

**ARIZONA SUPREME COURT
COMMISSION ON MINORITIES
MINUTES**

Tuesday, January 10, 2006
11:30 a.m. – 2:30 p.m.
State Courts Building Conference Room 230
Phoenix, Arizona

MEMBERS PRESENT:

Gerald P. Richard II, Esq.
Carole Coles Henry
Will R. Counts Ph.D. (Telephonic)
Lisa S. Loo Esq. (Telephonic)
Honorable Ann A. Scott Timmer
Honorable Roxanne K. Song Ong
Niccole L. Winship

STAFF:

Susan Pickard, CSD, AOC
Susan Marrero, CSD, AOC
Annette Mariani, CSD, AOC

MEMBERS ABSENT:

Mike Baumstark
Patricia L. Cordova
Honorable Francisca Cota
Honorable John E. Davis
Jesus Diaz
James C. Kitt
Margarita Silva

Guest:

Theresa Barrett, CSD, AOC

I. Call to Order

With a quorum present, Mr. Gerald Richard, Chair, called the meeting to order at 11:55 a.m.

II. Welcome, Introductions and Announcements

Mr. Richard welcomed everyone and members introduced themselves.

Announcements:

- International Women's Day Program will be held on March 2, 2006 at 11:30 a.m. to 2:30 p.m. at the Phoenix Civic Plaza. More information circulated prior to the next meeting.
- Dr. Martin Luther King Award's Breakfast will be held January 13, 2006 at 7:00 a.m. at the Phoenix Civic Plaza. To purchase tickets call 602-254-5081.
- Ms. Jeri Williams has been promoted Commander with the Phoenix Police Department; she is the first African-American female in the State of Arizona to be appointed to that rank in any law enforcement agency.

- Terms for all members but four are due to expire on June 30, 2006. Any members wishing to be considered for reappointment should contact Ms. Susan Pickard.

III. Approval of the Minutes

Motion: To approve the minutes of the September 13, 2005 and November 8, 2005 meetings. Seconded. Approved unanimously. COM-06-01.

VI. Committee on Keeping the Record

Ms. Jennifer Greene, Court Services Division Policy Analyst, presented the final report of the Committee on Keeping the Record which was issued in December 2005. Hard copies of the report were distributed to the members.

The report is currently being circulated for comment with responses due in May 2006. Ms. Greene requested that the committee review the report and forward any comments or suggestions, especially those regarding public access to records, to her.

Action: Mr. Richard, Judge Francisca Cota and Ms. Niccole Winship will review the report and submit their recommendations at the next Commission meeting

VII. Strategic Planning Session

Ms. Carole Coles Henry facilitated the strategic planning session.

Chair Direction: Ms. Coles Henry began the session by asking the chair for direction. Mr. Richard explained that in recent months there has not only been a shift in membership, but also staff for the committee. This session will document the committee's many accomplishments and direction. He reminded the members that this commission began with only a mission statement and over the past twelve years has "grown-up."

Ms. Coles Henry reviewed the commission's workgroups, previous strategic planning sessions and laid the way for this session.

- Accomplishments,
- Review of past and current projects,
- Defining the direction of the commission and
- Selecting/brainstorming this year's and future projects.

COM Existing Workgroups:

- ✓ Diversity
- ✓ Cultural Competency
- ✓ Overrepresentation
- ✓ Collaboration

COM Strategic Planning RECAP:

- ✓ Strategic Planning Session 11/04

- ✓ Recap 01/05
- ✓ Action Planning 03/09/04

COM Accomplishments: (January 2004 - December 2005 plus Past Years)

