

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

Thursday, January 21, 2010
1:00 pm – 3:00 pm
Arizona State Courts Building – Room 230
Phoenix, Arizona

MEMBERS PRESENT:

Honorable Roxanne Song Ong, Chair
Mike Baumstark
Honorable Peter Eckerstrom
Arthur Wilkerson
Honorable Penny L. Willrich (Ret.)

PRESENT TELEPHONICALLY:

Honorable Maria Avilez
Joi Hollis
Niccole King
Lisa Loo
Honorable Leslie Miller
Justin Ruggieri

MEMBERS ABSENT:

Jesus Diaz
Karin Humiston
Honorable Mitchell D.K. Kalauli
Honorable Marie Lorona
Bryon Matsuda
Brenetta Monyette Green
Patricia Seguin
Margarita Silva
Honorable Eileen Willett

STAFF:

Theresa Barrett, Court Services Division, AOC
Annette Mariani, Court Services Division, AOC

Guest (s):

Patricia Ferguson-Bohnee – Director, Indian Legal
Clinic, Associate Clinical Professor of Law,
Sandra Day O'Connor College of Law
Salvador Ongaro, President, Los Abogados,
Attorney, Davis & Miles, PLLC

REGULAR BUSINESS

1. **Call to Order:**
Honorable Roxanne Song Ong called the meeting to order without a quorum present.
2. **Welcome, Introductions:**
 - a. Commission members present and on the telephone introduced themselves.

BUSINESS ITEMS/POTENTIAL ACTION ITEMS

3. 2010 Meeting Schedule – Theresa Barrett

The proposed meeting dates are:

April 22, 2010
July 29, 2010
October 21, 2010

After discussion: The April 22, and July 29th dates were agreeable to the group. The only conflict is October 21st. It was proposed that the Commission move the October meeting date to September 30, 2010.

Motion: Motion to approve the schedule was held until a quorum was present.

4. Native American Bar Association–Arizona Chapter (NABA-AZ) – Patricia Ferguson-Bohnee

Ms. Ferguson-Bohnee provided information and highlights on the Native American Bar Association (NABA-AZ):

This organization was formed in 2007 by a small group of Native American attorneys to help fill a void. At the present there are no Native Americans who serve as federal court judges. NABA-AZ is moving forward in getting candidates into these roles because many of the Indian Law issues arise and are decided in the federal court. Some of the highlights presented by Ms. Ferguson-Bohnee included:

- Goals for the organization:
 - Foster professionalism and growth on federal court benches;
 - The advancement and improvement of the practice of Indian Law;
 - Awarding scholarships to Native American law students;
 - Promoting tribal sovereignty and,
 - Working on issues regarding legal, cultural and social matters affecting Native Americans.
- A website has been created and a strategic plan is currently being developed
- There are about 60 members. Current members work in firms; academia and government service and also include tribal attorneys.
- NABA-AZ has worked on several community service projects for example, promoting the Native vote in 15 or the 21 tribal reservations in the state of Arizona for the 2008 elections. This project was awarded an ASU's President's Award for Partnering.
- NABA-AZ participated in the Native American Health toy and food drive providing food for about 60 families in 2008.
- The third annual golf tournament to raise funds for student scholarships is scheduled for March 20, 2010. (Three \$20,000 scholarships are scheduled for this year with the deadline being February 12, 2010)
- In the fall of 2009, the first Seven-Generation dinner took place. The purpose of this dinner is to raise money for scholarships.
- Two CLE's were held last year with plans on holding two more this year. Topics will include healthcare and leasing.
- The annual meeting that was held last year included a panel that highlighted Native American Women and their contributions. This year at the State Bar on June 11, 2010, NABA-AZ will hold a panel entitled "Perspectives from the Field: The Evolution of Federal Indian Policy" which will include a discussion on change and political trend in Congress over the past 20 years with regard to Indian policy.
- NABA-AZ established the Sovereignty and Protection Committee. This committee works with the Indian Law Section to post a comment on adding Indian Law as a subject matter to the Arizona Bar Examination. Petition is currently on hold.

- NABA-AZ has been collaborating on the Diversity Task Force of the State Bar
- Members continue to establish and maintain relationships with sister bar associations.

Q. Would you have a figure as to how many Native American attorneys there are throughout the state that may or may not be part of NABA-AZ in the state?

A. Do not remember the numbers. There are however, both Indian and non-Indian members as part of NABA-AZ.

Q. How many law students of Native American background are you aware of in the various law schools?

A. ASU has about 30 and there are some at the Phoenix School of Law and U of A.

Q. What is the retention rate after graduation?

A. There are a few from ASU in the area and some are working in the Washington D.C. area, mostly on high profile policy matters.

Q. Are you aware of the number of state court judges?

A. Nationwide there are 35 Native American's who work in the state court system.

Judge Song Ong asked that any information regarding dates and events be sent to staff at AOC for compilation and distribution to all the commission members for further collaboration with other groups.

