

**Washington State Supreme Court
Gender and Justice Commission
2008—2010 Report**



Washington State Supreme Court Gender and Justice Commission

COMMISSION MEMBERS

Honorable Barbara A. Madsen, Chair
Washington State Supreme Court

Ms. Barbara L. Carr
Jefferson County Juvenile Court

Honorable Vickie I. Churchill
Island County Superior Court

Ms. Mirta Laura Contreras
Columbia Legal Services

Honorable Joan E. DuBuque
King County Superior Court

Honorable Ruth Gordon
Jefferson County Clerk

Dr. Margaret Hobart
WA State Coalition Against DV

Honorable Cynthia Jordan
Coeur d'Alene Tribal Court

Ms. Jennie Laird
Attorney-at-Law

Ms. Judith A. Lonquist
Attorney-at-Law

Professor Natasha T. Martin
Seattle University School of Law

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Attorney-at-Law

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Court of Appeals, Division I

Honorable Jane M. Smith
Colville Tribal Court of Appeals

Mr. David Ward
Legal Voice

Honorable Chris Wickham
Thurston County Superior Court

Ms. Myra Downing, Executive Dir.
Administrative Office of the Courts

To: Governor Gregoire
Members of the Washington State Judiciary
Members of the Washington State Legislature
Citizens of Washington State

I am pleased to present you with the Washington State Supreme Court Gender and Justice Commission report. The information contained in this document spans 2008–2010 and highlights the role we have played in addressing gender equality within the justice system.

The Commission was established in 1994 with the latest reauthorization in 2010. We believe the purpose, mission, and key functions of the Commission continue to fill a critical role in promoting justice for all by:

- Sharing information about gender equity issues with all levels of state courts, the legal profession, law enforcement, the educational community, and the public at large;
- Examining court practices and offering educational programs to ensure that gender bias plays no part in the treatment of parties, attorneys, and court employees, or in the judicial decision making process;
- Serving as liaison between the courts and other organizations which share the Commission's commitment to gender equality in the courts in order to identify issues and to collaborate in reaching solutions;
- Cooperating and coordinating with national and regional gender and justice programs, networks, committees, task forces, and commissions for purposes of developing and offering effective judicial education programs, developing research projects, and sharing ideas; and
- Communicating the mission and goals of the Commission and the courts to the legal and judicial community and to the public.

As this report illustrates, the Commission has set an ambitious agenda even though our resources are limited in this challenging budgetary climate. We are creating model practices to ensure meaningful access to the courts for victims of domestic violence and sexual assault, engaging with others in making statutory changes that increase safety and equitable treatment for victims, ensuring that those working with the court community have the training necessary to effectively and appropriately address gender issues, and establishing policies that promote gender equality within the legal community.

Our success is only possible because of the active participation by our Commission members and their ability to effectively collaborate with other partners who share similar goals.

In the coming year, the Commission will focus its energy and resources on:

- Carrying out state legislative directives in developing model policies and practices as charged in ESHB 2777;
- Increasing the safety of victims of domestic violence and sexual assault by reducing the number of conflicting orders and ensuring adequate laws and practices are in place to effectively and vigorously respond to those who use technology to stalk or harass;
- Working with our partner commissions and associations, law schools, and bar associations to increase diversity on the bench, in the courtroom, and in the legal profession; and
- Ensuring our courtrooms and courthouses are places where citizens can go for justice without fear of reprisal or unfair treatment.

The Commission welcomes your support in these efforts and invites you to join us in ensuring equal access to justice for all.

Chief Justice Barbara A. Madsen
Chair, Gender and Justice Commission

COMMISSION STRUCTURE

The Commission consists of twenty-one representatives from the Supreme Court, the Court of Appeals, the Trial Courts, the Trial Court Administrators, the County Clerks, the Tribal Courts, attorneys, higher education faculty, citizens, and is staffed through the Administrative Office of the Courts (AOC). The Commission meets bimonthly. Membership is limited to two consecutive three-year terms.

In 2008 the Commission conducted a two-day planning meeting to examine its structure and business operations. As a result of the meeting, the Commission created four standing committees with ad-hoc committees to be formed as needed. The four standing committees are Domestic Violence, Immigration, Equality in the Legal Profession, and Incarcerated Girls and Women.

