Attendees: Jacquetta Adewole, Lee Ann Barnhardt, Edwin Bell, Danita Campbell, Mark Dalton, Kelly Hutton, John Laing, Tina Mattison, Leo Muniz, Dawn Palermo, Kent Pankey, Rick Pierce, Roger Rand, ToieLynn Smith, Creadell Webb, Dr. Torian Weldon

I. Approval of Minutes, February 21, 2024

* Approved

II. Introductions

* No new attendees

III. Continuing Discussion Topics

* March [Gender Equality Month](https://nationaltoday.com/gender-equality-month/#:~:text=Gender%20Equality%20Month%20is%20celebrated,of%20women%20in%20the%20world.) / [Women’s History Month](https://www.womenshistorymonth.gov/)
  + Learn more about the history of the Women’s Voting Rights Movement in Oregon from the Oregon Historical Society online exhibit [Nevertheless, They Persisted: Women’s Voting Rights and the 19th Amendment (ohs.org).](https://www.ohs.org/museum/exhibits/nevertheless-they-persisted.cfm)
  + Learn more about the intersectionality of race and gender from National Public Radio article discussing [Black Women, The Right To Vote And The 19th Amendment](https://www.npr.org/2020/08/17/903237839/black-women-the-right-to-vote-and-the-19th-amendment).
  + Neurodiversity week - <https://www.neurodiversityweek.com/>, March 18 – 24, 2024.
* April
  + April is Autism Awareness Month - <https://www.cdc.gov/ncbddd/autism/toolkit.html>

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/)

* + - * Next Meeting is on April 4th, 2024

iii. NACM Customized Inclusivity Training

* + - * Pilot Program: Creadell Webb and Roger Rand met with the Trial Court Administrator for the Circuit Court, 4th Judicial District of Oregon, Multnomah County on February 16, 2024.
      * The DEI committee will be updated once the Inclusivity training for the Judicial District of Oregon has been completed.
        + Topics may include best practices for reporting complaints and addressing microaggressions.

b. Strategic Campaign Goals

i. Webinars

* NACM Webinar – From Parchment to Pixels was recorded on 3/19/24 2PM ET. Link: <https://www.youtube.com/watch?v=nsaguuE6yWI>

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)
  + - * + Articles of interest
        + Training Suggestions
        + Websites of Interest
        + DEI related news stories

iii. NACM Annual Conference

* Signature Customer Experience – John Laing
* SIG Session – Zenell Brown, Roger Rand, Creadell Webb

iv. Court Manager – DEI article opportunity

* Please contact [Roger@nacmnet.org](mailto:Roger@nacmnet.org) or [Creadell@nacmnet.org](mailto:Creadell@nacmnet.org) if you are interested in writing an article for the [Court Manager](https://thecourtmanager.org/), summer edition.
  + Topics may include, but are not limited to: hiring practices, employee engagement, inclusive workplace practices, microaggressions, and reviewing court policies through a DEI lens.

IV. Local Court Check-in and Round Table Discussion

* Please share what DEI initiatives in your Federal, State, or Local jurisdiction
  + National Center for State Courts - Hosted under the Conference of Chief Justices, Conference of State Court Administrators, and National Center for State Courts’ Blueprint for Racial Justice initiative with support from the State Justice Institute, this event will take place all day Thursday, April 25 and part day Friday, April 26, 2024 in Washington, D.C. The target audience for the event is active state and/or local court DEI professionals.
  + Philadelphia - <https://www.neurodiversityweek.com/>
* Please share successes and challenges in the field of DEI
  + Discussion about [microaggressions](https://health.clevelandclinic.org/what-are-microaggressions-and-examples)
    - Microaggressions are verbal or nonverbal slights that impact an individual who might identify as being from a marginalized or historically underrepresented community.
    - Microaggression was first used around 1970 by Harvard psychiatrist, Dr. Chester Pierce.
  + Discussion about DEI Fatigue
    - It’s okay to take a break from DEI when needed.
    - We may not have the authority or influence to make the changes we want to see.
    - DEI fatigue is not uncommon - <https://www.forbes.com/sites/aparnarae/2023/08/17/dei-fatigue-resistance-or-opportunity-unpacking-this-moment-and-navigating-the-path-forward/?sh=7dfadcc555af>

V. New Business

N/A

VI. Adjourn