



**COMMISSION
ON
DIVERSITY,
EQUALITY,
& JUSTICE**

MINUTES

Wednesday, March 3, 2022
State Courts Building 230
Hybrid meeting

Present/Telephonic: Sybil Taylor Aytch, Professor Paul Bennett, Honorable David Cunanan, Professor Patricia Ferguson-Bohnee, Honorable David Gass, Honorable Geraldine Hale, Honorable Randall M. Howe, Honorable Boyce “B.J.” D. Little, Jr, Honorable Frankie Y. Jones (Chair), Alberto Rodriguez, Honorable Alicia M. Skupin, Honorable Roxanne Song Ong (Ret.), Honorable Alisha Villa, Honorable Joan Wagener, Honorable Dawn Walton, Honorable Roy “Chuck” C. Whitehead

Absent/Excused: Honorable Lisa I. Abrams, Associate Dean Alfred Ray English, William H. Knight

Guest/Presenter: Emily S. Goldberg

Administrative Office of the Courts (AOC) Staff: Theresa Barrett, Carol Mitchell, Diana Tovar

REGULAR BUSINESS

Welcome and Opening Remarks

The March 3, 2022 meeting of the Commission on Diversity, Equality, and Justice in the Judiciary (CODEJ) was called to order at 1:00 p.m. by Judge Frankie Jones, Chair.

Approval of Minutes from November 4, 2021

The draft minutes from the November 4, 2021 meeting were presented for approval.

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| <p>Motion: To approve the November 4, 2021, minutes. Moved by: Honorable David Gass Second: Honorable David Cunanan Vote: Motion passed unanimously.</p> |
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BUSINESS ITEMS AND POTENTIAL ACTION ITEMS

Presentation on Arizona Paralegal Association (APA)

Emily Goldberg, 2nd Vice President, Director of Education, discussed the APA’s efforts in continuing legal education, certified paralegal test preparation planning, and a newly created scholarship opportunity.

Comments: Discussion ensued. The need for student career mentorship opportunities. Regarding whether or not the APA would consider creating a mentorship program, Ms. Goldberg believed there are paralegals available to mentor students, but working paid internships in law firms have not been established. A suggestion was also made to explore collaborations with high schools that have legal studies programs.

Legislative Update

Item was not discussed due to conflicts with legislative staff’s legislative hearing schedule.

Time was provided to discuss the following House Bills under consideration by the Legislature.

- HB 2413: jurors; peremptory challenges. Minimal discussion ensued.
- HB 3675: right to jury; parent-child relationship. Concerns with the bill were shared such as the impact on protective orders and family cases, increased cost, allocation of resources, and limited court capacity.

Updates from CODEJ Pipeline Workgroups

The following workgroup highlights were shared:

- **Legal Futures 2022:** Judge Jones and Ms. Mitchell gave a general overview, and a tentative agenda was shared. Save the date invitations were sent to targeted community colleges and high schools in Phoenix, Tucson, and Yuma. The program will be a combination of pre-recorded videos, live presentations, and discussions. The remote site coordinators will plan a final coordination meeting prior to the Friday, April 1st program.
Comments: It was asked whether commission members can attend. It was noted that because of limited seating a head count of members planning to attend was necessary to ensure accommodations. A survey will be sent out to gauge the interest level of commission members.
- **Chris Nakamura Workshop 2022:** Judge Song Ong updated the commission on the four sessions that will be offered during the all-day seminar on June 27, 2022. Professor Bennett will work with AOC staff to conduct an updated diversity survey with the goal of including findings in the presentation.
- **Summer Judicial Internship Program:** Judge Gass shared the status of the externship recruitment process for of the summer program.

OTHER BUSINESS

New & Announcements

Judge Jones shared information on the annual Arizona Association of Drug Court Professionals 2022 Treatment Court Conference that will be held on April 12-15 in Prescott. It was noted that some CODEJ members will be presenting at sessions that include various diversity topics. Judge Jones announced that the Arizona Asian American Bar Association 2022 Annual Scholarship Awards & Installation Banquet will be held April 21, 2022.

