



Diversity, Equity & Inclusion Committee

Meeting Minutes

November 20, 2024 / 3:00 pm ET

Attendees:

Creadell Webb, Jacquetta Adewole, Dawn Palermo, John Laing, Kristie Collier, Teshrie Kalicharan, Roger Rand, Angela Polk, Christina Burnside, Michael Castellano, Ben Burkemper, Kent Pankey, Carolyn Goodwin, Tina Mattison, Randy Short, Erika Schmid, Ramona Maestas, Nicole Garcia

- I. Approval of Minutes, October 16, 2024: Approved
- II. Discussion Topics
 - a. November Observances:
 - i. Native American Heritage Month, Native American Heritage Day, Veteran's Day, [Transgender Day of Remembrance \(TDOR\)](#) | [GLAAD](#)
 - b. Resolutions Open for Comment – NACM supports discontinuing the titles “master” or “special master.”
 - i. Participants were encouraged to review resolutions that are open for comment. [Special Master Draft Resolution](#), [NACM Resolution Comment Form](#)
 - c. ERG Discussion:
 - i. Guest Speakers:
 - Michael Castellano (QTEAM chair) - LGBTQIA2S+ focused, shared images, resources with the group
 - Christina Burnside (Community Service Initiative - CSI)
 - Angela Polk - Legal Research Resource; Presence of Color ERG (Lead by Danita Campbell)
 - ii. Discussion points:
 - Some folks may not want to be seen as being associated to the ERG's and/or that some may belong to group but not participate. This could be for a host of reasons. Must be willing to lead with diplomacy and not inquire as to why. This could aid in meeting their needs and being more inclusive.
 - It's important to have leadership buy in with ERG's and not to pose any conflicts with the unions. Ensure that the "charge" of the ERG does not conflict with your organization.



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- Literature can be very helpful to the group.
- iii. Shared Resources:
 - Rules and FAQ's for ERG's were posted to chat group.
 - Roger shared the Share Point site for the CSI (Community Service Initiative) & QTEAM (Trevor Project - resource based in Multnomah County)

III. Strategic Campaign Goals:

- a. If you are interested in presenting a topic, writing an article for the Court Express and/or Court Manager publications, or present a webinar training, please reach out to Creadell Creadell@nacmnet.org or Jacquetta Jadewole@occourts.org.
- b. Forward questions from today's meeting presentations to Creadell or Jacquetta.

IV. Meeting Adjourned at 3:59 PM EST