

ARIZONA SUPREME COURT  
COMMISSION ON MINORITIES IN THE JUDICIARY  
**MINUTES**

Thursday, February 21, 2008  
11:00 am – 3:00 pm  
Attorney General's Office, 15 S. 15<sup>th</sup> Ave., Room 4 North  
Phoenix, Arizona

**MEMBERS PRESENT:**

Judge Roxanne Song Ong, Chair  
Judge Rachel Torres Carrillo  
Judge Antonio Riojas  
Patricia Seguin  
Margarita Silva  
Judge Paul Tang

**MEMBERS ABSENT:**

Judge Gus Aragon, Jr.  
Mike Baumstark  
Wil Counts  
Jesus Diaz  
Jonae Harrison  
Karin Humiston  
Bryon Matsuda

**PRESENT TELEPHONICALLY:**

Judge Maria Avilez  
Judge Mitchell D.K. Kalauli  
Niccole King  
Joi Hollis  
Lisa Loo  
Judge Leslie Miller  
Justin Ruggieri  
Judge Ann Scott Timmer

**STAFF:**

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

**GUESTS:**

Sal Ongaro, President –Elect, Los Abogados Bar Association  
Janet Scheiderer, Director, Court Services Division, (CSD) AOC  
Amy Wood, Manager, Caseflow Management Unit, CSD, AOC  
Carol Mitchell, Court Specialist, Caseflow Management Unit, CSD, AOC  
Lorraine Nevarez, Court Programs Unit, CSD, AOC

**REGULAR BUSINESS**

**1, Call to Order**

The meeting was called to order and with a quorum present..

**2. Welcome, Introductions**

Judge Song Ong welcomed all members and acknowledged a new venue for the meeting.

**3. Approval of the Minutes**

Corrections: Judge Paul Tang to be moved from absent roll to present telephonically. Spell out "A." for Judge "Ann" Scott Timmer in roll.

**Motion:** To approve the minutes of the October 18, 2007 meeting with corrections discussed. Seconded and approved. COM-008-01

**4. COURT INTERPRETER UPDATE AND CURRENT PROJECTS - Carol Mitchell**

Ms. Mitchell presented a brief history of the work that has been done regarding court interpreter needs and practices, beginning with the Arizona Minority Judges Caucus.

To assist the Chief Justice in realizing her goal of “Creating User-Friendly Courts,” Ms. Mitchell indicated a brief online statewide survey was sent out asking the courts how they arrange coverage for court interpreters. The results of the survey showed:

- Some courts are using contract interpreters, while others have interpreters on staff
- Few courts have an adequate means of tracking the frequency of use and language skills requested of interpreters
- Most courts do not have a formal court orientation for interpreters
- Some courts utilize their bilingual employees
- Most courts agreed that the need for interpreters and the cost associated with their service is increasing which makes it difficult to budget
- Little or no assessment and testing of interpreters exists

Recent efforts have included working with individuals in the interpreter community both within the state and on a national level and have resulted in establishment of the following:

- An Interpreter information web page on Arizona Judicial Information Network (AJIN) at:  
[http://supreme22/ctserv/CMU/CMU\\_CourtInterpreter.htm](http://supreme22/ctserv/CMU/CMU_CourtInterpreter.htm)
- An Arizona listserv (link available on the above web site)
- Three Workgroups: Registry, Education, Skills/Assessment

Future efforts may include:

- Bench cards
- Interpreter registry / registry development
- Enhanced education and training
- Judicial and court staff training
- Orientation guidebook for interpreters and courts
- Explore issues of technology
- Coordinate and integrate the information that will be captured into the new CMS System (General Jurisdiction)

Judge Song Ong expressed the Commission’s appreciation for all the hard work that has been put forth regarding the issue of court interpreters and

offered any help that the Commission can give in the continued endeavors. It was suggested that the Minority Bar Convention and any additional Brown Bag opportunities offered throughout the state would be a good venue for presentations or updates on AOC efforts in this subject area.

**5. USE OF THE TERM “ILLEGALS” IN OFFICIAL AND UNOFFICIAL COURT DOCUMENTS - Sal Ongaro**

On behalf of Los Abogados, Mr. Ongaro appeared before the committee to create awareness of terms that are being used in today’s society and legislation which are offensive to the Hispanic community and believed to perpetrate hate.