5. **Los Abogados – Salvador Ongaro, President. Attorney, Davis & Miles, PLLC**

Mr. Ongaro has been President of Los Abogados since January, 2009 and will be president this year. This organization has been around for since 1976 and is now one of the largest minority bar association in Arizona. There are about 200 members, mainly in Maricopa County. Work towards expanding membership down into southern Arizona is underway. Information shared:

- Vladimir Cordova Scholarship Program:
 - As part of this program a successful golf tournament was held in October 2009. This program awards cash scholarships to students at ASU. This program is looking to expand to all three law schools.
 - Another part of the program is the annual laugh fest. The eighth is scheduled for April 29, 2010. This is a comedy show that involves national talent, a reception and dinner with proceeds going towards scholarships.
- Los Abogados is also an advocacy association and efforts are continuously being made to get the word out to the general public and various organizations as to issues that affect Hispanic and Latinos in general as well as Hispanic lawyers. These efforts have led to the Hispanic Bar Association's selection of Los Abogados as the 2009-2010 Affiliate Organization of the Year.
- Members continue to work towards having representation in trial court and the appellate court commissions.
- The annual meeting is scheduled for this weekend January 22-24, 2010.
- Highlights from 2009 include:
 - A reception for Tucson students and attorneys was held in January 2009
 - A reception in Yuma was held in October, 2009 for Yuma attorneys and resulted in additional board members.
 - Members of Los Abogados took an active role in getting the word out in regards to Sonia Sotomayor's nomination for Supreme Court Judge. Press conferences were organized, commentaries were presented on television and radio programs and letters were written to Senator McCain and Senator Kyle requesting that they vote in favor of this nomination.
 - Seven luncheons were held in 2009 offering 4.25 hours of free CLE.

- The September 2009, luncheon was in honor of former judges and retiring judges.
- A workshop has been discussed that would gather information (pipeline) on minority and disadvantaged candidates into positions where they may be nominated into the spots that were left open by the retiring Hispanic judges. A proposal was submitted to the Martindale-Hubbell Legal Fellowship to fund this workshop. The focus audience of this workshop would be geared towards students so that the seed is planted as to what a career of a judge entails. Mr. Ongaro spoke of the importance of talking to students early on regarding the right direction to go and how to avoid any troublesome behaviors along the way (ethics, criminal background, integrity, etc.) Regardless of whether the fellowship is secured, Los Abogados would like to continue to work with this commission and others if resources allow, in collaborating on such an event.

DISCUSSION: An informal lunch for minority women students was conducted by judges in the Tucson area to encourage the students to think about careers on the judicial bench. As a follow up to this program, the concept of providing an opportunity for students to spend a few minutes with individual judges and pose questions on being a judge or pursuing a judicial position evolved. If anyone is interested in this concept in the Tucson area they may contact Judge Miller.

Once Mr. Ongaro has formulated the 2010 schedule of events for Los Abogados, Judge Song Ong asked if this could be emailed to the staff at the AOC for distribution and further collaboration where possible.

6. Arizona Black Bar Association - Brenetta Monyette Green

Ms. Monyette Green may not be able to join the meeting today. She did, however, have an announcement that Mr. Gerald Richard is going to be appointed as the incoming President of the Arizona Black Bar Association. Mr. Richard was the chair of the Commission for many years and was very instrumental in the various earlier projects.

7. Approval of Minutes

Motion: To approve the minutes of the October 15, 2009 meeting as written. The motion was seconded and approved. COM-010-01

Motion: To approve the 2010 proposed meeting schedule for the Commission on Minorities as follows: April 22, July 29 and September 30, 2010, from 1:00 – 4:00 pm. This motion was seconded and approved. COM-010-02

8. National Consortium on Racial and Ethnic Fairness in the Courts – Theresa Barrett, Manager, Court Programs Unit, Administrative Office of the Courts

The New Jersey Judiciary will be hosting the 22nd Conference and Annual Meeting of the National Consortium on Racial and Ethnic Fairness in the Courts from April 28, 2010- May 1, 2010. The theme for this year is “Transformative Tools for Delivering Justice in the 21st Century. Due to budgetary constraints we will not be able to send a representative to this meeting. In lieu of attendance, the Commission can provide an update (brochure) on what is being done here in Arizona and what the strategic plan will entail. Staff will compile this information and send out to the conference planners.

9. Workgroup Update

Over-Representation – Judge Song Ong for Jesus Diaz

Mr. Diaz has suffered a health issue and is back and doing well. He wanted to convey his thankfulness for all communication sent to him regarding well wishes. This group is in the process of producing and distributing the 4th Statewide Report Card.

Cultural Competency – Judge Penny Willrich (Ret.)

