



**Washington State
Minority and Justice Commission**

2010 Annual Report

2010 Annual Report

of the

WASHINGTON STATE MINORITY AND JUSTICE COMMISSION

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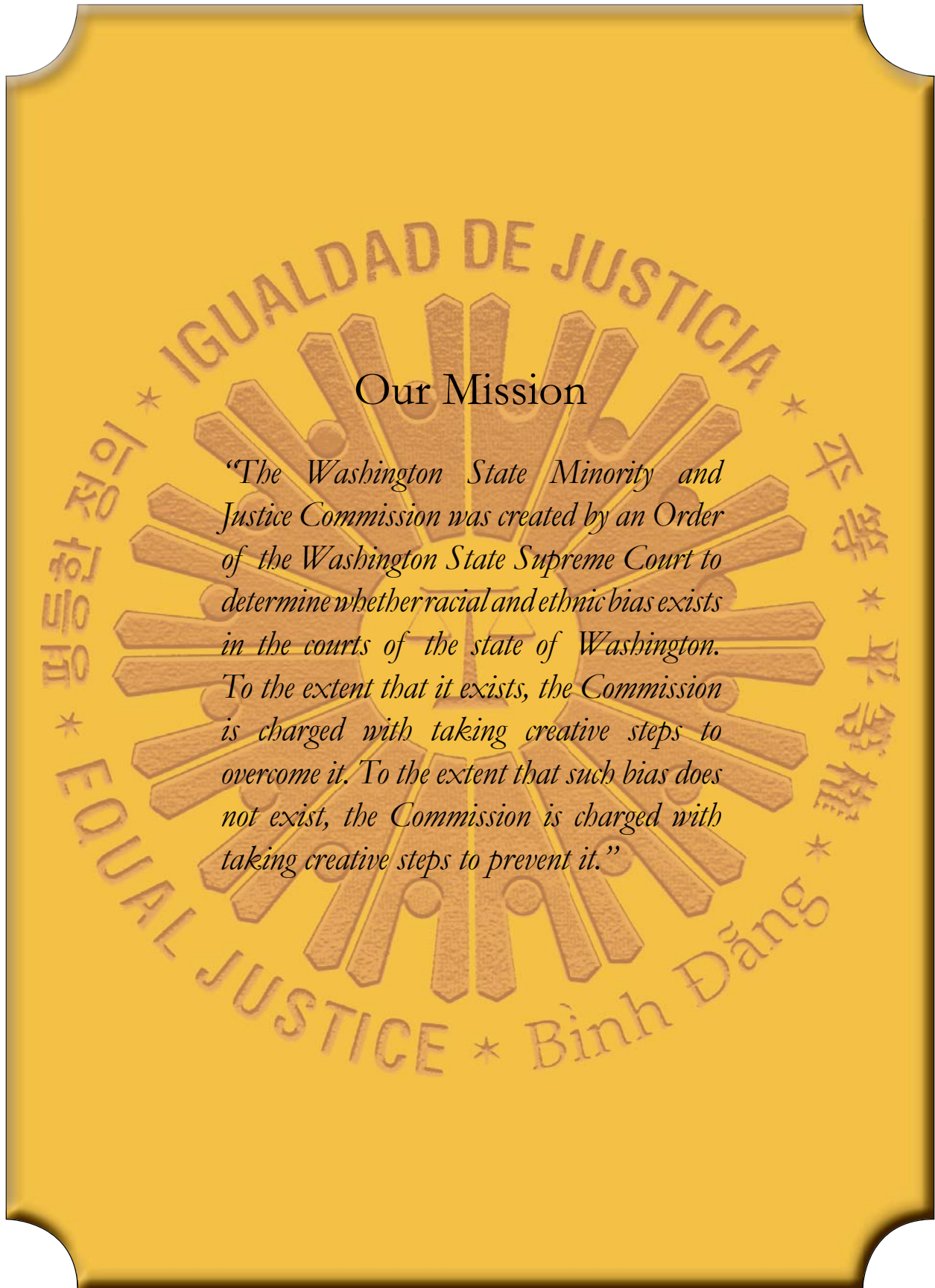
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Our Mission

“The Washington State Minority and Justice Commission was created by an Order of the Washington State Supreme Court to determine whether racial and ethnic bias exists in the courts of the state of Washington. To the extent that it exists, the Commission is charged with taking creative steps to overcome it. To the extent that such bias does not exist, the Commission is charged with taking creative steps to prevent it.”

