

**COMMISSION ON MINORITIES IN THE JUDICIARY
MINUTES**

Thursday, February 6, 2014

2:00 p.m. – 5:00 p.m.

Conference Room 230

1501 West Washington Street

Phoenix, Arizona 85007

Present: Judge Roxanne Song Ong, Frankie Jones, Mike Baumstark, Judge Maurice Portley, John Vivian, Judge Dan Slayton

Telephonic: Judge Maria Avilez, Diandra Benally, Paul Bennett, Gilberto Figueroa, Roxana Matiella, Kendall Rhyne, Judge Alma Vildosola, Marian Zapata-Rossa

Absent/Excused: Patricia Ferguson-Bohnee, Judge Mitchell Kalauli, Bob Kirk, Judge Penny Willrich (ret.)

Presenters/Guests: Chief Justice Rebecca White Berch, Kayla Fulmer, Jeff Schrade, Carol Mitchell, Frankie Jones, Sheri Freemont, Suzanne Diaz, Janina Walters

Administrative Office of the Courts (AOC) Staff: Theresa Barrett, Marcus Reinkensmeyer, Susan Pickard, Sabrina Nash

I. REGULAR BUSINESS

A. Welcome and Opening Remarks

The *February 6, 2014*, meeting of the *Commission on Minorities (COM)* was called to order at 2:08 p.m. by Judge Roxanne Song Ong, Chair.

Before starting the meeting, Committee Chair, Judge Roxanne Song Ong, introduced and turned the floor over to Chief Justice Rebecca White Berch. The Chief Justice expressed her deep appreciation for the Commission's work and for the member's commitment to the commission, the mission of the Arizona Judicial Council, and the state of Arizona.

B. Approval of Minutes

The draft minutes from the *October 25, 2013*, meeting of the COM were presented for approval.

Motion: To approve the October 25, 2013 meeting minutes as presented.

Action: Move to approve, **Moved by** Judge Maurice Portley **Seconded by** Judge Dan Slayton. Motion passed unanimously.

II. BUSINESS ITEMS AND POTENTIAL ACTION ITEMS

A. National Association of State Judicial Educators (NASJE)

Jeff Schrade, Education Services Division, Director

NASJE has been working for the past few years to define court core competencies and develop associated curriculums for use by judicial branch educators. Mr. Schrade asked for the Commission's assistance in reviewing

NASJE's new Fairness, Access and Diversity curriculum, giving them a deadline of April 15, 2014 for comments.

Discussion: After deciding that a small subcommittee would work best for the requested curriculum review, volunteers were elicited. Volunteers included John Vivian, Roxana Matiella, and Judge Maurice Portley.

Action Item: Susan Pickard will forward contact information regarding the Diversity Forum run by the Pima County Conciliation Court to Mr. Schrade as another resource for this curriculum review project.

B. Limited English Proficiency Projects

Carol Mitchell, Court Services Division, Specialist

Carol reported that the AOC Court Services Division has been working for the past year to increase language access for limited English proficiency (LEP) individuals. Carol shared resources established by the AOC to assist LEP litigants.

- A Statewide Interpreter Registry containing 200 individuals who can provide translation or interpretation services to the courts. Courts can search the registry by language and location.
- An Interpreter Listserv which allows courts to collaborate with one another to locate less used language resources.
- A Video Remote Interpreting project was started in March 2013 with one county and has now grown to three counties. A benefit of video remote interpreting is that rural counties and/or small towns now will have access to more interpreters and an array of languages. Because this is a video system, it also allows for American Sign Language (ASL) court interpreting.
- A Spanish Self Service Center has been added to the Supreme Court website. The prominently displayed link on the Arizona Judicial Branch home page, in Español, takes users directly to Spanish language forms and information

Other initiatives that are in the works include:

- Utilization of court interpreters for all court proceedings
- A plan for bilingual signage, messaging and website access

C. CASA Outreach & Marketing

Kayla Fulmer, Dependent Children Services Division, Specialist

Kayla reported that the CASA Program has been working to diversify their volunteer base to better reflect the demographics of children in foster care. CASA has developed a comprehensive strategy to enlist new volunteers which includes:

- A concerted effort has been made to post to social media pages on a daily basis. This effort has produced a marked increase in the number of people who are viewing the CASA Program's Facebook and Twitter pages.
- CASA has entered into a year-long partnership with the *Arizona Informant* in which the publication runs a monthly series on "Saving our Children".
- CASA's participation in the *Gap Closing Collaborative Program* which is a community based collaboration with four major stakeholders: The Casey

Family Program, DES, Arizona Community Foundation, and the Faith Opportunity Zone. The Collaborative's objective is to reduce the number of African American children entering foster care and to explore ways to put resources back into the system that will assist these children in realizing either permanent reunification with their families or successful adoption.

- CASA's membership in the Hispanic Chamber of Commerce which provides the program with an opportunity to spread the word about the need for Hispanic volunteers.

D. Introduction to Commission Projects

Judge Roxanne Song-Ong

Judge Song Ong provided an overview of Commission diversity projects which included:

- The Chris Nakamura Judicial Appointment Workshops. These workshops are conducted every other year in conjunction with Arizona Minority Bar Convention and have been produced as standalone events with the Arizona Minority Bar Association.
- The Judicial Diversity Outreach website. This website was designed by COM to promote judicial diversity. It contains information about becoming a judge and how your local minority bar association can help support this Supreme Court initiative. Links to minority bar associations are also provided on the website for user's reference.

Discussion: How current are the sister bar links on the Judicial Diversity Outreach website?

Action Item: Susan Pickard suggested that an annual review of those links be conducted. As Commission Staff, she will assume that responsibility.

E. Justice at Stake

Frankie Jones

Frankie reported that *Justice at Stake* has chosen Arizona to conduct a number of forums and presentations over the next couple of years. The goals that have been established for this year are:

- Create a pipeline program to increase diversity on bench by assisting qualified and diverse attorneys in applying for and achieving judicial appointments.
 - Phoenix Kick-off event, February 27, 2014
 - Tucson Kick-off event February 26, 2014
- Develop a mentor program for future judges to strengthen merit selection and impartial courts.
- Host multiple public forums to educate the community on the importance of courts and the merit selection system. The forums are tentatively scheduled through 2015.
- Collaborate with the Arizona State Bar Association to conduct an Implicit Bias workshop.

F. Native American Bar Association – Arizona Chapter (NABA-AZ)

Sheri Freemont, President Elect

Sheri, on behalf of the Native America Bar Association was proud to report that one of their founding members, Diane Humetewa, was appointed to the federal district bench in Arizona. She is the first Native American appointee on that bench.

Sheri further reported that the Native American Bar initiated or participated in the following projects this year:

- Presented a CLE at the 2013 Arizona Minority Bar Convention
- Created an Indian Child Welfare Act “how-to” manual in collaboration with Arizona State Courts Education Department and the University of Arizona
- Established criminal jurisdiction over Yaqui non-tribal members
- Hosted a fundraising golf tournament for student scholarships
- Partnered with *Native Health* to provide assistance to tribal families in need

G. Arizona Minority Bar Association (AMBA)

Suzanne Diaz, President

Suzanne informed members that the Arizona Minority Bar Association operates primarily in Pima County. She shared that AMBA has initiated or participated in the following initiatives this year:

- Scholarship banquets to raise money for minority students in Pima County
- The replication of the Arizona State Bar Committee on Minorities, Women and the Law writing program for University of Arizona law students
- Friday Lunch Workshops on various law topics
- Social mixers with sister bars
- The Chris Nakamura Judicial Appointment Workshop in Pima County
- The Judicial Mentorship Program with Justice at Stake

Discussion: Judge Song Ong reiterated the significance and history of the Chris Nakamura Judicial Appointment Workshop, stating that the Commission has a vested interest in ensuring its success. She asked that the Commission be included in the planning stages of the AMBA workshop so that COM materials, panel assistance and staff support can be provided.