Discussions that took place during this brainstorming session were:

- What exactly should the focus be for this group for the next three years? One of the ideas was to work with Education Services on a training grant that they received regarding Domestic Violence. The workgroup was thinking that perhaps training on cultural competency and diversity could be “sprinkled” in with the domestic violence training. Communication with the manager at Education Services will be made so that the process of sharing information and ideas could move forward.
- A name change for this workgroup had been previously discussed. It was agreed that at this time the name will stay the same. The group will try to define what it means by cultural competency and multicultural competency and then bring that discussion to the commission as a whole
- Having a master calendar of all the training that is going on in various locations around the state in regards to cultural competency and that this calendar would be centrally located on the commission’s website so that others can view and draw from for future trainings. Best practices can then be established.

Diversity Workgroup – Judge Peter Eckerstrom

This workgroup focused their meeting on the Chris Nakamura Workshop that will take place at the Minority Bar Convention on April 16, 2010 from 1:00 – 4:30 pm. Discussion items included:

- The timeline from the perspective of the Minority Bar Convention Planning Group was given to the Diversity Workgroup which is helpful for beginning their work.
- It was suggested that this year a piece be added on the struggles and achievements of the minority judges in Arizona both past and present. A panel of minority judges from different eras could be gathered to open up the dialogue of applying for judgeships.
- The workgroup also thought it would be helpful to have someone (perhaps a national speaker) present some data on the subject of minority judges so that the discussion is not all anecdotal. If a person is not found, it was also discussed that some information could be forthcoming that would be made available for this session.
- The workgroup worked on paragraphs (work statements) to be included in the brochure.
- One idea was to have a session on showcasing presiding judges and how to apply for nominating commissions.
- It is important to take a good look at how many people are needed and that all aspects of what the sessions are trying to convey are covered.
- The workgroup would like to focus on newer ideas without losing the traditional focus.

Suggestion: One person that could be asked to speak on the second session would be Amelia Cramer who chairs the Appointments Committee for the State Bar. Judge Araneta was also suggested as a possible panelist.

It was agreed that the facilitator is key to running the sessions smoothly. Discussion followed.

The workgroup now has the timeline, the work statements and topics and with all the great ideas and suggestions, the workgroup will be moving forward. Invitations need to be sent out within the next 2 weeks.

Collaboration and Outreach – Margarita Silva

A conference call was scheduled for this group, but it seems there was technical difficulty with the call in line. No report at this time.

10. Strategic Agenda - Theresa Barrett

This time was allotted for a prioritization exercise should there have been an overflow of projects going on among the workgroups. With all projects seeming to be manageable and not problematic, the Commission will not need to participate in this exercise.

Update on the Arizona Judicial Branch Strategic Plan: Mike Baumstark, AOC

All of the input has been summarized and sent to the Chief Justice and the subcommittee charged with strategic plan development. The Arizona Judicial Council (AJC) reviewed and formally approved the plan. There is no formal name for the plan or a date for the State of the Judiciary Address at this time.

11. NEXT MEETING

The next full commission meeting is scheduled for Thursday, April 22, 2010, at the Arizona Courts Building, Conference Rooms 230 from 1:00 – 4:00 pm.

Call to the Public – No responses

Adjourned at 3:00 p.m.

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

Thursday, April 22, 2010
1:00 pm – 3:00 pm
Arizona State Courts Building – Room 230
Phoenix, Arizona

MEMBERS PRESENT:

Honorable Roxanne Song Ong, Chair
Mike Baumstark
Jesus Diaz
Lisa Loo
Honorable Marie Lorona
Arthur Wilkerson
Honorable Penny L. Willrich (Ret.)

STAFF:

Susan Pickard, Court Services Division, AOC
Annette Mariani, Court Services Division, AOC

Guest (s):

Deb King, Education Services Division – AOC
Patricia Stansfield, Education Services Division -
AOC
Theresa Barrett, Court Programs Unit, AOC

PRESENT TELEPHONICALLY:

Honorable Peter J. Eckerstrom
Karin Humiston
Honorable Mitchell Kalauli
Niccole King
Margarita Silva

MEMBERS ABSENT:

Honorable Maria Avilez
Brenetta Monyette Green
Joi Hollis
Bryon Matsuda
Honorable Leslie Miller
Justin Ruggieri
Patricia Seguin
Honorable Eileen Willett

REGULAR BUSINESS

1. **Call to Order:**
Honorable Roxanne Song Ong called the meeting to order without a quorum present.
2. **Welcome, Introductions:**
Commission members present and on the telephone introduced themselves.