Commission Members

Justice Charles W. Johnson
Commission Co-Chair
Washington State Supreme Court

Jeffrey A. Beaver
Attorney at Law
Graham and Dunn

Professor Robert C. Boruchowitz
Attorney at Law
Seattle University School of Law

Judge Deborah D. Fleck
King County Superior Court

Bonnie J. Glenn
Attorney at Law
Seattle University School of Law

Jeffrey E. Hall
Administrator
Administrative Office of the Courts

Judge Kenneth H. Kato, Retired
Washington Court of Appeals, Div. III

Sandra E. Madrid, Ph.D.
Senior Advisor to the Dean
University of Washington School of Law

Judge LeRoy McCullough
King County Superior Court

Judge Mary I. Yu
Commission Co-Chair
King County Superior Court

Judge Richard F. McDermott, Jr.
King County Superior Court

Judge James M. Murphy, Retired
Spokane County Superior Court

Judge Vance W. Peterson
Spokane County District Court

Professor Ada Shen-Jaffe
Attorney at Law
Seattle University School of Law

Jeffrey C. Sullivan
Attorney at Law

Judge Greg D. Sypolt
Spokane County Superior Court

Brenda E. Williams
Attorney at Law
University of Washington School of Law

Judge Dennis D. Yule, Retired
Benton/Franklin Counties Superior Court

Technical Support Members

Professor Bryan L. Adamson
Attorney at Law
Seattle University School of Law

Ann E. Benson
Attorney at Law
Washington Defender Association

Professor Robert S. Chang
Director
Fred T. Korematsu Center for
Law and Equality

Judge Donald J. Horowitz, Retired
King County Superior Court

Uriel Iñiguez
Executive Director
State of Washington Commission on
Hispanic Affairs

Yemi Fleming Jackson
Attorney at Law
T-Mobile

Eric A. Jones
Attorney at Law
Emmaus Consulting PLLC

Patricia C. Lally
Attorney at Law
United States Attorney's Office
Western District of Washington

Judge Douglas W. Luna
Central Council Tlingit and
Haida Indian Tribes of Alaska

Amalia C. Maestas
Attorney at Law
Muckleshoot Indian Tribe

Frank Maiocco
Administrator
Kitsap County Superior Court

Commissioner Joyce J. McCown
Washington Court of Appeals, Div. III

Rosa M. Melendez
Regional Director
Community Relations Service
United States Department of Justice

Karen W. Murray
Attorney at Law
Associated Counsel for the Accused

Carllene M. Placide
Attorney at Law
Dorsey & Whitney LLP

P. Diane Schneider
Washington State President
National Latino Peace Officers
Association

Nancy K. Scott
Skagit County Clerk

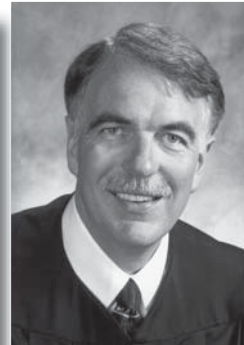
Judge Mariane C. Spearman
King County Superior Court

Judge Vicki J. Toyohara, Retired
Washington Administrative Law Judge

Letter from the Co-Chairs

*To: Governor Christine Gregoire
Chief Justice Barbara Madsen
Members of the Washington State Judiciary
Members of the Washington State Legislature
Citizens of Washington State*

*From: Honorable Charles W. Johnson
Washington State Supreme Court
Honorable Mary I. Yu
King County Superior Court*



On behalf of the Washington State Minority and Justice Commission, we are pleased to present you with our 2010 annual report.

The Washington State Minority and Justice Commission was created by the Washington State Supreme Court in 1990 as successor to the Washington State Minority and Justice Task Force created by the Court in 1987 at the request of the Washington State Legislature. By order of the Supreme Court on September 8, 2010, the Commission was renewed for an additional period of five years. In creating the Commission and subsequent Orders of Renewal, the Supreme Court acknowledges there is a continuing need to identify and to eradicate all racial, ethnic, and cultural bias in our state court system.

The Minority and Justice Commission remains committed to the following:

- Eliminating racial and ethnic bias from the state court system through education and advocacy within our courts in order to ensure fair and equal treatment for all parties, attorneys, court employees, and the public;*
- Supporting and, where possible, conducting research into the problem of racial disparity in our justice systems;*
- Increasing cultural awareness through diversity education programs for judges and other court personnel;*
- Increasing racial and ethnic diversity in our courts' workforce through recruitment and workforce diversity education and outreach programs;*
- Publishing an annual report and quarterly newsletter, Equal Justice.*

The Commission's work would not be realized without the support of its members and volunteers who serve on various committees and we express our gratitude to each of them. The Committees' accomplishments are outlined in this report.

Please do not hesitate to contact us if you have any questions regarding this report.

Executive Summary

The goal and purpose of the Minority and Justice Commission is to determine whether racial and ethnic bias exists in the courts of the State of Washington. To the extent that it exists, the Commission is charged with taking creative steps to overcome it. To the extent that such bias does not exist, the Commission is charged with taking creative steps to prevent it.

Through the hard work of its five committees and its Commission and Technical Support members, the Commission continued in 2010 to fill a vital need in Washington's judicial community to address racial and ethnic bias in the state's justice system.