H. Arizona Asian American Bar Association (AAABA)

Janina Walters, President

Janina reported that the Asian America Bar Association has initiated or participated in the following initiatives:

- Justice at Stake
- An annual banquet to fund the Thomas Tang Memorial Law Scholarship as well as other community programs sponsored by AABA
- Sponsoring families during the holidays
- Hosting a variety of events to increase AABA’s presence in Tucson
- Coordinating Happy Hours to recognize their member’s achievements

I. Los Abogados

Marian Zapata-Rosa

Marian reported on behalf of Ed Maldonado, Los Abogados President. Los Abogados held a retreat over the Martin Luther King weekend to strategize new initiatives for next year. Their overarching goal this year is to be more family oriented. For example, it was noted that among the hosted events is a family picnic.

Marian also shared that Los Abogados was selected by the Hispanic National Bar Association (HNBA) to host its 2015 convention. Los Abogados is in the nascent stages of the planning process and hopes to include Commission members in their planning efforts and/or their participation on session panels.

J. Arizona Black Bar Association

Frankie Jones

Frankie reported on behalf of Gerald Richards, Arizona Black Bar Association President. The Arizona Black Bar has initiated or participated in the following initiatives:

- A mentor relationship with Summit Law School and ASU students, and hosted events where the students can meet attorneys and judges
- Hosted a graduation celebration for Summit Law School graduates
- Offered scholarships or assisted law school students in locating financial assistance for law courses and for the Bar Review Course.
- Worked with the Arizona Black Families organization to sponsor a family over the holidays
- Worked on a Habitat for Humanity project with law students. Plans are underway to participate in another Habitat for Humanity project.

III. OTHER BUSINESS

A. Next Meeting – Thursday, May 8, 2014

B. Good of the Order/Call to the Public

None present.

C. Adjournment

Commission on Minorities in the Judiciary adjourned at 4:20 p.m.

Commission on Minorities in the Judiciary

MINUTES

Thursday, May 8, 2014

2:00 p.m. – 4:00 p.m.

Conference Room 230

1501 West Washington Street

Phoenix, Arizona 85007

Present: Judge Maria Avilez, Mike Baumstark, Professor Paul Bennett, Dr. Patricia Ferguson-Bohnee, Frankie Jones, Judge Roxanne Song Ong, Judge Maurice Portley, John Vivian, Judge Penny Willrich (Ret.)

Telephonic: Judge Gilberto Figueroa, Roxana Matiella

Absent/Excused: Dan Slayton

Presenters/Guests: Manuel Cairo, Sonia Martinez, NABA-AZ president; Elizabeth Fujii and Deborah Ehrenburg, Justice at Stake

Administrative Office of the Courts (AOC): Susan Pickard, Theresa Barrett, Sabrina Nash

I. REGULAR BUSINESS

A. Welcome and Opening Remarks

The May 8, 2014, meeting of the Commission on Minorities in the Judiciary was called to order at 2:15 p.m. by Judge Song Ong, Chair.

B. Approval of Minutes

The draft minutes from the February 6, 2014 meeting of the COM were presented for approval.

Motion: To approve the February 6, 2014, meeting minutes, as presented.

Action: Approve, **Moved by:** Professor Bennett, **Seconded by:** Judge Willrich. Motion passed unanimously.

II. BUSINESS ITEMS AND POTENTIAL ACTION ITEMS

A. Fifth Statewide Report Card on Equitable Treatment of Minority Youth

(Report Card) – Judge Maria Avilez reported that the Report Card Subcommittee met on April 25, 2014 with the goal of making the report card more user friendly. A few of the recommended changes are:

- Publish the Report Card on fiscal years going forward to coincide with other state required reports.
- Present the Report Card and county-specific data to each county's leadership.
- Encourage the publication of all county-specific data. Currently Pima, Maricopa and Yuma counties allow their data to be published. The subcommittee hopes to achieve the publication of all county-specific data by requesting that COM send a letter that highlights the goal of a systemic

approach to equitable treatment of minority youth and asks for permission to publish the data.

