



**Diversity, Equity & Inclusion Committee**  
**Meeting Minutes**  
**September 20, 2023 / 3:00 pm ET**

Attendees: Lee Ann Barnhardt, Ben Burkemper, Danita Campbell, John Dieter, Nicole Garcia, Lillian Hawkins, Kelly Hutton, John Laing, Tina Mattison, Courtney Middleton, Leo Muniz, Kent Pankey, Rick Pierce, Roger Rand, Amber Upshaw, Creadell Webb

- I. Approval of Minutes, August 16, 2023
  - Minutes Approved
- II. Introductions
- III. Continuing Discussion Topics
  - DEI Updates
    - i. Education Resources & Learning Opportunities
      - Courts should continue to examine their hiring practices. Equitable best practices include using a diverse interview panel, asking a standard set of question to each applicant, and providing relevant unconscious bias training to interview panelist.
      - SHRM Article – <https://www.shrm.org/ResourcesAndTools/hr-topics/talent-acquisition/Pages/7-Practical-Ways-to-Reduce-Bias-in-Your-Hiring-Process.aspx>
    - ii. DEI Collaborative Update: [Diversity, Equity, and Inclusion Collaborative - NCJFCJ](#)
      - The National Council of Juvenile and Family Court Judges (NCJFCJ) serves an estimated 30,000 professionals in the juvenile justice system including judges, referees, commissioners, administrators, mental health workers, police, and probation officers. The NCJFCJ has a DEI collaborative that meets regularly and NACM is one of the collaborative organizations. Roger Rand will be attending the NCJFCJ DEI collaborative meetings on behalf of NACM and report any relevant information to NACM's DEI Committee. The NCJFCJ DEI collaborative has their next meeting in November.
    - iii. Book Club (Tamela/Creadell)
      - CRASH – 9/27 12PT/3ET  
Tamela Aikens and Creadell Webb will lead a guided discussion concerning the movie Crash. The movie was selected from NCSC's Racial Blueprint Initiatives' "Watch, Read, Listen" list. The movie is available to watch for free on Amazon Prime Video or Tubi. It is an Oscar-winning

DEI Committee Call Schedule for 2023-2024 NACM year – 3<sup>rd</sup> Wednesdays at 3:00pm ET  
August 16 / September 20 / October 18 / November 15 / December 20 / January 17 /  
February 21 / March 20 / April 17 / May 15 / June 19 / July Annual Conference

Zoom Link for all meetings :

<https://us06web.zoom.us/j/88627804672?pwd=dVhjbEZMUXJPMExT0xnZHBYeFd6Zz09>



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film that highlights some of the complexity surrounding race and gender stereotypes.

- Strategic Campaign Goals
    - i. Webinars
      - DEI Guide Webinar
        - a. November 20<sup>th</sup>, 3PM ET – Edwin Bell and Zenell Brown will discuss the DEI Guide during this webinar.
        - b. NACM is interested in providing other DEI webinars.
      - Continuing Series on SCOTUS Decisions
        - a. ICWA: [Haaland v. Brackeen](#)
          - Update will be provided next month.
    - ii. Session Proposals for Mid-Year and Annual
      - World Café
      - Signature Counter Experience Program
    - iii. DEI Committee Website – Resource Centered
  - NACM DEI Mission, Vision, Values and NACM Governance
    - i. Meeting with Governance
      - NACM DEI Committee members are recommending DEI language be incorporated in NACM’s mission and vision statement as opposed to having a standalone DEI mission, vision, and values. This recommendation will be reviewed by the NACM Board.
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- IV. Local Court Check-in and Round Table Discussion
  - Local Court Observances:  
National Hispanic Heritage Month -  
<https://www.hispanicheritagemonth.gov/about.html>
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- V. New Business
  - N/A
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- VI. Adjourn

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