



Board for Judicial Administration's Court Education Committee

Diversity, Equity and Inclusion Guidelines

Background:

The Court Education Committee (CEC) is committed to making sure all CEC funded education and training programs, live or online, are developed through a lens that ensures diversity, equity and inclusion (DEI). Though there are many definitions of what DEI means, below are the CEC guidelines which include our definition of DEI; suggested questions to ask while planning any education and training, and some suggested ways association education committees can meet the DEI goal. The CEC encourages all association education committees to follow these guidelines when developing CEC funded education and training programs, no matter the format.

Diversity, Equity and Inclusion

The CEC defines diversity, equity and inclusion (DEI) in education and training as:

- **Diversity** – A fluid concept that is constantly asking who is historically included and who is historically excluded – whose voice is not at the table?
- **Equity** – The identification and removal of barriers to make the process fairer for all so that they can fully participate.
- **Inclusion** – Actively striving to bring voices to the table that are not present, while recognizing the value and worth their presence brings to creating education and training programs.

Education committees utilizing CEC funding are encouraged to incorporate diversity, equity, and inclusion (DEI) principles into all education and training activities. In order to better achieve these principles, you are encouraged to ask the following questions:

- Are we excluding any court system personnel from accessing education and training activities?
- Do we provide education and training to court system personnel based on the impact which bias/exclusion acts have on those that utilize the court system?
- Do our education and training activities identify and remove barriers to allow all court system personnel fairer access to full participation?
- Do we provide education and training activities to court system personnel to help them identify and remove barriers to those impacted when utilizing the court system?

- Do our education and training activities actively bring the voices of all court system personnel to the table?
- Do we provide education and training activities to court system personnel to acknowledge and respect all voices of the public when they utilize the courts?

Our role is to educate, train and develop educational activities for all court system personnel, both personally and professionally. In order to support the education and training of all court system personnel, it is important to create and provide education and training that addresses the inequities within our legal institution. Below are some suggestions on how education committees can meet these DEI goals. The list is not exhaustive and is a resource to education committees, education and training developers, and faculty.

1. Seek stakeholder feedback on education and trainings to reduce the chance that biases will affect participants.
2. Consciously work to provide a safe environment, invite all people to participate fully and, during committee meetings and during education and training activities, create an environment where all individuals' perspectives are included, and all voices are heard.
3. Learning improves when participation is authentic, without fear or self-editing. Encourage everyone to contribute by sharing their unique experiences during committee meetings and during education and training activities.
4. Ensure education and training materials are created and designed with inclusive language, scenarios, and photos.
5. Refer to the resource section under the CEC on Inside Courts (*to be developed and continually updated as new resources are procured*).
6. Encourage the recruitment of educational presenters who are qualified to incorporate DEI principles into their trainings by virtue of lived experience, professional experience, or training.
7. Integrate the recommendations and best practices of DEI principles as identified by the Supreme Court Commissions.
8. Incorporate Supreme Court jurisprudence, including the expectation that judges be knowledgeable about the history of racism and ethnic discrimination in the United States and aware of implicit, institutional, and unconscious biases, in addition to purposeful discrimination.
9. Develop criteria for DEI judicial education credit. Such credit may be based on a course that increases the competency of judges by: improving communication with court users, staff, and the public; enhancing awareness of judicial bias and the impact of unintended harm to marginalized court users and communities; recognizing and addressing structural and institutional biases in the legal system; and preventing workplace and courthouse harassment.