



## **Diversity, Equity & Inclusion Committee**

### Meeting Minutes

September 18, 2024 / 3:00 pm ET

#### Attendees:

Creadell Webb, Jacquetta Adewole, John Laing, Cheryl Stone, T.J. BeMent, ToieLynn Smith, Kent Pankey, Erika Schmid, Kelly Hutton, Dana Bartocci, Tamela Aikens, Michele White, Dawn Palermo, Nicole Garcia, Tina Mattison

- I. Approval of Minutes, June 18, 2024
  - a. Approved
  
- II. Announcements/Introductions
  - a. Introduction: Jacquetta Adewole, California Superior Court of Orange County, Family Court Services Manager, was at introduced as the newly appointed Vice-Chair of NACM's DEI Committee.
  - b. Announcements: This year we want to focus on encouraging collaboration. In addition to supporting education, we would like to support our courts and other committees. Please let us know if you'd like our involvement or review. Please feel free to share your ideas via email to Creadell [Creadell@nacmnet.org](mailto:Creadell@nacmnet.org) or Jacquetta [jacquetta.adewole@gmail.com](mailto:jacquetta.adewole@gmail.com).
  
- III. Discussion Topics
  - a. Awareness
    - i. Highlighted National Hispanic Heritage Month, which is September 15, 2024 through October 15, 2024. You may find helpful resources here: [Hispanic Heritage Month](#)
  - b. DEI Updates
    - i. Updates have been made to the DEI Committee Site to include several new resources. [NACM DEI Committee Web Page](#)
    - ii. [The DEI Collaborative](#) - This collaborative meets quarterly and collectively determines where the largest gaps and opportunities are to diversify the judicial and legal profession. The DEI collaborative has integrated into the NCJFCJ Diversity committee.
    - iii. Webinars
      1. On September 12, 2024, 3 PM EST, Creadell Webb and Zenell Brown presented a webinar titled, "DEI: Evolution of Terms, Concepts and Strategies" which was well received.



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- IV. Strategic Campaign Goals
- a. DEI Committee Site
    - i. We want to make our website resource heavy to include webinars, conferences, and courses. Please feel free to email Creadell [Creadell@nacmnet.org](mailto:Creadell@nacmnet.org) or Jacquetta [jacquetta.adewole@gmail.com](mailto:jacquetta.adewole@gmail.com) with resources you may come across in the interest of sharing information across courts. You may also paste resources in the meeting chat during meetings.
- V. NACM Annual Conference - DEI Recap
- a. Roger shared about a session he attended titled, "Rethinking the Court's Impact on Generational Incarceration" – This session highlighted the topic of intergenerational incarceration and included breakout sessions with Judge and experts on this topic. This tied into the DEI realm as those incarcerated tend to be of low socio-economic status and people of color. Great stats were provided and links to illustrate cycles of incarceration.
  - b. Other DEI sessions included:
    - i. "Signature Customer Experience" – John Laing and Valerie Colas
    - ii. "SIG Session" – Zenell Brown, Roger Rand, and Creadell Webb
    - iii. "Clash of the Generations – Managing Multiple Generations" – Valerie Grubb
- VI. Local Court Check-in and Round Table Discussion
- a. Attendees were asked to introduce themselves and to share what they would like to see more of from the committee.
  - b. Most expressed a strong desire to access additional DEI resources. Other responses included a desire for diversity of thoughts and ideas, information sharing, awareness of conferences and trainings, to obtain valuable information to bring back to their local committees, to add additional resources to NACM's DEI website, and networking opportunities.
  - c. Creadell shared that in a recent training he presented with Zenell that they highlighted information from a research study that came out of the US Military Department of Defense. The study highlighted the impact of



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"Culture vs. Climate" within an organization and how it impacts change. There was a related infographic shared during their training that he believed could be useful and applicable to DEI initiatives in our courts.

VII. Meeting Adjourned at 1:00 PM