BUSINESS ITEMS/POTENTIAL ACTION ITEMS

3. **Potential JSEC Diversity Cultural Competency Broadcast – Lisa Loo, Arizona State University, Counsel; Deborah King and Patricia Stansfield, AOC, Education Services Division**

Deborah King informed COM members that she, Patricia Stansfield, Judge Song Ong, Lisa Loo, Theresa Barrett and Susan Pickard met earlier to discuss the possibility of a Diversity/Cultural Competency broadcast. During this preliminary discussion it was determined input should be gathered from the entire Commission at their next regularly scheduled meeting which led to this discussion being placed on the agenda. Deborah King and Patricia Stansfield facilitated the discussion with the Commission.

Ms. King shared that the process to develop a broadcast includes identifying the topic, the focus of the topic, and who the subject matter experts might be.

Discussion then ensued regarding past training sessions. Most members agreed that this training should introduce the concept of cultural competency as a skill set, like other skills we attain to make us more effective and efficient in our profession. Initially, Ms. King and Ms. Stansfield were planning for a June presentation, but based upon the Commission's discussion and the necessary development time, they decided to target August 24, 2010.

Delivery Method:

- It was suggested this presentation might best work as a webcast. A web cast is seamless to courts, can triple the number of courts that can participate and is beneficial for rural communities.
- It was noted the webcast will need to adhere to a 2 hour time limit.
- Members felt it was important to include an activity in the webcast or some interactive component. It was suggested perhaps a pre-quiz or survey could be developed to engage participants.
- To add variety to the delivery method, Patty informed members the webcast could include prerecorded segments along with live presenters.

Objectives:

- Participants will learn that cultural competency is a skill set that should be developed to make them more effective and efficient in their daily jobs.
- Participants will understand that this webcast is designed to offer them the foundation upon which to build this skill set.
- Participants will acknowledge that honing this skill set is important for judicial system employees at all levels.

Other discussion points:

- *It was noted the Cultural Competency Workgroup, led by Judge Penny Willrich, is working on definitions of diversity and cultural competency. It was suggested that this common definition could be previewed in and/or used for this webcast.*
- Calvin Terrell and John Martin were suggested as possible presenters.

Next Steps:

- Deborah King and Patricia Stansfield will lead a workgroup to develop the webcast. Workgroup volunteers include: Judge Penny Willrich, Jesus Diaz, Lisa Loo, Karin Humiston, Judge Mitchell Kalauli and Margarita Silva.
- Scenarios need to be identified as soon as possible in order to coordinate taping.

4. **Approval of Minutes**

With a quorum of the members now present, Judge Song Ong presented the January 21, 2010 minutes for approval.

Motion: To approve the minutes of the January 21, 2010 meeting as written. The motion was seconded and approved. COM-010-03

5 **Workgroup Update**

Collaboration and Outreach – Margarita Silva

- Due to continuing budget constraints, the idea of a town hall meeting has been put on hold.
- The workgroup is exploring collaboration with a program for at risk youth that is offered by the Maricopa County Superintendent of Schools called *Juvenile Transitions*. ACTION: Staff will contact the program's director, Dorothy (Dottie) Wodraska, and invite her to the next meeting of the Commission.
- A member noted that another possible program for collaboration and youth outreach would be the Law for Kids website.
- It was noted that this workgroup could use more members. Members were encouraged to contact staff if interested in joining the workgroup.

Diversity Workgroup – Judge Peter Eckerstrom

The Chris Nakamura workshop was held at the Minority Bar Convention on Friday, April 16, 2010. Each session was presented by very distinguished panels. While there were a limited number of attendees, the audience was very receptive. It was noted these sessions are slotted as breakout sessions and as such are in competition with other breakout sessions so this may have been a factor impacting attendance.

To assist in increasing Workshop attendance, the following suggestions were offered:

- Perhaps the Commission could include questions in the brochures prior to the sessions that may help to attract more persons to want to come and listen
- Continue to reach out to more people through the various pipelines
- Speak to the state bar in regards to scheduling one of our sessions at a time that does not bump into a competing session

Judge Song Ong thanked Judge Peter Eckerstrom and Justin Ruggieri for their hard work and dedication to presenting a high quality program.

Further Discussion

Last year the bench lost three Hispanic judges and this year two more will be retiring. While efforts have been made to recruit minority candidates for these vacancies, few are stepping forward. Discussion then turned to how can the Commission help with recruitment and identification of candidates? Suggestions included:

- Visit various sister bars
- Contact the registrants of the Chris Nakamura Workshop and those listed on the various minority bar mailing lists to see if they may be interested. This process could be automated by creating a database of individuals identified as having a possible interest and sending them an email when a vacancy occurs. It was noted COM needs to make sure that they are not duplicating any efforts being made by other organizations.
- Visit law schools to stimulate students' future interest in pursuing an appointment to the bench. It was suggested considering visiting elementary schools as well to plant the seed earlier and give guidance on how decisions they make now could impact opportunities later.

Cultural Competency – Judge Penny Willrich (Ret.)