- ✓ Judicial Appointment Workshops (Breakout sessions offered at the Minority Bar Convention every other year)
- ✓ Coordinate with and participate in COJET (*USA Patriot's Act and Will History Repeat Itself? From the Japanese American Internment to Post-9/11 America: Are Our Civil Liberties in Danger?*)
- ✓ Disproportionate Minority Contact (DMC) Report and annual Report Card
- ✓ Monitored judicial appointments.
- ✓ Met with Chief Justice Re: Concerns involving the Trial and Appellate Courts Commission
- ✓ Assisted the Council on Legal Education Opportunities (CLEO) by providing speakers and support
- ✓ Received 2003 Justice Award for Community and Court Involvement from Chief Justice Jones
- ✓ Developed initial recommendations which resulted in establishing the Committee to Study Interpreter Issues in the Arizona Courts and the Arizona Court Interpreter Funding Committee and collaborated in their efforts
- ✓ Initiated the Building Blocks Initiative
- ✓ Collaborated with Arizona Juvenile Justice Advisory Commission by sharing information on juvenile issues and DMC.
- ✓ Provided representatives for Community Outreach with Justice Zlaket.
- ✓ Hosted Minority Overrepresentation Conferences and collaborated with Coalition for Juvenile Justice to address American Indian issues.
- ✓ Collaborated with Maricopa County Public Defenders Office to host Project RESTORE (a restoration of civil rights project) in Maryville
- ✓ Provided input on proposed legislation as requested by AOC legislative liaison
- ✓ Participated in the National Conference of State Courts (at one time sent a representative, who was funded by AOC)
- ✓ Arizona was the first state of five to received OJJDP funding to address Minority Youth Overrepresentation in Arizona Juvenile Justice System
- ✓ Incorporated Cultural Competency Component in New Judges Orientation
- ✓ Served as National Advisors on DMC and MOR (Minority Over Representation)
- ✓ Created Commission on Minorities Brochure
- ✓ Wrote articles for the "Bench Press"
- ✓ Initiated the posting of all judicial announcements on the Arizona Judicial Branch website
- ✓ Judicial Clerkship Workshops; one each at U of A and ASU Law Schools with a focus on minorities students
- ✓ Ensure vendors of juvenile justice treatment were culturally competent (staffing, language issues, juvenile served, etc.) –took 3 years to implement.
- ✓ Monitored interviews of Appellate and Trial Courts Commission, interviews of candidates (helped to change how interviews conducted and met with Chief Justice

on Pima and Maricopa “alleged” abuses; these groups were recommended to go to cultural awareness training.

- ✓ Recommended to Probation Department cultural awareness training for officers as continuing education and addressed “officers carrying guns”.

Action Item: Ms. Coles Henry and Ms. Susan Pickard will categorize the commission’s accomplishments.

Next Steps:

- ✓ Need at least 80% attendance at meetings.
- ✓ Need large pools of alternate candidates for June appointment process.
- ✓ Susan Pickard will give packages of applications and brochures to members to aid in soliciting candidates.

Are we, as a Commission, diverse? (10 openings)

- ✓ What type of member is the commission lacking; southern Arizona representatives; bar association representatives; the private sector, law firms, court and juvenile representatives
- ✓ Need active recruitment

Look at AOC Administrative Support to COM and its work

- ✓ Is there support for our Commission?
- ✓ Are we staying afloat with our own energy and resources?
- ✓ What projects do we need to undertake?
- ✓ Need to identify how to move forward in unity with staff and members to advance the agenda.

VIII. Proposed 2006 Meeting Schedule

Ms. Pickard explained the 2006 Meeting Schedule handout and proposed to move the meetings from every second Tuesday of the month to every third Tuesday to help Mike Baumstark in the scheduling. The members attending this meeting were in agreement that a start time of 1:00 p.m. would be preferable.

Action Item: Susan Pickard will survey the members on their availability on the 1st or 3rd Thursdays of the month for future commission meetings.

IX. Work Reports

Diversity

Judge Roxanne Song Ong informed the commission that the workgroup would be presenting their fourth Judicial Appointment Workshop at the Minority Bar Convention in April. Stressing the importance of these workshops, Judge Song Ong noted past criticism regarding publicizing this convention.

Cultural Competency

No report was presented.

Other Reports/Updates

Gerald asked for any other reports to all members. No report was presented.

X. Next Meeting

Thursday, February 23, 2006

1:00 – 4:00 p.m.

State Courts Building

1501 W. Washington Street

Conference Rooms 119A&B

Action Item: Workgroup chairs were asked to review their recent and current projects and bring the following to the February meeting:

1. Recent and current projects
2. New projects/ideas
3. Thoughts on improving relationship with AOC

XI. Call to the Public

No responses

Adjourned at 2:10 p.m.

