



# National Association for Court Management

*Strengthening Court Professionals*

## NACM DEI Committee

Thursday, August 19, 2021 – 3:00 PM ET

**Please join the meeting from your computer, tablet or smartphone.**

### Attendees:

T.J. BeMent, Roger Rand, Nicole Garcia, Kenneth Pankey, Greg Lambard, Erin Carr, Rick Pierce, Kathy Griffin, Brandon Kimura, Lee Ann Barnhardt, Kelly Hutton, Ronald Truss, LaWanda Crosby, Mark Dalton, Jeff Chapple, Tina Mattison, Dorothy Howell, Angie VanShoick; Tamela Aikens

### Minutes

#### T.J. Welcome & Introductions

T.J. BeMent is the chair and Will Simmons and Roger Rand are vice chairs. Welcome all and this will be a discussion based meeting. The agenda includes discussion topics.

#### Current NACM DEI Efforts/Involvement

We have joined the [DEI Collaborative](#) effort formed by NCJFCJ that includes many of our partner organizations. Kathy Griffin is our official representative with this group. Collaborative representatives met in July and are working on a charter and bylaws.

We have included Diversity, Equity, Inclusion (DEI) topics in our educational track at our conferences. As an institution our courts have a role to include DEI.

NACM's CORE subcommittee has been tasked to review all CORE Competencies through with a DEI lens. We hope to work on this review over the course of current NACM year. Because each CORE Competency is not up for review we'll have to do addendums to those not under review.

We are in discussions about added webinars, podcasts etc.

#### SJI Grant Funds

The State Justice Institute (SJI) provides significant funds for our conferences. Due to the pandemic we ended up with extra funds from our grant. SJI gave us an extension for the time to use these funds. They are allowing us to use these funds for our DEI initiative. We have about \$10,000. Ideas about how we can use these funds came out in open discussion. We should ask for an extension for the SJI grant.

#### Open Discussion

Possible DEI-related efforts that NACM could do:

- We could host a webinar with Judge Armestin from Los Angeles. She was the endnote speaker at the NACM annual conference in San Diego.
- We could publish a DEI guide.
- We could organize a DEI event just prior to the 2022 NACM National Convention
- Who would provide assistance to local courts?
- What about contracting with a consultant to do a series of videos?
- Make sure we include physical ability in DEI topics

We have to be aware that many courts do not have a DEI initiative. We should be thoughtful in how we begin the conversation with the NACM membership. We need to make sure that we allow space for all NACM members who are also members of marginalized groups. Members of marginalized groups should have an opportunity contribute to NACM presentations, publications, initiatives that pertain to those groups. Partners in Diversity ([Partners in Diversity, Portland OR](#)) is a not for profit organization that promotes DEI in the workplace in Multnomah County. They hosted a Diversity summit and hired the Centre for Global Inclusion as a keynote speakers and they also led breakout sessions. This organization provided an overview of Global DEI Benchmarks. Their benchmark presentation may be a good starting point. [The Centre for Global Inclusion | Home of the GDIB](#)

Measuring Inclusion – How do we as NACM measure inclusion? We should show that we are diverse, we are inclusive and equity is paramount in our organization. T.J. We need to provide information to our members. We also need to look inward and measure our own organization’s inclusivity. Dorothy: The acknowledgment DEI through the resolution and the creation of the committee is a good start. Partners in Diversity had a training on measuring inclusion. The training had us identify our values, then to look at behaviors that support those values. T.J. Identifying core values grounds us and gives a place to start. The NACM board is going to be looking into this.

As we move forward we should be careful that any publication or webinar is inclusive and doesn’t overlook another group.

### Upcoming Meetings

We are going to keep the established schedule. The committee is asked to consider the following:

- Brainstorm and come up with products and materials that we can produce.
- Have a conversation about the structure of this committee. What are our objectives, what is our mission?
- How do we measure our success? What does this measurement look like? Perhaps consider this questions locally and bring thoughts back to our next meeting.

The board is going to discuss strategic planning. I will take discussions and ideas developed by our committee back to the board.

The MidAtlantic Court Consortium needs a DEI speaker – if anyone can recommend a speaker, please reach out to Greg.

There are several licensee and consortium states that provide court management classes. If we could participate in these classes, it would be helpful. T.J.: Where is DEI fitting into the ICM courses? Generally, when NACM does a curriculum update ICM follows.

If your state has any DEI resource contacts such as court or state DEI directors that we could list in a resource directory we’d like to know. Send contacts to [Roger@nacmnet.org](mailto:Roger@nacmnet.org) and he will start a spreadsheet. I’d like to eventually have a web page on the NACM site with available DEI resources.

Meeting Adjourned 1:00PM.