Staff was asked to seek guidance regarding how to address this issue specifically, whether a presiding judge can or should issue an administrative order in regards to this issue?

Mr. Ongaro indicated he will be sending a letter to the Chief Justice on behalf of Los Abogados. It was suggested that he also send the letter to the State Bar of Arizona Minority Bar Section.

**6. ARIZONA CODE OF JUDICIAL ADMINISTRATION (ACJA) § 1-107: Commission on Minorities - Susan Pickard**

The section of the ACJA that describes the Commission on Minorities was brought forward for review and suggested revisions and updates. Staff will work on suggested updates and bring back to the next meeting.

**7. COMMISSION BROCHURE - Susan Pickard**

Staff shared the Commission on Minorities Brochure which was updated with input from Commission members. A new addition to the brochure is the resource links that are listed on the back. Justine Ruggieri’s information (O’dham Gaming Enterprise) will be added, as well as judicial mentor program links.

**8. WORKGROUP UPDATES**

Over-Representation – Susan Pickard for Jesus Diaz

A presentation was given on 11/15/07 to approximately 30 members of the Arizona Governor’s Juvenile Justice Commission. As with the other key groups, the reaction to the data was grim, but hopeful about efforts in Maricopa, Pima and other counties. The workgroup is encouraging Presiding Juvenile Court Judges and Juvenile Court Directors to review their county’s data to determine the level of DMC and to look for areas where improvements can be made. The workgroup has finalized the 2<sup>nd</sup> State DMC Report presentations and will start working on the 3<sup>rd</sup> Report State DMC Report.

The Arizona Juvenile Justice Commission reestablished their DMC Subcommittee and has asked Jesus Diaz to co-chair along with Scottsdale's Police Department Bureau Chief. The first meeting took place on 2/4/08. Their efforts will include looking for joint state-wide projects on the DMC issue.

Cultural Competency – Jonae Harrison

No report at this time.

Diversity – Hon. Ann Scott Timmer

The workgroup will be participating at the Chris Nakamura Judicial Appointment Workshop as part of the Minority Bar Convention on April 18, 2008. The welcome, introduction and moderation of both panels will be conducted by Judge Antonio Riojas. The first panel discussion with judges will be focused on "what is the job" while the second panel discussion will be focused on "how to obtain the job."

It was suggested that the Workshop be submitted for nomination this year for the Supreme Court Achievement Award. Staff will research to see if the workshop has ever received or been nominated for the award.

Collaboration and Outreach – Margarita Silva

A summary for what was once known as "Town hall" or "Summit" was provided to the members.

In early planning, the Commission envisioned the Summit as a single statewide event for court and minority community leaders focused on perceptions of the court. However, after further discussion about goals, outcomes and budget, the Commission concluded that a grassroots effort to identify barriers to access to justice would go further in assisting the Court in meeting its goals.

Accordingly, the Workgroup proposed that the Commission host county focus group discussions with the presiding judge inviting minority community leaders. These focus group discussions would provide informal opportunities to introduce the Commission to Arizona's minority communities, share information about courts and identify barriers to access to justice.

NOTE: Judge Miller had to excuse herself from the meeting at this time.

**Motion:** To approve the concept of the Focus Groups, and the purpose and goals as stated with the workgroup bringing back final details to the full Commission. Seconded and approved. COM-008-02

The themes for the focus groups, created by Lorraine Nevarez, Court Programs Unit, were presented. After reviewing the various choices the consensus for the theme was: "Access to Justice: Bridging Understandings between Court and Community."

9. **Next Meeting**

The next full commission meeting is scheduled for May 15, 2008 at the Attorney General's Office, 15 S. 15<sup>th</sup> Ave, Room 401 from 11:00 – 3:00 pm.

