Attendees: Jacquetta Adewole, Lee Ann Barnhardt, Ben Burkemper, Danita Campbell, Mark Dalton, John Dieter, Troy Evans, Nicole Garcia, John Laing, Tina Mattison, Norman Meyer, Leo Muniz, Kent Pankey, Rick Pierce, Roger Rand, Creadell Webb

I. Approval of Minutes, October 18, 2023

* Approved

II. Introductions

* Welcome Troy Evans, Michigan – DEI professional supporting Michigan Judicial Council.

III. Continuing Discussion Topics

* November is [Native American Heritage Month](https://www.nativeamericanheritagemonth.gov/)
* November 13-19th is [Transgender Awareness Week](https://glaad.org/transweek/)

1. DEI Updates

- The NACM Core website and DEI Committee pages are being updated.

1. Education and Resources
   1. Measuring DEI blog post by Norman Meyer: <https://courtleader.net/2023/10/04/measuring-dei/>
   2. The Trevor Project (Learn with Love): <https://www.youtube.com/watch?v=Yf8uH-GOQzc>
   3. SHRM Inclusive Workplace Culture and other SHRM Programs - <https://store.shrm.org/learning/custitem_sh_facet_delivery_method/In~Person,Live-Online/custitem_sh_facet_topic_areas/Diversity%2C-Equity--AND--Inclusion>
   4. Employing Abilities at Work Certificate - <https://store.shrm.org/Employing-Abilities-At-Work-Certificate>
   5. Veterans at Work Certificate - <https://store.shrm.org/Employing-Abilities-At-Work-Certificate>

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

- Roger Rand will attend the meeting on November 18, 2023 and report any findings back to the DEI committee.

b. Strategic Campaign Goals

i. Webinars

* + - NACM DEI Guide webinar will be conducted by Zenell Brown, Laurie Givens, and Roger Rand on November 20, 2023 at 3:00 pm. Registration Link: [https://us06web.zoom.us/webinar/register/WN\_4gHanu11RBqDPpQoexF4Dg#/registration](https://us06web.zoom.us/webinar/register/WN_4gHanu11RBqDPpQoexF4Dg" \l "/registration)
    - Indian Child Welfare Act (ICWA) - Continuing series on Scotus Decisions. A webinar concerning ICWA cases is in the works for the first quarter of 2024.
      * [Haaland v Brackeen](https://www.supremecourt.gov/opinions/22pdf/21-376_7l48.pdf) arises from three separate child custody proceedings governed by ICWA.

ii. Session Proposals for Conferences

* + - Selection Committee Met
    - A few members of the DEI committee have submitted proposals for the NACM midyear and annual conferences. Once submissions are finalized, the committee will be updated.

iii. DEI Committee Site

* + - The NACM Core and the DEI committee webpages will be updated soon.

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.

Missouri – Mandatory DEI training being provided to court employees. HR policy has been updated to reflect mandatory training.

North Dakota – Sharing best practices and strategies across court teams including judges and staff. Reviewing NASJA principles and developing good standards.

Oregon - Oregon DOJ’s Bias Response Hotline: <https://www.doj.state.or.us/oregon-department-of-justice/civil-rights/bias-and-hate/reporting-bias-to-the-hotline/>

Other discussions included:

- DEI data collection

- Law firms sued over DEI programs

- Addressing world news and political conversations within the courts

-Power structures: influence vs authority

-The ups and downs with changing the name of your DEI program to avoid political backlash

- Understanding that courts are moving at different paces in their DEI journeys due to their unique organizational behavior.

-The power of inclusive team building events such as the “Pride Flag of Gratitude” activity.

V. New Business

- N/A

VI. Adjourn

Next meeting 1/17/24