The workgroup met on April 14, 2010. The charge for this meeting was to begin the task of developing a definition for the concept of diversity and cultural competency for use by the judiciary. The members reviewed a number of definitions gathered from a variety of sources: Arizona State University, University of Arizona, Maricopa County, Oregon State Government, Phoenix Law, and North Carolina State University to name a few. The workgroup will continue to consider these definitions as they develop Arizona's definition. ACTION: Feedback was requested from the commission.

Over-Representation – Jesus Diaz

Jesus reported the collaboration between the Over-Representation Workgroup and the Arizona Juvenile Justice Commission continues to be strong. After years of presenting the Disproportionate Minority Contact (DMC) Report Card at the state level, the Workgroup's agenda has moved to presentations of county specific data to county officials and judicial department leadership. Most recently, on March 30th, Navajo County leadership received a presentation. It was well received and a commitment was made to continue the discussion. Next, Graham, Greenlee and Yuma counties are scheduled for presentations regarding their data so the dialogue can begin at the local level. The plan is to present the county-specific data to all 15 counties within one year. Another workgroup goal is to have the first draft of the 4th Annual Report Card by this July. This workgroup meets in conjunction with the Statewide DMC Committee on the first Thursday of every month from 9:30 to 11:00 a.m. at the Governor's Division for Children's Youth and Family. Jesus informed members all are welcome.

For the record, Jesus clarified that a commitment was made with each jurisdiction that their data would not be shared until such time that all data had been presented to all counties.

6. NEXT MEETING

The next full commission meeting is scheduled for Thursday, July 29, 2010, at the Arizona Courts Building, Conference Rooms 230 from 1:00 – 4:00 pm.

Call to the Public – No responses

Adjourned at 2:54 p.m.

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

Thursday, July 29, 2010
1:00 pm – 3:00 pm
Arizona State Courts Building – Room 230
Phoenix, Arizona

MEMBERS PRESENT:

Honorable Roxanne Song Ong, Chair
Honorable Maria Avilez
Mike Baumstark
Diandra D. Benally
Brenetta Monyette Green
Lisa Loo
Kendall D. Rhyne
Arthur Wilkerson

PRESENT TELEPHONICALLY:

Honorable Peter Eckerstrom
Honorable Mitchell D.K. Kalauli
Niccole King
Patricia Seguin
Honorable Penny L. Willrich (Ret.)

MEMBERS ABSENT:

Jesus Diaz
Joi Hollis
Karin Humiston
Honorable Marie Lorona
Honorable Leslie Miller
Margarita Silva
Honorable Eileen Willett

STAFF:

Susan Pickard, Court Services Division, AOC
Annette Mariani, Court Services Division, AOC

Guest (s):

Dorothy Wodraska – Director of Juvenile Transition
Maricopa County, Superintendent of Schools
Claudia Gilburd – CEO/Founder of Teen law
School
Jeffrey Schrade – Division Director, Education
Services, AOC
Chad Campbell - Division Director, Juvenile
Justice Services, AOC
Bruce Relf, Founder, Fresh Start Community
Services

REGULAR BUSINESS

1. Call to Order:

Prior to calling the meeting to order, Honorable Roxanne Song Ong held a brief orientation with the two new members of the commission: Mr. Kendall D. Rhyne and Ms. Diandra D. Benally. The meeting was called to order at 1:15 without a quorum.

2. Welcome, Introductions:

a. Commission members present and on the telephone introduced themselves. A letter from former member Justin Ruggieri was shared with the commission expressing his thanks and appreciation for having been part of the Commission.

BUSINESS ITEMS/POTENTIAL ACTION ITEMS

3. Juvenile Transitions – Dorothy Wodraska, Director of Juvenile Transition Maricopa County, Superintendent of Schools

This program, currently offered through the Maricopa County Superintendent of Schools is geared towards youth that have been detained, incarcerated or involved with the juvenile justice system in some fashion by helping them to transition back into school and a healthy environment. The focus is on developing and expanding productive life skills and abilities by increasing the support and opportunities for youth in order to reduce the factors that lead to future delinquencies. This is done by working collaboratively with the educational system and community agencies.

Educational Aspect: A grant application for \$4.5 million has been submitted to replicate the Continuing Hope High Schools Placement Program. These computer-based high schools with certified teachers are intended for youth once they are released from incarceration. This program allows released youth offenders to continue with their education and obtain credits before transferring into a traditional or charter high school. A projection of this grant maintains that if 175 youth offenders go through a successful transition a savings of \$8 million dollars is possible for the state.

The goal of the grant is to open up 6 more Continuing Hope High Schools in order to expand this service throughout Maricopa County.

Community Aspect: Along with the educational piece to assist youth in transition, the program provides youth with a membership to either a Girls/Boys Club (South Phoenix) or a YMCA (Maryville) giving them a positive way to affiliate with the neighborhood.