**Call to the Public** – No responses

**Adjourned at 2:23 pm**

**ARIZONA SUPREME COURT  
COMMISSION ON MINORITIES  
MINUTES**

Thursday, May 15, 2008  
11:00 am - 2:20 pm  
Phoenix Municipal Court, Room 901  
Phoenix, Arizona

**MEMBERS PRESENT:**

Judge Roxanne Song Ong, Chair  
Jesus Diaz, Vice Chair  
Judge Maria Avilez  
Mike Baumstark  
Judge Rachel Torres Carrillo  
Niccole King  
Bryon Matsuda  
Judge Ann Scott Timmer

**STAFF:**

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

**Guest:**

Maria Dennis, AOC, Juvenile Justice  
Services  
I. Godwin Otu, Diversity Director,  
State Bar of Arizona

**PRESENT TELEPHONICALLY:**

Joi Hollis  
Karen Humiston  
Judge Mitchell D.K. Kalauli  
Judge Leslie Miller  
Judge Paul Tang

**MEMBERS ABSENT:**

Judge Gus Aragon, Jr.  
Wil R. Counts  
Jonae Harrison  
Lisa Loo  
Judge Antonio Riojas, Jr.  
Justin Ruggieri  
Patricia Seguin  
Margarita Silva

**REGULAR BUSINESS**

**1. Call to Order:**

Judge Roxanne Song Ong, Chair, called the meeting to order with a quorum present.

**2. Welcome, Introductions:**

Judge Song Ong welcomed all members attending in person and by teleconference. All of the members introduced themselves.

**3. Approval of the Minutes**

Correction: An "l" was missing from Judge Mitchell D.K. Kalauli's last name which was inadvertently left out.

**Motion:** To approve the minutes of the February 21, 2008 meeting with corrections as discussed. Seconded and approved. **COM-008-02**

**BUSINESS ITEMS/POTENTIAL ACTION ITEMS**

**4. Building Blocks Update** – Maria Dennis, Administrative Office of the Courts (AOC) Juvenile Justice Services Division

The Arizona Building Blocks Initiative began in 2000 as part of a nation-wide effort to address the over-representation of minority youth in the justice system. This initiative was formerly funded by the Juvenile Crime Reduction Fund (JCRF). JCRF normally provides project startup funding for three years. In an effort to chart the future direction and funding for this initiative, the governing board held a Strategy Planning Session in August 2007. The general consensus during the planning session concluded that:

- Geographic Area should be expanded to cover all of Maricopa County which would encompass a broader area beyond the Maryvale Community – the Initiative's pilot site
- The initiative's focus should continue to address issues impacting Disproportionate Minority Contact (DMC)
- The Building Blocks Initiative should be a subcommittee of the Maricopa County Juvenile Court's Tinker Toys Initiative under the leadership of Judge Willett

On March 31, 2008, leadership of the Arizona Building Blocks Initiative was passed to the Maricopa County Juvenile Court's Tinker Toys Initiative. The Maricopa County Juvenile Court agreed to assume the responsibility of addressing Disproportionate Minority Contact.

The process of updating the Building Blocks Initiative website is underway to include this recent news and contact information for Jeannette Bickner, who will now head this initiative.

5. **STATE BAR OF ARIZONA DIVERSITY DIRECTOR** – I. Godwin Otu (Otu)

Otu presented his background and work experience, and brought them up-to-date with what he is doing in his current position as the Diversity Director of the State Bar of Arizona.

Diversity: Otu's primary responsibility is diversity and inclusion issues.

In his studies, Otu has found that while 50% of graduating law students are women; women do not make up 50% of the partners or associates in Arizona's larger law firms. He has also compared the statistics for minority populations and found less than 10% of the upper positions at these law firms were filled by persons from those populations. Otu went on to say:

*There is a misconception that when law firms hire women and minorities that the strategic diversity goal has been fulfilled. Firms may end up with representation but not diversity. True diversity has to have inclusion. Inclusion is not just ethnic or gender, there needs to be an open mindedness. Representation is not necessarily diversity. In order to achieve true diversity individuals from under-represented populations need to be recruited, hired, trained, mentored, advanced, and retained.*

The approved Value Statement of Diversity for the State Bar is:

*This value represents our commitment to ensuring that the legal profession and the justice system reflects the community it serves in all of its social, economic, and geographical diversity. It is seeking out representatives of under-represented groups to add their strength to the legal profession and to the advancement of justice in all areas. – State Bar of Arizona*

The members discussed the type efforts that would be needed to come close to fulfilling the above statement and how to best serve these communities.

