

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

March 2, 2011
1:00 pm – 3:00 pm
Arizona State Courts Building – Room 345A/B
Phoenix, Arizona

MEMBERS PRESENT:

Honorable Roxanne Song Ong, Chair
Mike Baumstark
Jesus Diaz
Kendall D. Rhyne

PRESENT TELEPHONICALLY:

Honorable Maria Avilez
Diandra D. Benally
Honorable Peter Eckerstrom
Honorable Mitchell D.K. Kalauli
Niccole L. King
Honorable Leslie Miller
Patricia Seguin
Honorable Penny L. Willrich (Ret.)

MEMBERS ABSENT:

Joi Hollis
Karin Humiston
Lisa Loo
Honorable Marie Lorona
Honorable Monyette Nyquist
Margarita Silva
Arthur Wilkerson
Honorable Eileen Willett

STAFF:

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

Guest (s):

David Redpath, Researcher, Juvenile Justice Services, AOC
Elizabeth Simpson, Juvenile Justice Services, 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 September 30, 2010, meeting for approval.

Motion: To approve the minutes of the September 30, 2010 meeting as written.
The motion was seconded and unanimously approved. COM-011-01
4. **Minority Bar Association with Pima County Focus – Tamara Mulembo**
Ms. Tamara Mulembo, from the Federal Defenders Office in Tucson, Arizona and President of the Arizona Minority Bar Association, gave a presentation with focus on activities in Pima County regarding judicial diversity. The highlighted activities included:
 - Active participation in minority law student scholarship fundraising, a banquet is scheduled for the week of March 7.
 - Formulation a 501c6 organization in order to begin to make formal recommendations to committees regarding judicial candidates as well as getting involved in other political issues
 - Informal judicial candidate recruiting efforts begin upon hearing of a judicial opening. The members discuss the opening and suggest possible candidates. The group then reaches

out to those named and encourages them to apply. To assist in generating interest, a judicial appointment workshop is presented.

- Of note, judges have been instrumental in contacting individuals and in helping to mentor candidates

One of the projects of the Commission's Diversity Workgroup is to connect with the various minority bar associations throughout the state to identify the various efforts for increasing the diversity of the judicial branch. Judge Leslie Miller, a workgroup member, has been in contact with Ms. Mulembo in regards to this project. In light of the economy, this is a beneficial way to share and perhaps combine resources. Ms. Mulembo was asked to add Judge Miller to the Minority Bar Association's next agenda to discuss shared goals and resources. Additionally, Ms. Mulembo was asked to send meeting notices or calendar events to Susan Pickard in order for the commission members to serve in a supportive capacity.

5. Cultural Competency Broadcast, Judge Roxanne Song Ong, Judge Penny Willrich

The Cultural Competency Broadcast took place on February 2, 2011. Reflections from this broadcast include:

- There were 605 participants with 508 evaluations collected (275 which included comments)
- This broadcast was very well received, with an overall rating of 3.5
- Comments from the evaluations indicated that there was an definite interest in more training
- The various activities included in the broadcast were appreciated by and engaged the participants
- One of the themes that was touched upon: "What place does cultural competency have within the court system?" will need to be explored further in subsequent trainings
- The demographics of the people who participated indicated that judges, court clerks, and probation, surveillance and detention personnel, those who have the most face-to-face contact with people that conduct business with the courts, were in attendance. This reflects an interest and commitment from the staff to have a better understanding of their clients.
- Chief Justice Berch did an excellent job in her introduction to the broadcast. It helped set the tone and provided an opportunity for participants to hear about a portion of the strategic plan for the next five years
- Next steps: Develop and present additional programs to continue to hone the skill set known as "cultural competency"

Judge Song Ong and Judge Penny Willrich thanked the staff of the Judicial Education Center (Jeff Schrade, Deb King, and Julie Binter) for their help in making this a successful endeavor.

