

**COMMISSION ON MINORITIES IN THE JUDICIARY**

**Minutes**

**Thursday, February 4, 2016**

1:00 – 3:00 p.m.

Conference Room 230

1501 West Washington Street

Phoenix, AZ 85007

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**Present:** Dr. Joanne Basta, Professor Paul Bennett, Professor Patricia Ferguson-Bohnee, Domingo Flores, Jr., Judge Anna Huberman, Catharina Johnson, Frankie Jones, Judge Maurice Portley, Dr. John Vivian, Judge Joan Wagener

**Telephonic:** Mike Baumstark, Judge Roxanne Song Ong (Ret.)

**Absent/Excused:** Judge Maria Avilez, Diandra Benally, Judge Gilberto Figueroa, Judge Dan Slayton, Judge Alma Vildosola

**Presenters/Guests:** Barry Wong, Governor's Office of Equal Opportunity, David Redpath and Kathy Gillmore, AOC Juvenile Justice Services Division

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

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**REGULAR BUSINESS**

**Welcome, Announcements, Introduction of New members** – After introductions, Judge Maurice Portley wished Dr. John Vivian a Happy Birthday.

**Approval of November 5, 2015 Minutes**

**Motion:** Judge Huberman moved to approve minutes from November 5, 2015. **Seconded by:** Dr. John Vivian **Vote:** unanimous

**BUSINESS ITEMS/POTENTIAL ACTION ITEMS**

**Arizona Black Bar/Arizona Collaborative Bar** – (taken out of order) Frankie Jones, Maricopa County Attorney's Office, informed COM members that the sister bars are hosting joint quarterly CLE events for their members. She stated that with the various judicial openings forthcoming, the first CLE will focus on the judicial appointment process. The session is titled "Changing the Game: Lifting the Judicial Appointment Fog." Ms. Jones mentioned that Chief Justice Bales will address attendees along with a wide array of notable panelists. Panelists include: Justice Ann Scott Timmer; Judges Lawrence Winthrop, Carol Scott Berry, George Foster, and Chuck Whitehead; Federal Judge Wendell Hollis; Michael Liburdi, General Counsel, Arizona Governor Doug Ducey; and Lonnie Williams, former Maricopa County Trial Court Judicial Nominating

Commission member. The CLE has 50 participants registered and will be held at Jennings Strauss on Friday, February 5, 2016.

**State Board and Committee Appointments** – (taken out of order) Barry Wong, Governor's Office of Equal Opportunity, explained that he was recently appointed to assist the Governor in achieving diversity in all areas of state government. He shared with the members that the governor is committed to increasing the diversity of the applicant pool and is focusing his efforts on increasing the talent pool for appointees for the governor and other state agencies by:

- ensuring that agency heads target their advertisements to more diverse communities;
- creating greater supplier diversity in the procurement process; and
- acquiring a larger number of candidates for boards, commissions, and panels by soliciting applicants from various sister bar associations and community groups.

Mr. Wong indicated that when he speaks to a community or business he asks them to identify their ten best people and to encourage them to apply for openings on state government boards and panels as they become available.

**Bench Diversity Research Project Update and Next Steps** – Professor Paul Bennett, University of Arizona, James E. Rogers College of Law, updated the Commission on the Bench Diversity Survey. The survey was sent out to all Arizona judges asking each judge to anonymously self-identify race, ethnicity, and age group. He acknowledged that Mike Baumstark and Susan Pickard were instrumental in helping with the survey. Five hundred email surveys were sent out and 412 valid response surveys were received. Professor Bennett stated that survey results show that people think of their identifying categories differently from those used by the federal government. Below are a few notable highlights from a statistical standpoint.

- 37.6 percent of the judges surveyed were Superior Court judges which was the largest category
- 9 out of 10 respondents who declined to answer the diversity question were male
- The state of Arizona is approximately divided 50-50 male versus female, with females having a slight lead (2010 census)
- The Arizona State Bar's ratio is 2-1 male versus female
- Arizona's Judiciary is slightly over 60% male versus female
- Locally appointed judges are equally split 50-50

Professor Bennett explained that it is difficult to determine if courts in Arizona reflect their communities as there is no reliable comparative data for him to use. He stated that he is planning to have a full statistical report of the survey for the Commission at the May meeting.

