



National Association for Court Management

Strengthening Court Professionals

Diversity, Equity & Inclusion Committee

October 21, 2021 / 3:00 pm ET

Attendees:

T.J. BeMent, Roger Rand, Nicole Garcia, Zenell Brown, Kathy Griffin, Mark Dalton, Ben Burkemper, Brandon Kimura, Sarah Brown-Clark, Dorothy Howell, Erin Carr

Minutes:

T.J. provided a welcome. No objections were raised to the minutes of the September 16th meeting, and they were approved. T.J. provided a summary of the discussions from that previous meeting.

Update on NACM Fall Board Meeting and Strategic Planning

T.J. Shared the DEI Committee Report that was submitted to the Board for its fall board meeting.

Roger Shared then shared the suggested updates to the NACM Vision, Mission, Values. See PowerPoint attachment.

Committee suggests an edit to the vision:

*NACM will be an inclusive community and a preferred source for education and innovative practices **and a** leading voice for all court professionals.*

Board added Curiosity and All Inclusive to DEI Values.

Committee requests that we change All Inclusive to **Inclusiveness**.

Proposals/Ideas for Conferences

T.J. shared that there were a variety of DEI-related sessions planned for midyear and annual conferences.

The board is looking in to having a Courageous Conversation facilitated discussion at the midyear board meeting. The board feels it is important to have this conversation and training at the board level prior to having the conversation and training at a conference. The hope is to be able to expand this discussion with the membership at the next annual conference.

New Business

- Discussion about creating affinity groups.
 - Offering the membership opportunities to have a space, have a voice
 - Pittsburg conference had an informal affinity group meeting for LGBTQ+ attendees and response was that it was welcomed and appreciated
- Sarah proposed caucus type meetings at the conferences where suggestions are formulated and passed to the board for review.
 - Caucus members would appoint a Caucus chair, who isn't necessarily a board member, who has the opportunity to present the Caucus findings to the board. Board meetings would have space on the agenda to hear from Caucus chairs for a specific amount of time.
- Mark pointed out that Affinity Groups and Caucuses are two different groups. We could also have casual meeting of Affinity groups. Caucus groups are formal and may not be of interest to some people.

- Mark suggested to have a Caucus of the whole at the next national conference- the final plenary at the San Diego conference had wonderful results and a lot of people spoke up and participated. T.J. will share this idea with conference development.
 - Roger gave a reminder to make sure that these discussions are facilitated by a third party and gave an example of a conference he attended that had disastrous results when this type of presentation was not well thought out.
- T.J. mentioned the importance of adding DEI language into the conversation and gave an example from a judicial meeting he attended in Georgia. The follow-up for consideration by the committee is how do we bring these conversations to our members?
- Roger suggested to add DEI tracks to the conference and shared a conversation he had with a non-member at the annual conference who said they only came because DEI matters were on the agenda.
- T.J. suggested that NACM produces a DEI Toolkit so that there is a series of things that people can do - a DEI Guide. Kathy likes this idea and thinks we should work on developing it.
 - Kathy discussed rolling DEI into the existing CORE but there could be a separate CORE competency for DEI

Adjourn

Meeting Adjourned at approximately 4:15PM.