- Generate the data for the Report Card every three years instead of every two, as it is currently done. This would allow for the tracking of trends and patterns. Additionally the tables would be modified to include three years of data.
- Add a data summary sheet in the executive summary followed by trend items.
- Include the detailed document as an appendix so that anyone who is interested in more than the summary can access the data
- Research and work to generate recommendations for improvements that will provide local leaders with insight into promising or best practices that may help reduce DMC numbers.

Judge Avilez mentioned that the workgroup will continue to meet to gather recommendations and promising or best practices.

By consent the Commission supported the updates to the Report Card.

B. National Association of State Judicial Educators (NASJE) Diversity, Fairness and Access through Education: Curriculum Review Introduction to Commission Projects – Judge Maurice Portley relayed that the workgroup which included Roxana Matiella and John Vivian, reviewed the NASJE curriculum and forwarded their comments and suggestions to Jeff Schrade. Once the curriculum is finalized, Judge Portley suggested that COM approach NASJE about the possibility of a train the trainer session. This would provide another opportunity to focus diversity.

C. Diversity Issues – Mr. Manuel Cairo, Snell & Wilmer, LLP
Mr. Cairo is the Director of Diversity at Snell & Wilmer. His focus is on demonstrating the company's commitment to diversity using its five initiatives; communication, internal education, community engagement, corporate responsibility, and most importantly the engagement of the company's executive committee.

To demonstrate the company's commitment to diversity and inclusion, Snell & Wilmer has:

- Created a foundation which over the next 10 years will provide 1.6 million dollars to schools and community organizations serving economically challenged and diverse students in grades K-12
- Established the Fellowship for Advancement in Resources (FAR) to help diverse students. The fellowship provides an LSAT prep course so that students can score well and get into good law schools. There is also a 1L prep course to help students demystify law school. Once a student is admitted into law school they receive a \$700 stipend to help them

purchase clothing to dress to impress, and a \$300 a semester to help with study aids.

- Provides a mentorship program for FAR fellows

Mr. Cairo shared:

- Statistics from the Institute for Inclusion in the Legal Profession regarding law school shut out rates and questioned, why.
- Racial and ethnic demographics and the lack of all-inclusiveness. For example, immigrants from India self-identifying as Asian and Nigerian immigrants selecting African-American for lack of better options.

Mr. Cairo shared that diversity and inclusion require understanding at the granular level; hearing the individual's story, understanding the story, and determining how best to help that individual overcome the obstacles between him or her and law school.

D. Justice at Stake – Elizabeth Fujii presented a brief update on Justice at Stake that included:

- Building a pipeline to the judiciary
- Developing a mentoring program
- Presenting seminars on the path to the judiciary
- Providing networking opportunities
- Holding community forums to engage the public in the judicial hiring process, and inviting people to apply for judicial vacancies.
- Videotaping minority judges as they relate their experiences on getting into the judiciary.

Ms. Fujii also mentioned the following upcoming events being sponsored by Justice at Stake:

- May 8, 2014 – Implicit Bias CLE at the Arizona State Bar
- May 9, 2014 – Judicial Diversity Message Briefing
- May 15, 2014 – *Path to the Bench* seminar from 3:30 – 5:30 p.m. at Summit Law School featuring Judges Portley, Song Ong, LeClair, Salmonte, and a judicial nominating commissioner.

E. Bench Diversity Research Project Proposal – Professor Paul Bennett mentioned that other than partial numbers, we don't know a lot about Arizona's bench diversity. He proposed a research project to dig more deeply into the diversity of our bench; and how judges are selected, who is selecting them and do these folks receive diversity training.

A workgroup that includes Professors Bennett and Ferguson-Bohnee, Judge Willrich, Ms. Jones and Mr. Vivian, was established to discuss the proposal and define goals for the research and next steps. Mr. Baumstark volunteered AOC staff resources and database information to assist with the project. Judge Song Ong appointed Professor Bennett as chair of the workgroup.