**Pima County Disproportionate Minority Contact (DMC) Project** – Joanne Basta, Manager, Research and Evaluation Unit, noted that the Pima County Juvenile Court Center (PCJCC) has been working on reducing the juvenile court population for some time. She explained that the county received a three-year grant to develop a model to address DMC in the PCJCC and to evaluate the results. Ms. Basta outlined the five phases of the project model, briefly addressing each one: Identification, Assessment and Diagnosis, Intervention, Evaluation, and Monitoring. She noted that Pima County came up with the following recommendations regarding DMC:

- commit to maintaining clear shared expectations;
- establish well-defined leadership/management structures and roles;
- value, respect, and support diversity;

- use data to guide and focus work;
- dedicate resources to measuring outcomes; and
- foster buy-in from community and courts continuously.

Ms. Basta also shared that the PCJCC and its partners developed a set of documents titled “*The Guidelines for Schools in Contacting Law Enforcement*” in an effort to address the school to prison pipeline and disparate outcomes for youth of color. These guidelines provide school administrators with detailed information about when law enforcement should, or should not be contacted. The goals of the guidelines are:

- to eliminate discrepancies between school administrators;
- define “gray areas” and uncommon situations;
- remind administrators to be consistent and fair and to consider the violation rather than the student;
- assist in explaining decision-making to parents and other stakeholders; and
- educate new school administrators.

**Fifth Statewide Report Card Update** – Dr. John Vivian, Arizona Department of Juvenile Corrections, and David Redpath, AOC Juvenile Justice Services, reported highlights of recent presentations in which they shared data from the report card. The stakeholder groups included:

- the Arizona Prosecuting Attorney’s Advisory Council (APAAC),
- Presiding Judges, and
- the Arizona Judicial Council (AJC).

He stated that Dave Byers, AOC Administrative Director, and the AJC have requested additional information and an update at a future AJC meeting.

## **OTHER BUSINESS**

### **Good of the Order/Call to the Public**

The Arizona Minority Bar is hosting its Annual Fundraiser on Friday, March 4, 2016.

**Next Meeting** – May 5, 2016

Meeting adjourned at 2:54 p.m.

**COMMISSION ON MINORITIES IN THE JUDICIARY**

**Minutes**

**Thursday, May 5, 2016**

1:00 – 3:00 p.m.

Conference Room 230

1501 West Washington Street

Phoenix, AZ 85007

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**Present:** Judge Maurice Portley, Chair, Kevin Koegel (proxy for Dr. Joanne Basta), Mike Baumstark, Professor Paul Bennett, Professor Patricia Ferguson-Bohnee, Judge Gilberto Figueroa, Judge Anna Huberman, Catharina Johnson, Frankie Jones, Judge Roxanne Song Ong (Ret.), John Vivian, Judge Joan Wagener

**Telephonic:** Domingo Flores, Jr., Judge Alma Vildosola

**Absent/Excused:** Judge Maria Avilez, Diandra Benally, Judge Penny Willrich (Ret.)

**Presenters/Guests:** Chief Justice Scott Bales, Aaron Gbewonyo, Briar Martin, Mike Martinez, and David Redpath and Deborah Kurth, Administrative Office of the Courts (AOC)

**Staff:** Susan Pickard, Sabrina Nash, Theresa Barrett

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**REGULAR BUSINESS**

**Welcome, Announcements, Introduction of New members** – Judge Maurice Portley called the meeting to order at 1:00 p.m. and welcomed members and guests. Judge Portley complimented Judge Anna Huberman on her article “Judge Judy is bad for judiciary” that appeared in the April 30, 2016 weekend edition of the Arizona Republic.

**Approval of February 4, 2016 Minutes**

**Motion:** Mike Baumstark moved to approve minutes from November 5, 2015. **Seconded by:** Judge Huberman **Vote:** Passed unanimously

**BUSINESS ITEMS/POTENTIAL ACTION ITEMS**

**Disproportionate Minority Contact (DMC) Overview and Future Efforts** – Dr. Deborah Kurth, AOC, Juvenile Justice Services Division (JJSD), discussed the juvenile justice system, juvenile offender types, defense and prosecutorial attorneys, holding facilities, specialize services and Individualized Education Programs (IEP) that provided to protect the juvenile’s rights and to ensure they receive due process.

