



National Association for Court Management

Strengthening Court Professionals

Diversity, Equity & Inclusion Committee

December 16, 2021 / 3:00 pm ET

Attendees: Kent Pankey, Roger Rand, T.J. BeMent, Nicole Garcia, Kathy Griffin, Erin Carr, Rick Pierce, Bobbie Williams, Tamela Aikens, Mark Dalton, Ben Burkemper, Ronald Truss, Latricia Kinlow, Sarah Brown-Clark, Jeffrey Tsunekawa, Tina Mattison

Call to order

Minutes

Approval of Minutes & Recap of October 21st meeting

CY2022 Strategic Plan Review

We reviewed the 2022 NACM strategic priorities and highlighted new elements of inclusivity included in the various strategic projects for the upcoming year.

We discussed DEI Affinity groups at the last meeting and the board also discussed affinity groups. We are planning on incorporating affinity group activities into the mid-year conference.

Discussion Topics

DEI Education

- Midyear Sessions
 - There are 4 sessions. We are going to do a shared interest group (SIG) on DEI initiatives.
 - School to Prison Pipeline
 - Workplace Retention
 - Art and Justice humanities
- Core Updates
 - NACM Core authors and experts are going back through all of the documents and editing them with more inclusive language.
- Webinars?
 - Ideas: African American experience in the court as it relates to employment, as it relates to court participants. Sarah Brown-Clark volunteered to lead this initiative. It was recommended to add in an element of employee support. Also recommended to include the importance of having employees that look like them. Also important to include the history of the building, the area, where injustices have occurred. This could start a series of webinars through the lens of lived

experiences of NACM members and court professionals of different backgrounds.

- Kathy recommended Dr. Tanya Baker from Michigan.
- A panel with multiple people of color from various backgrounds would be well received.

DEI Social Media Outreach

T.J. shared this calendar of diverse holidays:

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

Tamela, Ron, Nicole and Ben volunteered to help with an effort to review the list of holidays and events and to suggest ways to connect these to our members via social media outreach bring these holidays to members attention.

Membership – Survey, Affinity Groups, etc.

We are going to put a discussion about affinity groups in the SIG at the midyear. We didn't do a membership survey last year in the fall. We are working on a new survey for spring 2022.

If we were to ask membership what would we like to know?

Gender Identity

Ask what affinity groups/topics the members may be interested in

In a survey we could ask demographics if it's anonymous

The intro to the survey is important

DEI Resources and Learning Opportunities

Edwin Bell passed along information that NCSC received grant funding to add additional DEI resources. NCSC is also doing an internal review of their staff regarding DEI.

IAALS Webinars on racial justice - <https://iaals.du.edu/projects>

Provide information to members through social media.

Perhaps NCSC mass emails/announcements on DEI can include the language in cooperation with NACM

Calendars – Master Calendar – add webinars and have links to register.

DEI Guide

Conversations are still happening. Keep your eyes and ears open about what we may include.

Governance – Nominations and Board culture

Facilitated conversation with the board how to better have these conversations with membership.

New Business

Can our committee meet in person at the midyear conference? We don't have planned committee time at midyear conferences. Perhaps we can meet at some point during the conference for those that present

Please check out the NCSC watch/read/listen program which is part of the NCSC Blueprint for Racial Justice. <https://www.ncsc.org/information-and-resources/improving-access-to-justice/racial-justice>

Is it possible to have a DEI identifier on our badge that reflects DEI?

Adjourn at 4:03 pm ET