6. 4th Statewide Report Card – Jesus Diaz, David Redpath

Jesus Diaz and David Redpath presented the 4th Statewide Disproportionate Minority Contact (DMC) Report Card. A PowerPoint presentation was shared during this presentation: Highlights included:

- Introduction: The data collected provides a basis for analyzing the different decision points in the juvenile justice system. The end goal is to identify and correct possible issues in order to create equal outcomes for all the children that come into contact with the judicial system.
- Some of the steps for developing a DMC-Reduction Action Plan are as follows:
 - identify key players;
 - understand what relative rate index "is" and "is not";
 - develop goals that are realistic and achievable in order to develop goal statements;
 - 4) participants need to reach a consensus on areas of concern;
 - 5) what each community decides should be honored;
 - 6) develop timelines with shared responsibilities and resources

- Efforts instituted in Arizona to reduce DMC include:
 - Established a statewide DMC Committee with activities centered around county level projects;
 - The AOC submitted to the DMC Committee relative rate indexes for the various counties;
 - Funding has been targeted for Alternative to Detention Programs
- What the Relative Rate Index is and what it is not was explained along with how this is calculated - It needs to be understood that the RRI is not indicative of racism.
- This report card was produced with calendar year 2008 data
- The decision points used included: 1) referral; 2) detention decision; 3) informal or formal court processing; 4) post petition handling in juvenile court; 5) disposition options and 4) commitment to Department of Juvenile Corrections
- Summary of Findings:
 - Only 19.0% of arrested youth are referred to detention – this has decreased
 - Of those referred for detention 77.1% are detained – this has decreased
 - Only 4.9% of Arizona's youth are referred to juvenile court, this number has continued to drop in the last 3 years.
 - Minority youth are less likely to be diverted or not have a petition filed
 - 75% of children that are referred do not come back to courts
 - Youth of Color were formally petitioned at higher rates than white youth – while no DMC at adjudication stage is indicated. The level of discretion seems to point to whether you have DMC or not.
 - The summary of findings for African American, Hispanic and Native American Youth were presented. Other groups, such as Asian and Pacific Islander Youth, are tracked in Jolts but the numbers are not big enough to generate any meaningful statistics
- Trends:
 - RRI's for youth brought to detention is increasing a bit
 - RRI's for detained youths - all groups are close to 1
 - RRI's for diversion youth – all groups have less of an opportunity than white youths to be diverted
 - RRI's for adjudicated youth – African American are adjudicated at a lesser rate
 - RRI's for ADJC committed youth – African American youth are committed at twice the rate in 2006, back down to 1.5. In 2002 Native American youth were at same rate as Anglo youth – that is now a declining trend
- Next Steps:
 - To have the Commission on Minorities adopt the report prior to publishing on the web
 - Advocate for action through presentations (COJC, Juvenile Court Directors, Arizona Juvenile Justice Commission, Juvenile Court Prosecutors, Statewide Disproportionate Minority Contact Committee and other groups as requested)

The Commission chair and members thanked Jesus Diaz and David Redpath for all their hard work and commitment in producing another excellent and comprehensive report. It was suggested that some of the acronyms that were used during the presentation be included in the glossary of juvenile justice terms section. This report over the years has evolved into a very important informational piece for the counties.

After discussion regarding the information that was bolded on page 2 of the report, it was suggested that a report on the 300 direct files be re-run for the last 18 months. If numbers differ greatly, a footnote or addendum could be added to the report.

Motion: To adopt the 4th Statewide Report Card with the stipulation that if further data indicates that the RRI for direct file youths has decreased that information will be highlighted in this report. If it remains essentially the same, the report will be adopted as is. The motion was seconded and approved. COM-011-02

7 Workgroup Updates

Cultural Competency Workgroup - Judge Penny Willrich (Ret.)

Nothing further to report beyond what was previously discussed regarding the February broadcast

Over-Representation – Jesus Diaz

Nothing further to report beyond what was previously discussed regarding the 4th Statewide DMC Report Card

Collaboration and Outreach Workgroup – Margarita Silva

No report at this time. This group has been working with the Cultural Competency Workgroup on the February broadcast.

Diversity Workgroup – Judge Peter Eckerstrom

Most of the liaisons working with Judge Eckerstrom have checked in with him, but have not had the opportunity to collect the information that was requested. More information will be forthcoming at next meeting.

8. Strategic Planning – Susan Pickard

In 2006, a two year strategic plan was produced and in 2009, the Commission developed an updated set of goals. Many of the goals that were set have been accomplished; while others were not met either due to budgetary reasons or were found to be better placed with a different group's expertise. It was suggested that strategic planning for the commission be placed on the agenda for the upcoming April meeting.

9. Membership Term Expirations – Susan Pickard

Several members have terms that are due to expire in June, 2011. Some of them are eligible to be reappointed if they desire.

