

**Diversity, Equity & Inclusion Committee**

Minutes

December 15, 2022 / 3:00 pm ET

[**Zoom Meeting Link**](https://us06web.zoom.us/j/88627804672?pwd=dVhjbEZMUXJPMEsxT0xnZHBYeFd6Zz09)

1. Call to order. Attendance: Kent Pankey, Norman Meyer, Tamela Aikens, Peter Kiefer, Ben Burkempter, Tina Mattison, TJ BeMent, Zennell Brown, Rick Pierce, Lee Ann Barnhardt, Mark Dalton
2. Approval of Minutes of November 17, 2022 meeting <https://nacmnet.org/wp-content/uploads/DEI-Committee-Minutes-11-17-22.docx>

Approved

1. Discussion Topics
   1. DEI Updates
      1. Education, Resources & Learning Opportunities for December <https://dignityandrespect.org/universal-human-rights-month/>
      2. DEI Collaborative Update – no update to report
      3. Book club status
         1. Roger and Tamela will meet. Update – Roger and Tamela met 12/20. Plan is to create a NACM announcement for an on-line book discussion toward the end of February. The book will be the latest book promoted by NCSC’s Watch/Read/Listen. We’d like to promote this at the Mid Year Conference. We need to pick a date and time in February.
   2. Communications
      1. DEI Social Media Outreach
      2. DEI Webinar(s) – Rick and Sarah to update
         1. Zenell Brown is working with Rick and Sarah. The webinar will happen in the first half of 2023. We need a co-presenter that can present with Zenell Brown who has a legal background. Rick will be reaching out to someone from Maricopa County. This will lead into the social justice theme.
      3. DEI Guide – next meeting December 16, 2022
         1. Pulling together resources.
2. Local Court check-in and discussion
   * + 1. Roger – Multnomah Circuit Court DEI Committee is going through Court Language Access training. The training is being presented by a court interpreter.
       2. Rick – Pennsylvania – Cultural Competency Training. This was done at 6 locations across the state focusing on specific communities that are present throughout the commonwealth. We had a panel from each community talk about their cultural norms and specifics.
       3. Tamela Aikens – Wayne County MI, Reviewing Court Inclusiveness. There was a survey done in our court and the survey showed an interest in Inclusive Leadership. They found a training and are now delivering that training. The first phase was awareness, the second phase is becoming an ally and upstander, and the third phase is becoming a change agent. This affects all sups and managers.

Shared Resources:

[National Diversity Council](https://ndc.nationaldiversitycouncil.org/)

[NDC Certification Program |](http://ndccertificationprogram.org/)

* + - 1. Ben Burkemper – in our county in Missouri we have had robust DEI training over the last 4 years. Dr. Juanita Simmons did a training that was sponsored
      2. Tina – Pima County, Arizona-Tina’s court is participating with all of the county government agencies in a newly created DEI Task Force. This group is creating a strategic plan for hiring and promoting diversity throughout the county.
      3. TJ – 10th Judicial District, Georgia, Based on the We Too curriculum we are doing a training on sexual and gender based harassment.
      4. Zenell – Michigan- Tamela Aikens is now a certified DEI Professional. We are working to make sure we have court professionals internally who understand the work of the court. The certification is through the National Diversity Counsel. You can get a membership that includes.
      5. Kent Pankey – the Virginia AOC is working on an assessment.
      6. Mark Dalton – Lancaster County Court, PA - Community engagement projects. An example is a cemetery that dates back to the civil war. The cemetery has not been kept up to date and this committee is working on it. They go in and clean areas and hold services. We had the language access workshops across the state and one of them was in my jurisdiction. Our state AOC provides various workshops and currently discussing language access.
      7. Lee Ann Barnhardt – putting together awareness from the bench. We are looking at housing discrimination. We are partnering with a university on educational projects. I attended an international organization of judicial trainers. This conference was on judicial education. The agenda is on the website. We also did a review on a tribal case and we are trying to provide historical background on the native tribes.

Resources: [Salus Populi: Educating the Judiciary about the Social Determinants of Health - Institute for Health Equity and Social Justice Research (northeastern.edu)](https://bouve.northeastern.edu/institute-for-health-equity-and-social-justice-research/?ihesjr_projects=salus-populi-educating-the-judiciary-about-the-social-determinants-of-health)

[Conferences | International Organization for Judicial Training (iojt.org)](https://www.iojt.org/conferences)

* + - 1. Norman Meyer – the New Mexico Judiciary has done a program that collaborates with the local schools on interpretation – there are similarities between court needs and school needs and together they can improve services across the board. New Mexico has Spanish as a legal second language.

1. New Business
   1. Rick – closing plenary at the Mid Year conference is Building Bridges and the speaker is Erin Jones. 80-90 percent done. Early Bird registration is next Friday and it’s a savings of $100.
   2. Reaching judges and staff in rural courts – how is your state working to improve DEI education in rural courts and counties?
   3. How are states with no formal DEI leaders finding ways to educate staff. What authority do Trial Court Administrators and Clerks have to educate their staff.
   4. Ambassador Program – Zenell – looking for a group of people to promote NACM and what NACM offers.
   5. Peter – we have an outreach message in the middle of the podcast. We can do a plug for NACM in the middle of our podcasts. If you are interested please talk to Peter.
2. Adjourn – 4PM