



Diversity, Equity & Inclusion Committee

January 20, 2022 / 3:00 pm ET

Attendees: Ben Burkemper, Roger Rand, Jeff Chapple, Tina Mattison, Nicole Garcia, Erin Carr, T.J. BeMent, Rick Pierce, Sarah Brown-Clark, Joe Tommasino, Ronald Truss, Kelly Hutton, Lillian Hawkins, Edwin Bell

Call to Order

Approval of Minutes & Recap of December 16th meeting.

Discussion Topics

a. NACM DEI Efforts

i. Upcoming Education

CORE Leadership sessions at the Midyear Conference will include DEI elements.

ii. Board Midyear “Courageous Conversations”

The board will have a facilitator, Raye Rawls, from Georgia. She will facilitate conversations regarding DEI development for the board and for the NACM membership.

iii. DEI Collaborative Update

This group allows NACM to learn about what other groups are working on and share resources. They are currently working on the governance structure. The hope is to eventually have a newsletter and a web site.

iv. DEI Webinar(s)

Sarah Brown-Clark volunteered to help with this project. The first idea is to have current members share their experience working in the judicial system, their journey. Sarah and Rick Pierce are working together on this. This may be a series of webinars but it may also be in person at a conference.

There was a suggestion to have webinars associated with the watch/read/listen program under the NCSC Blueprint for Racial Justice. A possible NACM webinar series could be a virtual book club.

NCSC received DEI funding from SJI. We don't know how that's going to pan out yet.



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There is a suggestion to have a panel webinar with state leaders (Chief Justice, State Court Administrator) talk about formal DEI initiatives and possibly the role of Diversity Officers. National Consortium Conference may be a place to bring this up.

T.J. suggested having a list made of which states have statewide initiatives. Edwin shared that there is already a website with this information and he'll share it out.

b. DEI Social Media Outreach

Group reviewed a spreadsheet of all of the holidays. The idea would be to recognize formally the holidays. We should tie these recognitions back to what we do as an organization. We should stay clear of littering our social media presence with too many

The group identified which holidays would be good for NACM to recognize with a social media post in January - March. We realize that this is our first pass and there may be holidays that we choose to add in the future. We'll continue this discussion next meeting. Share any thoughts with TJ offline.

c. Membership – Survey, Affinity Groups, etc.

Board is going to discuss the membership survey at their meeting in February.

d. DEI Resources and Learning Opportunities

#WeToo in the Courts is a webinar that's coming up which is a joint committee effort. Harvard University also has a growing list of implicit bias tests that cover topics from race, religion, ethnicity, sexual orientation and more. More at <https://implicit.harvard.edu/implicit/selectatest.html>

e. DEI Guide

On hold for now.

f. Governance – Nominations and Board culture

On hold for now. Will begin addressing in the spring after midyear.

New Business

Adjourn