



National Association *for* Court Management

Strengthening Court Professionals

Diversity, Equity & Inclusion Committee

March 17, 2022 / 3:00 pm ET

Minutes

Attendees: Roger Rand, Will Simmons, Kent Pankey, Rick Pierce, Ronald Truss, Nicole Garcia, Kathy Griffin, Sarah Brown-Clark, Brandon Kimura, Mark Dalton, and LeeAnn Barnhardt

Meeting was called to order at 12:03.

January 20th meeting minutes were approved.

Discussion Topics

a. DEI Updates

i. Upcoming Education, Resources & Learning Opportunities

Roger shared: [The Forum on Workplace Inclusion \(forumworkplaceinclusion.org\)](https://forumworkplaceinclusion.org) and he will be attending this conference next month.

ii. DEI Collaborative Update

This group met last month and T.J. attended. T.J. asks that anyone who learns of upcoming DEI-related webinars, conferences, events to please let either Kathy or T.J. know so that they can send out the announcement to all of the NCSC DEI Collaboration members.

b. Communications

i. DEI Social Media Outreach – Next 3 months review

1. <https://www.kazoohr.com/resources/library/inclusive-workplace-calendar>

2. <https://www.diversityresources.com/2022-diversity-calendar/>

Please let the group know if there are any specific events or people that should be highlighted on our social media networks. Jeffrey mentioned that he spoke with Cristina Prieto and asked to highlight women who have served as NACM past presidents for March National Women's month.

ii. DEI Webinar(s) – Rick and Sarah to update

Proposal for 3-part webinar and possibly also in person sessions highlighting critical areas of history involving marginalized communities and the courts.

1. Overarching history of court cases that impacted marginalized communities. We'd like to call out specific supreme court cases related to race, gender, sexual identity, socio-economic status, and disabilities. This is meant to be a kickoff to the series and not an in depth discussion about each case or each marginalized community's involvement with the court.
2. Impact that past court decisions have on the attitudes of marginalized community members who appear in our courts.
3. Understanding Minorities in the Workplace

Sarah and Rick are encouraging committee members to provide them with name of speakers for this content.

iii. DEI Guide – HOLD pending possible SJI funds

Kathy reported that we've sent a request to extend SJI funds so that we can use them for a DEI Guide.

***Membership**

- i. Survey – Review draft questions
- ii. Annual Conference Affinity Groups – Suggestions?

*This was not discussed in the meeting. Roger or T.J. will send a follow-up email. We need to provide questions for the survey to ask members how they identify.

*T.J., Will, and Roger have a meeting scheduled next Monday with a consultant that may be available to assist us with setting up affinity groups for the July conference. We'll report back at the April meeting.

Governance

- i. Nominations – T.J. to update on April 21st call

- ii. Board culture – Review of Midyear Board Meeting

Kathy reviewed the DEI facilitated conversation at the board meeting prior to the Midyear conference. Several board members provided their takeaway. It may be possible to have a similar session at an upcoming conference. The session would focus on having these types of conversations in your court.

Roger shared that he and Rick Pierce have asked the governance committee to publish talking points that NACM leaders can use when representing the court at community events. Roger shared that he is going to attend one of these events on 4/30, New Year in the Park – with the Asian/Pacific Islander community.

New Business

None.

V. Adjourn