In 2010 the Commission undertook a thorough review of its bylaws to ensure they reflected current practices and to enhance its operation and organization.

In the three years covered by this report, the Commission has worked to achieve its mission by focusing on two specific areas: domestic violence and gender imbalances in our justice system.



"The mission of the Gender and Justice Commission is to promote gender equality in the system of law and justice."

DOMESTIC VIOLENCE Statement of Principle

Since the Commission was formed in 1994 one of its top priorities has been establishing effective domestic violence prevention, advocacy, and victim services in all jurisdictions. To achieve these goals, the Commission collaborates with its partners to:

- Create and implement policies and procedures to enable judicial officers and other court and justice decision makers to receive accurate and timely information relevant to managing domestic violence cases and to appropriately serve victims of domestic violence;
- Ensure a seamless response in domestic violence and sexual assault cases by closing any gaps in policies and/or practices; and
- Incorporate the necessary policy and practice changes to address the use of technology to stalk or harass another person.

Retooling the Court Response to Domestic Violence

The Commission has embraced its responsibility as a leader in improving the court response to domestic violence matters and in recognizing the need to involve courts statewide in developing practices and protocols to enhance victim safety.

Recognizing the unique relationship between the Commission and the courts, the Legislature looked to the Commission, through the Administrative Office of the Courts, to take the lead on two important tasks included in ESHB 2777 (Laws of 2010, Ch. 274). In this bill, proposed by Representative Roger Goodman, the Commission was asked to:

1. Develop a model policy that affords victims of domestic violence the opportunity to request a modification or rescission of no-contact orders.
2. Develop model policies to address and reduce duplicative and conflicting no-contact and protection orders.

The Commission recognized that effective development and implementation of these policies would require the broad involvement of judicial officers, court personnel, County Clerks, advocates, prosecutors, the defense and family law bar, and law enforcement.

A multi-tiered approach to information gathering was used. Surveys were developed and over 1,000 were distributed among the various groups. Survey recipients were also invited to attend one of fifteen regional meetings conducted by the Commission and held around the state. Nearly 500 people representing the various groups participated in these meetings where rich, substantive discussions took place, reflecting many perspectives on the complex subject of domestic violence policies and practices.

Commission Accomplishments Associated with ESHB 2777

- Developed and adopted a statewide model policy for victims to request rescission or modification of no-contact orders.
- Broadened behaviors that a court may prohibit, to include cyberstalking when entering orders to protect persons against unwanted contact, violence, assault, stalking, and harassment.

"The work the Commission did to include cyberstalking as one of the prohibitions in protection orders will enhance the safety of victims because it allows courts to keep up with the new technological landscape in which abusers can harass others by electronic means."

*~Cindi Williams,
Seattle City Attorney's Office*

Services, Training, Officers, Prosecutors (STOP) Grant Program Court Projects Selected for Funding

Since 2001, the United States Office on Violence Against Women has provided a 5 percent set aside from the STOP program for court related education, services, and programs. The Gender and Justice Commission oversees this program in Washington State. Using these STOP funds, the Commission created a grant program designed to allow individual courts the opportunity to apply for funds to create domestic violence or sexual assault programs or activities that address local concerns and that can be shared with other courts.

Sedro-Woolley Municipal Court purchased security wands, created policies and trained staff on domestic violence and stalking, developed and printed victim information packets, and selected and purchased domestic violence and stalking education videos in three languages.

King County Superior Court subcontracted with the Sexual Violence Law Center to develop a format and identify the content needed to create a sexual assault bench guide.

Lakewood Municipal Court, through STOP and local funds, purchased an X-ray machine to enhance courthouse security for victims of domestic violence.

King County District Court hired a court analyst to develop a data collection system that would enable the courts to evaluate their process for managing domestic violence cases.

King County Superior Court and the Department of Judicial Administration received funds to complete the Confidential Housing Programs Guideline Document and to revise the King County Domestic Violence and Child Maltreatment Coordinated Response Guidelines.

Yakima County Superior Court received funds to assist in hiring a domestic violence coordinator to facilitate the reconciliation of inconsistent orders issued by different courts involving the same party.