III. OTHER BUSINESS

A. Next Meeting – Thursday, August 7, 2014

B. Good of the Order/Call to the Public

Judge Portley announced that Arizona Council for International Visitors (AZ CIV), a designated programming arm for the US State Department's International Visitor Leadership Program (IVLP) is coming to Phoenix and is bringing a host of foreign visitors. A meeting with the COM has been requested and is scheduled for May 20th, from 2:00 – 4:00 p.m. Topics of discussion include:

- Chris Nakamura Judicial Appointment Workshops
- Equitable Treatment of Minority Youth Report Card
- Juvenile Detention Alternative Initiative
- Limited English Proficiency Projects
- Teen Law School

Judge Song Ong announced that Ms. Shirley Mays, Dean and Professor of Law at Arizona Summit Law School, was named to the Lawyers of Color Third Annual Power List.

Professor Patricia Ferguson-Bohnee informed the committee that National Native American Bar Association was conducting its first survey that has ever been done on Native American attorneys. The goal is have 500 surveys returned by May 15, 2014.

No members of the public were present.

C. Adjournment

Meeting adjourned at 3:57 p.m.

Commission on Minorities in the Judiciary
MINUTES

Thursday, August 7, 2014

2:00 p.m. – 4:00 p.m.

Conference Room 230

1501 West Washington Street

Phoenix, Arizona 85007

Present: Judge Maurice Portley, Mike Baumstark, Professor Paul Bennett, Judge Anna Huberman, Catharina Johnson, Frankie Jones, Judge Roxanne Song Ong, and John Vivian

Telephonic: Judge Maria Avilez, Roxana Matiella, and Judge Alma Vildosola

Absent/Excused: Diandra Benally, Professor Patricia Ferguson-Bohnee, Judge Gilberto Figueroa, Kendall Rhyne, Judge Dan Slayton, Judge Penny Willrich (Retired), and Marian Zapata-Rossa

Guests: Gerald Richard and Patricia Seguin

Administrative Office of the Courts (AOC): Theresa Barrett

AOC Staff: Susan Pickard and Sabrina Nash

I. REGULAR BUSINESS

A. Welcome and Opening Remarks

The August 7, 2014, meeting of the Commission on Minorities in the Judiciary (COM) was called to order at 2:15 p.m. by Judge Portley, Chair.

Introductions were made and new members, Judge Anna Huberman and Catharina Johnson, were welcomed to COM.

In honor of Judge Song Ong's continuing service and her transition from chair to member, Judge Portley regaled the members and guests with a history of her service and leadership since 1997, highlighting the many accomplishments of the COM during her tenure.

B. Approval of Minutes

The draft minutes from the May 8, 2014, meeting of the COM were presented for approval.

Motion: To approve the May 8, 2014, meeting minutes with corrections to the spelling of Judge Song Ong's name and Professor Bennett's title. Motion passed unanimously.

II. BUSINESS ITEMS AND POTENTIAL ACTION ITEMS

A. Advancing Justice Together: Courts and Communities: Mike Baumstark, Deputy Administrative Director, Administrative Office of the Courts (AOC), introduced the *Advancing Justice Together: Court and Communities, 2014-2019*, the Arizona Judicial Branch strategic agenda highlighting Chief Justice Bales' intended achievements and the initiatives that pertain to the COM

B. State Bar of Arizona Spring Training for Lawyers and the Chris Nakamura Judicial Appointment Workshop: Alane Breland, Assistant Chief Prosecutor, Salt River Pima-Maricopa Indian Community, asked if the COM would be willing to lead the sessions reserved for the Chris Nakamura Judicial Appointment Workshop at the 2015 Spring Training. The Spring Training is scheduled for March 19 and 20, 2015 at the Desert Willow Conference Center. COM has been allotted two, one and one half hour

sessions. She added that the planning committee is encouraging presenters to go green by providing links to useful cases, articles, etc. and by submitting session materials in PDF format that can be emailed with conference materials.

COM agreed to organize and present the Workshop with Judges Portley and Song Ong and Frankie Jones volunteering. Additionally, Judge Song Ong volunteered to lead this effort.