During 2010 the Minority and Justice Commission pursued its mission through numerous activities listed here and described in more detail in the committee reports that follow:

- The Education Committee sponsored or co-sponsored seven cultural diversity education sessions at judicial, administrative judges, and court line staff conferences. The Committee continued its efforts to promote and share knowledge concerning minority issues in the justice system through the Annotated Bibliography Project, which is a Web site where literary resources can be posted.*
- The Evaluation and Implementation Committee, in its efforts to evaluate and improve the Commission, drafted bylaws which were adopted by the Commission in August 2010.*
- The Outreach Committee surveyed Commission and Technical Support members to identify their connections with organizations engaged with race and justice issues and enlisted members willing to serve as Commission Liaisons with those organizations. The Committee published two issues of the Commission newsletter, Equal Justice, and the 2009 Commission's Annual Report. An oil painting, "The Flag", by Beaverton, Oregon artist Joachim McMillan was selected by the Committee for reproduction as the 2010 Commission poster. In November, 2010, the Committee co-coordinated the Eighth Annual Tri-Cities Youth and Justice Forum. The Committee recommended the appointment of two new members, who were appointed as Technical Support members.*
- The Research Committee continued to develop and promote collaborative research projects and efforts with other organizations.*
- The Workforce Diversity Committee electronically published and distributed Building a Diverse Court: A Guide to Recruitment and Retention, 2nd Edition in June 2010. The Committee also continued its work on the Diversifying the Bench Guidebook: How to Become a Judicial Officer which was electronically published and distributed in March 2011.*

Please contact me, if you have any questions or comments, at montomorton@courts.wa.gov or (360) 705-5327.

*Monto Shan Morton
Executive Director*

Dedication to Judge Douglas W. Luna



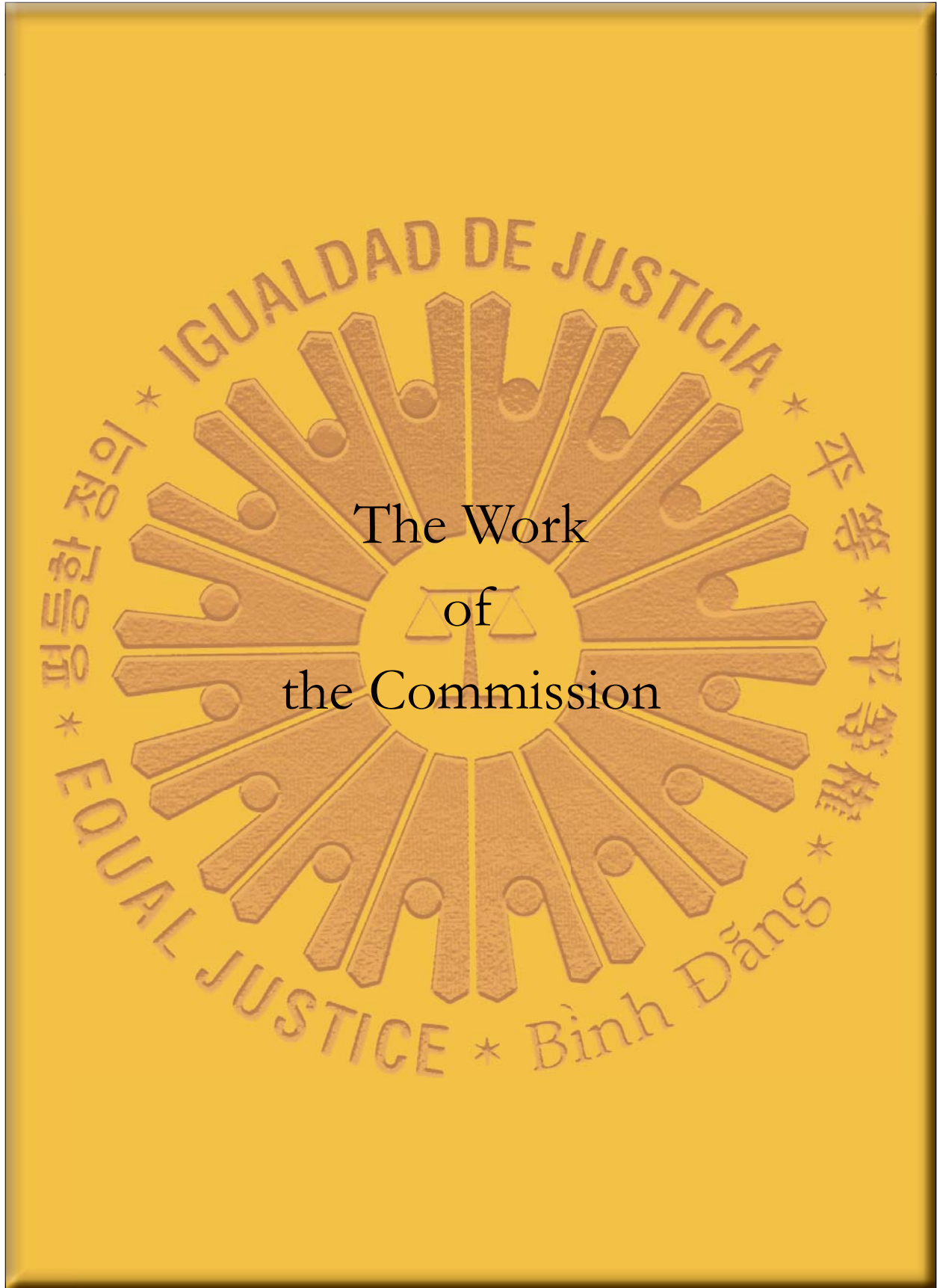
Judge Douglas W. Luna, formerly Chief Justice of the Tlingit-Haida Tribes and an active and long-time member of the Washington State Minority and Justice Commission, passed away in Seattle on February 23, 2011. His dedication and commitment to the goal of eliminating racial/ethnic bias from the Washington State justice system were exemplary. Members of the Commission are grateful to have known and worked with him as a treasured colleague and friend. He enriched many lives and communities he served so faithfully throughout his life.