Ms. Wodraska asked if the Commission on Minorities could help with this endeavor by “spreading the word” so that connections can be made to fill in any gaps that may exist.

4. Teen Law School – Claudia Gilburd, CEO/Founder of Teen law School

The goal of the Teen Law School is to help youth think about what can happen if they engage in risky behavior, what their rights and responsibilities are under the law, the real life consequences of breaking the law and the loss of freedom that comes with it. By educating teens and their parents about the local, state and federal laws, healthy law abiding choices can be made. The Teen Law School provides:

- Separate educational seminars for teens and parents. Parents can build alliances with other resources to help them navigate through the various topics that are presented at these seminars. These seminars are lead by child advocates and an attorney.
- A developing website (www.teenlawschool.com) is available. Future components to include: searchable law libraries, video education and training and forums, blogs and user-contributed content.
- Affiliations with the Maricopa County Education Service Agency and the Prepaid Legal Services, Inc. In addition there is ongoing outreach to the various school districts, faith-based organizations, and community groups and employers.

Future Additions to the program:

- A 24/7 phone line (Check it First) for teens and parents was discussed. This would provide an opportunity to talk to an attorney not for advice but for information about the law and, if necessary, a referral to an attorney.
- Curriculum writing is underway for the development of full day workshops – also working on a Spanish version of this workshop

- It was suggested that Teen Law could be part of a future curriculum for first and second time offenders. This information has been presented to the Arizona Public Defenders Association and was well received.

Commission members suggested other resources that may assist Teen Law School in meeting their goals. Those suggestions included: Juvenile Courts, the Juvenile Administrator's Meeting (JAM), Law for Kids, Minority Bar Convention, and Teen Courts.

5. Approval of Minutes

With a quorum of the members now present, Judge Song Ong presented the April 22, 2010 minutes for approval.

Motion: To approve the minutes of the April 22, 2010 meeting as written. The motion was seconded and approved. COM-010-04

6. Cultural Competency Broadcast Update - Jeffrey Schrade, Division Director, Education Services, AOC

- The search continues for a subject matter expert(s) to introduce the concept of cultural competency as a skill set.
- The broadcast will be 2 hours and could include a lecture and "from the field" scenarios
- Deb King is looking into curriculum models for supplemental materials to the broadcast
- In addition to the broadcast, there needs to be follow up sessions in order to capitalize on the initial session – introducing cultural competency as a skill set that can be built on and maintained
- The date for broadcast is October 7, 2010

A Commission member suggested that perhaps a very good litigator who already has this skill set could be identified and utilized as a subject matter expert.

7. Workgroup Update

Collaboration and Outreach Workgroup – Margarita Silva

No report at this time

Diversity Workgroup – Judge Peter Eckerstrom

Judge Eckerstrom expressed his thanks to former commission member, Justin Ruggieri for all his fine work with the Chris Nakamura Judicial Appointment Workshop presented in April at the Minority Bar Convention.

Judge Eckerstrom suggested a new project for this workgroup. This project would entail making formal contact with the various minority bar associations to view and discuss their initiatives and compare efforts for future workshops and/or seminars. The goal would be to develop a knowledge base on effective methods for recruiting minority applicants.

Cultural Competency Workgroup - Judge Penny Willrich (Ret.)

The updated Diversity Statement and the Cultural Competency Definition were provided for the Commission's review and/or approval.

DIVERSITY STATEMENT

Diversity represents a workforce and customer-based environment that includes age, gender, sexual orientation and identification, race, religion, culture,

nationality, ethnicity, disability, appearance, personality, education and language. Diversity includes ideas, approaches, disciplines, cultural values, and perspectives, which are integrated into the myriad duties and responsibilities at all levels of our court. The Commission encourages a statewide climate of inclusion, respect, openness and awareness that accepts all persons without judgment, providing access to justice and demonstrating our commitment to be balanced, just and fair. The cultural richness and diversity of Arizona is a source of opportunity.

Motion: To accept the Diversity Statement as put together by the Cultural Competency Workgroup. The motion was seconded and approved. COM-010-05

CULTURAL COMPETENCY DEFINITION

Cultural Competence refers to the skill set developed by individuals to be inclusive, respond respectfully and effectively to people of all cultures, languages, economic classes, races and ethnic backgrounds. Cultural Competency skills recognize, affirm and value the worth of individuals, families and communities while protecting and preserving the dignity of each. Cultural competency requires the integration and transformation of these skills into specific standards, policies, practices and attitudes used in various settings within the judicial system.

Motion: To accept the Cultural Competency Definition as put together by the Cultural Competency Workgroup. The motion was seconded and approved. COM-010-06

The Cultural Competency Workgroup thanks Susan Pickard for all her coordination and facilitation efforts with the last meeting.

Over-Representation – Susan Pickard for Jesus Diaz

The workgroup is planning to present the 4th Statewide Report Card in the fall. This report will combine all previous reports to highlight any noticeable improvements and/or declines.