Arizona Supreme Court
Commission on Minorities in the Judiciary
Minutes
Tuesday, March 21, 2006
State Courts Building
1501 West Washington, Conference Room 230
Phoenix, Arizona 85007

Members Present:

Gerald P. Richard, II, Chair
Hon. Francisca Cota, Vice Chair
Mike Baumstark
Carole Coles Henry
Patricia L. Cordova
Hon. John E. Davis
Jesus Diaz
Lisa S. Loo
Hon. Ann A. Scott Timmer
Hon. Roxanne K. Song Ong
Niccole Winship
Nicole Yancey

Staff:

Susan Pickard, CSD, AOC
Suzanne Messenger, CSD, AOC

Guests:

Sheila Tickle, Juvenile Court, Maricopa
Jerry Landau, Director, Govt. Affairs, AOC
Leila Gholam, Legislative Liaison, AOC
Nancy Gray Eades, Yuma Superior Court
Margaret Trujillo, Court Consultant

Members Absent:

Gus Aragon
Wil R. Counts, Ph.D.
Hon. John E. Davis
James C. Kitt
Margarita Silva

1. Call to Order

With a quorum present, Mr. Gerald Richard, Chair, called the meeting to order.

2. Welcome and Announcements

- Recruiting efforts are underway for candidates for appointment to this Commission. Please send any recommendations to Susan Pickard for submission to the Chief Justice for consideration.
- In the handouts were announcements regarding the following:
 - DMC Web-based Data Entry System from the Office of Juvenile Justice Delinquency and Prevention
 - Multicultural resources materials for busy parents
 - Minority Bar Convention, Kick-Off Event, April 7-8, 2006
- Also in the handouts was a letter from Judge Hector E. Campoy to Justice Andrew Hurwitz regarding the merit selection process.

- The kick-off for the Pipeline Program as a part of the Commissions diversity efforts will be held March 31, 2006. Lisa Loo will email the events location to members who wish to attend.
- Virginia Herrera Gonzalez was appointed by the Supreme Court as an At Large Member to the State Bar Board of Governors.
- April is Fair Housing Month. There will be a screening of “Midnight on Liberties Porch” on April 23, 2006. The event is sponsored by the City of Phoenix, Equal Opportunity Department.
- Gerald Richard, Patty Cordova and Arizona Department of Juvenile Corrections, assisted with the African American Legislative Conference held at the state capital.
- Gerald Richard and Judge Francisca Cota will be stepping down as Chair and Vice Chair of the Commission on Minorities, effective June 30, 2006.

3. Approval of the Minutes for January 10, 2006

Members noted that Jeri Williams (pg 1), promoted was promoted to Commander, and requested correction of Afro-American to African American (pg 1).

MOTION: To approve the minutes of January 10, 2006, with the corrections noted. Seconded. Approved unanimously. COM 06-02.

4. 2006 Meeting Schedule

Susan Pickard

Ms. Pickard presented two options for the meeting schedule for the remainder of 2006. Members agreed to hold the meetings on the third Tuesday of the month, beginning at 11:30 am. The next meeting is scheduled for May 16, 2006.

5. Legislative Update Regarding Immigration

Jerry Landau and Leila Gholam

Mr. Landau and Ms. Gholam provided the members with an update immigration bills currently in the Legislature

H2073 – bill is dead, but could become a “strike all” bill

H2387 – bill passed from the House to the Senate, but has not been set for hearing

H2448 – language of this bill is being reworked and is moving forward. Note:

Pima County has an agreement to verify AHCCCS eligibility for detained juveniles.

H2577 – bill is moving, HCR2044 goes along with it

H2578 – bill is dead

H2580 – this concurrent bill has a House Concurrent Resolution from last legislative session. The HCR will appear on the ballot this year because it affects the Constitution by defining when an individual who has been arrested on a felony charge is bondable.

H2582 – bill is moving and contains portions of H2073, which is dead.
H2589 – bill is dead
H2701 – Governor vetoed this bill.
HCR2037 – this bill is dead.
HCR2044 – Constitutional companion to H2577
HJR2001 – joint message to congress
S1157 – similar to H2582, makes trespassing a Class 6 felony
S1158 – bill is dead, has not moved from the Senate
S1216 – bill is dead, did not pass out of Senate
S1273 – bill passed from the Senate to the House
S1513 – bill is dead
SCR1030 – Similar bill passed last year and had been vetoed by the governor.