She also summarized the juvenile justice system research into the factors that bring juveniles into the system. The findings that can lead to increases and decreases in the number of youth in the juvenile justice system include:

- Increased youth population,
- Poverty,
- Negative peer influences (gangs), and
- Mental health issues.

Ms. Kurth stated that in Arizona there is a decrease in the number of youth being referred to courts in all counties and that during the last fifteen years there has been a decrease in the number of youth being referred for detention, adult court, or to the Department of Corrections.

David Redpath, AOC JJSD, discussed the DMC intervention model championed by the U.S. Department of Justice, Office of Justice and Delinquency Prevention (OJJDP) that has five components: identification, assessment and diagnosis, intervention, evaluation, and monitoring. Mr. Redpath noted that Arizona has been good at identifying DMC and is currently working to assess and diagnose the causes of DMC. To assist with the assessment and diagnosis, a statewide detention screening index is currently being validated in the seven counties that have implemented the Juvenile Detention Alternatives Initiative JDAI for possible implementation statewide.

Mr. Redpath discussed a few of the ongoing initiatives that the Juvenile Justice Services Division (JJSD) is working on to help reduce the amount disproportionate minority youth contact:

- **Kids at Hope** – is a cultural scaffold that JJSD is employing to foster the belief that all kids can be helped despite their risk factors to have a successful futures. We work to find interventions that will increase the likelihood that the youth will succeed. All the counties have been trained to foster this culture in their organizations, additionally Probation Officers have been given curricula as a means to engage in conversation with kid to get them thinking about their future and to give themselves hope.
- **Juvenile Detention Alternative Initiative (JDAI)** – was established in 1992 by the Annie E. Casey Foundation and is one of the most widely replicated juvenile justice reform effort in the nation. Pima was the first county to join JDAI in 2004, in 2011 the state of Arizona became a state site adding four more counties and in 2014 two more counties joined the program bringing the total to seven counties in Arizona participating in JDAI's eight core strategies.
- **Crossover Youth Practice Model** – targets youth involved with both delinquency and dependency. This model also works to reduce the number of disproportionate minority youth in the juvenile justice system. Maricopa, Coconino, Mohave, Pima, Pinal and Santa Cruz counties are participants in the Crossover Youth Practice Model. This model works to establish one judge one family and one case plan so as not to overwhelm the family involved with multiple judges and case plans.
- **Minor Victims of Sex Traffic** – all minors who perform a commercial sex act are considered victims of sex trafficking unfortunately minority youth are more likely to be victimized by sex traffickers. JJSD and ASU have partnered to provide brochures to all counties in Arizona to help probation officers identify victims of sex trafficking, developed a one-on-one training video accessible through the AJIN website to train new justice employees, county specialists have been set up in each county to act as a resource for each county.

**Arizona Law's Diversity Efforts** - Aaron Gbewonyo, recent James E. Rogers College of Law graduate, talked about his experience as a student leader at the University of Arizona and the outreach programs he participated in as a student to recruit and encourage other minority students to attend the University of Arizona. Mr. Gbewonyo discussed his work with the Marshall Grant and its goal to create a pipeline from campuses in Arizona and California to the James E. Rogers College of Law at the University of Arizona. He discussed the dual degree programs that may be of interest to students who otherwise might not have considered law school.

**Bench Diversity Project** – Briar Martin, student at James E. Rogers College of Law, discussed with the commission the preliminary results of the survey sent to all Arizona judges this past spring with an 81% response rate from the judges. She started by comparing the survey data to the 2010 U.S. Census records which show that 30% of Arizona's population are minorities. In order for Arizona's judiciary to reflect the population of the state, 30% of the judiciary would need to be minorities.