Good of the Order/Call to the Public:

No one responded to the call to the public.

Adjournment

The meeting adjourned at 3:03 p.m.

Next Meeting: **Thursday, May 19, 2022**
 1:00 – 3:00 p.m.



**COMMISSION
ON
DIVERSITY,
EQUALITY,
& JUSTICE**

MINUTES

Wednesday, May 19, 2022
State Courts Building 230
Hybrid meeting

Present/Telephonic: Honorable Lisa I. Abrams, Sybil Taylor Aytch, Professor Paul Bennett, Associate Dean Alfred Ray English, Professor Patricia Ferguson-Bohnee, Honorable David Gass, Honorable Geraldine Hale, Honorable Randall M. Howe, Honorable Frankie Y. Jones (Chair), Honorable Joan Wagener, Alberto Rodriguez, Honorable Alisha Villa

Absent/Excused: Honorable David Cunanan, William H. Knight, Honorable Boyce “B.J.” D. Little, Jr, Honorable Roxanne Song Ong (Ret.), Honorable Alicia M. Skupin, Honorable Dawn Walton, Honorable Roy “Chuck” C. Whitehead

Guest/Presenter: Jennifer Castro, Arizona Bar Foundation

Administrative Office of the Courts (AOC) Staff: Carol Mitchell, Sabrina Nash, Diana Tovar

REGULAR BUSINESS

Welcome and Opening Remarks

The May 19, 2022, meeting of the Commission on Diversity, Equality, and Justice in the Judiciary (CODEJ) was called to order at 1:05 p.m. by Judge Frankie Jones, Chair.

Approval of Minutes from March 3, 2022

The draft minutes from the March 3, 2022, meeting were presented for approval.

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| <p>Motion: To approve the March 3, 2021, minutes. Moved by: Honorable Randall Howe Second: Alberto Rodriguez Vote: Motion passed unanimously.</p> |
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BUSINESS ITEMS AND POTENTIAL ACTION ITEMS

Presentation by Arizona Bar Foundation

Ms. Castro, Sr. Director of Education Programs for the Arizona Bar Foundation For Legal Services and Education (Bar Foundation) shared a PowerPoint and discussed the agency’s educational outreach efforts intended to further access to justice for all Arizonans. She mentioned the Bar Foundation receives funding from the Arizona Supreme Court and other organizations to provide for statewide programs to help youth understand their rights and responsibilities. These programs provide free training and resources for civic education to help with curriculum and lesson plans. Ms. Castro highlighted a few reoccurring grant funded projects of possible interest to Commission members:

- High school mock trial competitions which use attorney volunteers from across the state.

- ***We the People***, a simulated legislative hearing competition that is geared for grades 4-12.
- The James Madison legacy project, a new grant funded initiative through 2024, with a special focus on civic education for high needs youth including those with disabilities, students of color or English language learners. This will become a national program as part of an eight-state pilot program.
- ***Connect with Classrooms*** is a program that always needs more volunteers either in the classrooms or remotely during Constitution week- which is scheduled for September 17, 2022.

The Bar Foundation also creates free resources such as “When you turn 18” booklets distributed to schools, probation and detention, foster care. Their website houses a number of law-related and civic resources, including educational videos and games. The Law for Kids page is focused on Arizona-specific laws and highlight subject areas requested by youth from various focus groups conducted by the foundation.

Commission members thanked Ms. Castro for the presentation. Discussion ensued. Some questions were raised about the collection of demographic data on students with disabilities and whether the percentages of students from diverse backgrounds were impacted by the pandemic. Another inquiry asked if a concerted effort has been made to find mock trial teams for schools on reservations or if there is a way to partner to increase the numbers of students participating.

Judge Villa, who is a former participant and winner of the mock-trial competition, explained that urban schools face additional challenges of finding attorney teams to volunteer compared to other schools with alumni and parents who may be able to serve in that role. She suggested reaching out to affinity bar associations to increase diversity. Alberto Rodriguez suggested that these programs could appeal to attorney volunteers and could be shared with the public information and messaging group of the State Bar and would complement their access to justice portal developed for attorneys to find volunteer opportunities by listing various program needs on that site as well. Finally, Judge Jones suggested working with the collaborative bar association for resource sharing.