Judge Luna was born in Seattle on January 7, 1944. He graduated from high school in Frankfurt, Germany, in 1962. He joined the United States Air Force and served his country honorably and with distinction during the war in Vietnam. Following his military service he attended the University of Washington, graduating in 1970. He continued his studies at the University of Oregon Law School where he received his degree in 1973. During his distinguished legal career, Judge Luna worked as an attorney for the Boeing Company, negotiating and administering contracts and settlements, and served as an administrative law judge for the Washington State Employment Security Department and later as a review judge for the Washington State Department of Social and Health Services. Throughout his career he also generously volunteered both judicial and non-judicial services to the Central Council of the Tlingit & Haida Tribes of Alaska and other Northwest tribes. In addition to sitting as Chief Justice for the Tlingit/Haida Tribes, he served as a vice president of the Tribes' Central Council and as a member of their Judiciary Committee.

Judge Luna's service and leadership also contributed significantly to Seattle's Asian communities. He was a founding member of the Asian American Bar Association, the Filipino American National Historical Society and the Washington State Commission on Asian American Affairs.

Following his retirement from judicial duties, Judge Luna committed himself to tirelessly serving the hungry and homeless. He devoted much of his time to working and volunteering at the Seattle Indian Center's Community Services department, providing food and shelter to those in need. He also served on the Seattle Food Committee, Northwest Harvest, the Meals Partnership Coalition and Food Lifeline. Even as his health began to falter, Judge Luna continued to solicit and collect donations that he distributed to the hungry and homeless. His last words were to ensure that the clients he loved were cared for.

Judge Douglas Luna's legacy of service and dedication to advancing equal justice for all will live on and continue to inspire all those who were privileged to work with him.



Education Committee

Committee Members

Judge LeRoy McCullough, Chair
Judge Gregory D. Sypolt, Vice-Chair
Ann E. Benson
Judge Donald J. Horowitz, Retired
Frank Maiocco
Judge Richard F. McDermott, Jr.
P. Diane Schneider
Judge Vicki J. Toyohara, Retired
Judge Mary I. Yu

Mission Statement

The Education Committee seeks to improve the administration of justice by eliminating racism and its effects by offering and supporting a variety of innovative, high quality, education programs designed to improve the cultural and professional competency of court employees and other representatives of the Washington State justice system.

Goals for 2010 thru 2015

- * Provide and foster leadership for all components of the state justice system with the goal of eliminating racial, cultural, and ethnic bias and disparate treatment and fostering systemic change.*
- * Ensure that cultural diversity and cultural competency trainings become a normal and continuous aspect of employment or service within the state justice system.*
- * Increase cultural awareness, foster greater appreciation of racial and cultural diversity, and engender mutual respect in persons who deliver court services and represent our justice system.*
- * Provide and/or collaborate with others in recommending resources and education programs consistent with the mission of the Committee.*
- * Be flexible and creative in developing high quality education programs tied to learning outcomes/objectives.*

Activity Report

The Education Committee endeavors to improve the Washington State justice system by promoting and developing the knowledge, understanding, and skills of those who provide services to the state's population. The Committee utilizes creative means to produce quality educational programs that address specific needs of those who provide services in the administration of justice. The Committee holds training sessions each year for new judicial offices and court staff.