The group continues to present county-specific data to court leadership staff in each county. These reports are being well received. The presentation to Yuma County is scheduled for August, 2010. The current existing reports are online to be reviewed.

8. NEXT MEETING

The next commission meeting is scheduled for Thursday, September 30, 2010, at the Arizona Courts Building, Conference Rooms 230 from 1:00 – 4:00 pm.

Call to the Public – No responses

Adjourned at 3:00 p.m.

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

September 20, 2010
1:00 pm – 3:00 pm
Arizona State Courts Building – Room 230
Phoenix, Arizona

MEMBERS PRESENT:

Honorable Roxanne Song Ong, Chair
Mike Baumstark
Honorable Peter Eckerstrom
Margarita Silva
Arthur Wilkerson

PRESENT TELEPHONICALLY:

Honorable Maria Avilez
Diandra D. Benally
Brenetta Monyette Green
Joi Hollis
Karin Humiston
Lisa Loo
Honorable Leslie Miller
Patricia Seguin
Honorable Penny L. Willrich (Ret.)

MEMBERS ABSENT:

Jesus Diaz
Honorable Mitchell D.K. Kalauli
Niccole King
Honorable Marie Lorona
Kendall D. Rhyne
Honorable Eileen Willett

STAFF:

Susan Pickard Court Services Division, AOC
Annette Mariani Court Services Division, AOC

Guest (s):

Theresa Barrett Court Programs Unit, Court
 Services Division, AOC
Julie Binter Education Services Division,
 AOC
Deborah King Education Services Division,
 AOC
Carol Mitchell Caseflow Management Unit,
 Court Services Division, AOC

REGULAR BUSINESS

1. **Call to Order:**
 Honorable Roxanne Song Ong called with meeting to order with a quorum present.
2. **Welcome, Introductions:**
 Commission members present and on the telephone introduced themselves.

BUSINESS ITEMS/POTENTIAL ACTION ITEMS

3. **Approval of Minutes:**
 Judge Song Ong presented the minutes of the July 29, 2010, meeting for approval.

 Motion: To approve the minutes of the July 29, 2010 meeting as written. The
 motion was seconded and approved. COM-010-07
4. **2011 Meeting Schedule - Susan Pickard**
 Susan Pickard presented the proposed 2011 meeting schedule. The members reached a
 consensus that satisfied a majority of the commission members. Additionally, suggestions to hold
 two of the meetings in alternate locations were made. Suggested alternate locations:
 ➤ The Juvenile Court Training Center in Pima County (January, 2011) **ACTION:** Judge Miller
 will follow up on availability of this Tucson meeting location and whether there is any cost
 associated with the use of a room..

- A conference room at the Minority Bar Convention for an April date. The conference is scheduled for April 14-15, 2011. Because many of the members are involved in this convention, this meeting would need to be scheduled during a break in order to avoid conflicts with educational sessions that members may be attending. The cost for using one of the rooms for this meeting will also need to be investigated. **ACTION:** Lisa Loo will follow up with the Minority Bar Convention planning committee to explore this alternate meeting location.

Motion: To approve the proposed 2011 meeting dates for the Commission on Minorities in the Judiciary as proposed: January 20, 2011, April 21, 2011, July 28, 2011 and September 29th, 2011. The motion was seconded and approved.
COM-010-08

5. Interpreter Issues Update - Carol Mitchell, Caseflow Management Unit, Court Services, Division, AOC

Carol Mitchell presented an update regarding local and national court interpreter issues and specifically what the AOC is doing to address the need for more interpreters. Highlights of this presentation included:

- Presentations have been given to the Presiding Judges and Court Administrators to update on AOC interpreter projects
- A letter from the Department of Justice (DOJ) was distributed. The letter reminds courts that receive federal financial assistance are governed by Title 6 requirements regarding providing access for Limited English Proficient (LEP) individuals. This letter can be found on the DOJ website: http://www.justice.gov/crt/lep/final_courts_ltr_081610.pdf
- The AOC is encouraging courts to develop LEP plans. To assist in this effort, the AOC is considering the establishment of a workgroup consisting of court administrators to develop a LEP plan template to be distributed statewide.
- Collecting statistical data was recommended as a way to identify needs for LEP plan and best allocate limited resources.
- In reviewing the data from the AOC-run Interpreter ListServ and Registry, 100 interpreters who represent 20 different languages have been identified.

Ms. Mitchell also provided information on future project being considered. Examples included:

- Participation in the National Center for State Courts, Consortium for Language Access to help keep Arizona's interpreter community informed of trends and projects in other states.
- Creation of language identification cards for individuals to present at the counter which will indicate to court staff that interpreter services are needed to assist the individual.
- Court-specific training for interpreters
- Creating a code of conduct for court interpreters

6. Proposed Diversity Workgroup Project - Judge Peter Eckerstrom

In order to amplify the effect of the Chris Nakamura Judicial Appointment Workshop, Judge Eckerstrom proposed a project for the Diversity Workgroup which will require collaboration with the minority bar associations. This project could fit into the break before preparation for the next workshop begins.