- C. **Fifth Statewide Report Card on Equitable Treatment of Minority Youth Update:** Judge Maria Avilez spoke telephonically. She advised the members about two recent studies conducted by Pima County and Arizona State University that provide recommendations regarding steps state and local leaders can take to reduce disproportionate minority contact. Some of these recommendations may be included in the Report Card. The subcommittee will be meeting in early September to discuss the reports and generate recommendations for the 2010 – 2013 report card.
- D. **Bench Diversity Research Project Update:** Professor Paul Bennett reported that the workgroup members are working to create a class in which all three law schools can remotely participate to research diversity in the judiciary from many different perspectives. Professor Bennett stated that he anticipates that the class would begin in January 2015.
- E. **Justice at Stake Update:** Frankie Jones shared that *Justice at Stake* has been busy scheduling community forums in Maricopa County. The forums are intended to inform the community about the process of becoming a judge and what judges do. The first scheduled forum is a Latino Community Forum on September 15, 2014 at the Maryvale Community Center. The Native American Community Forum is in the planning process with R.J. Thompson and Sonja Martinez working on the logistics. Suzanne Diaz and Judge Song Ong are working on a mentoring program that involves municipal, superior, and appellate court judges.
- F. **Being Mistaken for Kitchen Help:** Judge Portley and Susan Pickard introduced a TED Talk video about an executive and her colleague who went to a New York hotel to attend a meeting and were mistaken for kitchen help. The video talks about racial discrimination and how to embrace diversity. Ms. Barrett asked COM if they would recommend that this TED Talk video be shared with statewide training coordinators for use in developing a COJET training opportunity for court staff. Judge Portley stated that he would recommend this video.

Action Item: Staff will send the link to and brief description of the TED Talk video to Education Services Division staff for inclusion in the next training coordinators newsletter.

III. OTHER BUSINESS

- A. **Next Meeting – Thursday, November 6, 2014**
- B. **Good of the Order/Call to the Public**
None present.
- C. **Adjournment**
Meeting adjourned at 3:50 p.m.

Commission on Minorities in the Judiciary

MINUTES

Thursday, November 6, 2014

2:00 p.m. – 4:00 p.m.

Conference Room 230

1501 West Washington Street

Phoenix, Arizona 85007

Present: Judge Portley, Catharina Johnson, Mike Baumstark, Frankie Jones, Roxanne Song-Ong, Professor Patricia Ferguson-Bohnee, Judge Anna Huberman, John Vivian

Telephonic: Judge Gilberto Figueroa, Penny Willrich, Marian Zapata-Rossa

Absent/Excused: Judge Maria Avilez, Diandra Benally, Judge Alma Vildosola

Presenters/Guests: Mike Martinez

AOC Staff: Susan Pickard, Sabrina Nash

I. REGULAR BUSINESS

A. Welcome and Opening Remarks

The November 6, 2014, meeting of the Commission on Minorities in the Judiciary (COM) was called to order at 2:05 p.m. by Judge Portley, Chair. Introductions were made. Judge Portley congratulated Judges Gilberto Figueroa, Alma Vildosola, and Dan Slayton on winning their respective retention/re-election campaigns. He also noted that Judge Ben Norris, who was not retained by the voters of Maricopa County, would be vacating his position on December 31, 2014.

B. Approval of Minutes

The draft minutes from the August 7, 2014, meeting of the COM were presented for approval.

Motion: To approve the August 7, 2014, meeting minutes, as presented. **Vote:** passed.

II. BUSINESS ITEMS AND POTENTIAL ACTION ITEMS

A. Fifth Statewide Report Card on Equitable Treatment of Minority Youth Update (taken out of order)

John Vivian, updated COM on the progress of the report card. He stated the subcommittee is awaiting data from David Redpath AOC. He also referred to two reports that compiled disproportionate minority contact (DMC) in Arizona: (1) Pima County's report measured DMC in that county and identified steps to address the issues; and (2) Arizona State University (ASU) professors Dr. Nancy Rodriguez and Dr. Marjorie Zatz, produced a statewide study on DMC in February 2014 that showed racial and ethnic minorities were more likely to receive more severe sanctions than their white counterparts. The ASU study contains data through 2010. Mr. Vivian

also handed out a 2011 report by the Office of Juvenile Justice and Delinquency Prevention that supports the findings of the previously mentioned studies about DMC. Mr. Vivian stated that a new feature of the report card would be trend analysis which will allow for better tracking of trends on equitable treatment of minority youth in the future.