Ms. Castro would welcome additional suggestions and ways to partner to increase diversity. She hoped once their agency funding is finalized and they resume in-person programming, they can better estimate their enhanced capabilities for outreach and demographic data collection.

Legislative Update

Ms. Elise Kulik, AOC Legislative liaison, reported that the legislature was still in session and trying to negotiate a budget bill. Elise shared information on the following bills under consideration by the Legislature:

- HB2033 Juvenile offenders, sanctions for appeals was stricken onto HB2746. This bill eliminates various juvenile fees and will backfill money for courts. If passed, the supreme court will have to develop procedure for all previously-ordered judgements to be cleared if someone petitions the court. *Pending.*
- HB 2119. Civil Rights Restoration. Requires courts to notify people if eligible for automatic rights restoration or additional steps after sentence completion. *Signed by Governor.*
- HB2413: jurors; peremptory challenges. *This bill will likely not move during this session.*
- HB 2540 Drug offenses. Probation Undesignated offenses. *Likely will not move this session.*
- HB 2592 Juror compensation, superior court appropriations. Judicial council bill to appropriate \$1.6M to Supreme Court to compensate jurors on day one of service to gain more representative jury pools. *Hopeful this will pass and included in the budget package.*

- HB2802: Housing, employment, public accommodations, anti-discrimination. *Likely will not move this session.*
- SB 1158. Award fees, civil action. *Failed this session and likely to come back next year.*
- HB 2675: right to jury; parent-child relationship. Concerns with the bill were shared such as the impact on protective orders and family cases, increased cost, allocation of resources, and limited court capacity. *Likely dead for the session.*

Updates from CODEJ Pipeline Workgroups

The following workgroup highlights were shared:

- **Legal Futures 2022:** Associate Dean English gave a brief report out on the outcome of the program. He indicated that from all feedback it was a resounding success in all three locations -- Phoenix, Tucson, and Yuma. He alluded to the potential to expand the program to a school on a reservation or the Flagstaff area and called upon any resources of commission members to collaborate to find an appropriate location. Judge Abrams shared that in review of Tucson's student evaluations, there was an interest in more in-person time with legal professionals in the room versus video recorded portions. She also acknowledged that adding the paralegals to the program was another important value-added portion that should be incorporated to provide students with legal career alternatives.

Some discussion ensued about the schedule to allow more interaction time versus organized discussions/presentations. Judge Jones suggested cutting out some video presentations, even though they were intended to prevent potential failure of internet connectivity issues between the remote sites. Another suggestion was to follow-up with students via remote meetings (one for high schools and one for community college) to provide specific steps about how to pursue a legal career. Outreach should be made to school counselors to promote to 9-12th grade students. Judge Howe recommended expanding to other schools, including the Arizona School for the Deaf and Blind.

- **Chris Nakamura Workshop 2022:** Judge Jones provided an update to the commission on behalf of Judge Song Ong, who was unable to be in attendance today, but had worked tirelessly to make this a stellar panel. She informed members the workshop is done on a biennial basis and was proud to report this year the workshop has been recognized by the State Bar with three awards. The workshop, titled "Do You Look Good in Black?", will include four sessions that will be offered during the all-day seminar on June 27, 2022. Judge Jones offered her appreciation that so many CODEJ members will be serving as faculty and Judge Song Ong will serve as the moderator of all the sessions. Ms. Mitchell shared the Chief Justice has approved the letter in support of the bench diversity survey to obtain updated information that may potentially be included in Professor's Bennett's presentation.
- **Summer Judicial Internship Program:** Judge Gass shared that the Court of Appeals is hosting 4-5 students over the summer. Judge Gass hopes to build upon this initial foundation and go out earlier in the community to hold in-person presentations to increase diversity with prelaw programs and affinity groups and encourage the use of the webpage for online applications.