- ✓ Patricia Seguin - is interested in reappointment
- ✓ Judge Mitchell Kalauli – is interested in reappointment
- ✓ Judge Marie Lorona – awaiting answer
- ✓ Mike Baumstark – is interested in reappointment
- ✓ Karin Humiston – awaiting answer
- ✓ Arthur Wilkerson – awaiting answer
- ✓ Lisa Loo - after 5 terms on the Commission she expressed her desire to step down

Susan has contacted the deans of the Sandra Day O'Connor and James E. Rogers Colleges of Law for possible candidates for Lisa Loo's position.

Members were invited to pass along their suggestions for possible candidates.

10. NEXT MEETING

The next commission meeting is scheduled for Thursday, April 21, 2011, at the State Courts Building.

Call to the Public – No responses

Adjourned at 3:34 pm

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

Thursday, May 26, 2011
1:00 pm – 3:00 pm
Arizona State Courts Building – Room 345B
Phoenix, Arizona

MEMBERS PRESENT:

Honorable Roxanne Song Ong, Chair
Mike Baumstark
Jesus Diaz
Margarita Silva

PRESENT TELEPHONICALLY:

Honorable Peter Eckerstrom
Karin Humiston
Niccole King
Lisa Loo
Honorable Leslie Miller
Honorable Penny Willrich (Ret.)

MEMBERS ABSENT:

Honorable Maria Avilez
Diandra Benally
Joi Hollis
Honorable Mitchell D.K. Kalauli
Honorable Marie Lorona
Honorable Monyette Nyquist
Kendall Rhyne
Patricia Seguin
Arthur Wilkerson

STAFF:

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

Guest (s):

Mr. Gerald Richard - President, Arizona Black
Bar, Phoenix, Arizona
Theresa Barrett – Court Programs Unit, AOC

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. 4th Statewide Report Card – Jesus Diaz

During the March 2, 2011 meeting, the Commission discussed the findings that African American youth were nearly five times more likely to be direct filed into adult court than white youth. Data for fiscal year 2010 has been analyzed and indicated a decrease in the Relative Rate Index from 4.57 (2008) to 2.9 (2010).

The 4th Statewide Report Card was scheduled to be presented to the Juvenile Court Administrator's in April, but was rescheduled for June 24, 2011. Future presentations include: the Pima County Juvenile Executive Board and the county attorneys that deal specifically with juvenile cases. If the Commission members are aware of any other groups that would be interested in this presentation, they were asked to contact Jesus Diaz.

In April, Administrative Directive 2011-12 was issued adopting the Juvenile Detention Operations Standards which represent the minimum requirements that shall be in place for the delivery of secure care services within a juvenile detention center. Each county is required to develop and utilize a standardized risk assessment instrument, using evidence-based practices, to determine whether a youth shall be detained when referred by law enforcement, or other appropriate sources, to the detention center. A factor in developing the risk assessment is identifying data. This data must include age, gender and race or ethnicity. The collection of this data will assist in the Commission's continued monitoring for disproportionate minority youth contact.

The commission chair and members thanked Jesus Diaz and all involved in the compilation of this report for all their hard work and commitment in producing this valuable resource.

4. Approval of Minutes

As a quorum was reached, the minutes were reviewed for approval.

Motion: To approve the minutes of the March 2, 2011 meeting as written. The motion was seconded and approved. COM-011-03

5. Diversity Workgroup Project – Honorable Peter Eckerstrom

The members of this workgroup have been polling the various minority bar associations to gather information for the Commission for the purpose of acting as a clearinghouse and support organization to increase diversity in the judiciary. Inquiries have been made to ascertain what the minority bar associations are doing to alert their members to various openings in the judiciary. One of the goals is to develop a website that provides information about the judicial appointment process and contacts for educational

opportunities that can be used by bar associations and those interested in applying for judgeships. Response thus far included:

- ✓ Five of the 6 minority bar associations have responded to the Workgroup's inquiries.
- ✓ *Arizona Minority Bar Association* and *Arizona Women's Law Association*: Both organizations have been responsive. It was noted that the AZ Women's Law Association has submitted a very comprehensive response in terms of what they are doing to encourage minorities to apply.
- ✓ *Arizona Black Bar Association* and *Arizona Asian Bar Association*: Both organizations are in the process of forming committees to address judicial diversity efforts in order to respond to the Commission's inquiries regarding best practices.
- ✓ *The Native American Bar Association*: This minority bar is in the process of compiling a response with a goal of submitting it to their board in mid-June for approval for release to the Commission.
- ✓ *Los Abogados*: Leadership provided a verbal response at the meeting which is captured under this agenda item.