6. Hispanic Issues in Family Court

Nancy Gray Eades, Conciliation Court Director, Superior Court of Yuma County
Margaret Trujillo, Co-Chair of the Disproportionate Minority Contact
Confinement Sub-Committee, Superior Court in Maricopa County

Ms. Eades and Ms. Trujillo provided an overview of *Hispanic Issues in the Family Court*, a presentation they gave at a recent Association of Family and Conciliation Courts Conference. The presentation addresses the following questions:

1. Are we meeting the needs?
2. Should we be?
3. If we should be, what should we be doing?

Mr. Richard offered the Commission’s assistance as a resource should they want to hold a day-long seminar on this issue.

7. Strategic Planning

During the January 10, 2006, meeting of the Commission, members listed their accomplishments and current efforts to answer “Where are we now?”

During this meeting the members discussed the importance of continuing to track the equitable treatment of minority youth in the Arizona Juvenile Justice System by generating the Report Card periodically. Mr. Richard asked if the Commission would like the Juvenile Justice Advisory Commission’s Disproportionate Minority Contact Confinement (DMC) Subcommittee take on the responsibility of the Report Card.

Next Steps

- Schedule a joint meeting with the Administrative Offices of the Court, Commission on Minorities in the Judiciary and Arizona Juvenile Justice Committee on the next steps regarding the report card, report distribution, action planning, etc.

- Invite Arizona Juvenile Justice Commission to identify current efforts/outcomes.
- Determine how/if report is being used by Courts throughout the state; what are the outcomes.
- Assess resource availability in the Juvenile Justice Services Division to continue data collection and reporting efforts and determine frequency the report could be produced.
- Use 2003 Report Card as baseline data, what are new challenges, keep same format and update data, use for comparison purposes for 2006 report card.
- Determine how to roll-out finalized up-dated report.
- Provide Commission members with a copy of the reports from 1992-93, 1999 and 2003 report card.
- Re-establish Minority Overrepresentation Workgroup; identify new membership to:
 - Identify and recommend court changes based on the updated Report Card
 - If possible, identify the impact the Report Card had on the community in relationship to courts.
- The Commission has an opportunity to make a difference in the Judicial Branch and its institutions; look at ways to make changes on the inside, judges, probation officers, etc.

MOTION: To assign the production of the Report Card to a Commission workgroup. The workgroup should collaborate with the Arizona Juvenile Justice Commission. Seconded.

AMENDMENT: and report back to the Commission at the next meeting. Seconded. Amendment accepted.

AMENDED MOTION: Approved unanimously COM 06-03

It was recommended that the Over-Representation Workgroup take on the Report Card Project. Members include Carole Coles Henry, Patricia Cordova, Margarita Silva and Jesus Diaz. The workgroup will identify a new chair rather than have one appointed by the Chair of the Commission.

MOTION: To update the data from the 2003 report in order to maintain the consistency of the information that has been previously collected so we can make a comparison. Seconded. Approved unanimously. COM 06-04

A suggestion was made to conduct a workshop at upcoming court conferences to gather information on the impact of the report card information on the respective areas.

Ms. Pickard will contact the individuals to coordinate a meeting for the workgroup.

8. Next Meeting:

Tuesday, May 16, 2006

11:30 – 2:00

State Courts Building

1501 W. Washington St.

Conference Rooms 119 A&B

9. Good of the Order/Call to the Public

The Minority Judges Convention will be held April 7, 2006, at the Black Canyon Training Center. Judge Ann Scott Timmer will facilitate the Judicial Appointment Workshop breakout session.

10. Meeting Adjourned

**ARIZONA SUPREME COURT
COMMISSION ON MINORITIES
MINUTES**

Tuesday May 16, 2006

11:30 a.m. - 2:00 p.m.

State Courts Building Conference Room 119A/B
Phoenix, Arizona

MEMBERS PRESENT:

Gerald P. Richard, II, Chair
Judge Francisca Cota, Vice Chair
Wil R. Counts
Jesus Diaz
Carole Coles Henry
Judge John Davis
Lisa Loo, Esq.
Judge Ann Scott Timmer
Margarita Silva
Judge Roxanne Song Ong
Niccole Winship

STAFF:

Susan Pickard, CSD, AOC
Susan Marrero, CSD, AOC

Guest:

Sheila Tickle, Juvenile Court, Maricopa

MEMBERS ABSENT:

Gus Aragon, Jr.
Mike Baumstark
Patricia Cordova
Jesus Diaz
James Kitt
Niccole Yancey

1. Call to Order:

With a quorum present, Gerald P. Richards, Chair, called the meeting to order at 11:32 a.m.

