Attendees: John Laing, Tina Mattison, Norman Meyer, Courney Middleton, Dawn Palermo, Kent Pankey, Rick Pierce, Roger Rand, ToieLynn Smith, Amber Upshaw, Creadell Webb, Dr. Torian Weldon, Anika R. Woods

I. Approval of Minutes, November 15, 2023

* Approved

II. Introductions

* Welcome Anika R. Woods – Harris County, Texas, Office of Justice and Safety

III. Continuing Discussion Topics

* January 15, 2024 was MLK Day and there was a Social Media Release
  + Link: <https://www.instagram.com/p/C2H51BWhBLi/?utm_source=ig_embed&ig_rid=15be6424-a89b-42c7-8a2c-3a7786d236f5>
* January 27, 2024 is International Holocaust Remembrance Day – there will be a social media announcement.

1. DEI Updates

i. Education and Resources

- The DEI committee has been updated and includes several new resources: <https://nacmnet.org/diversity-equity-and-inclusion-dei-committee/>

ii. DEI Collaborative Update: [DEI Collaborative – NCJFCJ](https://www.ncjfcj.org/about/diversity-equity-and-inclusion-collaborative/)

* + - * The NCJFCJ has added additional resources to their website. The NCJFCJ has a National Conference on Juvenile Justice taking place March 17-20, 2024, at the Hilton Cleveland Downtown in Cleveland, Ohio.

iii. NACM Customized Inclusivity Training

* + - * The purpose of this program is to assist Court Administrators (NACM members) with developing an “Inclusivity training” or providing them with DEI advice based on their Court’s specific DEI journey.
      * Pilot Program: Creadell Webb and Roger Rand will meet with the Trial Court Administrator for the Circuit Court, 4th Judicial District of Oregon, Multnomah County in February 2024.

b. Strategic Campaign Goals

i. Webinars

* + - SCOTUS Decisions: The *21-376 Haaland v. Brackeen Decision and Its Impact on Native American Families. – Terry Cross Speaker, Cheryl Stone hosting. February 22nd at 3PM ET.* 
      * Register here: <https://us06web.zoom.us/webinar/register/WN_LYjJJ1aGSFmkG77hj67Q5A#/registration>

ii. DEI Committee Site

* + - The Site is Up – Please review the current resources that are available on the site. Send us any additional resources you have. Send emails to [Roger@nacmnet.org](mailto:Roger@nacmnet.org) and [Creadell@nacmnet.org](mailto:Creadell@nacmnet.org) with your submissions. Resources may include webinars, podcast episodes, guides, books, certificate programs, and training materials.
      * Site Link: <https://nacmnet.org/diversity-equity-and-inclusion-dei-committee/>

iii. NACM Midyear Conference

* Attendance
  + For members participating “in-person,” there will be several DEI sessions. For members who are unable to attend “in-person,” some sessions may be available virtually (live streamed/recorded).
* World Café (Session Title: Collaborating to Advance the Role of DEI in the Judiciary) Main Speaker: John Laing. Assistance will be provided by Roger Rand and Creadell Webb.
  + The World Cafe was developed as a way to bring together diverse perspectives and opinions around one issue or topic, that are all geared towards improving the experiences of all individuals. Participants will be engaged in rotating small group discussions that are concluded with a large group debrief. The questions driving the dialogue are centered on the collective goal to identify strengths, challenges, and solutions to critical issues. The critical issue that we will be discussing is the barriers to advance DEI within our respective judiciaries while also identifying solution to overcome those barriers.
  + During this meeting, DEI Committee members were asked to weigh-in on the questions that will lead these group discussions at the Midyear conference. The committee agreed on the following questions.
    1. What are things that have worked well to advance Diversity, Equity, and Inclusion in your respective Judiciaries?
    2. What are some of the challenges that you have experienced over the last few years in terms of advancing DEI or retracting commitments to DEI within your respective judiciaries?
    3. Based on what has worked and the challenges identified, what solutions would you suggest for overcoming the barriers?
    4. Bonus Question: How could NACM and the NACM DEI committee support efforts to advance DEI in your respective judiciaries?
* Best Practices for Equitable and Inclusive Hiring, Main Speaker: Creadell Webb.
  + Engaging a New and Diverse Workforce begins before prospective applicants apply for a position. Court professionals will benefit in the development of their workforce by considering best practices for writing job descriptions, posting positions, reviewing applications, and conducting interviews. This session will provide managers, leaders, and HR professionals with best practices for mitigating unconscious bias in the hiring process.

IV. Local Court Check-in and Round Table Discussion

* Michigan:
  + Mandatory e-learning training provided to court employees with a focus on race and racial bias.
  + Power hour series featured every 3rd Wednesday of every month from 1:00pm to 2:00pm. Cultural humility and Imposter Syndrome training are examples of some upcoming sessions.
* Harris County, Texas Office of Justice and Safety
  + Conference exploring disparities in healthcare and Justice.
* Book recommendation from Norman Meyer: Covered with Night: A Story of Murder and Indigenous Justice in Early America by Nicole Eustace. Link: <https://www.pulitzer.org/winners/nicole-eustace>

V. New Business

N/A

VI. Adjourn