET

Attendees: Jacquetta Adewole, Tamela Aikens, Danita Campbell, David Concepcion, Nicole Garcia, Lillian Hawkins, John Laing, Leo Muniz, Rick Pierce, Roger Rand, ToieLynn Smith, Ronald Truss, Creadell Webb, Michele White

I. Approval of Minutes, September 20, 2023

- Minutes Approved

II. Introductions

- Welcome David Concepcion – Northern District of California, Office of the Federal Defender.

III. Continuing Discussion Topics

- October is [Domestic Violence Awareness Month](#).
- Items mentioned in Zoom Chat
 - OJD’s policy statement Workplace Response to Domestic Violence, Harassment, Sexual Assault, Stalking, or Human Trafficking (No.040.20.10) and Oregon Judicial Department Personnel Rule (JDPR) 16.14 Domestic Violence Victim Leave provide guidance to OJD managers and employees who are affected by domestic violence. Additional information and resources may be found on the OJD HRSD Intranet page link Domestic Violence Resources.
 - [Gateway Center for Domestic Violence Services](#)
 - [New services for domestic violence NCSC](#)
 - [NCSC – Conference addresses needs of survivors of domestic, intimate partner violence in rural communities.](#)
 - Kent County - <https://stopkentviolence.org/about/>

a. DEI Updates

i. Education and Resources

- The DEI committee website is being updated to include more resources.

ii. DEI Collaborative Update: [DEI Collaborative – NCJFCJ](#)

- No new updates. NACM is a member of the Diversity, Equity, and Inclusion Collaborative. This collaborative meets quarterly and collectively determines



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where the largest gaps and opportunities to diversify the judicial and legal profession. Roger Rand will attend the next meeting scheduled for 11/18 and share any new discoveries with the NACM DEI Committee.

b. Strategic Campaign Goals

i. Webinars

- NACM DEI Guide webinar will be conducted by Edwin Bell, Zenell Brown, and Roger Rand on November 12, 2023.
- Indian Child Welfare Act (ICWA) - Continuing series on Scotus Decisions. A webinar concerning ICWA cases is in the works for the first quarter of 2024.
 - [Haaland v Brackeen](#) arises from three separate child custody proceedings governed by ICWA.

ii. Session Proposals for Conferences

- Proposals from members of NACM's DEI committee have been submitted for the conferences. More information will be added when a selection is made.

iii. DEI Committee Site – Resources

- In addition to new resources, the DEI Committee site will have a new design.

c. NACM Vision, Mission, Values and DEI

i. Update

- The question posed was, should NACM have an Organizational Mission Vision and Values statement and have a second DEI Mission, Vision, Values Statement. The DEI Committee discussed this question and decided that if the organization wants to show that their CORE Values include DEI then there should NOT be two statements. Rather, the Mission, Vision, and Values statement in the Bylaws should be updated to reflect that. The board agreed. So the DEI Mission Vision and Values that were listed in the 21-23 strategic plan will be memorialized within that



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plan and our primary Mission, Vision, and Values statement will be updated in the bylaws and voted on at the next conference business meeting.

IV. Local Court Check-in and Round Table Discussion

- Cultural Appreciation Week: [The Massachusetts Trial Court's 7th Annual Cultural Appreciation Week will feature a variety of public events that celebrate diversity and community.](#)
- King County - The presidents of the state CLJ Associations (DMCJA, DMCMA and MPA) are hosting the Better Together CLJ Leadership Summit
- Teambuilding activities that are engaging can help to build an inclusive work environment.
- Providing colleagues with small tokens of appreciation (cards, jars, pins, handwritten notes, etc.) helps to build an inclusive work environment.
- DEI training is needed at all levels – judicial, court administration, line staff, facilities crews.
- Courts are at various levels of their DEI journey.

V. New Business

- Roger Rand and Creadell Webb are developing a program that will help Court Leaders who are NACM members get started with DEI initiatives/training.

VI. Adjourn - Next Meeting November 11/15/23