**SCJA E&F Committee**

**Meeting Minutes**

**4.19.16**

**AGENDA**

1. Past activities of 2015-16
2. Role of committee in SCJA / Mission (fit issues)
3. Vice Chair
4. Ideas
5. Scheduling future meetings

**Attendees:** Judge Andrea Darvas, Judge Lori Smith, Commissioner Tony Rugel, Judge Carol Murphy, Judge Jackie Shea-Brown, Judge Eric Lucas (chair), Judge Helen Whitener (vice chair); Cynthia Delostrinos (staff)

**Next Steps / Structure of Committee**

1. Review minutes below for recap of meeting.
2. Cynthia will send out a scheduling tool that will help us pin down a regular monthly meeting schedule – **please complete and send back**
3. The following committee structure was developed to move work forward.
   1. **Education**
      1. *Long term planning* – development of diversity and inclusion curriculum using Dr. Nieto’s framework
      2. *Short term planning* – identification of “hot topics” in superior court in which we can present a shorter choice session for during next year’s SCJA spring conference
   2. **Media / Outreach** (Judge Lucas & Judge Shea-Brown)
      1. Start sharing work and articles that are in line with this Committee’s mission and values to generate discussion. (may help inform short-term planning education topics)
         * Judge Lucas will add Judge Shea-Brown to media group listserv
   3. **Legislation / Rules** (Judge Lucas & Judge Whitener)
      1. Need to figure out how Committee can become involved in reviewing proposed court rules affecting superior courts, similar to involvement on SCJA legislative committee
         * Cynthia will figure out process for getting involved in review of court rules

**Meeting Minutes**

1. **Past activities of 2015-16**
   1. The Committee submitted a proposal for the 2016 SCJA Spring Conference to do a training featuring the diversity and inclusion framework taught by Dr. Leticia Nieto, as presented in her book “Beyond Inclusion Beyond Empowerment”. However, the proposal was not accepted. It was a problem with getting on the agenda – it was too late.
      1. The committee did not want to give up on proposing Dr. Nieto’s framework because they believed it addressed the issue of succession – Why does it seem like we are always starting at the beginning in terms of the presentations on diversity and inclusion? Dr. Nieto’s work presents a framework model of approaching diversity issues that can be built upon. We also liked the fact that her training covers all types of diversity and bias, and that if we open up the discussion we can get through a discussion about race without having people just shut down.
      2. There was a question of how her training will help judges take concrete action – how do you translate or apply her theory to judicial action?
   2. The Committee also submitted the same proposal for the Fall Conference 2016, but it was not accepted.
   3. The Committee used the funds from FY 2015-16 to support education programs in need of additional support at the 2016 Spring Conference that were in line with the goals and mission of the Committee.
2. **Role of committee in SCJA / Mission (fit issues)**
   1. At the core of the mission of the SCJA Equality and Fairness committee is training for superior court judges
      1. There was a discussion about suggesting smaller, shorter presentations or panels at the conference instead of asking for a big plenary spot on the conference agenda. The goal is to always have a presence and voice at every spring conference, even if it is smaller in scope. Focus should be on smaller issues that are specific to superior court.
   2. Also includes role in legislative committee
   3. Need to continue to flesh out what the relationship between the SCJA E&F Committee is to the Commissions.
      1. We have representatives from GJCOM and MJCOM on this committee, but no one from the Interpreter Commission. What is their role? How do we communicate information between the two groups? How should we work together moving forward?
3. **Vice Chair / succession planning**
   1. Judge Lucas suggested that this committee needs to develop a succession plan for leadership. Judge Whitener was selected to serve as Vice-Chair.
4. **Ideas**
   1. **Diversity and inclusion curriculum using Dr. Nieto’s framework** 
      1. Challenge – Find a way that we can use Dr. Nieto’s framework to provide practical tools for judges
         1. Application: How can framework lead to changing actual judicial practices? How do you take broad learning tool and put it in practical terms?
         2. How do judges interact with different groups in various different kinds of cases?
         3. How can judges avoid misinterpreting someone’s behavior?
         4. How can judges recognize their bias, see it, and address it?
      2. It was suggested that in order to answer the questions above, judges from this committee should work with Dr. Nieto, learn her framework, and provide recommendations for application to judges.
         1. Judges need to be the ones to translate the curriculum and come up with the next steps.
         2. Train-the-trainers: groups of judges have training with Dr. Nieto and then be the ones to further develop the curriculum to fit the needs of judges.
   2. **Invite different groups to talk to judges about what it is like from their perspective to be in front of judges.**
      1. Give community groups a voice and input on the court process and being before a judge.
      2. This could be done as one of the shorter and smaller presentations offered at spring conference (a new model we can propose to the SCJA Education Committee to consider)
   3. **Sessions w/ scenarios** – Do scripts/role play with case scenarios. Act out a scenario and at the end, talk about it as a group.
      1. Some people are unable to spot an issue unless they see it acted out.
      2. This is a way to create a bridge from theory to practice.
   4. **Media connection to full court press to bring in topics that might generate a discussion.**
   5. **Create Three (3) Subcommittees**
      1. **Maintain presence on Legislative Committee** (Judge Lucas & Judge Whitener)
         1. Court Rules
         2. State legislation
      2. **Education**
         1. Long-term curriculum development using Dr. Nieto’s framework
         2. Short-term curriculum development looking at more narrow education topics (what is a current “hot topic” in superior court?) Maybe propose model of shorter presentations at spring conference (30 min. choice session)
      3. **Media outlets** (Judge Lucas & Judge Shea-Brown)
         1. Judge Shea-Brown will be added to media and outreach committee
   6. **Make Diversity & Inclusion a subtopic** – i.e. create own credit type: general credit/ ethics credit/ diversity & inclusion credit
   7. **Need better coordination with commissions**
   8. **Can we do something at judicial college?**
   9. **Court Rules should come before this committee too - How do we get on the list to review court rules affecting superior court?**
   10. **Media and Outreach Committee—SCJA** 
       1. We need to send them information from us.
5. **Scheduling future meetings**
   1. Send out a doodle poll to schedule monthly meetings (Cynthia)