Safety: In addition to his primary responsibility, Otu has been asked to use his experience in safety issues to provide those services for the State Bar. He sees this as an opportunity to continue something he enjoys and preserve the health and wellbeing of the workforce within the State Bar.

**Long range plans**

Bar Leadership Institute: Applications are now being accepted for the next class of the Bar Leadership Institute which is scheduled to begin September 6, 2008. The application deadline is June 6, 2008. The hope is that more individuals from the city and the private sector will turn in applications. Sponsorships are going

well, with newer law firms coming forward. Organizations can also host sessions if monies are not available.

Diversity Pipeline Initiative: A proposal has been introduced to expand various existing diversity programs, such as the Diversity Pipeline, to elementary schools. The proposal also includes an effort to place these programs all under one umbrella in order to utilize all resources. Another idea would be to have law firms adopt schools.

Diversity in Action Alliance: The idea is to establish this alliance with a few law firms and organizations for the purpose of furthering diversity in the legal community. Through brainstorming, the alliance can develop on how to sell Arizona as a good place to practice law and attract lateral transfers.

Outreach: The State Bar has begun to take part in several community events, i.e., the City of Phoenix's Dr. Martin Luther King annual awards breakfast, the Cesar Chavez Foundation luncheon, and The International Women's Day luncheon.

### **Committee Questions**

What is the status of Statement of Goals that was worked on in 1993?

*Some of these statements have been blended into the Statement of Diversity. In addition, development of survey tools is underway, so that we can go back to the law firms that were signatories to this statement for their feedback on what they have done in regards to hiring women and minorities.*

Is there an estimate on the number of law firms that have committed?

*Not sure on the numbers, but the numbers I saw in a brief scan of the listing were surprising.*

If there was concern, what was the concern of the State Bar when developing the diversity program?

*The board wanted to make sure that the investment in the Diversity Program produced something tangible. When the mission, goals and statements were adopted for the State Bar of Arizona through the Board of Governors, statements of commitment to diversity were made which strengthen the legal profession and the justice system in the State of Arizona. With different entities having diversity as part of their mission, the lack of resource consolidation to direct activities and meet common goals was an issue that needed to be addressed.*

How do you know when you are successful?

*When it is recognized that diversity is a process that needs to be continued. Measurements in numbers can be looked at but it is also important to look at the impact in our communities with the young people both academically and economically.*

How do you envision or what are your techniques to include the less among us?  
How do you grab people who have no vision?

*Our challenge includes exposing them to the positive side of the law, it means going down to a lower level in order to reach out. Ways need to be explored to prevent children from only experiencing the negative side of the law.*

What can the Commission on Minorities do to help out?

*Continue to partner with learning institutions, law firms, the State Bar and collaborating with any initiatives.*

**6. Arizona Code of Judicial Administration (ACJA) § 1-107: Commission Minorities in the Judiciary – Susan Pickard, AOC**

The members reviewed the revisions suggested and adopted at the February 19, 2008, meeting regarding ACJA 1-107: Commission on Minorities in the Judiciary. Following discussion on this language, it was agreed that one more version will be developed for presentation at the August 2008. Before that meeting Susan will send the code section to all members for final input and to AOC Legal Counsel for review. If the code section is approved in August, it will be forwarded to the Arizona Judicial Council in October.

A request was made that under section B. Membership, number 9 that the “Native American Bar Association” which was recently established be included in the list.

**7. Additional Handouts – Susan Pickard, AOC**

**Administrative Order No. 2008-16**

Administrative Order (AO) No. 2008-16 was adopted on February 13, 2008. The AO established the Commissions on Appellate and Trial Court Appointments Subcommittee on Recruitment. This subcommittee has been charged to examine issues and pursue activities relevant to the recruitment of a diverse applicant pool reflective of the gender, ethnic, racial, geographic and political diversity of Arizona. Representatives of the subcommittee were to be part of today’s agenda, but were unable to attend. Susan will ask the subcommittee chair or staff if they would like to be added to the August 21, 2008, agenda.

### **Commission on Minorities Brochure**

Two hundred copies of the 2008 Update brochure were sent to the National Consortium on Racial and Ethnic Fairness in lieu of our attendance this year.