OTHER BUSINESS

New & Announcements

Carol Mitchell shared her impressions on the National Consortium on Racial and Ethnic Fairness in the Courts conference held in North Dakota. A copy of the Arizona report was included in the meeting materials. The overall theme was about staying connected to our communities and

highlighted the Native American experience in North Dakota and indigenous peoples from across the country. There were several outstanding presentations. If any member wants to request materials, Ms. Mitchell can download and share via email because the conference materials were only offered in an electronic format through a conferencing application.

Judge Jones shared that several CODEJ members gave presentations regarding diversity at the annual Arizona Association of Drug Court Professionals 2022 Treatment Court Conference held on April 12-15 in Prescott. Judge Howe shared the focus of his presentation which addresses disabilities in the courtroom and handling justice with respect, through review of a 2020 judicial ethics opinion. The presentation was well received and had strong engagement from the attendees. Judges Howe and Mikitish will submit a request to conduct this same presentation at next year's judicial conference.

Alberto Rodriguez explained that his role as public information officer for the Arizona Supreme Court involves receiving requests from media on various topics. He has appreciated the support of some commission members who have participated in interviews which help portray a diverse judiciary to the public. He would like to extend an invitation to members, potentially via questionnaire to ask if anyone is comfortable and interested in serving as subject matter experts to potentially call upon for future media requests.

Judge Jones announced she will be on another panel at the State Bar Convention as part of the Equal Justice Alliance. The panel will include other diverse judicial officers and attorneys discuss transformational leadership including cultural competency training and addressing bias in the justice system.

Judge Abrams shared that Judge Gass and she presented on diversity at the Arizona court manager program in March and was invited to return next year.

Good of the Order/Call to the Public:

No one responded to the call to the public.

Adjournment

The meeting adjourned at 3:03 p.m.

Next Meeting: **Thursday, September 15, 2022**
1:00 – 3:00 p.m.



**COMMISSION
ON
DIVERSITY,
EQUALITY,
& JUSTICE**

MINUTES

Tuesday, September 20, 2022
State Courts Building 230
Hybrid meeting

Present/Telephonic: Honorable Lisa I. Abrams, Sybil Taylor Aytch, Professor Paul Bennett, Sharesa Brown, Associate Dean Alfred Ray English, Professor Patricia Ferguson-Bohnee, Honorable David Gass, Honorable Geraldine Hale, Honorable Randall M. Howe, Honorable Frankie Y. Jones (Chair), William H. Knight, Honorable Boyce “B.J.” D. Little, Jr, Alberto Rodriguez, Honorable Alicia M. Skupin, Honorable Roxanne Song Ong (Ret.), Honorable Alisha Villa, Honorable Joan Wagener

Absent/Excused: Honorable David Cunanan, Honorable Dawn Walton, Honorable Roy “Chuck” C. Whitehead

Guest/Presenters: Liana Garcia, Kimberly McClure

Administrative Office of the Courts (AOC) Staff: Carol Mitchell, Sabrina Nash, Diana Tovar

REGULAR BUSINESS

Welcome and Opening Remarks

The September 20, 2022, Commission on Diversity, Equality, and Justice in the Judiciary (CODEJ) meeting was called to order at 1:25 p.m. by Judge Frankie Jones, Chair.

Approval of Minutes from May 19, 2022

The draft minutes from the May 19, 2022, meeting were presented for approval.

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| <p>Motion: To approve the May 19, 2022, minutes. Moved by: Honorable Joan Wagener. Second: Professor Paul Bennett. Vote: Motion passed unanimously.</p> |
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BUSINESS ITEMS AND POTENTIAL ACTION ITEMS

Presentation on Maricopa County Bar Association Paralegal Division

Ms. Kimberly McClure, the new president of the, Paralegal Division, Maricopa County Bar Association (MCBA) shared a PowerPoint and discussed the paralegal division’s history, its upcoming MCBA paralegal conference, and its ongoing commitment to diversity, equity, and inclusion. Kimberly shared upcoming events within the community and outreach efforts planned to support underserved children and young adults. Examples of community events that the division has participated in include:

- Helped underserved children through Swift, a youth foundation that serves the community by developing and empowering children, teens, and young adults.
- Donated supplies and time to organizations such as Andre House, Barrio Nuevo Phoenix, and the Special Olympics.

