



National Association for Court Management

Strengthening Court Professionals

Diversity, Equity & Inclusion Committee

Meeting Minutes

March 19, 2025 / 3:00 pm ET

Attendees: Jacquetta Adewole, Alison Braaten, Melinda Brooks, Zenell Brown, Jeff Chapple, Joseph D’Amico, Kelly Hutton, Teshire Kalicharan, John Laing, Tina Mattison, Milka Mered, Norman Meyer, Erika Schmid, Michael Smith, Creadell Webb

I. Approval of Minutes, February 19, 2025: Approved

II. Announcements/Introductions

Introductions and a warm welcome to members: Allison Braaten, Joseph D’Amico, Michael Smith, Milka Mered.

III. Discussion Topics

a. Observances

- March is Women’s History Month
- St. Patrick’s Day – March 17th
- March 17th – March 23rd is Neurodiversity Week

b. Presentation/Discussion on: Equity in the Age of AI: Addressing Bias and Fairness in the Legal System, led by Jacquetta Adewole, LMFT

- Understanding AI Bias - AI systems are subject to pervasive and systemic racial and other biases, *e.g.*, predictive policing, facial recognition, and criminal risk/recidivism assessment.
 - Used correctly, AI can enhance efficiency. However, if used incorrectly, tools such as predictive algorithms can cause harm to court users.
- Recent cases where AI bias has affected legal decisions
- Impact on the Court System and the Court’s role in ensuring fairness
- TED talk: [Algorithms Were Supposed to Reduce Bias in Criminal Justice—Do They?](#)
- Articles: [Courting AI: Understanding AI in Courts](#) – NACM Court Manager; [AI in the Courts: How Worried Should We Be?](#); [The Implications of AI for Criminal Justice](#)

c. The DEI committee members participated in the discussion.

- The NCSC AI Guide was shared by Norman Meyer: https://www.ncsc.org/_data/assets/pdf_file/0017/110168/Principles-and-Practices-for-AI-in-State-Courts.pdf

DEI Committee Call Schedule for 2024-2025 NACM year – 3rd Wednesdays at 3:00pm ET

Meeting ID: 898 1597 3355

Passcode: 256383



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- Tina Mattison highlighted NCSC State Activities:
<https://www.ncsc.org/consulting-and-research/areas-of-expertise/technology/tri-ncsc-ai-policy-consortium/ai-policy-resources/state-activities>
- Roger Rand is working on resources for cyberbullying and cyber related health. If anyone has suggestions or resources on this topic, please send them to roger@nacmnet.org.
- Attendees reviewed an AI system's responses to a series of prompts. Some of the prompts required the AI system to respond to questions such as "Do AI systems, like you, provide biased answers to questions?" The AI system admitted to having bias. The AI system was also asked to create images of people based on prompts such as "draw a person who is a leader." Without any additional details, the AI system selected the race, ethnicity, age, and gender of the person.

c. Strategic Campaign Goals

DEI Committee Site

- We are always looking to add resources to our DEI Committee page:
<https://nacmnet.org/diversity-equity-and-inclusion-dei-committee/>.
Review the resources that are currently available. If you have any additional resources to share, please email those to Creadell@nacmnet.org or jacquetta.adewole@gmail.com.

IV. Engagement Opportunities

- Our committee is inclusive! Court professionals with a passion for diversity, equity, and inclusion may want to write articles or present. Please contact Creadell@nacmnet.org or jacquetta.adewole@gmail.com if you are interested in the following:
 - Writing an article for the Court Manager.
 - Writing an article for the Court Express
 - Presenting on a topic at NACM's DEI committee.
 - Presenting at a NACM conference.
 - Other engaging ideas are welcome

V. New Business

N/A

VI. Adjourn - Meeting adjourned at 3:55pm ET.

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