The question of what components should be included in the website was then raised. Discussion included:

- ✓ Relevant applications forms
- ✓ Relevant statutes regarding merit selection
- ✓ Contact phone numbers to the various bar associations
- ✓ Identification of what bars are doing in regards to diversity on the bench
- ✓ Have a community forum, in the form of a comment page, to discuss what persons have experienced in the past in regards to interviews, inquiries, do's and don'ts, etc.
- ✓ A link to job postings
- ✓ Hosting of this site: perhaps have a page off the COM website or its own page
- ✓ Listing of all members of the minority bar associations in order to send them information on the website
- ✓ Another avenue to get information out on the website could be E-Legal and the Arizona Attorney Magazine. Perhaps have a guest column in one of these publications that would introduce the website and the link.
- ✓ Having a standing column devoted to diversity efforts in one of these resources on a monthly basis was mentioned.
- ✓ Author a resource/informational document for the Chief Justice or the chairs of the judicial appointment commissions to reference that would give some background on diversity issues.

Update on Los Abogados: Margarita Silva

Ms. Silva provided a report on Los Abogados initiatives. Highlights included:

- ✓ They have a comprehensive program where they monitor all judicial openings.
- ✓ If there are judicial openings, that information is included in their weekly email blast to members.
- ✓ Monthly boards meetings are set up along with regular luncheons to discuss issue of judicial openings.
- ✓ Many of the young members are approached and given information and encouragement in regards to judgeships.

- ✓ A standing appointments committee helps to mentor those that are interested in applying for judicial openings.
- ✓ It was noted that Los Abogados does not officially support any candidate. Rather, members are encouraged to support their favorite candidate.
- ✓ Members facilitate moot court practice interviews and sample questions asked by merit selection boards are kept for review or recap purposes.
- ✓ The organization is making concerted efforts to have their members appointed to other boards and commissions to broaden their recognition factor.

Ms. Silva will provide information from her update in written form for future website content.

Update on Arizona Black Bar – Mr. Gerald Richard

Mr. Richard presented information regarding the status of this organization's goals.

- ✓ The Arizona Black Bar is in a rebuilding phase
- ✓ 20 members attend on a monthly basis
- ✓ Have established a judicial appointment committee. Committee does support their members.
- ✓ Have attended the last trial court commission meeting.
- ✓ Would like to co-host the judicial appointment workshop along with the Commission and look for more information in regards to this.

ACTION ITEM: Staff will explore what is required to establish a website and will report back to members.

6. Strategic Planning for July – Susan Pickard

Staff provided a recap of prior Commission projects to set the stage for future planning.

Accomplishments:

- ✓ Diversity Broadcast – This project was well received; there was an interest in having more cultural competency training in addition to having individuals from other states asking to reproduce the program.
- ✓ 4th Statewide Report Card – This project has been expanded to introduce trend lines over the years.
- ✓ Cultural Competency Workgroup – This Workgroup provided a definition for cultural competency and a diversity statement.

Items that were put on back burner:

- ✓ Town hall meetings – due to budgetary issues

7. Call to Public

Gerald Richard – President Black Bar Association - (ABB)

It was noted that the response to the Diversity Workgroup's inquiry from the Arizona Black Bar was previously submitted by retired judge Penny Willrich. Mr. Richard highlighted one revision to that response, specifically the name of the BLSA representative to the University of Arizona should read Nicholle Harris – not Ijana Harris. Mr. Richard indicated the tremendous amount of input and support the Arizona Black

Bar has received from the Phoenix School of Law and its dean. They have allowed them to host meetings at their facility, and the student body has been very participatory. The ABB has reciprocated by attending their events to show support.

In closing, Mr. Richard made these additional comments:

1. He commended Jesus Diaz for all the work he has done and continues to do statewide with the positive program dealing with over-representation.
2. He noted that Ms. Frankie Jones who is a bureau chief in the Criminal Division of Maricopa County Attorney's Office has expressed interest in serving on this commission as a representative from the Arizona Black Bar.
3. He acknowledged Judge Penny Willrich for being instrumental in heading up the membership drive and bringing back the ABB into an operational organization.
4. He commended the Commission on their continued efforts
5. He commended Margarita Silva for all her years and hard work on the Commission.

8. NEXT MEETING

The next full commission meeting is scheduled for Thursday, September 29, 2011 at the Arizona Courts Building, Conference Rooms 230 from 1:00 – 4:00 pm.