The session, "Toward a More Culturally Competent Courtroom," was presented at the Judicial College on January 26, 2010. Judge LeRoy McCullough, Judge Gregory D. Sypolt,

Benita Rodriguez Horn, and Peggy Nagae co-presented the session and utilized an integrated presentation style and participatory format involving use of best practice scenarios and sharing of knowledge and experiences. The session provided the new judicial officers tangible tools to help in their day-to-day responsibilities, and a greater understanding of diversity and cultural competence, awareness and appreciation of differences, effective communication across differences, and strategies to assist court users and staff to become more inclusive and helpful in the administration of justice for minorities.

The session, "The Face of Justice: Diversity,

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Culture and Race in Court Systems,” was presented April 26, 2010, at the Superior Court Judges’ Spring Conference and was facilitated by Professor Johnny Lake. The session was co-sponsored by the Superior Court Judges Association Equality and Fairness Committee, the Gender and Justice Commission and the Minority and Justice Commission. The session addressed recognizing and applying definitions and meanings of race, culture and class in interactions with the community, agencies and entities in the justice system. It also enhanced judicial officers’ ability to recognize, understand and address challenges to provide fair and equal justice to all persons.

The session, “Enhancing Cultural Competency in Youth Courts,” was presented May 1, 2010, at the Youth Courts conference and was co-facilitated by Judge Veronica Alicea-Galvan and Benita Rodriguez Horn. The session addressed understanding diversity and cultural competency and its importance in the administration of justice by: exploring perceptions and judgments; practicing using tools; and sustaining participants’ learning experience through application.

The session, “Enhancing Cultural Competency in Administrative Hearings,” was presented at three different times and locations for the Office of Administrative Hearings’ administrative law judges: June 29, 2010, in Olympia; July 28, 2010, in Seattle; and September 23, 2010, in Spokane. The sessions were co-facilitated by Administrative Law Judge Joslyn Kalaulani Noa Donlin, Assistant Deputy Chief Administrative Law Judge Jane L. Habegger, Benita Rodriguez Horn, and Peggy A. Nagae. The session addressed understanding diversity and cultural competency and its importance in the administration of justice by: raising their awareness and understanding; achieving greater

awareness and understanding of cultures within the state of Washington; examining, discovering and understanding perceptions and judgments; and gaining practical tools and techniques to help maintain the knowledge gained by the session.



“Enhancing Cultural Competency in Administrative Hearings,” (from left to right) Chief Administrative Law Judge Lorraine Lee, Benita R. Horn, Administrative Law Judge Joslyn Donlin, Peggy Nagae, Assistant Deputy Chief Administrative Law Judge Jane Habegger, and Monto Shan Morton.

The session, “Bridges to Cultural Competency in the Court,” was presented October 12, 2010, at the Institute for New Court Employees conference and was co-facilitated by: Benita Rodriguez Horn, Achievements Architects North; Lolita Burnette, Achievements Architects, and Frank Maiocco, Kitsap County Superior Court. The session addressed understanding diversity and cultural competency and its importance in the administration of justice by: understanding what diversity is and is not; recognizing how diversity and cultural competency impact perceptions and behaviors at work; learning and practicing key cultural competency and diversity communication skills; and developing specific strategies to foster an

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inclusive court environment.

The Committee continues to help promote and share knowledge concerning minority issues in the justice system through the Annotated Bibliography Project, which is a Web site where literary resources can be posted. The project was made possible by the assistance of the University of Washington's Law Library and Computing Services, and Law Librarianship Program, and individual volunteers. The website will continue to collect and provide a literary wealth for those who want to enhance their knowledge and improve their ability to provide services to diverse populations of Washington State. Please visit the Annotated Bibliography at www.courts.wa.gov under "Programs and Organizations" and "Minority and Justice Commission" and create an account and help to maintain a viable and useful bibliography that serves judges, court personnel, lawyers, and others in the justice system.

The Committee continues to utilize creative

steps in providing education to judicial officers, court administrators and staff, and other service providers within the State's justice system. The need to provide trainings continues to increase with the growing minority populations and legal issues unique to them. The current economic environment has called for more cost effective means in which to deliver education sessions; therefore, the Committee is using multi-media technology such as the Virtual Institute for New Court Employees: Cultivating Cultural Competency Course, an on-line training course, developed by the Commission, Administrative Office of the Courts, and other agencies. The course provides the essential tools and skills to enhance the understanding of cultural competence and develop a judicial system that is inclusive, accessible, and respectful, thereby increasing public trust of the Washington Court system. The course contains two parts – the on-line course, completed individually, and "Follow-Up Guide," for facilitating small group sessions. The webpage is located on the Washington State Courts website at: <http://www.courts.wa.gov/training/tutorials/cultcomp/cc1.html>. ■

Evaluation and Implementation Committee

Committee Members

Judge James M. Murphy, Retired, Chair

Professor Robert C. Boruchowitz

Judge Deborah D. Fleck

Jeffery E. Hall

Jeffrey C. Sullivan

Mission Statement

The mission of the Evaluation and Implementation Committee is to review Commission-sponsored research reports and to develop action plans for report findings. In the absence of Commission-sponsored research reports, the committee will provide assistance to other committees, as requested, review justice related rules and processes, and recommend implementation of changes that will reduce and prevent the effects of racial and ethnic bias in the administration of justice.