Preliminary findings:

- Currently there are no minorities on the Arizona Supreme Court.
- Superior Court judges are 94% white.
- Court of Appeals judges are 86.4% white
- Since 2009:
  - There has been a 10% decrease in the number of white judges in the Superior Court and there has been an increase in all minority categories in the Superior Court.
  - In the Court of Appeals there has been a two point four percent decrease in the number of white judges and a slight increase in the number of minority judges.
- The three Arizona law schools student enrollment more closely matched the US Census's 30% minority population.
- When compared to the three Arizona law schools, the State Bar of Arizona has a larger percentage of whites (an 8.4% difference).
- The State Bar of Arizona's diversity more closely matches that of the courts in Arizona with a 2% difference.
- When judges, commissioners, or pro tem are elected or appointed by the city council, the number of minorities on the bench increased.

Ms. Martin reiterated that this is preliminary information based on the survey and that she plans to have a full report on survey results available at September 9, 2016 meeting.

### **Next Steps**

- Mike Baumstark, AOC Executive Office, stated that the information provided by the survey is important and will assist in determining what the next steps should. He also noted that Arizona needs to work on improving the pipeline so that more minority students enter law school, are encouraged to stay with the practice of law, and apply for judicial openings.

- Judge Portley, chair, stated that as vacancies became available Susan Pickard has ensured that the information is forwarded to the sister bars to share with and encourage their members to apply for the vacancies.
- Judge Huberman suggested that more workshops on the judicial process for both the retained and non-retained judicial positions should be offered annually.

## **OTHER BUSINESS**

### **Good of the Order/Call to the Public**

Judge Song Ong mentioned that the Bar Leadership Institute graduation is May 6, 2016. Judge Song Ong thanked Susan Pickard for the statistical information she provided to the Bar Leadership Institute.

**Next Meeting** – September 9, 2016

Meeting adjourned at 2:41 p.m.

# Commission on Minorities in the Judiciary

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## MINUTES

Thursday, September 8, 2016  
Conference Room 230, Arizona State Courts Building  
1501 West Washington Street  
Phoenix, AZ 85007

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**Present:** Judge Maurice Portley, Chair, Mike Baumstark, Professor Paul Bennett, Professor Patricia Ferguson-Bohnee, Domingo Flores, Jr., Catharina Johnson, Frankie Jones, Judge Roxanne Song Ong (retired), Dr. John Vivian

**Absent/Excused:** Judge Maria Avilez, Dr. Joanne Basta, Judge Anna Huberman, Judge Alma Vildosola, Judge Joan Wagener, Judge Penny Willrich (ret)

**Guest:** Maria Zapata-Rossa

**Administrative Office of the Courts (AOC):** Theresa Barrett, Kathy Sekardi

**AOC Staff:** Susan Pickard, Sabrina Nash

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## I. REGULAR BUSINESS

**Welcome and Opening Remarks.** The September 8, 2016, meeting of Commission on Minorities in the Judiciary (COM) was called to order at 1:03 p.m. by Judge Portley, Chair.

### **Approval of Minutes from May 5, 2016**

The draft minutes from the May 5, 2016, meeting of the COM were presented for approval.

**Motion:** Mike Baumstark moved to approve the May 5, 2016 minutes as presented.  
**Seconded:** Judge Song Ong. **Vote:** Unanimous.

## II. BUSINESS ITEMS AND POTENTIAL ACTION ITEMS

### A. Report of the Task Force on Fair Justice for All

Mike Baumstark provided a brief history on the Task Force on Fair Justice for All (Task Force) beginning with the Michael Brown case in Ferguson, Missouri, and the resulting U.S. Department of Justice's (DOJ) call to action letter which was sent out to chief justices across the country. The DOJ asked courts to review their operations and culture regarding failure to appear and failure to pay processes and warrants. The Task Force was given the charge of reviewing and recommending changes. Noting the two parts of the report, Justice for All and Eliminate Money for Freedom, Mike Baumstark highlighted the principles upon which the Task Force based its recommendations, and summarized some of the recommendations for post-trial justice for all:

#### Principle One: Judges need discretion to set reasonable penalties.

Recommendation: Support legislative changes to allow judges to mitigate mandatory minimum fines, fees, surcharges, and penalties for those upon whom they would cause undue economic hardship.

Principle Two: Provide convenient payment options and reasonable time payment plans.

Recommendation: Test techniques that make it easier for defendants to make payments.