B. Bench Diversity Research Project Update

Penny Willrich provided a project update to members. She shared that instead of a formal course on the Judicial Diversity Project each professor, at the three respective law schools, will be responsible for supervising a group of students who will help with the research. At the next workgroup meeting the discussion will focus on the research questions, what sources will be used to collect the information, and how the information will be gathered. Each professor is currently recruiting students by offering either independent study credit or credit for writing a substantial paper on an aspect of the study. Students can also choose to receive pro bono hours for participating in the research project in lieu of credits.

C. Diversity Outreach

Judge Portley shared an article written by Chief Justice Bales and published in the Arizona Republic regarding the merit selection system for selecting judges in Arizona. He then shared the published response by Mr. Michael Martinez, retired attorney and former president of the Hispanic National Bar Association disagreeing with the Chief Justice's opinion because the real problem is that the various trial and appellate court commissions were not racially diverse and the majority of the members were appointed by the Governor. Judge Portley also shared the Chief Justice's rebuttal letter to Mr. Martinez, which noted that although they differ in their views of how the judicial selection process works, they agree that Arizona should seek greater diversity in the state's judicial nominating commissions and among those appointed as judges. Judge Portley encouraged COM members to actively disseminate information about judicial and commission openings, and to encourage associates to apply for the openings.

D. State Bar of Arizona Spring Training for Lawyers Chris Nakamura Judicial Appointment Workshop Update

Judge Song Ong outlined the events tentatively scheduled for the 2015 Spring Training (March 19 – March 20, 2015) at the Desert Willow Conference Center. She noted the afternoon breakouts for the Chris Nakamura Workshop are still in the planning stages. Currently, the workshops are scheduled for Friday, March 20.

E. Arizona Judicial Mentoring Program-in Partnership with Justice at Stake

Judge Song Ong and Frankie Jones explained that the goal of the partnership with *Justice at Stake* is to build a pipeline of judges, support fair and inclusive practices for selecting quality judges, educate the public, and connect and strengthen institutions. The first step in building a pipeline of future judges is to link sitting judges in Arizona's merit selection jurisdictions with attorneys from a diverse range of demographic and professional backgrounds. These mentors will help to clarify the

formal and informal aspects of the judicial selection process, provide professional guidance and support, and increase awareness of what it's like to serve as a judge. In addition to pairing sitting judges with qualified mentees, the program will create opportunities for all mentees, mentors, and leaders from partner organizations to make connections and share knowledge. This program is a joint collaboration among several Arizona legal organizations and partner bars.

F. 2015 Meeting Schedule

Susan Pickard, COM staff presented the Commission members with the following proposed 2015 meeting dates:

- February 5, 2015
- May 7, 2015
- August 6, 2015,
- November 5, 2015

The question was raised regarding changing the meeting time from 2:00 – 4:00 pm to 1:00 – 3:00 pm to make it easier for commission members who traveled from outside Maricopa County.

Action Item: Commission staff will poll the members and report the finding to the Chair.

III. OTHER BUSINESS

A. Next Meeting – February 5, 2015

B. Good of the Order/Call to the Public

Professor Patricia Ferguson-Bohnee mentioned the National Asian Pacific American Bar Association (NAPABA) Convention starts this weekend. The NAPABA president elect is George Chin from Arizona. Also this weekend is the National NAVA Board meeting 11/8/2014.

Judge Portley stated that the AZ Black Bar had a successful scholarship fundraising event featuring Connie Rice who talked about challenges and opportunities of working with the LA Police Department, and highlighted the accomplishments she made once she began working with the LAPD and the community.

Meeting adjourned at 3:45 p.m.