



Diversity, Equity & Inclusion Committee

Meeting Minutes

December 18, 2024 / 3:00 pm EST

Attendees:

Creadell Webb, Jacquetta Adewole, Melinda Brooks, Zenell Brown, John Laing, Roger Rand, Ben Burkemper, Lee Ann Barnhardt, Kent Pankey, Erika Schmid, Randy Short, Denise, Rick Pierce, Tina Mattison

- I. Approval of Minutes, November 20, 2024: Approved
- II. Discussion Topics
 - a. Observances:
 - i. International Day for People with Disabilities – 12/3
 - ii. National Guard birthday – 12/13 (Observed in Philadelphia Courts - they have a practice of recognizing veteran related holidays due to the demographic they serve)
 - iii. United States Space Force birthday – 12/20
 - iv. Other holidays local Courts may observe throughout the year include:
 - 313 Day – Celebrated in Detroit on 3/13 (313 represents the area code for the city)
 - Pi Day – Celebrated on 3/14 (3.14 represents the infinite number and mathematical symbol, Pi)
 - Public Service Recognition Week – Celebrated the first full week of May and recognizes the contributions of public servants
 - [International Overdose Awareness Day - 8/31](#)
 - [2025 DBA Diversity and Inclusion Calendar](#)
 - b. Holiday Inclusivity:
 - i. Articles:
 - [Celebrating the Holidays Inclusively](#)
 - [7 Strategies for Fostering DEI During the Holidays](#)
 - ii. Discussion:
 - Relationship building is key: How we chose to celebrate should be based on the relationship we have with the individual.



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- "Merry Christmas" or "Happy Holidays?" Using a more generic greeting is more inclusive with general staff.
- Consider the impact to the public and staff when we display holiday decorations in common areas.
- Consider incorporating aspects of other holidays such as Hanukah or Kwanzaa.
- How do we approach Holiday Parties? - To keep holidays inclusive, maybe have a "Dessert Party" to promote staff gatherings or a "Year-End Event" to recognize staff for their accomplishment and achievements.
- Being attuned to dietary restrictions in an intentional way fosters inclusivity. NACM's does a good job of this with meal options offered at their conferences.

c. Committee Updates

i. NACM's Communications Committee:

- The Communications Committee encourages participation in writing and publishing articles on DEI related topics. Submitting DEI articles for the Court Manager are welcomed. Submission deadlines: January 15th for the Winter edition and April 8th for the Spring edition.

ii. NACM's Website Committee:

- The document library is nearly complete. The committee is seeking assistance with reviewing broken links and articles.

ci. Upcoming Webinars:

i. CORE Operations Management Webinar: January 27th

ii. Court Security Guide Webinar: February 26th at 3 pm EST

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 reach out to Creadell Creadell@nacmnet.org or Jacquetta Jadewole@occourts.org.

IV. Meeting Adjourned at 1:00 pm EST