Attendees: Lee Ann Barnhardt, Edwin Bell, Ben Burkemper, Danita Campbell, Nicole Evans, John Laing, Kent Pankey, Rick Pierce, Roger Rand, Creadell Webb

I. Approval of Minutes, May 15, 2024

* Approved

II. Announcements/Introductions

* If you are attending the NACM Annual Conference in New Orleans this July please send an email to Roger and Creadell so that we can greet you and recognize you when Roger gives the committee update during the business meeting. [Roger@nacmnet.org](mailto:Roger@nacmnet.org) and [Creadell@nacmnet.org](mailto:Creadell@nacmnet.org).

III. Continuing Discussion Topics

a. Awareness – Courts can highlight observances and celebrations to create more inclusive work environments. In addition, certain resources, such as the Gender-Inclusive language guide can be used to develop training materials.

* June is Pride Month
  + History: [About | Lesbian, Gay, Bisexual, Transgender and Queer Pride Month | Library of Congress (loc.gov)](https://www.loc.gov/lgbt-pride-month/about/) or [LGBTQI+ Pride Month | National Archives](https://www.archives.gov/news/topics/lgbt-pride-month)
  + Gender Inclusive Language (NCSC): [Gender-Inclusive Language in the Courts: How to Communicate with Fairness, Dignity, Impartiality, and Accuracy (ncsc.org)](https://www.ncsc.org/__data/assets/pdf_file/0028/84916/Gender-Inclusivity-in-the-Courts.pdf)
  + Practice With Pronouns: [Practice with Pronouns -- Pronoun Selection](https://www.practicewithpronouns.com/#/?_k=d31wby)
  + The other resources I have are Philly/PA specific: [Guide to 2024 Philly Pride March & Festival | Visit Philadelphia (visitphilly.com)](https://www.visitphilly.com/things-to-do/events/lgbt-pride-march-and-festival/#2023-highlights) , [Mazzoni Center | Our health. Our lives. Our community.](https://www.mazzonicenter.org/)
  + [Celebrate Pride With Us: We Show Up - Human Rights Campaign (hrc.org)](https://www.hrc.org/campaigns/celebrate-pride-with-us)
* Juneteenth, July 19th, 2024
  + History: <https://www.loc.gov/item/today-in-history/june-19/#:~:text=On%20June%2017%2C%202021%2C%20President,and%20delivered%20General%20Order%20No> or <https://www.archives.gov/news/articles/juneteenth-original-document>
  + The other resources I have are local events: Visit Philadelphia: <https://www.visitphilly.com/articles/philadelphia/juneteenth-celebrations-in-greater-philadelphia/#v-shayne-frederick-the-new-class-a-juneteenth-celebration-at-chris-jazz-cafe>
  + **“**[A Beginner’s guide to Celebrating Juneteenth](https://www.pbs.org/newshour/nation/a-beginners-guide-to-celebrating-juneteenth)” by PBS
  + [Juneteenth from the National Museum of African American History and Culture](https://nmaahc.si.edu/juneteenth)

b. DEI Updates

i. Education and Resources

* The DEI committee page is updated monthly. Find new resources here: <https://nacmnet.org/diversity-equity-and-inclusion-dei-committee/>

ii. DEI Collaborative – June 6, 2024

* NCJFCJ/[The DEI Collaborative](https://www.ncjfcj.org/about/diversity-equity-and-inclusion-collaborative/) is working to identify which organizations will continue to participate in the initiative.

iii. NACM Customized Inclusivity Training

* Pilot Program: June 20th, Multnomah Circuit Court

This is a 3-hour training course on inclusive workplaces. The goal is to bring a tailored version of this training session to other courts. The presentation has 3 major focus areas: Policy, Teambuilding, and Workplace Culture.

iv. National Consortium on Race and Ethnic Fairness in the Courts (NCREF)

* May 19-22, 2024, Salt Lake City, [National Consortium (national-consortium.org)](https://www.national-consortium.org/)
* Danita Campbell provided her experience attending the conference and discussed the following:
  + The Contributions of the Chinese Transactional Railroad Workers - <https://asianamericanedu.org/1.2-Transcontinental-Railroad-lesson-plan.html>
  + The Texas Law Book - <https://texaslawbook.net/author/tlbadminmcurriden/>
  + Get back to the Counter - <https://getbacktothecounter.com/>
  + Judging Juries - <https://www.judgingjuriesfilm.com/>
  + Just Mercy - <https://justmercy.eji.org/>

c. Strategic Campaign Goals

i. Webinars

* September 12, 2024, 3PM Eastern, DEI – DEI: Evolution of Terms, Concepts, and Strategies.

ii. DEI Committee Site

* Please share resources with the committee. If you have any resources to share, please email those to [Roger@nacmnet.org](mailto:Roger@nacmnet.org) or [Creadell@nacmnet.org](mailto:Creadell@nacmnet.org), you can also paste resources into the meeting chat during meetings.

iii. NACM Annual Conference

* Signature Customer Experience – John Laing/Valerie Colas
* SIG Session – Zenell Brown, Roger Rand, Creadell Webb
* Checkout the [conference agenda](https://nacmnet.org/2024-annual-conference/#tab-title-Agenda) for more DEI topics:

iv. Court Manager – DEI article

* Check out What Does the Acronym DEI Mean to You in the Court Manager Spring Edition by Creadell Webb: <https://thecourtmanager.org/articles/what-does-the-acronym-dei-mean-to-you/>

IV. Local Court Check-in and Round Table Discussion

* Edwin Bell discussed the four Learning Labs offered by The Blueprint for Racial Justice (BRJ)
* Developing Your Blueprint: Leading & Implementing Change
  + This Learning Lab is designed for court leaders who are seeking to better understand their state court systems, identify opportunities to improve diversity, equity, and inclusion in their systems, and take actionable steps to implement change.
* Understanding Court Experiences to Improve Trust and Confidence
  + This Learning Lab will help court leaders identify the right questions to ask, collect the data needed to better understand their communities, and use the information collected to produce actionable insights about how to make the court a more accessible, inclusive, and equitable space.
* Building Court Data Capacity
  + This Learning Lab is ideal for court data specialists, court leaders seeking to transform their courts into data-driven organizations, and any court professional who wants to become a more informed consumer and user of data.
* Building a Diverse Court Workforce
  + This Learning Lab will guide participants through a collaborative learning process that includes creating court-specific strategic plan to increase diversity of new hires.
* North Dakota Supreme Court
* [ICWA Discussion](https://www.library.nd.gov/statedocs/HumanServices/ICWA1-0220090514.pdf)
* Book club
  + Books may be on a variety of topics such as diversity, equity, inclusion, culture, and trauma.
  + This is an opportunity for individuals to learn together and network.

V. New Business

N/A

VI. Adjourn