|  |  |  |
| --- | --- | --- |
| final_logo_pc [Converted] | **Superior Court Judges’ Association Equality and Fairness Committee**  **MEETING MINUTES**  **Monday, September 28, 2015**  **12-1pm** |  |
| **Attendance** | | |
| **Members Present:** Judge Carol Murphy; Judge Eric Lucas; Judge Helen Whitener;  **AOC Staff Present:** Cynthia Delostrinos | | |
| **Meeting Minutes** | | |
| **Discussion on Draft Proposal for 2016 SCJA Spring Conference – “Diversity: Not Just About Race”**  There was a suggestion that the proposal was written too broadly, and that maybe we want to narrow the focus to mention a few specific approaches or tools that those attending the workshop will gain. We need to specify the skills in more detail. If this curriculum is not new to many of the judges on the bench, we need to be reaching out to the people who don’t know the framework. We need to spell out the skillset that one would develop. We are explaining the session from the perspective of already knowing about it. There may be people who have no knowledge of the topics that we are trying to cover. We need to clarify the framework in the proposal. We need to flesh out what we expect individuals to learn from Dr. Nieto’s presentation.  One way of thinking about the skills that will be developed during the training is the idea that this one framework can be used to address all areas of discrimination.  Dr. Nieto’s system builds on 8 basic areas of discrimination and/or oppression. She presents a structure to understanding the role that each individual plays in any given situation by explaining that we all are either in the role of an agent or target. The goal of the training is for judges to be able to understand bias, discrimination, and oppression, and become better equipped to deal with situations that they are involved in.  When this session was proposed a couple of years ago, it was proposed it in two sections: one as a general session, one as a choice. The plenary was a general session that explained the theory/big picture of the material. The second session was a choice session in skill development on how to use the theory that was introduced during the plenary. This is probably the method that she would like to use again. In order to develop the skillset you have to begin with the theory.  For the current proposal, can we add more on actual skills? We should ask Dr. Nieto about this question and have her describe it for us. It is important that she knows what we are submitting and that she approves of it. If everyone is really concerned about the amount of detail in the skills section, we can just ask her about it during a later phone call. The proposal has been provided to Dr. Nieto. If the proposal is accepted we can ask her to incorporate more substance to the skills and tool section. Judge Lucas sent her an email, and will send her an email again to make sure we are on her radar.  Is this a structure that could be used for curriculum development? It address all 8 areas of discrimination under one theoretical framework. In skill development, a lot of trainers are sensitive about trying to build the skill level of the people in the room. Talking about theory is different than actual application of skills. We want to make sure we are focused on making the message broader to an audience who wouldn’t necessarily choose this session.  We also have to leave a certain leeway for the presenter. If people have reservations about the training we could have her on a future conference call and have her answer some of our questions and concerns. We can’t talk more about skills because the topic depends a lot on an individuals’ revelation.  We are trying to get more depth and growth on this body of knowledge concerning access to justice and fairness in the courts, and we are hoping to build it into the system. We believe that this framework is essential to helping us get to the next level together.  Maybe right now is not the right time to change the proposal, but we can work on further framing the proposal after it is approved. Schedule a meeting with Dr. Nieto during the next month or two. This is usually how we end up doing it. Our proposal is already distinct itself. The group thinks that this must be a plenary session. If it is by choice, it defeats the major purpose of the presentation.  Cynthia will check in with some of the Education Committee members to see if they had any feedback or discussed this proposal at the meeting. | | |
| **NEXT MEETING:**  **October 26, 2015 @ 12:05pm – 1:00pm** | | |