### **8. WORKGROUP UPDATES**

#### **Cultural Competency – Jonae Harrison**

No report at this time

#### **Over Representation – Jesus Diaz**

The workgroup met on April 17<sup>th</sup> at the AOC to discuss the 3<sup>rd</sup> Statewide Report Card.

#### **Brief background:**

2002 The Commission on Minorities produced the first equitable treatment of minority youth in the juvenile justice system report card. It was recommended at that time that a report be produced on a periodic basis.

2004 Along with production of the 2<sup>nd</sup> statewide report card, the Commission added direct presentations to key policy and decision makers in the juvenile justice system which included: Presiding Juvenile Court Judges, Juvenile Court Directors, Arizona Juvenile Justice Commission and others at local levels.

2006 The 3<sup>rd</sup> statewide report card has been generated through the AOC, Juvenile Justice Services Division and covers data from calendar year 2004. As with the other report cards, this report takes a cohort of young people that were arrested in a calendar year and follows them for eighteen months to include arrest, formal petition to court, and diversion from court, direct file to adult court, adjudication, and disposition, probation, committed to Arizona Dept. of Corrections. All of the data for this report was drawn from the Juvenile On-line Tracking System (JOLTS).

Report Card Results - In calendar year 2004 there were approximately 46,000 young people referred to the court or 5% of all court age juvenile (8-17).

- African American youths were referred at 3 times higher but adjudicated at an equal rate as all the other groups. They are also 4 times more likely to be filed directly to adult courts.
- Hispanic/Latino youths are over represented at every point.
- Native American youths continue to do well, even though they are brought to detention in disproportionate numbers they are more likely to be released after their detention hearings. They are underrepresented in the diversion process and also under represented at the commitment rate to the Dept. of Juvenile Corrections.

Next Steps – The report will be produced with some changes. In order to make it more reader friendly there are plans to include charts, bar graphs and some trend lines. The report will also include information about programs that have been implemented around the state to address these issues. Definitions will also be added. Distribution and formal presentations will include the Commission on Juvenile Courts, Juvenile Court Administrators, and Arizona Juvenile Justice Commission. An open invitation will be extended to each of the counties to generate their own county specific data. The timeframe for the final printing to include Judge Song Ong's transmittal letter, is May 30, 2008.

#### Collaboration and Outreach – Susan Pickard

The last meeting's agenda included discussion about sending the focus group invitees a survey to return to the subcommittee. Answers to the survey were going to be shared with each focus group and used to begin the discussions. The consensus after discussion was that the survey would be time consuming and would not yield the community consensus on the question. Therefore, the subcommittee members decided to send a set of questions that can be taken by the invitees to their community with the invitation letter from the Chief Justice.

The questions have not yet been developed. Suggestions ranged from modifying questions from the access and fairness section of the CourTools survey to modification of the questionnaire from the Arizona Criminal Justice Response to Domestic Violence.

The Presiding Judges will be asked to provide contacts for the invitation-only focus groups. The expected attendees are minority community leaders, religious leaders, service providers, individuals that work with and in the community on a daily basis.

In order to be inclusive, it was suggested that law firms who are users of the courts should also be included. Concern was expressed regarding whether participants would be as candid with an attorney in the room or not. Identifying barriers to access to justice is more of what the focus groups are trying to get a handle on.

A rough draft of a budget was discussed and reviewed.

A map showing the proposed statewide locations was discussed and reviewed.

It was suggested that guidelines be sent to the Presiding Judges to assist them in considering all of the possible types of persons to suggest as invitees.

#### Diversity Workgroup – Judge Ann S. Timmer

The Chris Nakamura Judicial Appointment Workshop was held April 18, 2008, as two sessions of the Minority Bar Convention. The two panels presented "What is the Job?" and the "Selection in the Process." Judge Antonio Riojas was the

moderator. Feedback was good, though it was suggested that the panels could have been compressed into one.

One of the members of the audience inquired about whether there is a central repository for vacant judicial positions that is easily accessed and user friendly. Judge Song Ong and Mike Baumstark together with Justice Ryan and Justice Hurwitz will be working on this issue and develop a resolution. The Chief Justice is very interested in providing a vehicle for minority attorney candidates to learn about judicial vacancies throughout the state.