2. Welcome, Introductions and Announcements:

Introductions of committee members were made.

State Bar Convention

The State Bar Convention is scheduled in Phoenix this year. The State Bar Committee on Minorities and Women in the Law together with the Arizona Woman's Lawyer's Association, and the State Bar Committee on Persons with Disabilities in the Law will be jointly presenting a seminar on diversity in the legal profession on Friday, June 16, 2006.

Los Abogados will be co-hosting a seminar regarding small business advising minority-owned businesses.

The Pipeline Project presentation will take place on June 16th.

Dr. Wil Counts will be speaking to a group of superior court judges on the history of “Juneteenth” (Juneteenth is the oldest known celebration commemorating the ending of slavery in the United States)

3. Approval of the Minutes

Motion: To approve the minutes of the March 21, 2006 minutes as presented. Seconded and unanimously approved. **COM-06-05.**

4. National Consortium on Racial and Ethnic Fairness in the Courts Update

Susan Pickard attended the 18th Annual National Consortium on Racial and Ethnic Fairness in the Courts in Albuquerque, New Mexico. This conference centered on tribal courts and the challenges they face in functioning with our judicial system. The keynote speaker was Mr. Kevin Glover, Professor of Law, Sandra Day O’Connor College of Law, Arizona State University. Some of the sessions that Ms. Pickard attended were: Disparate Impact on Criminal Juvenile Justice System, Tribal Courts, and Domestic Violence: Full Faith and Credit between State and Tribal Courts. She shared topics introduced in each of these sessions. The updated Commission on Minorities brochure was presented by Ms. Pickard along with a brief update of Arizona’s progress.

Having briefly noted Arizona’s process with Project Passport, Judge Song Ong clarified that the Committee on Domestic Violence and the Courts (CIDVC) is currently working on the Project Passport and the “first page”. New Mexico is just beginning this discussion.

Ms. Pickard handed out summaries of the state updates from the National Consortium and asked that members review the updates for strategic planning in July. A survey from the National Center for State Courts was also handed out. Members were asked to complete and send back directly to NCSC

5. Chair and Vice Chair Hail and Farewell – Judge Roxanne Song Ong

On behalf of Chief Justice Ruth McGregor, Judge Song Ong presented Certificate of Appreciation plaques and letters of “Thank You” to Gerald P. Richard, Chair and Honorable Francisca Cota, Vice Chair for their 12-years of hard work leading this commission. The members present also thanked them immensely for all their years of leadership and service.

Both the chair and vice-chair expressed their gratitude and pride in the commission’s accomplishments over the past 12 years and urged continuing members to focus on the

work that still needs to be done. They are honored to have served on this commission and to be recognized for all their accomplishments.

6. Other Business:

State Bar of Arizona Board of Governors

An issue regarding the State Bar of Arizona Board of Governors (Board) was shared. It was stated that it is well known that when an applicant is appointed to the Maricopa Trial Court Commission (Commission) and has been serving honorably, that person is normally re-appointed, especially if the Commission recommends the applicant for re-appointment. Recently, however; an applicant recommended for re-appointment was declined. It was reported that allegations against the applicant were presented during the Board's discussion of this re-appointment without providing the applicant with an opportunity to be present and to address those allegations. Another person, who had not been recommended by the Commission, was appointed. This appointment left the Commission without any Hispanic representation.

Los Abogados expressed its concerns with how this applicant was treated and the lack of a Hispanic representative on the Commission to the Board. A letter from the State Bar of Arizona acknowledging the mistake was issued stating this issue would be address to prevent its re-occurrence.

Minority Bar Convention

The diverse faculty provided a wonderful presentation which was seen as an excellent CLE value to numerous non-minority attendees. This convention provides an opportunity for collaboration between the sister minority bars and is always very well attended.

Discussion ensued regarding the origins of the various minority bars and how these organizations have paved the way for the many accomplishments of minorities working in the legal field. Judge Cota spoke about the Blue Ribbon Commission on Minorities and Women in the Law and how their input made a positive impact on helping minority bars and organizations to address issues that would help them to increase applications and the quality of applicants.