Principle Three: Provide alternatives to paying a fine.

Recommendation: Allow judges additional discretion to convert fines into restitution hours and apply to sentences imposed by superior courts.

Principle Four: Employ practices that promote voluntary appearance.

Recommendation: Implement an interactive messaging system that reminds defendants of court dates and missed payments.

Principle Five: Suspension of a driver's license should be a last resort.

Recommendation: The first offense of driving on a suspended license should be a civil violation rather than a criminal offense.

Principle Six: Non-jail enforcement alternatives should be available.

Recommendation: Restitution court and the FARE program provide non-jail and less costly compliance alternatives.

Principle Seven: Special needs offenders should be addressed appropriately.

Recommendation: People suffering from mental illness or drug addiction should be handled differently.

The pretrial portion of the report includes recommendations based upon the following principles regarding the elimination of money for freedom to the greatest extent possible and shifting from the bail and bond system to risk-based release criteria. Again, a summary of some of the recommendations was included.

Principle Eight: Detaining low- and moderate-risk defendants causes harm and higher rates of new criminal activity.

Recommendation: Eliminate the use of non-traffic criminal bond schedules.

Principle Nine: Only defendants who present a high risk to the community or individuals who repeatedly fail to appear in court should be held in custody.

Recommendation: Amend the Arizona Constitution to expand the use of detention without the requirement for money bail.

Principle Ten: Money bond is not required to secure appearance of defendants.

Recommendation: The bond should be actual cash with the amount paid returned to the defendant if charges are not filed, the person is found innocent, or if no violations of the release conditions occur.

Principle Eleven: Release decisions must be individualized and based on a defendant's level of risk.

Recommendation: Expand the use of the Public Safety Assessment (PSA), a validated pretrial risk assessment tool, to limited jurisdiction courts.

**Motion:** Judge Song Ong moved to support the recommendations of the Fair Justice for All Task Force. **Seconded:** Domingo Flores, Jr. **Vote:** Unanimous.

## B. State Bar of Arizona Spring Training Conference

Judge Song Ong provided an update on the Spring Training for Lawyers Conference, formerly known as the Minority Bar Convention. On March 30, 2016, the Chris Nakamura Judicial Appointment Workshop (Workshop) will be presented. The planning committee has met twice and is requesting assistance from COM to help with the Workshop which will feature three one-hour segments which are as follows:

1. **“Why Do You Want To Be A Judge?”** – discussing the “gavel gap,” the difference between Arizona’s population diversity and our bench diversity.
2. **A Judicial Perspective** – a panel discussion on the trials and tribulations in becoming and being a judge.
3. **Judicial Application** – a review and critique of the judicial application to assist interested attorneys with the application process.

### Conference Timeline:

October 17, 2016 – Finalization of topics, agenda and potential faculty/panel member

November 28, 2016 - Faculty identified and bios due

March 13, 2017 – Submission of print materials and PowerPoint presentations

Professor Paul Bennett offered to present the data from the Arizona Judicial Diversity Survey. Judge Portley suggested that the planning committee reach out to newer judges to serve as panel members.

## C. Arizona Black Bar (ABA) Update

Frankie Jones shared the following news from the ABA:

- New Executive Board Members: Genene Dyer, president, Nicole Harris, vice president, Frankie Jones, secretary, Clarence Matheson, treasurer and Pearletta Ramos, member at large.
- Held the first quarterly forum on *“Building Community Trust in Justice: We All Have a Role.”* Among the panelists were representatives from the Phoenix Police Department and the County Attorney’s Office. There were approximately 100 participants in the forum and the ABA has been asked to replicate the successful forum.
- The 45<sup>th</sup> Annual Hayzel B. Daniels Scholarship Dinner is scheduled for, Thursday, October 20, 2016, at the Phoenix Art Museum. The keynote speaker is Ray Anderson, ASU athletic director.
- New programs being implemented include:
  - A partnership with South Mountain High School to mentor high school students and encourage them to attend college and to possibly consider law as a career.
  - A subcommittee on judicial applications to meet with potential judicial applicants and review application and provide insight and direction on the judicial process.
- In closing, Frankie noted that a Judicial Writing Seminar is under consideration as part of the next Collaborative Bar CLE Seminar.