## **OTHER BUSINESS**

9. A repeat of the Chris Nakamura Judicial Appointment Workshop, as it was presented in October 2007, is scheduled for November 7, 2008 in Tucson. This is exciting and shows initiative. This session will be added to the August 21 agenda for discussion and approval.
10. For members who would prefer to RSVP online, that functionality is now available on the Commission's meeting information web page. During this time budget conscience time, it is important that members inform us of their attendance so that lunch can be ordered accordingly.
11. The NAACP has partnered with the Pima County Juvenile Court to hold a community forum, "African American Youth in the Juvenile Justice System." The forum is scheduled for May 31, 2008 and will focus on generating partnerships with minority neighborhoods and alternatives to detention.
12. April 25, 2008, the Board of Governors of the State Bar of Arizona voted in favor of adding Indian Law questions to the State Bar Exam. This was brought to the board by the Indian Law Section of the State Bar and the Native American Bar Association.
13. Honorable Rachel Torres Carrillo has been recently appointed to the Arizona Judicial Council replacing Honorable James Angiulo, retired Presiding Judge of Pima County Consolidated Justice Courts.
14. **NEXT MEETING**  
The next full commission meeting is scheduled as follows:  
August 21, 2008  
11:00 a.m. – 3:00 p.m.  
Attorney General's Office  
15 S. 15th Ave., Room 401
15. **Call to the Public** – No responses
16. Meeting adjourned at 2:20 p.m.

**ARIZONA SUPREME COURT  
COMMISSION ON MINORITIES IN THE JUDICIARY (COM)**

Thursday, August 21, 2008  
11:00 am – 3:00 pm  
Attorney General's Office Room 4N  
Phoenix, Arizona

**MEMBERS PRESENT:**

Jesus Diaz, Vice Chair  
Judge Maria Avilez  
Lisa Loo  
Judge Antonio Riojas  
Bryon Matsuda  
Margarita Silva  
Judge Ann Scott Timmer  
Arthur L. Wilkerson

**PRESENT TELEPHONICALLY:**

Judge Roxanne Song Ong, Chair  
Judge Rachel T. Carrillo  
Joi Hollis  
Karin Humiston  
Niccole King  
Judge Leslie Miller  
Justin Ruggieri

**MEMBERS ABSENT:**

Judge Gus Aragon, Jr.  
Mike Baumstark  
Wil R. Counts  
Jonae Harrison  
Judge Mitchell D. K. Kalauli  
Patricia Seguin  
Judge Paul Tang

**STAFF:**

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

**Guest:**

Maria Dennis, AOC, Juvenile Justice Services  
David Redpath, AOC, Juvenile Justice  
Services  
Amy Wood, AOC, Court Services Division  
Carol Mitchell, AOC, Court Service Division  
Jennifer Greene, AOC, Assistant Counsel

## REGULAR BUSINESS

**1. Call to Order:**

Jesus Diaz, Vice Chair called the meeting to order without a quorum present.

**2. Welcome, Introductions:**

Arthur L. Wilkerson, Division Director, Community Corrections, Department of Arizona Corrections was welcomed as the newest member of the Commission on Minorities. Mr. Wilkerson gave a brief presentation on his work history and how it led to his present position. Introductions of all members both present and telephonically were made.

It was mentioned that Judge Gus Aragon's current term will expire at the end of December, 2008. He has expressed interest in remaining as a member of the Diversity Workgroup, but would not be seeking reappointment to the Commission on Minorities at this time. If anyone in the Commission is aware of any names of Superior Court Judges that could be submitted as a replacement, they are asked to propose these names to Susan Pickard for follow-up.

There are two other positions listed for the COM: one is for a member of the public and the other for a representative from the Governor's Office of Family Youth and Children. Susan has contacted Janet Garcia, Governor's Office; to date a response has not been made.

Members were reminded to RSVP by phone or email in regards to lunch.

Members are asked to review the current membership list for any corrections, additions, etc. Information can be send to Susan. .