ACTION ITEMS: Prior to next meeting:

- Send Link to Chief Justice Strategic Plan to members for review
- Send goals that were set in 2009 and the commission last strategic plan
- Send list of accomplishments
- Send hard copy of 4th Statewide Report Card to members

Adjourned at 2:13 p.m.

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

Thursday, September 29, 2011
1:00 pm – 3:00 pm
Arizona State Courts Building – Room 230
Phoenix, Arizona

MEMBERS PRESENT:

Mike Baumstark
Paul Bennett
Jesus Diaz
Patricia Ferguson-Bohnee
Kendall Rhyne
Honorable Dan Slayton

STAFF:

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

GUEST(S):

Theresa Barrett – Court Programs Unit, AOC
Carol Mitchell – Court Access Specialist, AOC

PRESENT TELEPHONICALLY:

Honorable Roxanne Song Ong, Chair
Honorable Maria Avilez
Diandra Benally
Honorable Peter Eckerstrom
Honorable Mitchell D.K. Kalauli
Honorable Leslie Miller
Margarita Silva
Honorable Alma Vildosola
Honorable Penny Willrich (Ret.)

MEMBERS ABSENT:

Joi Hollis
Niccole King
Bob Allen Kirk
Arthur Wilkerson

REGULAR BUSINESS

1. Call to Order:

Jesus Diaz, Vice Chair called the meeting to order with a quorum present.

2. Welcome, Introductions:

Commission members present and on the telephone introduced themselves. This was the first meeting for the following members: Professor Paul Bennett, Professor Patricia Ferguson-Bohnee, Honorable Dan Slayton, and Honorable Alma Vildosola. One exception was new member Mr. Bob Allen Kirk who was not able to be present. New members were welcomed and encouraged to review the charges and projects of the workgroups and to select one of interest to them.

3. Approval of Minutes

The minutes were reviewed for approval.

Motion: To approve the minutes of the May 26, 2011 meeting as written. The motion was seconded and approved. COM-011-04

BUSINESS ITEMS/POTENTIAL ACTION ITEMS

4. New Member Orientation

An orientation for the new members was given including information about the Arizona Judicial Council and judicial branch committee and commission structure; the goals and charge of the Commission; the various workgroups; and the different projects that are part of the Commission's ongoing work to meet the Chief Justice's strategic goals.

Workgroup	Chairperson	Comments
Cultural Competency	Judge Penny Willrich	This group finalized the definition of cultural competency. A statewide educational broadcast was presented to the court community that dealt with cultural competency and diversity. The program was well received and evaluation noted the need for more such classes.
Diversity	Judge Peter Eckerstrom	The focus of this group has been on putting forth efforts to increase the diversity on court benches statewide. This workgroup works on the Chris Nakamara workshop both in Phoenix and Southern Arizona. This workshop consists of panel members that help with advice on the judicial selection process in regards to diversity. A website aimed at assisting minority bar members in the judicial selection process is in the works.
Over-Representation	Jesus Diaz	This workgroup provides data in the form of a report card that is used by those that are working within the juvenile courts statewide to address the challenges of reducing the incidence of over-representation of youth of color in the juvenile justice system. This group recently produced the Fourth Arizona Statewide Report Card. It is available at: http://www.azcourts.gov/cscommittees/CommissiononMinorities/COMDocuments.aspx

Collaboration and Outreach	TBD	This group is currently seeking a chairperson. Its focus is on reaching out to courts and other government stakeholders to seek ways to establish partnerships with those that have similar goals. This group has worked closely with the State Bar, Law Schools and other minority bar organizations.
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ACTION ITEMS: Staff will send out descriptions of the workgroups to members as well as an updated roster for their further reference.

5. Court Interpreter Registry and Language Access Planning Update - Carol Mitchell, AOC Court Access Specialist

Ms. Mitchell presented an update on the recent language access developments:

- ✓ Administrative Order No. 2011-96 (AO), recently signed by the Chief Justice, requires courts to develop formal, written language access plans that describe court services for non-English speaking court users. Plans are to be submitted to the Administrative Office of the Courts by December 31, 2011.
- ✓ A language access plan template is available on the court's internal web site (AJIN) – this template and the AO will be presented to the Presiding Judges at their October meeting. It was noted that this is a resource and not meant to be used verbatim, because specifics are different for each court. Courts are encouraged to update these annually as resources may change.
- ✓ The Department of Justice emphasizes that courts need to provide Limited English Speaking Proficiency language services free of charge. This service provides meaningful access to courts and courtrooms, without distinguishing among civil, criminal, or administrative matters.
- ✓ A memorandum from Janet Johnson, Court Services Director, in regards to the recently translated Protective Order Forms was sent out on August 8, 2011. These forms were translated into the languages that were found to be most requested (beyond Spanish). The languages identified were based on a survey of identified interpreters and court administrators. The forms are available on the Arizona Judicial Branch web site and AJIN for court use. The forms are not intended to be filled out in the translated language. Rather, they must be completed and submitted in English.
- ✓ On August 16, 2010, Assistant Attorney General Tom Perez issued a language access guidance letter to state courts. Members had some questions and concerns in regards to this letter. The document addressing these concerns can be found at <http://www.lep.gov>

Ms. Mitchell asked the commission members to notify her when they become aware of resources within the community that might be helpful in encouraging resource development and collaboration between social agencies, other courts, counties or other community resources that are addressing the challenges of working with non-English speaking persons.

6. 2012 Meeting Schedule – Susan Pickard

A proposed schedule for 2012 was presented to the members. The dates proposed were:

Thursday, January 19, 2012
Thursday, April 19, 2012
Thursday, July 19th, 2012
Thursday, October 25, 2012

It was brought to staff's attention that October 25th was also the same date as the Arizona Judicial Council meeting; therefore staff will look for an alternate date.

Motion: To approve the dates of January 29, 2012, April 19, 2012 and July 19, 2012 as proposed in regards to the 2012 Schedule. A new date for the October meeting will be determined at a later meeting. The motion was seconded and approved. COM-011-05

7. **Strategic Planning – Susan Pickard**

The following points were presented and discussed:

Draft 2012-2014 Proposed Goals

Education: Public

- Community-based outreach to increase trust and confidence in the judicial branch
- Helping minority communities to understand court processes such as protective orders and traffic ticket with a goal of dispelling myths, rumors and misunderstanding to improve minority communities' access to the court system
- Collaborate with the Juvenile Justice Services Division to present a session on juvenile reform (over representation/alternatives to detention) to various groups. Begin with a session to the commission members in order to have accurate information shared across the disciplines.

Education: Court Staff

- Webcast – a condensed online session of the Diversity Broadcast for regional conferences (30 mins or 2-1 ½ hrs) or stand-alone sessions), work in collaboration with the Education Services Division.
- Collaborate with counties to develop workshops for court employees regarding diversity issues for use during regional trainings.

Education: Judges

- Conduct a State and Tribal Court meet and greet – This would entail going out to the tribal courts and observing their court system and exchanging ideas/information in order to develop and strengthen partnerships.
- Conduct workshops regarding hiring and training practice to improve diversity on the bench.

Education: Students

- Law School seminars: Speaking to law schools in order to encourage students of color to apply for internships and clerkships.
 - ✓ Research how to get on students organization's agendas
 - ✓ Focus on either first year law students or students in the high school level

8. Workgroup Updates

Cultural Competency – Honorable Penny Willrich (Ret.)

This workgroup will meet to identify their goals and objectives for the coming year.

Diversity Workgroup – Honorable Peter Eckerstrom

This workgroup is moving forward on website enhancements. Brainstorming on a FAQ document was undertaken; however, at this point more content is needed. Commission members were encouraged to submit FAQ's that they feel are needed for this website.

Over-Representation – Jesus Diaz

It was reported that the 4th Arizona Statewide Report Card will be presented to various groups: Juvenile Court Judges, Juvenile Court Directors, Chief Probation Officers, the Association for Public Defenders – Juvenile Section, Juvenile Court Prosecutors, and the Arizona Juvenile Justice Commission. If commission members are aware of a group that would be interested in this information, they were asked to contact Jesus Diaz for follow-up and scheduling with appropriate contacts.

Collaboration and Outreach – Honorable Roxanne Song Ong

There was no update. IT was noted that a new chairperson is needed for this workgroup.

9. NEXT MEETING

The next full commission meeting is scheduled for Thursday, January 19, 2012 at the Arizona Courts Building, Conference Rooms 230 from 1:00 – 4:00 pm.

ACTION ITEMS: Prior to next meeting:

- Send workgroup descriptions to new members
- Send updated roster to all members
- Set up meeting for the Cultural Competency workgroup to discuss goals for new year
- Prepare a presentation for member to illustrate what the Diversity Workgroup has been working on in regards to the website under their development.

Adjourned at 3:17 p.m.