In addition, she discussed career day at Desert Heights Preparatory Academy. MCBA members will volunteer at the event to help expose kids to a career in the paralegal field. She also shared information on this year's annual MCBA conference titled "Honoring the Past, Treasuring the Present, and Shaping the Future". Past division presidents, including CODEJ member Sybil Aytch, will attend to celebrate past leaders and focus on planning for the future.

Comments: Commission members thanked Ms. McClure for her presentation.

Presentation on 2023 Legislative Proposals

Ms. Liana Garcia, director, AOC Government Affairs, informed members that the legislature wrapped up the 2022 session at the end of June. She then presented two legislative proposals of interest to CODEJ for the upcoming session. The Arizona Judicial Council will ultimately decide whether the following proposals should be part of the Judicial Branch's 2023 legislative package:

- *Certificate of Second Chance, A.R.S. § 13-905.* This proposal is intended to improve court operations and provide clarity as to when a Certificate of Second Chance will be issued. Ms. Garcia explained that the proposal includes only technical and conforming changes.
Discussion: Concern was raised about city courts and whose responsibility it is to track previously granted Certificates of Second Chance and whether there would be a database that judges could access to view previously granted certificates, especially in felony cases. Ms. Garcia responded that at this time there is not. Liana will bring the concerns to the legislative team for discussion. Another concern involved set asides and whether a judge shall also grant a Certificate of Second Chance subsequently even when it was not requested. Through discussion, it was shared that some judges do not automatically grant second chances when a set aside is requested, since the statute may be interpreted to read that only one Certificate of Second Chance can be granted. Members discussed whether language could be added to the statute to clarify when more than one felony arises from one offense, it will be treated as a single felony under this proposed statute.

Motion: Judge David Gass moved to support the general idea of the proposal and to recommend changes to the draft proposal to address cases in which more than one felony is charged for the same occurrence and language amendments to address the use of shall.
Seconded: Judge Lisa Abrams. **Vote:** The motion passed with one vote against.

- *Fee Waivers and Deferrals, A.R.S. § 12-302.* This proposal would increase the threshold for fee deferral if an applicant's income is within the range of 150% to 225% of the poverty level. Additionally, the proposal adds government assistance programs, with an affidavit or supporting documentation, which could now qualify for a fee deferral or waiver.
Discussion: Comments of support were shared.

Motion: Judge David Gass moved to support the proposal as presented. **Seconded:** Professor Paul Bennett. **Vote:** Unanimous.

Updates from CODEJ Pipeline Workgroups

The following workgroup highlights were shared:

- **Chris Nakamura Workshop 2022(taken out of order):** Judge Jones gave a special recognition of Judge Song Ong for her significant leadership efforts in the planning and execution of the Chris Nakamura Workshop (CNW) at the State Bar Convention. She also thanked Commission members for their support and participation in the various CNW panels.

- **Legal Futures 2023:** Associate Dean English shared the idea of expanding the program to also include a school on a reservation and a northern Arizona location such as Flagstaff. Discussion about the benefits of live speakers versus a recorded component at the program ensued, with the majority of feedback from students focused on reducing time afforded to recordings. Mr. English added that a date has not been finalized yet, and that school schedules and events are being considered when selecting next year's program date.
- **Summer Judicial Externship Program:** Judge Gass shared his plan to continue the program for 2023. Publicity and outreach are crucial to increase participation and he plans to speak to a couple of law student groups to help spread the word about the externship program.
- **Paralegal Pipeline Project:** A meeting was held between a few CODEJ members and teachers and counselors at the Academies at South Mountain to construct short-term and long-term goals for developing a paralegal program. Creating a partnership with South Mountain Community College, Phoenix Community College, Academies at South Mountain Academy, and potentially a tribal community college was also identified as a future goal for this project that is expected to take a few years before fully developed. Judge Villa shared that in the interim, an ongoing working relationship with South Mountain Academy High school and various community colleges was discussed. This ongoing partnership would help keep students who have decided to pursue a career in law or within the judicial branch, engaged in mentorship and educational opportunities.