## BUSINESS ITEMS/POTENTIAL ACTION ITEMS

**3. Interpreter Update – Carol Mitchell, AOC, Case flow Management Unit, Court Services Division**

In keeping with the Chief Justice's strategic agenda regarding "user-friendly" courts, the following updates were presented:

Listserv: This listserv is now available and out to courts. The listserv is being used regularly and the statewide response has been positive. Everyone participating on the listserv can archive the information received and have it available as need arises. This has saved staff numerous hours looking for an interpreter for a specific language.

Bench Card: The Interpreter Bench Card was distributed to courts in June, 2008. This document provides information regarding the Commission on Deaf and Hard of Hearing, various licensure categories, and suggested ways that courts can implement this information. A separate workgroup is investigating the possibility of creating something similar for spoken language. This document was also provided to judges attending new judge orientation.

Interpreter Resource Page: This is located on the AJIN website ([http://supreme22/ctserv/CMU/CMU\\_CourtInterpreter.htm](http://supreme22/ctserv/CMU/CMU_CourtInterpreter.htm)) and provides a link to sign up for the listserv, a way to print out the language identification card published by the Census Bureau and links to Arizona Commission for the Deaf and Hard of Hearing. COM members were asked to route any suggestions regarding this page to Susan or Carol.

Interpreter Registry: A workgroup consisting of members from across the state and including interpreters and their supervisors was formed to develop the criteria for the registry. In April, 2008 an outside vendor was contracted to create the registry.

*Goals for registry:*

- Online web-based repository that will serve to help increase the pool of interpreters that can be utilized by the court community.
- Will have a court access portal – a court staff interpreter research tool.
- Will have a public portal that will provide interpreters a place to upload their contact information and resumes. Individuals registering will not be endorsed by the AOC; information will be reviewed for completeness only.
- The site test stage should be completed this month.

*Future plans for the registry include:*

- Plans to work with the AOC Public Relations Department to develop the registry promotion plan.
- An interpreter roundtable meeting sometime in the fall.
- Working with community newsletters, court newsletters and foreign language newsletters in order to increase participants.

(Suggestions from COM members were contacting: American Immigration Lawyers Association (Arizona Chapter), English as Second Language Programs in universities, and Refugee Centers)

All of these advancements, which are steps in an incremental approach, are being built upon the original recommendations of Interpreter Committee.

**5. Approval of the Minutes**

This item was taken out of agenda order. With a quorum present, approval of the May 15, 2008, minutes was addressed.

**Motion:** To approve the minutes of the May 15, 2008 meeting. Seconded and approved. 14-0-1 COM-008-03

**6. Arizona Code of Judicial Administration (ACJA) § 1-107: Commission on Minorities in the Judiciary – Jennifer Greene, AOC Legal Counsel**

At the May 15, 2008 meeting the members reviewed the code section as it was revised at the February meeting, and then requested that AOC Legal Counsel also review this section. Jennifer Greene presented her suggested revisions which included section regarding membership, virtual attendance, and proxy.

Jennifer's questions regarding membership were discussed. Alternate language for paragraph B could read "Members can be selected from a cross section of the following categories:" or "Members shall consist of no more than 20 individuals selected from among the following categories." One category that seems to be missing is Human Resources.

Jennifer suggested clarifying the term "Virtual Attendance" in Section F(2) and the "proxy" language in Section D(3).

Jennifer will work with Susan on revisions to be presented at the November meeting.

Discussion the name of the commission took place. Suggestions for name changes were:

- Dropping the "in the Judiciary" from the name as some members feel this is too limiting.
- "Commission On Equality and Equal Justice"
- "Commission On Fairness, Equality and Equal Justice"

Members were asked to submit further comments on this issue to Susan.

**7. Arizona Courts Judicial Vacancy, and Appointment and Election Information - Susan Pickard, AOC**

A number of years ago, the Commission suggested that a central location (web site) be developed for posting judicial openings. This site would provide

potential applicants easy access to judicial vacancies listings. In taking the original solution for this request from *Good to Great*, a new web site has been created. This site, AZJudicialJobs, is accessible from the Arizona Judicial Branch Homepage and provides the user with much faster access to posted vacancies.

Commission members suggested the inclusion of the *Good to Great* initiative on increasing diversity in the courts on the introductory page.

## 8. WORKGROUP UPDATES

Over Representation – 3<sup>rd</sup> Statewide Report Card - Jesus Diaz, Pima County and David Redpath, Research Specialist at Juvenile Justice Services, AOC.