7. Next Meeting

The next meeting is scheduled for July 18, 2006 at the Arizona Courts Building, Conference Room 345A/B.

Call to the Public - No responses

Adjourned at 2:00 pm

**ARIZONA SUPREME COURT
COMMISSION ON MINORITIES
MINUTES**

Tuesday, July 25, 2006
10:30 a.m. - 2:55 p.m.

State Courts Building Conference Room 230
Phoenix, Arizona

MEMBERS PRESENT:

Hon. Roxanne Song Ong, Chair
Jesus Diaz, Vice Chair
Hon. Gus Aragon, Jr.
Mike Baumstark
Hon. Rachel T. Carrillo
Wil R. Counts
Hon. John Davis
Karen Humiston
Nicole King
Lisa Loo
Hon. Antonio Riojas
Hon. Ann Scott Timmer
Patricia Seguin
Margarita Silva
Hon. Paul Tang - Telephonically

STAFF:

Susan Pickard, CSD, AOC
Annette Mariani, CSD, AOC

Guest:

Theresa Barrett, CSD, AOC
Barbara Dawson, Snell & Wilmer
Beth Graham, JIOP, Intern
Gail Howard, JIOP Director
Stephanie Sandell, Snell & Wilmer
Jasnine Singh, JIOP, Intern
Alice Tan, JIOP, Intern
Lynn Wiletsky, JJSC, AOC

MEMBERS ABSENT:

Hon. Maria Avilez
Patricia Cordova
Hon. John Davis
Joi Hollis
Hon. Mitchell D.K. Kalauli
Hon. David Morales
Nicole Yancey

1. Call to Order:

Hon. Roxanne Song Ong, Chair, called the meeting to order at 10:30 a.m.

2. Welcome, Introductions and Announcements:

Judge Song Ong Presiding Judge, Phoenix Municipal Court introduced herself, Judge Song Ong has been on a member of the Commission for 6 plus years. This commission has been in existence for 20 plus years. One of the main goals is to assure that diversity is ever present among the state judicial branch of

government. Susan Pickard, Court Specialist, Staff to the Commission on Minorities introduced herself. Introductions of all committee members were made so that newer members could better acquaint themselves.

A few housekeeping procedures, such as lunch, use of microphones, attendance at meetings, etc. were reviewed. Members were also asked to review their contact information on the membership list and submit any changes if needed. Newer members who were not able to attend today will be sent the orientation materials.

Carol Coles Henry and James Kitt were acknowledged for their vast contributions in the past to the Commission on Minorities.

A letter from Chief Justice McGregor commending the Commission's past work and asking for identification of projects that will be undertaken in the next 18-24 months in respect to "maintaining a fair and impartial justice system" and submit its recommendations to the Arizona Judicial Council in December, 2006 was disseminated. Also included in the materials was *Good to Great, the Strategic Agenda for Arizona Courts*.

3. TOPIC: State Bar of Arizona - Margarita Silva

Discussion Summary: Letters from various diversity bars that were sent to the State Bar Board of Governors were presented. The content of these letters dealt with the concern regarding comments that were made by the State Bar president that were made on June 14, 2006, State Bar Convention Gala Dinner. These remarks were viewed as inappropriate and unprofessional. There was an apology from the president given at a Board of Director's retreat. It was noted that all board members are committed to the work that has been ongoing for the past year and discussed appointing liaisons with the minority bar leaders to help in strengthening communication by attending the meetings as representatives of these boards.

4. Approval of the Minutes

Motion: To approve the minutes of the May 16, 2006 minutes. Seconded and approved. COM- 006 - 06.

**5. TOPIC: Judicial Intern Opportunity Program (JIOP)
Barbara Dawson, Stephanie Sandell, Snell & Wilmer**

Discussion Summary: Barbara Dawson, Attorney, introduced herself and the JIOP Program. Gail Howard, JIOP Director, was present telephonically and gave a brief history on the program:

This national program which began in 2002 is sponsored by the American Bar Association, Section of Litigation out of Chicago, Illinois and works with diverse and economical disadvantaged students. These students are given the opportunity to apply and obtain internships with judges in a variety of cities throughout the country. There were 15 interns that were placed in Arizona. There have been 497 students, 172 were placed this year. Locations for this program include: Phoenix, Los Angeles, Texas, Illinois, and Miami, Florida which was a pilot program. The Judicial Intern Opportunity Program (JIOP) was established in response to a study which the ABA did in February, 2000 that spoke of a low percentage of minorities that are held in judicial clerkships despite the fact that it is made up of a much larger percentage. Plans for the upcoming year include expanding to Washington D.C., San Francisco and San Diego. The program receives support from bar associations and bar foundations. All circuit courts in Illinois are now part of this program.