OTHER BUSINESS

New & Announcements

Good of the Order/Call to the Public:

No one responded to the call to the public.

Adjournment

The meeting adjourned at 2:53 p.m.

Next Meeting: **Thursday, November 17, 2022**
1:00 – 3:00 p.m.



**COMMISSION
ON DIVERSITY,
EQUALITY,
& JUSTICE**

MINUTES

Thursday, November 17, 2022
AZ State Courts Building, Room 230
Hybrid meeting

Present/Telephonic: Sybil Taylor Aytch, Professor Paul Bennett, Honorable David Cunanan, Mr. Alfred Ray English, Professor Patricia Ferguson-Bohnee, Honorable Geraldine Hale, Honorable Randall M. Howe, Honorable Frankie Y. Jones (Chair), William H. Knight, Honorable Roxanne Song Ong (Ret.), Alberto Rodriguez, Honorable Alisha Villa, Honorable Joan Wagener

Absent/Excused: Honorable Lisa I. Abrams, Ms. Sharesa Brown, Honorable David Gass, Honorable Boyce “B.J.” D. Little, Jr, Honorable Alicia M. Skupin, Honorable Dawn Walton, Honorable Roy “Chuck” C. Whitehead

Guest/Presenter: Humberto “Bert” Cisneros, Liana Garcia, Richard “Rico” Rivera

Administrative Office of the Courts (AOC) Staff: Theresa Barrett, Michael Malone, Carol Mitchell, Diana Tovar

REGULAR BUSINESS

Welcome and Opening Remarks

The November 17, 2022, meeting of the Commission on Diversity, Equality, and Justice in the Judiciary (CODEJ) was called to order at 1:00 p.m. by Judge Frankie Jones, Chair. Judge Jones announced that Alfred Ray English has moved into a new position at Snell and Wilmer and is no longer with Arizona State University.

Approval of Minutes from September 20, 2022, and 2023 Meeting Dates

The draft minutes from September 20, 2022, meeting were presented for approval.

Motion: To approve the November 17, 2022, minutes. **Moved by:** Judge David Cunanan
Second: Judge Randall Howe **Vote:** Motion passed unanimously.

The proposed 2023 CODEJ meeting dates of February 16, May 11, September 21, and November 16 were presented for approval.

Motion: To approve the 2023 meeting dates. **Moved by:** Judge Cunanan **Second:** Judge Howe
Vote: Motion passes unanimously.

BUSINESS ITEMS AND POTENTIAL ACTION ITEMS

Presentation on Arizona Judiciary’s Statistical Reports –Personnel Dashboard

Humberto “Bert” Cisneros and Richard “Rico” Rivera, Statistic Specialists from Court Services Division Research and Statistics Unit demonstrated the use of the interactive dashboards found on the court’s public website and highlighted diversity within the judiciary through the statewide personnel dashboard found at: <https://www.azcourts.gov/statistics/interactive-data-dashboards>.

Comments: A question was posed regarding data validation and whether it is provided through the agency’s Human Resources (HR) department or solicited through staff surveys. Mr. Cisneros stated the data comes from each court’s administrative personnel department. A member asked if data is collected for persons with disabilities or LGBTQ. Mr. Cisneros indicated that information is not gathered at this time, but he would share with AOC management for consideration. On whether the dashboard currently displays a statistics breakdown for law clerks, Mr. Cisneros answered that it can be included in the updated 2022 dashboard as a subset category. New categories may also be added by request.

Legislative Update

Ms. Liana Garcia, AOC Government Affairs Director, provided an update on the Judicial Branch Legislative Package and election. Ms. Garcia also shared that the legislative chamber makeup will be similar to the 2022 year with a Republican majority in both the senate and the house. Additionally, one-third of the elected members will be new to the legislature.