## D. Bench Diversity Project/Next Steps

Professor Paul Bennett announced that the formal report on the Arizona Judicial Diversity Survey will be presented to the members at the November meeting. He noted that he would like to repeat the survey every other year with additional and better-phrased questions to capture more detail regarding the path to the judiciary. Further, Professor Bennett

commented that he would like to explore what judicial diversity means to litigants and perceptions of fairness.

### **III. OTHER BUSINESS**

**Good of the Order/Call to the Public:** No one from the public was present.

**Adjournment:** The meeting adjourned at 3:11 p.m.

**Next Meeting:** Thursday, November 3, 2016; 1:00 p.m.  
Arizona State Courts Building, Conference Room 230

# Commission on Minorities in the Judiciary

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## MINUTES

Thursday, November 10, 2016  
Conference Room 230, Arizona State Courts Building  
1501 West Washington Street  
Phoenix, AZ 85007

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**Present:** Judge Maurice Portley, Professor Paul Bennett, Judge Anna Huberman, Catharina Johnson, Judge Roxanne Song Ong

**Telephonic:** Judge Maria Avilez, Dr. Joanne Basta, Officer Domingo Flores, Jr., Frankie Jones, Judge Alma Vildosola, Judge Joan Wagener

**Absent/Excused:** Mike Baumstark, Professor Patricia Ferguson-Bohnee, Judge Dan Slayton, Dr. John Vivian, Judge Penny L. Willrich (Ret.)

**Presenters/Guests:** Samantha Sanchez, Jairo Holguin, Shani Mehrotra (University of Arizona)

**Administrative Office of the Courts (AOC):** Theresa Barrett

**AOC Staff:** Susan Pickard, Karla Williams

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## I. REGULAR BUSINESS

**Welcome and Opening Remarks.** The November 10, 2016, meeting of the Commission on Minorities in the Judiciary (COM) was called to order at 1:12 p.m. by Judge Roxanne Song Ong on behalf of Judge Portley.

### **Approval of Minutes from September 8, 2016**

The draft minutes from the September 8, 2016, meeting of COM were presented for approval.

**MOTION:** To approve the September 8, 2016 minutes as presented. The motion was seconded. **VOTE:** Passed Unanimous.

## II. BUSINESS ITEMS AND POTENTIAL ACTION ITEMS

### **A. Chief Justice Bales & AZ Minority Bar Representatives Meeting**

Judge Song Ong, who attended the meeting, stated that on October 13, 2016, Chief Justice Bales hosted a luncheon for the presidents of the State Bar of Arizona and the collaboration bar associations, chairs and members of the Judicial Nominating Commissions, and the Administrative Office of the Courts leadership. This was the first in what is hoped to be an ongoing open discussion on “*why there are so few attorneys of color and secondly why are there are so few attorneys of color who apply to the judicial bench?*” Judge Song Ong shared Judge Portley’s highlights from the discussion:

- Start the pipeline at the elementary school level to highlight various careers in law.
- Get the judicial nominating commissions to encourage lawyers of color to apply.
- Persuade the governor to open up the non-lawyer positions on the nominating commissions.

- Encourage the collaborative bar associations to have their members to apply to the Bar Leadership Institute held annually by the Arizona State Bar, great leadership and networking opportunity.
- Improve training for the judicial nomination commissioners to help them recognize other factors that would make a candidate a successful judge.
- Create a mentor list consisting of judges who are willing to help lawyers explore becoming a judge.
- Encourage more judges to help with high school mock trials.

Susan Pickard added the following highlights:

- Turn COM's webpage into a one stop location with links to the various bars, judicial vacancies and events that are held by the various stakeholders.
- Continue sending notifications of judicial vacancies to COM members and collaborative bar presidents.
- Circulate the judicial diversity survey biannually.
- Create a how-to information sheet for lawyers applying to become a commissioner.
- Find out what courts with judicial diversity are doing and share the information.

At 1:47, Judge Portley arrived, assuming the Chair.