Services, Training, Officers, Prosecutors (STOP) Grant Program

Court Projects Selected for Funding

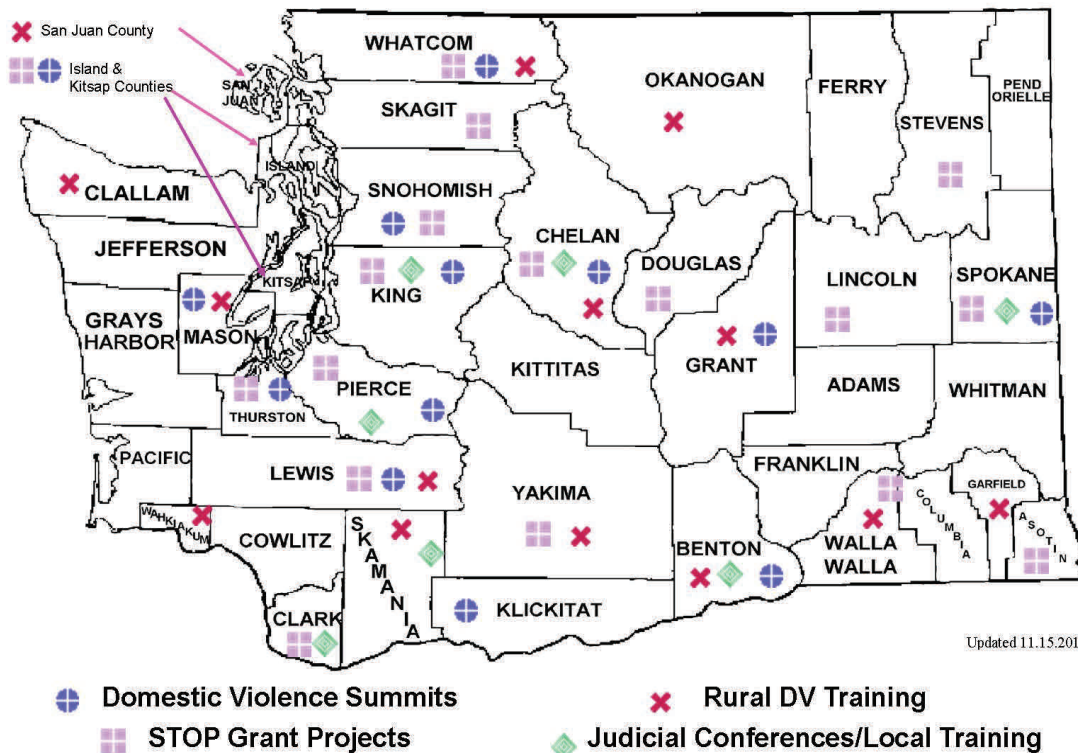
Snohomish County Clerk's Office hired a staff person to work exclusively within the Domestic Violence Division.

Asotin County District Court received funds to hire a part-time probation officer to focus on cases involving violence against women.

Spokane County District Court hired an advocate to assist victims of domestic violence within the criminal/civil justice system through attending court proceedings, assisting in document and case preparation, and linking victims with community resources.

Thurston County Superior Court hired a domestic violence legal assistant to coordinate the development of a protocol that would address conflicting court orders.

Gender and Justice Commission Sponsored
DV Grants, Programs, Summits
1996—2010



Commission Sponsored Domestic Violence and Sexual Assault Training

Domestic violence, sexual assault, and elder abuse cases are complex. Ongoing training and education is essential in assisting judicial officers and court personnel in handling these matters. To meet the need, the Commission offered many educational opportunities including:

- A *Domestic Violence Summit* in Spokane in 2008;
- Speakers for the *Native American Domestic Violence Conference* in 2008;
- Webcast and educational programs on cyberstalking in 2009-2010;
- Scholarships for judicial officers and court staff to attend the *Children and Families Experiencing Domestic Violence Conference* held in Seattle in 2009;
- An educational program, *Respecting Best Practices in Challenging Domestic Violence Sentencing Cases*, for the district and municipal court judicial officers in 2009;
- An educational session, *Language Access and Domestic Violence*, at the Washington State Coalition for Language Access Summit V held in Spokane in 2009;
- A domestic violence course at Judicial College that included the simulated exercise *In Her Shoes* in 2008–2010;
- An educational program for superior court judicial officers entitled *Sexual Violence: Ethical Issues in the Courtroom* in 2009;
- Sponsoring a session on the Hague Convention on International Child Abduction, in conjunction with the National Association of Women Judges, focusing on the unintended consequences for domestic violence victims in 2008 ; and
- Presented *Domestic Violence in the Workplace* for the Pierce County Superior Court in 2009.