The status of the following bills was shared:

- Certificate of Second Chance, A.R.S. § 13-905 was approved by the Arizona Judicial Council (AJC).
Comments: It was asked if the “shall” and “multiple occurrence” language was addressed in the proposed legislation. Ms. Garcia mentioned that the language is still being worked out and the legislative council will help ensure the language is drafted to address the issues brought forward by the commission.
- Fee Waivers and Deferrals. A.R.S. § 12-302 was approved by the AJC.

Both bills will be lobbied in January alongside the budget.

Comments: Discussion ensued. Clarification on the meaning of the language in bill 13-905 Section K(2) *fulfilled the conditions of probation or sentence* was asked. Ms. Garcia replied that the sentence is what is handed down by the court such as terms of service in corrections, payment of restitution, and conditions to complete probation or community service. A comment was made in regard to fines that stand in the way of people moving on from their offenses. Ms. Garcia replied that Senate Bill 1551 allows a judge to mitigate a fine, with the exception of Title 28 cases, if a defendant who is ordered to pay the fine demonstrates that the payment would cause a hardship on the defendant or on the defendant’s immediate family.

Updates from CODEJ Pipeline Workgroups

The following workgroup highlights were shared:

- **Chris Nakamura Workshop (taken out of order):** Judge Song Ong alerted members that she would be rotating off CODEJ next year and that the Chris Nakamura Workshop (CNW) would need a new chair and co-chair. Judge Song Ong suggested the CNW be held either at the State Bar in Phoenix or to rotate each year at a regional location such as Tucson, Coconino County, or Yuma. CODEJ will need to verify a coordinator contact in all of those locations so that the logistics can be organized by location if an in-person workshop is planned. Because many commission members are in Pima County it was suggested that they could help plan the event if it is held in Tucson. Potential venue locations were discussed, and it was

mentioned that it could be held at the Juvenile Judicial Center. In addition to venues, gathering keynote speakers, the application and interview process, and faculty were discussed.

Comments: The CNW is popular and expanding it to other jurisdictions would reach other counties, more attorneys, and increase diversity on the bench.

- **Legal Futures 2023 (taken out of order):** Ray English gave a brief report out on the planning of the 2023 program. He indicated that the workgroup has preemptively decided on April 14, 2023, as the event date. He mentioned that the program would be expanded to a school on a reservation and/or the Flagstaff area. Professor Bohnee has volunteered to help secure a location within a reservation. Additionally, the workgroup will be looking at including more in-person time with legal professionals in the room versus video-recorded portions.
Comments: It was asked if a Flagstaff venue has been located, and Mr. English answered that the workgroup has not secured a location yet. Mr. English discussed the potential issue of funding the lunches due to his change to Snell and Wilmer. Diverse speakers that could present at various locations are needed.
- **Summer Judicial Internship Program (taken out of order):** Carol Mitchel shared that the 2023 internship application website was made active for students to apply. The link has been shared with some ASU undergraduate and community college groups to increase participation. Regarding the paralegal program, Ms. Mitchel mentioned that there has been a discussion on a formal program being developed through the Academies at South Mountain in partnership with a community college and university to establish a legal pipeline, which may also include interpreter training. More information will be shared once the program receives approval through Phoenix Union School District.

OTHER BUSINESS

New & Announcements

Judge Jones gave a shout-out to Judge Abrams for her participation and presentation at the Teen Court Program.

Ms. Mitchell shared that she was invited to attend The National Convening of Court Diversity, Equity, and Inclusion (DEI) Professionals at its first gathering of DEI professionals who work in and for American court systems. The aim of the event was to allow the professionals who work in America's courts the opportunity to learn and share DEI best practices in a supportive and relevant environment. She shared the importance of data collection and possibly in the future there could be regionally located quarterly gatherings for professionals that share common political climates to meet more regularly. In addition, she shared information on a portal that will be piloted for students to search for internships and clerkships in a more centralized location.

Judge Jones congratulated Judge David Cunanan on his retirement.

Good of the Order/Call to the Public:

No one responded to the call to the public.

Adjournment

The meeting adjourned at 2:45 p.m.

Next Meeting: Thursday, February 16, 2023, 1:00 – 3:00 p.m.