Stephanie Sandell spoke on the enrichment and education opportunities that were provided to the interns. Some of the opportunities included attending the bar convention, the gala dinner, participation in different writing programs, and having mentors provided to them.

The interns introduced themselves and spoke on the major opportunities that were afforded to them through this program. The general consensus from the interns was that even though the financial stipend is not enormous, the knowledge that there is a legal community willing to support them in their endeavors is worth the effort.

It was recommended that the Commission on Minorities in some way acknowledge the efforts of the people in our community and thanked them for bringing this program to Arizona. Possibly partner with ASU for housing issues.

MOTION: That the Commission on Minorities recommend to Chief Justice McGregor that a letter be sent to Barbara Dawson and Stephanie Sandell commending them for their work in bringing the Judicial Intern Opportunity Program to Arizona and for the hours spent and that the Commission draft the proposed letter. Seconded and approved. COM-006-007.

Ω ACTION: A draft letter and will send it to the chair and the AOC staff member.

6. **TOPIC: Strategic Planning – Susan Pickard**

Discussion Summary: Susan presented the History, the Purpose and the Goals of Strategic Agenda. The Commission will be looking at these goals and initiatives in conjunction with our Administrative Arizona Code of Judicial Administration Section. (ACJA § 1-107: Commission on Minorities) and other goals that deal with diversity and fairness.

A review of what the Commission has accomplished thus far in conjunction with their initial charges was discussed:

Note: It is noted that in regards to the next Report Card this is due out in August of this year. The Juvenile Justice Department is working on statistics, the Commission will need to look at and fine tune the introductory page. This could be a task that the sub-group on Over Representation could work on.

Note: The Bi-Annual Judicial Appointment Workshop has since been renamed the Chris Nakamura Conference in honor of a former member who has since passed on.

Note: In regards to the posting of judicial announcements on the Arizona Judicial Branch Website, it was noted that Human Resources has recommended some language that would provide better links as to where to go to find this information and make it more user-friendly.

Note: Judicial Clerkship Workshops - possibly collaborate with the pipeline programs.

Note: Judge Song Ong as Chair of the Committee on Judicial Education (COJET) explained the purpose of this committee and what it entails to the newer members.

Note: In regards to the Committee to Study Interpreter issues, this work is being continued by a staff in the Court Services Division.

It was suggested that the members could identify the projects that they would like to undertake through today's exercise or possibly another meeting, prioritize them and then do staff work relative to what the cost would be and then put a proposal together to take to the AJC in December.

The Arizona Judicial Council (AJC) and their role were explained to all new members who may not have been familiar with this group.

Information on the Future Trends of the Court and the relevance to this Commission and their work was presented.

Other trends identified were:

- ✓ Increase in pro per litigants/defendants

The Commission may need to look at:

- ✓ Revisiting appointment commission attendance
- ✓ Building Block committee representative
- ✓ Over representation – Pima County
- ✓ Continue Project Restore – brief overview was given

Project Restore – A program restoring a juvenile or adult’s civil rights after conviction of certain offenses. (Maryvale)

Building Blocks - Lynn Wiletsky from the Juvenile Justice Department has helped to move this forward and gave an overview of the program. This program’s goal was to address issues of over representation of minority youths in the justice system. Maryvale was the pilot program and consisted of two components. One was a systems component which involved the Phoenix Police Department, the Maricopa Juvenile Court and the Arizona Department of Juvenile Corrections. The other component is the community aspect. A governing board was established with the current presiding juvenile court judge in Maricopa County acting as co-chair. This program has grown and continues to look at ways to prevent children from coming into the system. Building Blocks will be working with Yuma in the coming fiscal year.

Note: In 1999 the Office of Juvenile Justice in Delinquency Prevention released a report that looked at the contributing factors to the over representation of children in the juvenile justice system. This was a seven state study which included Arizona. There were four major contributors: education, community and family stressors (to include single parent families), economic conditions, and institutional biases.