The project would consist of:

- meeting with each minority bar association to identify programs aimed at recruiting and preparing potential judicial candidates;
- developing a central repository to house and share successful programs;
- developing a method for alerting minority bar members of judicial vacancies;
- assisting interested parties with the application and/or interview process; and
- developing a frequently asked questions section on the Supreme Court website to convey information about judicial vacancies, application/interview process assistance and links to various organizations and minority bar associations.

Motion: To approve the Diversity Workgroup Project as proposed. The motion was seconded and approved. COM-010-09

7 Cultural Competency Broadcast Update – Deborah King, Julie Binter

Deborah King introduced Julie Binter, a new Education Services Division staff member, who will be working with Ms. King on the upcoming cultural competency broadcast. The Judicial Staff Education Committee (JSEC) sponsors 4-5 broadcasts a year and determined that one covering the “Diversity/Cultural Competency” topic would be valuable. However; specific coverage on the topic was not determined and thus lead to meetings with this commission for feedback on content for the broadcast. Due to the vastness of this topic area, the broadcast is envisioned as an introductory piece only. The proposed date of the broadcast is still to be determined.

Ms. King led the members through a discussion about what the Commission would like to accomplish with the introductory broadcast: Members suggested the following:

- Gather information from participants on what they feel they need or believe that the court structure needs regarding the issue of cultural competency;
- Continuing educational forums;
- Present scenarios that would begin discussion on how to handle various issues of cultural competency.

Ms. King suggested that COM's Cultural Competency Workgroup continue to meet to develop the outline for scenarios and potential content. A conference call meeting will be set up with those that are on the workgroup.

8 Workgroup Updates:

Over-Representation – Susan Pickard for Jesus Diaz

Ms. Pickard reported that the 4th Statewide Disproportionate Minority Contact Report Card would be ready to publish in October. Because this is the last commission meeting scheduled for 2010, she raised the question as to whether there needs to be an additional meeting prior to publication. For purposes of voting, this meeting cannot take place via email. The options provided were face to face or a virtual meeting. In order to make it easier for all members, it was suggested that a virtual meeting would be best. Jesus Diaz will inform Susan when the report is ready for presentation so the meeting can be organized.

Collaboration and Outreach Workgroup – Margarita Silva

This workgroup has not met since the last commission meeting. An outreach program that focuses on juveniles in the court system was discussed, but the workgroup will need to regroup to pick up discussion and formalize their recommendations. In the interim, this workgroup has been working with the Judicial Education Committee on the broadcast.

Cultural Competency Workgroup - Judge Penny Willrich (Ret.)

This workgroup has not met since the last commission meeting. This workgroup has been working with the Judicial Education Committee on the broadcast as well.

Diversity Workgroup – Judge Peter Eckerstrom

The report given at the beginning of the meeting served as the update, there was nothing further to report.

9. NEXT MEETING

The next commission meeting is scheduled for Thursday, January 20th, 2010; the location is still to be determined.

Call to the Public – No responses

Adjourned at 2:28 pm.

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

September 30, 2010
1:00 pm – 3:00 pm
Arizona State Courts Building – Room 230
Phoenix, Arizona

MEMBERS PRESENT:

Honorable Roxanne Song Ong, Chair
Mike Baumstark
Honorable Peter Eckerstrom
Margarita Silva
Arthur Wilkerson

PRESENT TELEPHONICALLY:

Honorable Maria Avilez
Diandra D. Benally
Brenetta Monyette Green
Joi Hollis
Karin Humiston
Lisa Loo
Honorable Leslie Miller
Patricia Seguin
Honorable Penny L. Willrich (Ret.)

MEMBERS ABSENT:

Jesus Diaz
Honorable Mitchell D.K. Kalauli
Niccole King
Honorable Marie Lorona
Kendall D. Rhyne
Honorable Eileen Willett

STAFF:

Susan Pickard Court Services Division, AOC
Annette Mariani Court Services Division, AOC

Guest (s):

Theresa Barrett Court Programs Unit, Court
Services Division, AOC
Julie Binter Education Services Division,
AOC
Deborah King Education Services Division,
AOC
Carol Mitchell Caseflow Management Unit,
Court Services Division, AOC

REGULAR BUSINESS

1. **Call to Order:**
Honorable Roxanne Song Ong called with meeting to order with a quorum present.
2. **Welcome, Introductions:**
Commission members present and on the telephone introduced themselves.

BUSINESS ITEMS/POTENTIAL ACTION ITEMS

3. **Approval of Minutes:**
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