Goals for 2010 thru 2015

** Evaluate Commission-sponsored report findings to determine whether they apply to the mission of the*

Commission and its goals.

- * Periodically evaluate Commission activities to determine whether they are accomplishing the mission of the Commission and its committee goals.*
- * Monitor and evaluate activities of other organizations within the state of Washington and other states that address minority issues relevant to the mission of the Commission and its committee goals.*
- * Develop recommendations for actions and/or activities for the Commission and its committees based upon the results of its evaluation of Commission-sponsored reports, activities and the activities of other organizations addressing minority issues relevant to the mission of the Commission and its goals.*
- * Implement Committee-recommended actions and/or activities, which were agreed upon by the Commission and its committees, which require support and at which time support is no longer required, redirect those projects to the rightful committee.*

Activity Report

The Evaluation and Implementation Committee recommended to the Commission the formulation and adoption of bylaws and initiated the development of draft bylaws as part of its efforts to evaluate and improve the Commission. The Committee reviewed the bylaws of other public organizations and agencies, gathered input from Commission members, and drafted proposed bylaws for the Commission's review, discussion and consideration. The Commission adopted the bylaws in August 2010.

In planning for future activities of the Commission and anticipating an Order

of Renewal of the Commission by the Supreme Court for five years, the Committee recommended that the Commission hold a facilitated strategic planning session. The Committee recommended that the planning session be held on Friday, May 14, 2010. Because of the Supreme Court's announced assessment of nine commission/boards involved in minority affairs, the Committee made the recommendation that the Commission reschedule the strategic planning session for after the assessment report is completed and the Commission Order of Renewal is signed.

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The Committee members discussed how the Commission should address legislative proposals concerning its mandate. The Committee concluded that the Commission is only limited by its mandate in deciding what legislation to consider or propose. Further discussions led to ways in which the Committee could monitor legislative issues concerning the Commission's mandate and obtain thorough information to make a clear recommendation to the Commission. The Committee recommended that the Commission discuss the parameters of involvement in addressing legislation. The Committee reviewed the Uniform Collateral Consequences Act, and recommended that the Commission address it after it has been enacted.

The Committee is participating in the Information Technology (IT) Governance process, which was developed by the Judicial Information System Committee to help include the court community in the decision making process for future IT projects. This process allowed the Information Services Division (ISD) at the Administrative Office of the Courts (AOC) to include the Commission in making and evaluating requests relevant to minority issues. The Commission as a whole and individually is a potential requestor and has the ability to develop and submit an IT project based on their perceived need. The Committee is also presented with the opportunity to receive all submissions relevant to minority issues and review them making any necessary recommendations to the originator. ■

Outreach Committee

Committee Members

Judge Dennis D. Yule, Retired, Chair
Judge Donald J. Horowitz, Retired
Eric A. Jones
Patricia C. Lally
Judge Douglas W. Luna
Amalia C. Maestas
Commissioner Joyce J. McCown
Rosa M. Melendez
Judge Mariane C. Spearman

Mission Statement

The mission of the Outreach Committee is to facilitate communication between the Washington State Minority and Justice Commission and the public and, specifically, the legal and court communities of Washington State, regarding interaction with and participation in the justice system by minorities or persons of color.

Goals for 2010 thru 2015

** Establish, maintain and enhance sustained relationships between courts, legal community organizations and other public and private agencies engaged in work relating to the courts and diversity by: utilizing and maintaining a resource list of Commission members' affiliations with relevant organizations; obtain new members from those organizations which are not networked to the*

Commission.

- * Publish quarterly on an established schedule the Equal Justice newsletter containing information collected from the justice system and legal community.*
- * Develop and produce the Commission's annual report.*
- * Obtain an artist of color for artwork expressing diversity for the Commission's annual poster.*
- * Assist the Commission in broadening its exposure to the public and constituencies it serves by recommending and facilitating Commission meetings and other public events at locations and in communities throughout the state.*
- * In cooperation and coordination with the Workforce Diversity and Education Committees, promote the development and presentation of programs to improve and expand the understanding of juveniles of our system of justice and employment opportunities for them within it, such as community Youth and Justice Forums.*
- * Create and maintain materials such as brochures and multi-media products such as videos and the Commission's website.*
- * Evaluate and recommend individuals for appointment to the Commission voting membership and Technical Support Group.*

Activity Report

During 2010, the Outreach Committee surveyed Commission and Technical Support members in order to identify their affiliations or relationships with organizations and agencies involved with issues relating to minorities and the state justice system. Based upon the survey results, the committee created a directory of members who

have agreed to serve as Commission liaisons to the identified organizations and agencies. The member liaisons will contribute to the work of the Commission in two important ways by: (1) maintaining a direct and continuing connection for communication and cooperation between the Commission and the agencies and

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organizations, and (2) serving as contact points for identifying and collecting information about issues, activities, and programs relating minorities and justice that should be reported to Washington's communities through the Commission's newsletter, Equal Justice.