It was stated that in order to continue with strategic planning it would be best to re-establish and identify the four workgroups which the Commission had been working with on certain project. After hearing the information, members could volunteer to be part of any of these groups according to their interest areas. It was also asked that if possible, chairs be identified for each workgroup in order to meet before the next full committee meeting. In the brainstorming session of

these workgroups it was asked that the members keep specifically in mind what the courts can do.

Cultural Competency

- ✓ Cultural Competency is an understanding and communicating in a competent manner with a variety of cultures;
- ✓ This workgroup promotes cultural competency and the training of judges, court personnel and others that work within the legal field.

Lisa Loo, Co Chair
Mike Baustark
Patricia Seguin

Collaboration

- ✓ The workgroup's focus is on outreach to other courts and government agencies to provide linkages where there are similar goals.
- ✓ Other agencies: State Bar, Minority Bars, Committee on Judicial Education and Training, and Arizona Juvenile Justice Commission.

Patricia Cordova
Margarita Silva
Mike Baumstark
Judge Ann Scott Timmer

(Will ask Patricia or Margarita to chair)

Over-Representation - In the past, this workgroup has:

- ✓ Produced the Equitable Treatment Report and the bi-annual DMC Report Card
- ✓ Provided implementation assistance for Building Blocks and Project Restore/ Assessment

Jesus Diaz, Chair
Judge Rachel T. Carrillo
Wil Counts
Karen Humiston

Diversity– This workgroup focuses on:

- ✓ Conducting the Judicial Appointment Workshop, bi-annually
- ✓ Conducting Intern/Clerkship Workshop
- ✓ Monitoring the Merit Selection Process
- ✓ This workgroup also started conversations regarding interpreter issues. Judicial clerks workshops.

Judge Ann Scott Timmer, Chair
Judge Gus Aragon
Nicole King
Lisa Loo
Judge Antonio Riojas
Margarita Silva
Judge Paul Tang

Questions: In keeping with the idea of collaboration would others who are not part of the Commission be allowed to be on a workgroup? It was asked that the chair of the workgroups work with the Honorable Song Ong as chair of the Commission to bring in other individuals who may be subject experts.

When should the workgroups meet? These meetings could take place during the open months when the full committee does not or as individual workgroups see the need.

Note: For those members who were not present today a description of the various workgroups will be sent to them with a sign up form and a deadline.

7. Other Business

TOPIC - Meeting Times

Discussion Summary: It was agreed that the timeframe 10:30am until 2:00 pm was a good time for most individuals to meet with having voting items first on the agenda. Workgroups have been asked to contact Susan Pickard if they are in need of coordination for a meeting room. Schedule agreed on: Workgroups to meet in the third Tuesday of the month, full committee to meet on September 19th, and meet again in October for prioritizing. It was felt that those regular meetings were needed in order to address the Chief Justice' strategic agenda. Afterwards the Commission could meet less often or on an agreed upon schedule.

Ω ACTION: Susan will publish a proposed schedule for members to review at the next meeting.

TOPIC: Communicating the Work of the Commission

Discussion Summary: Other than responding to Chief Justice's request it was asked whether there would be plans to be in constant communication with the administration in regards to the work of the Commission. Routinely letting the administration know of the work of the Commission and being visible in collaboration with the AJC, not just when approval is needed for an issue would

help with this communication. Perhaps putting an article in the ELegal, state bar journal and other Maricopa county newsletter could be other avenues to help get the name of the Commission out there.

Motion: To approve the recognition of Lynn Wiletsky with a general certificate on a plaque, have cake and a photo opportunity (Forum Quorum Newsletter) at the September meeting. Seconded and approved. COM- 006 - 08.

TOPIC: Minutes / Notes

Discussion Summary: How are minutes kept? What is posted on the web? Differences between minutes and notes were discussed. It is not necessarily a directive, but due to the fact that these are public meetings the minutes may be requested so as a way to make them available they are posted on the web. It was discussed that names do not necessarily need to be listed under topic discussions. A format favored by all was topic and discussion summary.

8. Next Meeting

The next full committee meeting is scheduled for September 19, 2006 at the Arizona Courts Building, Conference Room 119A/B.

Call to the Public - No responses

Adjourned at 2:55 pm