

The Oregon Supreme Court Council on Inclusion & Fairness

Meeting Minutes

Date	Time	Location
March 17, 2017	1:00 PM – 4:00 PM	The Oregon Room 1133 Chemeketa St NE Salem, OR 97301

Members		
Justice Richard C. Baldwin Jeff Hall Leola McKenzie Rep. Tawna Sanchez* Serena Stoudamire-Wesley	Lane Borg John Haroldson Kelly Mills Bonnie Savage Hon. Eva J. Temple	Hon. Oscar Garcia Helen Hierschbiel Hon. Adrienne Nelson* Janet W. Steverson Angelica R Vega


*not present

Others Present
Chief Justice Thomas Balmer Neal Jappert, Multnomah County Deputy TCA Daniel Parr, OJD Office of Education, Training and Outreach Monica Stratton, Court Language Access Services Trina Swaja, Office of Education, Training, and Outreach Connor Wall, Juvenile Court Improvement Program Ed Alletto, OSSCIF Staff

Agenda

Welcome	Justice Baldwin
---------	-----------------

Presentation: Understanding Unequal Justice	Dr. Mark Leymon
---	-----------------

PowerPoint Slides	 UnderstandingUnequalJustice_Leymon.pdf
-------------------	---

Minutes	Offered By	Result
BE IT RESOLVED THAT, The minutes of the Fall 2016 Meeting are adopted without amendment.	Kelly Mills John Haroldson (second)	APPROVED By acclamation

New business

#	Motion	Offered By	Result
1	<p>BE IT RESOLVED THAT</p> <p>The structure, rules and procedures contained in the document OSCCIF Governance Structure_2017.3.17 are hereby adopted by OSCCIF for the transaction of its business.</p>	<p>Hon. Eva J. Temple Jeff Hall (second)</p>	<p>APPROVED By acclamation</p>
2	<p>WHEREAS, It is OSCCIF's intent to provide a means to transact its business between Council meetings;</p> <p>BE IT RESOLVED THAT OSCCIF establishes the Steering Committee</p>	<p>John Haroldson Kelly Mills (second)</p>	<p>APPROVED By acclamation</p>
3	<p>WHEREAS, It is OSCCIF's intent to:</p> <ul style="list-style-type: none"> • Provide the public a venue to give feedback on the court system • Collect community feedback and perceptions of the court system • Provide suggestions to the Chief on how OJD can: <ul style="list-style-type: none"> ○ Engage the community ○ Educate: <ul style="list-style-type: none"> ▪ Internally — OJD community about our external communities ▪ Externally — Improve the public's understanding of OJD's role in the larger justice system ○ Improve OJD's ability to provide access and fairness • Monitor continuous improvement in these areas <p>BE IT RESOLVED THAT OSCCIF establishes the Community Engagement Subcommittee.</p>	<p>Leola McKenzie Hon. Eva J. Temple (second)</p>	<p>APPROVED By acclamation</p>
4	<p>WHEREAS, It is OSCCIF's intent to:</p> <ul style="list-style-type: none"> • Discover points at which current OJD data is insufficient and make recommendations to the Chief to improve OJD data • To the extent possible, combine Oregon court data on the race and ethnicity of court users, with other justice system stakeholder data in order to: <ul style="list-style-type: none"> ○ Document over representation of some groups in the justice system and at what points the over representation occurs. ○ Determine if any over representation is due to desperate treatment within the court and justice systems. ○ Determine why there are disproportionate numbers of members of communities of color in the justice system and whether the over representation is due to reporting errors or bias among system gatekeepers <p>BE IT RESOLVED THAT OSCCIF establishes the Data Analysis Subcommittee.</p>	<p>Jeff Hall Leola McKenzie (second)</p>	<p>APPROVED By acclamation</p>

5	<p>WHEREAS, It is OSCCIF's intent to:</p> <ul style="list-style-type: none"> • Promote a diverse workforce that reflects the community at large because a diverse workforce: <ul style="list-style-type: none"> ○ Encourages public trust in the court system, and ○ Bolsters confidence that all individuals will be treated fairly • Monitor, maintain and accelerate OJD's progress toward inclusion and fairness in its workplace • Encourage and promote educational opportunities for judges and staff around inclusion and fairness • Encourage re-visioning at the HR level in order to: <ul style="list-style-type: none"> ○ Change the way OJD recruits in order to attract a more diverse pool of candidates ○ Incentivize innovation in order to move toward more diversity in OJD • Encourage best practices that support inclusion and fairness <p>BE IT RESOLVED THAT OSCCIF establishes the Workforce Development Subcommittee.</p>	Kelly Mills Serena Stoudamire-Wesley (second)	APPROVED By acclamation
---	--	---	----------------------------

Subcommittee Reports

Community Engagement	Hon. Eva J. Temple
<p>Objectives</p> <ul style="list-style-type: none"> • Develop a Community Engagement toolkit that local courts can use • Develop recommendations on how OJD's website can better support community engagement 	

Data Analysis	Leola McKenzie
<p>Objectives</p> <ul style="list-style-type: none"> • Evaluate data OJD collects <ul style="list-style-type: none"> ○ Where does it come from ○ What gaps exist ○ Evaluate the validity and accuracy of the data ○ Examine the data at critical decision points • Make recommendation to fill gaps 	

Workforce Development	Ed Alletto
<p>Objectives</p> <ul style="list-style-type: none"> • Develop and distribute a survey of OJD staff to better understand the current culture around racial and ethnic diversity, inclusion and fairness within OJD. • Develop a clear picture of OJD's current workforce by reviewing current and past Affirmative Action and other HR reports to spot trends and gaps. 	