



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

### Meeting Minutes

January 15, 2025 / 3:00 pm EST

#### Attendees:

Creadell Webb, Jacquetta Adewole, Dawn Palermo, Courtney Middleton, Zennell Brown, Norman Meyer, Teshrie Kalicharan, Roger Rand, Ben Burkemper, T.J. BeMent, John Laing, Cheryl Stone, Kent Pankey, Toilynn Smith, Tina Mattison, Erika Schmid, Jacquelyn Brown

- I. Approval of Minutes, December 18, 2024: Approved
- II. Discussion Topics
  - a. Observances
    - i. Martin Luther King Jr. Day – Observed on 1/20/25 (his actual birthday is today – January 15<sup>th</sup>)
    - ii. Human Trafficking Awareness Month - Roger Rand explained how his court came to recognize this. A judge championed this cause to educate the bench and to raise awareness about the warning signs of human trafficking. Multnomah County partnered with Oregon PD and are careful not to involve ICE because of immigration issues. The Court established a SharePoint site titled "Human Trafficking Resources."
  - b. Discussion of a common myth regarding DEI and standards
    - i. What does the Acronym DEI mean to you? (article by Creadell Webb) <https://thecourtmanager.org/articles/what-does-the-acronym-dei-mean-to-you/>
    - ii. Creadell shared a brief presentation related to DEI standards & standards assessment.
    - iii. What is a standard? [STANDARD | definition in the Cambridge English Dictionary](#)
    - iv. Open discussion:
      - Myths about lowering standards in courts.
      - We must be conscientious about only posting available positions on our Court websites which limits the pool of applicants.
      - Resource shared: [CORA - CORA \(Court Opportunity Recruitment for All\) | NCSC](#)
      - Recruiting for Court Positions: Engage/Contact entities that have underrepresentation in our Court systems, but yet reflect the



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communities in which we serve. Ex: National Hispanic Cultural Center, HCBU's, Community Colleges (tend to have a more diverse pool than universities), Veterans, Seniors, etc. (not only limited to diversity with race and gender) – members of the Courts should reflect communities they serve.

- Inclusion can be achieved by encouraging underrepresented communities to apply.
- The best DEI practices are those which help ALL groups. Ex: “I only want to hire people from my law school.” Consider the limited population your law school may represent.

#### c. Strategic Campaign Goals:

##### i. DEI Committee Site:

- NACM Publications - we are always looking for articles that are DEI related.
- Please share resources with the committee. If you have any resources to share, please email those to [Creadell@nacmnet.org](mailto:Creadell@nacmnet.org) or [jacquetta.adewole@gmail.com](mailto:jacquetta.adewole@gmail.com).

### 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](mailto:Creadell@nacmnet.org) or Jacquetta [Jadewole@occourts.org](mailto:Jadewole@occourts.org).

### IV. New Business

- a. There was an inquiry about who is planning to attend the mid-year conference: [2025 Midyear Conference Host Sign-Up Page – National Association for Court Management \(nacmnet.org\)](#)

### V. Meeting Adjourned at 1:02 pm EST