The Committee completed and electronically distributed two issues of Equal Justice during 2010. The Committee also initiated electronic publication of the Commission's annual report with the 2009 report. Past and present issues of Equal Justice and annual reports of the Commission, as well as Commission research reports and other documents, and Commission posters are on the Commission's Web pages located on the Washington State Courts Web site under "Boards and Commissions."

Annually the Committee solicits original art by a Pacific Northwest artist for reproduction as a Commission poster that reflects a dimension of the diversity of the communities served by Washington State courts. The posters, which are available on the Commission's web site, are featured throughout Washington's courts and legal community as public displays of both their diversity and the diversity of the Northwest arts community. The Committee recommended, and the Commission selected, for reproduction as its 2010 poster, an oil painting by Beaverton, Oregon, artist Joachim McMillan titled "The Flag."

In November, 2010, the Committee co-coordinated the Eighth Annual Tri-Cities Youth and Justice Forum. The program brought together approximately 200 students, eighth through twelfth grades, to learn about the justice system and career opportunities in the legal profession. More than 65 professionals representing judicial officers, attorneys, court reporters, interpreters, police, and corrections



2010 Youth and Justice Forum - Students acting out a scene for a mock court trial.

officers from the local communities volunteered their time and energy in this effort. The students acted in mock court scenarios and participated in breakout sessions discussing issues relating to youth and the justice system. The forum is designed to provide positive interactions between youth and justice system professionals, create opportunities for historically underrepresented communities and ethnic groups to join the justice system workforce, improve students' understanding of the legal system and their rights and responsibilities in their communities.

Upon the Committee's recommendation Frank Maiocco, Kitsap County Superior Court Manager, and Professor Robert Chang, Director of the Fred T. Korematsu Center for Law and Equality at Seattle University School of Law were appointed to the Commission as Technical Support Members, to serve on the education and research committees, respectively.

The Committee recommended venues for Commission quarterly meetings and is grateful to these organizations that generously hosted meetings for the Commission in 2010: the Seattle offices of Dorsey and Whitney, LLP; the Seattle Indian Center; and the University of Washington School of Law. ■

Research Committee

Committee Members

Judge Kenneth H. Kato, Retired, Chair
Professor Bryan L. Adamson
Professor Robert S. Chang
Uriel Iñiguez
Judge Vance W. Peterson
Professor Ada Shen-Jaffe

Mission Statement

The mission of the Research Committee is to design, fund and conduct research projects relating to the problems experienced by racial and ethnic minorities in the Washington State Justice System.

Goals for 2010 thru 2015

** Maintain a collection of data concerning aspects pertaining to minorities in the legal community and*

judicial system, i.e. demographics of judges, court staff, state population, etc.

** Conduct studies of the five topics listed below, as it relates to the Commission's mission and with the understanding that the information found may or may not lead to a research report and that these topics may change:*

- Disproportionality of DWLS III at the district and municipal court level.*
- Disproportionality in the assessment of legal financial obligations in the courts.*
- Disparity of results between public and private defenders.*
- Selective prosecution and the disproportionality in deals made.*
- Exceptional sentencing of juveniles.*

Activity Report

The Research Committee, in its efforts to maintain a collection of data concerning aspects pertaining to minorities in the legal community and judicial system, i.e. demographics of judges, court staff, state population, etc., discussed obtaining demographic information of judicial officers to include administrative law judges and court line staff. It was determined that existing census data did not contain this information and would have to be obtained by survey. The Committee determined that an intern or professional consultant would be needed to carry out such a task. The Committee continues to discuss the matter.

The Committee, in its efforts to conduct research studies, gathered information regarding a study of the assessment of legal financial obligations at the district and municipal court level from

the Administrative Office of the Courts and the researchers, Dr. Katherine Beckett and Dr. Alexis Harris, for the Commission research report, "The Assessment and Consequences of Legal Financial Obligations in Washington State, August 2008." The Committee discussed the development of a research question for the follow-up study, and the discussion led to two other study topics: disproportionality of the issuance of Driving While License Suspended III (DWLS III) and the cost analysis of LFO collection. Of the three, a recommendation was made to focus the next study on DWLS III due to the belief that minorities may be assessed higher DWLS IIIs, more likely to miss court dates and be issued warrants, and incarcerated for being unable to pay. Committee members agreed that this issue is very timely given the

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focus of other organizations within the judicial system on this topic, such as the District and Municipal Court Judges Association, that found that forty percent of their case docket consisted of DWLS III and the finding that incarceration was costly to the courts. Further discussion on this topic concluded that the issue has been resolved for the most part through changes in court procedure; however, the issue still seems a relevant barrier for the transient and indigent population.