Participants “In Her Shoes” simulated exercise.

Moreover, to assist our judicial officers, the Commission provided scholarships to attend additional educational programs offered through the National Council of Juvenile and Family Court Judges. The Commission was able to send thirty-one judicial officers to the initial or advanced training during this time period.



“In Her Shoes” exercise.

GENDER EQUALITY



Statement of Principle

The Commission is committed to ensuring gender equality in the judicial system. As used in our report, gender equality means creating an outcome or a process that is free of gender bias. In working to achieve gender equality, the Commission undertook several initiatives.

Educational Programs

2008 Annual Judicial Fall Conference

Gay, Lesbian, Bisexual, and Transgender (GLBT) Issues and the Courts

The Commission recognizes there are unique gender equality issues for GLBT individuals. We were fortunate to have worked with four very talented and knowledgeable faculty in developing an educational program to present at the conference about these issues. The success of this session was largely due to the faculty and the Commission members working collaboratively together to create scenarios that afforded judges the opportunity to explore “gray” areas in the law – the situations where answers are not easy. Faculty identified myths and realities facing GLBT persons, provided terminology, and worked with judicial officers in exploring solutions to practical problems that arise in court. This session received the highest rating of this Conference. The comments of participants were uniformly positive: “So healthy for us to confront our preconceptions before dealing with these scenarios in court,” “I felt like a deer in the headlights. Thanks for helping my understanding,” and “Excellent presentation and interaction activities. The session was thought-provoking and informative.”

In addition to the educational program, the Commission led the effort in creating a Sexual Orientation Bench Guide for judicial officers, which is updated regularly.

Active Partnerships for Gender Equality

Trial Court and the Minority and Justice Commission Partnerships

The Commission works closely with the District and Municipal Court Judges' Association Diversity Committee, the Minority and Justice Commission, and Superior Court Judges' Association Equality and Fairness Committee in developing and sponsoring court programs that address diversity, access to justice, and equality.

Women's Law Caucuses

Under the leadership of Chief Justice Barbara A. Madsen, the Commission took the initiative to develop partnerships with the women's law caucuses at Gonzaga University, Seattle University, and University of Washington law schools.

Outcomes of this partnership include:

- Offering a *Breaking the Glass Ceiling* session during the Seattle University School of Law Diversity Week (2010);
- Working with students and Legal Voice in crafting and supporting legislation that prevents the shackling of incarcerated pregnant women when they are in labor (HB 2747, passed in 2010);
- Instituting a student-judicial officer mentoring reception in cooperation with the Commission and the National Association of Women Judges (2010); and
- Adding a student liaison position to the Commission that rotates among the law schools.

"Yes, I will bring the understanding of a woman to the Court, but I doubt that alone will affect my decisions. I think the important thing about my appointment is not that I will decide cases as a woman, but that I am a woman who will get to decide cases."

~Sandra Day O'Connor

Initiative for Diversity

The Commission is an active member and serves on the Initiative for Diversity Governing Council (IDGC). The IDGC is a voluntary association of organizations that speak for underserved and underrepresented populations in the legal field. It is charged with enhancing diversity within the profession by seeking commitments from any agency or firm that hires lawyers to develop or institute practices that will accomplish this goal. One of the more significant recent events of this partnership was an educational program entitled, *The Dollars and Sense of Diversity*, which was offered at the Minority Bar Association Conference in 2010.

Active Partnerships for Gender Equality

The Face of Justice: Diversity, Culture, and Race in the Courts

The Commission worked with the Superior Court Judges' Association (SCJA) Equality and Fairness Committee in sponsoring a session at the 2010 Spring Judicial Conference that focused on recognizing the importance of diversity within our court communities and the exploration of inherent biases. The Commission provided the financial support for this very successful session.

National Association of Women Judges (NAWJ)

The National Association of Women Judges is an extremely important partner for the Commission. The genesis of many of the educational programs proposed for statewide conferences is material developed by or in partnership with the NAWJ.