Jesus thanked all the various individuals who helped put this Report Card together for their hard work.

Jesus shared a brief background on the report. The report was based on calendar year 2006 cases and was comparable to the methodology used in the first two report cards which utilized the same measurement tools. Decisions points were used as points in time and analysis.

Question: Not taking into account of when police are taking in youth, what percentage of youth are not referred? Is there a way to collect this data? Should this decision point be included in the report card?

David Redpath discussed Relative Rate Index (RRI) and how this analysis tool is used in the Report Card. RRI is the rate of one group that experiences an event divided by the rate of another group experiencing the same event. The RRI is important in that it helps to target interventions and strategies. The larger the difference of the ratio the more likely that there are problems existing in the system that will create disproportionate treatment based on race. The larger difference in ratio should alert us to look for root causes. The data covers youth at risk for referrals ages 8-17.

Findings of the 3<sup>rd</sup> report card:

- 94.8 % of Arizona's youth do not have contact with juvenile courts.
- Referrals for minority youth are more likely to be filed as petitions.
- A significant concern is the increase of direct file to adult courts for African American youth – 3.83 times higher than Anglo youth.
- Native American youth fared better. They were more likely to be released from detention and were less likely to be petitioned for transfer hearings and less likely to be committed to ADJC and less likely to be assigned to Juvenile Intensive Probation Supervision (JIPS).

- African and Native American youth are given “penalty only” disposition at a lower rate than Hispanic and Anglo youth.

#### Next Steps –

Present information to Law Enforcement Agencies

This report:

- Can be used as a self-analysis tool by local court jurisdictions.
- Can be used as a tool for court administrators to identify key-decision points in the juvenile justice system and take further action, if necessary.
- Can be used to establish partnerships with other agencies such as law enforcement, schools, behavioral health systems, neighborhood association, CPS, etc.
- Can help to increase public trust and confidence in the court’s commitment to equal justice.
- The Report Card will be presented to the Committee on Juvenile Courts, which includes 15 presiding juvenile judges; the Arizona Juvenile Justice Advisory Council, local groups, law enforcement,
- The Statewide DMC Committee will use the report to assist local jurisdictions to assess their level of DMC.
- Each county was given their own individual report card so that they can have an opportunity to ask questions, seek assistance and get involved.

This report was recognized and commented for the excellent way in which it was written. It is important to note that this report has evolved from just gathering data for studying the issues into helping with actual actions plans to address the issues illustrated in the data.

Susan will discuss a Report Card press release with Cari Gerchick, AOC, Public Information Officer.

#### Diversity Workgroup – Judge Ann S. Timmer

The workgroup met on July 31, 2008 to discuss the upcoming Chris Nakamura Workshop that will be held in Tucson. Details include:

- Scheduled for Friday, November 7, 2008 and held at James E. Rogers College of Law at the University of Arizona
- Will be sponsored by Lewis and Roca , LLP
- The Pima County Bar Association, Arizona Bar Association, and the Arizona Minority Bar Association have also been invited to be sponsors
- The Cholla High School students (law magnet program) have been invited as have the students participating in the Sahuarita High School mock trial program
- The format will be the same as 2006
- Lewis and Roca will sponsor a lunch rather than a cocktail party
- This program may also be duplicated for ASU at sometime.

It was suggested that Jo Ana St. George from the Pipeline Program could be invited and present to the high school and college students.

The Commission on Minorities has been asked to help with printed materials and using our name. It was suggested that the name be changed to "Chris Nakamura Judicial Workshop."

**Motion:** To recommend that the Chris Nakamura Judicial Appointment Workshop that is being held this year, November 7, 2008 be supported by the Commission on Minorities. Seconded and approved. COM-008-04

Collaboration and Outreach – Margarita Silva

No report at this time. Information on the Focus Group Meetings will be tabled for the next meeting.

Cultural Competency – Jonae Harrison

No report at this time

**9. NEXT MEETING**

The next full commission meeting is scheduled for Thursday, November 20, 2008 at the Attorney General's Office, 15 S. 15th Ave, Room 401 from 11:00 – 3:00 pm

**Call to the Public – No responses**

**Adjourned at 2:37 pm**