Due to the extensive costs of conducting research studies and the economic environment of Washington State, members agreed to develop collaborative efforts with legal community organizations in regards to research information, funding opportunities, intern/externship programs, and other resources. The

Committee seized a collaborative opportunity in working with the Task Force on Race and the Criminal Justice System. The Committee recognized that this collaborative community-building effort transcended criminal justice, but it was decided that criminal justice was the first order of business. This collaborative community-wide approach to research, on disparate treatment and bias, presented an opportunity for the Commission and this Committee to utilize it as a revitalized input system that can help direct the Committee's research question process. Information about the Task Force on Race and the Criminal Justice System is located on their website at:

http://www.law.seattleu.edu/Centers_and_Institutes/Korematsu_Center/Race_and_Criminal_Justice.xml ■

Workforce Diversity Committee

Committee Members

Judge Deborah D. Fleck, Chair
Bonnie J. Glenn, Vice-Chair
Jeffrey A. Beaver
Yemi Fleming Jackson
Sandra E. Madrid, Ph.D.
Judge James M. Murphy, Retired
Karen W. Murray
Carllene M. Placide
Jeffrey C. Sullivan

Mission Statement

The mission of the Workforce Diversity Committee is to promote equal employment opportunities and to increase the number of racial and ethnic minorities

employed in the justice system.

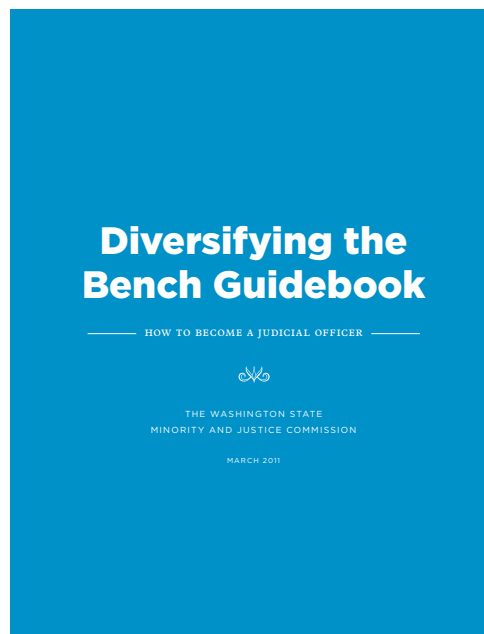
Goals for 2010 thru 2015

- * Promote the importance and benefits of a diverse workforce in the courts and in their state administrative agency.*
- * Ensure that workforce diversity is a continuous and regular part of court education.*
- * Develop resource materials that can be used to enhance diversity in the workforce of the courts and their state administrative agency.*
- * Increase racial and ethnic workforce diversity in the court system, including judicial and non-judicial leadership positions.*

Activity Report

The Workforce Diversity Committee electronically published and distributed the *Building a Diverse Court: A Guide to Recruitment and Retention, 2nd Edition* in June 2010. The publication was a collaborative effort with the author, Sheryl Willert. The project was also supported by M. Fernanda Parra, Seattle University School of Law, National Latina/o Law Student Association, Northwest Regional Director, and Society for Immigrant and Refugee Justice, Co-founder, in updating the publication's appendices.

The Committee also continued its work on the *Diversifying the Bench Guidebook: How to Become a Judicial Officer* which was electronically published and distributed in March 2011. The guidebook will be used in education sessions to encourage attorneys and law students, including those of diverse backgrounds historically underrepresented on the bench, to consider



pursuing judicial careers. The project has been a collaborative effort with the Washington State Bar Association Committee for Diversity, the

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Minority Bar Associations, and several other groups in the legal and educational community. The guidebook will include information concerning the election and appointment processes at all court levels as well as information regarding employment opportunities as executive branch administrative law judges. The guidebook contains a section entitled “Judicial Insight,” providing the thoughts and advice of a large group of judges on the nature and expectations involved in a judicial career, as well as on how to go about seeking appointment and running for election to the position of judge.

In 2010, the Committee recommended to the

Outreach Committee that it publish employment opportunities in the *Equal Justice* newsletter, in order to increase racial and ethnic workforce diversity in the court system. The Outreach Committee accepted the recommendation and published employment opportunities in both issues of its newsletter and will continue to do so.

Although the 2010 annual Fall Judicial Conference for all court levels was cancelled due to budget constraints, Committee members plan to continue to bring a keynote speaker of national stature to address issues of bias and the importance of workforce diversity to upcoming judicial conferences. ■





Washington State
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Celebrating the Courts in an Inclusive Society.