Furthermore:

- In 2010 the Commission and NAWJ offered an educational program in Seattle for approximately 50 judicial officers and lawyers. Topics included domestic violence, cyberstalking, and creating effective learning programs for girls and youth of color; and
- The Commission continues working with the women's law caucuses and NAWJ in developing and sponsoring an annual judicial-law student reception that provides an opportunity for law students to connect with judicial officers. At this event, an NAWJ scholarship is awarded.



2010 Scholarship Recipient Ms. Maria Lucia Chavez and Chief Justice Barbara Madsen

“WOMEN’S FIRST” EXHIBIT

2010 was the 100th year of women’s right to vote in Washington State. With this in mind, the Commission created the *Women’s First* exhibit that is on display at the Temple of Justice. It recognizes women who were the first lawyer, first judge, first Supreme Court Justice, and the first and only time women held the majority of the seats on the Washington Supreme Court.

EDUCATIONAL PROGRAMS

Education is a primary goal of the Gender and Justice Commission. Highlights of a few of our programs are below and on the following pages.

District and Municipal Court Judges' Association (DMCJA)

2008 Spring Conference

The War and the Courts

The number of soldiers in our courtrooms has increased due to Post Traumatic Stress Disorder (PTSD) and Traumatic Brain Injury. Judicial officers needed additional information and training to make appropriate dispositions in cases involving this population. Anticipating the increase in cases involving veterans and their families, the Commission took the initiative in creating and presenting a session entitled, *The War: Issues for the Courts*. The session included education about PTSD, discussion about the impact on courts from the increasing number of veterans suffering from PTSD, identified the types of situations and or behaviors judicial officers will likely see in their courts, and offered some possible referral services for these veterans that may be available for use by the courts.

The wars in Iraq and Afghanistan have created new challenges for the court. Mr. Tom Riggs, faculty for this program, reported on research involving 470 Iraq and Afghanistan male veterans who have been referred to mental health services since 2004. Of these veterans, nearly 50 percent suffered from PTSD, 37 percent screened positive for depression, and 36 percent struggled with substance abuse. Veterans with PTSD are nearly four times more likely to report aggressive or violent actions than those without PTSD.

In addition, this session addressed gender equality issues associated with war. A significant change seen in these wars is the increasing number of women who are serving in combat battalions. Military sexual trauma, defined as assault or harassment during military service, has accelerated with the increase of women serving in combat, and is four times more likely to cause PTSD than any other military trauma, including combat (Fontana and Rosenheck, 1998). Reports of military sexual trauma increased nearly 40 percent, from 1,700 in 2004 to 2,374 in 2005, according to the Department of Defense Sexual Assault Prevention Response Program. Additionally, the Seattle Post Intelligencer reports that 19 percent of female veterans who sought health care were diagnosed as victims of military sexual trauma.

District and Municipal Court Judges' Association (DMCJA)

2009 Spring Conference

Being Flexible and Respecting Best Practices in Challenging Domestic Violence Sentencing Cases.

At the 2009 conference, the Gender and Justice Commission sponsored a plenary session led by Dr. Anne Ganley, Mr. Roy Carson, and Judge Judy Rae Jasprica. The session provided a nexus between the most effective treatment practices when working with perpetrators of domestic violence and the options judges have upon sentencing.

EDUCATIONAL PROGRAMS

District and Municipal Court Judges' Association (DMCJA)

District Court Municipal Management Association (DMCMA)

2010 Spring Conference

The Challenges of Serving Immigrants in the Washington's Courts of Limited Jurisdiction

Washington State has a growing immigrant population. To address the challenges in the courts of limited jurisdiction a panel of presenters was convened. The presenters included Judge Eileen Kato, Mr. Salvador Mungia, Dr. John Martin, Judge Sara Derr, and Mr. Matt Adams. The presenters focused on the legal consequences of conviction for immigrant defendants and their families as well as the role of judges in ensuring immigrant defendants are adequately informed before a change of plea.

Participants from the session left with an understanding of why they needed to be concerned about immigration; the important interconnections between federal, state, and local immigration law, policy, and practice; the essential strategic policy choices courts need to make in sentencing; identified the impacts of immigration law, policy, and practice on their court and their role as judges; identified the different types of legal immigrants; and provided information regarding how convictions and sentencing decisions impact legal immigrants.