#### **B. Bench Diversity Project/Next Steps**

Professor Paul Bennett apologized for not having a completed report to share with COM, offering a summary. He noted that judges currently reflect the diversity of the State Bar membership, but neither reflect the state's population, specifically the second largest ethnic group, those who are Hispanic. Professor Bennett noted that survey results show that the smaller the jurisdiction, the greater the diversity among the judges.

He stated that the University of Arizona now has an undergraduate law degree program. Enrollment indicates there is an interest in the law and law careers by students of color, with half the enrollment made up of minority students.

Professor Bennett introduced Samantha Sanchez, a statistical student. Ms. Sanchez will be working with Professor Bennett to create the next survey, and identify additional information that could improve the diversity picture of Arizona's judiciary. Professor Bennett also suggested a more thorough survey of judges by adding one-on-one interviews with a subset of participants. Samantha Sanchez stated that she is excited to be working on the next survey and looking forward to the results.

#### **C. University of Arizona Minority Law Student Coalition (MLSC)**

Shani Mehrotra, MLSC member, provided COM with a brief history of the organization. Having begun as a small group of students concerned about the lack of diversity and the minority student experience on campus, the organization has grown into a coalition that includes members from various minority student organizations at University of Arizona. Working with those minority student organizations and administrators, MLSC is committed to increasing the number of diverse students and ensuring an enjoyable experience for all.

Jairo Holguin spoke about his MLSC experience and how he enjoys reaching out to potential law school students and hopes to continue advancing interest in law careers.

**Discussion:** Judge Song Ong asked what their perspective was on why there wasn't more interest among minority students in law-related careers. Reasons given were possible

systemic problems with the application process, lack of mentors, the belief that judicial or law careers were not attainable for minorities, and the cost of law school.

**D. State Bar of Arizona Spring Training Conference**

Judge Song Ong provided an update on the progress of the Arizona State Bar Spring Training for Lawyers Conference, specifically the Chris Nakamura Judicial Appointment Workshop which is scheduled for March 31, 2017, from 1:00 p.m. – 4:00 p.m. The workshop is broken into three sessions:

1. **The Faces of Our Judiciary** – will address diversity in the judicial community locally and nationally. Judge Portley will present the national Gavel Gap Report and Professor Bennett will present a summary of the Arizona survey.
2. **A Day in the Life: What Judges Really Do** – will provide a look at the responsibilities and roles of judges from appellate, general and limited jurisdictions. The presenters for this session are Judges Anna Huberman, Michael Hintze, and Kerstin Le Maire and former Chief Justice Rebecca White Berch.
3. **The Nuts and Bolts of Applications, Interviews, Resumes, Letters and Phone Calls** – focuses on the dos and don'ts and necessity of each of these in the judicial application process. Retired Judge Ronald Reinstein (trial court commission), Mike Liburdi (Governor's Office General Counsel), Judge Rosa Mroz (Maricopa County Superior Court), Lanette Campbell (City of Phoenix Municipal Court Merit Selection Committee) are the panelists for this session.

**E. 2017 Meeting Schedule**

Susan Pickard explained that the suggested dates follow the traditional plan of the first Thursday of the month. She then listed the following 2017 meeting dates: February 2, 2017, May 4, 2017, September 7 or 14, 2017, and November 2, 2017.

Judge Portley stated that beginning January 2017 he would be teaching classes on Tuesdays and Thursdays. Ms. Pickard asked if the 2017 dates or the time of the meetings needed to be changed and Judge Portley stated not at this time.

**Motion:** To approve the COM 2017 meeting schedule with the September 14 date. Motion was seconded.

**Vote:** Passed Unanimously.

**III. OTHER BUSINESS**

**Good of the Order:** Susan Pickard asked Professor Bennett if the judicial survey report would be available for the February 2, 2017 COM meeting and he indicated he would try. She then asked members to come to the February 2<sup>nd</sup> meeting prepared to brainstorm ideas and suggestions for action based on information received from Chief Justice Bales' October 2016 meeting with the minority bar associations.

**Call to the Public:** No public in attendance.

**Adjournment:** The meeting adjourned at 2:56 p.m.

**Next Meeting:** Thursday, February 2, 2017; 1:00 p.m.  
Arizona State Courts Building, Conference Room 230