District and Municipal Court Judges' Association (DMCJA)

District Court Municipal Management Association (DMCMA)

2010 Spring Conference

Cyberspace: A Stalker's New Playground

Cyberstalking is a relatively new phenomenon which is made easier with today's culture of being tuned in and turned on. Technology is constantly evolving in ways that enhance the safety and security of the public but also in ways that make it easier for individuals to be harassed and stalked.

Chief Justice Barbara Madsen, Judge Alicia Nakata, Mr. Bernie Ryan, and Ms. Teresa Atkinson presented on the latest technology and its impact on the courts. Mr. Ryan facilitated the panel presentation with Judge Nakata highlighting the current law. Ms. Atkinson's work and experience through the Technology Safety Program for the Washington State Coalition Against Domestic Violence was another crucial piece of this presentation. Additionally, the presentation included a person victimized by cyberstalking to share her story and experiences.

The session allowed participants to review the legislative changes from ESHB2777, brought awareness of how technology can be used to stalk people, identified signs of potential use of technology by a stalker, and examined how a person may become a victim of cyberstalking. Panelists discussed possible tips and strategies for effectively reducing opportunities for cyberstalking.

EDUCATIONAL PROGRAMS

Seattle University School of Law *The Color of Justice* in 2008-2009

One of the strategies the Commission has adopted in working toward gender equality is to encourage young girls and youth of color to explore legal careers. The Color of Justice program, created by the National Association of Women Judges, provides students the opportunity to meet women and people of color from the bench and the bar. The day features speakers who share their experiences as lawyers, legal advisors, or judicial officers. Additionally, students engage in activities that challenge critical thinking skills, giving them a glimpse into the work life of legal professionals.

Comments from students were extremely positive: “You could be whatever you want when you put your mind to it,” and “Achieve, believe, commit. Strive for more than you can dream. Believe in yourself.” This program was offered at the Seattle University School of Law, an active partner and facilitated by Commission Member, Professor Natasha Martin.

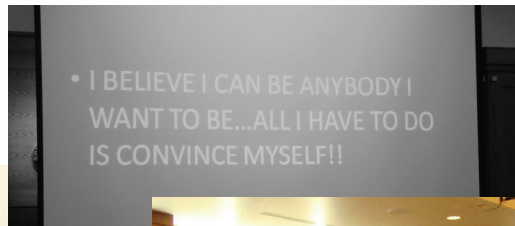


Superior Court Judges' Association (SCJA) 2009 Spring Conference

Sexual Violence: Ethical Issues

The Commission explored the myths and biases around sexual violence and victims of sexual assault. In preparation for the session, a survey was sent to all superior court judicial officers. The survey was designed to elicit opinions regarding factors considered in rape cases. The responses were used to develop scenarios for the session. During the session, participants were provided with an electronic device that permitted anonymous responses. Judicial officers were able to consider their existing or past decision-making practices and respond to targeted questions after receiving additional information on areas of potential bias in rape cases. The session was well received.

In collaboration with organizations in the sexual assault prevention community, the Commission is taking the lead in preparing a Sexual Assault Bench Guide.



LOOKING AHEAD

The Commission is committed to promoting gender equality through: researching, recommending, and supporting the implementation of best practices; commenting on public policy proposals; providing educational programs that enhance equal treatment of all parties; and serving as a liaison between the courts and other organizations in working toward communities free of bias.

Domestic Violence and Sexual Assault

- Developing statewide model policies and practices that will reduce duplicative and conflicting court orders.
- Working on a process to expedite the transfer of information on the suspension of concealed pistol licenses between the courts, the Department of Licensing, the Washington State Patrol, and local law enforcement.
- Updating the Domestic Violence Bench Guide.
- Creating a Sexual Assault Bench Guide.

Gender Equality

- Encouraging gender specific treatment approaches to improve the success of young women who enter the juvenile justice system.
- Exploring the nexus between gender and racial and ethnic diversity.
- Cataloging the gender and justice implications of domestic partnership laws, including the implications for GLBT communities.
- Examining the gender and justice implications of family law reform.
- Inventorying best practices for working with the private and public legal sector on gender and justice issues.

“We don’t accomplish anything in this world alone... and whatever happens is the result of the whole tapestry of one’s life and all the weavings of individual threads from one to another that creates something.”

~Sandra Day O’Connor

New Initiatives

In 2008 the Commission revisited its mission and did an assessment of pending and future trends regarding gender equality and the courts. Two topics surfaced: the unique challenges of serving incarcerated girls and women, and emerging gender equity challenges in our rapidly growing immigrant communities. Two committees were formed to ensure more focused attention on these topics.

Incarcerated Girls and Women

The advent of determinant sentencing, strict new drug laws, and a variety of long-term trends, such as a declining economy, unstable home environments, drug and alcohol abuse, increasing school dropout rates, and the impact of family history on criminal activity have resulted in increasing numbers of incarcerated women and girls in jurisdictions across Washington State. A widening gap between the needs of clients, available services, and the court and justice system capacity has accompanied the rapid increase in the number of incarcerated women and girls. Services especially lacking include the availability and application of gender specific risk and other assessment tools, the availability of adequate training, counseling, probation services, and general support for reentry into broader society.

To better understand the needs of these populations, Commission members and staff conducted four focus groups at the Washington Corrections Center for Women. The challenges facing women were confirmed to include: limited opportunities for training in jobs that have potential for earning a higher wage, lack of substance abuse treatment and support networks, parenting challenges, relationship problems, and lack of housing options when released. We are using this information as we examine court practices that might be influenced by any of these factors.

We also discovered that incarcerated women were being physically restrained during labor and delivery. The Commission worked with Legal Voice and women from the women's law caucus's at the law schools to support proposed legislation by Representative Jeannie Darneille that will prohibit this activity in adult and juvenile correctional facilities.

The Commission is also exploring solutions to the lack of gender specific assessments and treatment for incarcerated girls. We are supporting the work of the Justice for Girls Coalition of Washington State that is focused on justice-involved girls. In addition, we are working to develop educational programs for judicial officers to enhance their understanding of the issues presented by justice-involved girls.

New Initiatives

Immigration

Immigration, a changing workforce, and numerous other demographic trends have resulted in jurisdictions across Washington State needing to develop better ways for working with diverse cultures. In particular, jurisdictions across Washington State are becoming increasingly populated by people with Latin American, Asian, African, and Middle-Eastern, rather than Anglo-American roots. As a result, courts and justice systems need to formulate approaches to dealing with domestic and family violence that take in account cultural differences.

Judicial officers will benefit from training focused on determining when and how cultural attributes might be helpful in shaping appropriate responses. Moreover, understanding the role immigration status can play in successfully implementing appropriate responses is an essential aspect of improving court capacity.

While limited resources prevented the Commission from addressing immigration issues that face the courts, the Commission staff applied for and received a State Justice Institute grant to develop resource materials and educational programs for judicial officers and court staff. An advisory group was formed with representatives from trial courts, court management, County Clerks, and experts in the immigration field to identify the areas needing further study and policy development. Work on this project began in 2010 and will be completed in 2011.



SUMMARY

The years between 2008 and 2010 have been very busy for the Commission. From offering training to judicial officers and justice system partners, to helping rewrite statewide policies impacting gender fairness, we have been heavily invested in making real change.

The Commission's work is exciting and challenging. Change, especially structural and cultural change, is never an easy thing to accomplish. But as this Report demonstrates, it can be accomplished with commitment and leadership. The successes we have experienced over the past three years are satisfying but they are not the end of the story.

The Commission, like all public service agencies, is facing budgetary and resource challenges in the upcoming years. We must work within the context of that reality in making choices about priorities and projects. With challenge comes opportunity. The Commission remains dedicated to finding new ways to achieve its goals and to enhancing fairness and equality in the justice system. We hope you will take the time to carefully examine our Report, offer your comments and specific suggestions, and indicate your willingness to work with us on matters of mutual interest.

"Human progress is neither automatic nor inevitable... Every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concerns of dedicated individuals."

~ Dr. Martin Luther King Jr.

COMMISSION MEMBERS

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Ms. Barbara L. Carr	Administrator, Jefferson County Juvenile Court	2006 - 2012
Honorable Vickie I. Churchill	Island County Superior Court	2008 – 2014
Ms. Mirta Laura Contreras	Columbia Legal Services	2009 – 2012
Ms. Jeri Costa	Department of Corrections	2004 - 2010
Honorable Sara B. Derr	Spokane County District Court	2005 – 2011
Honorable Joan E. DuBuque	King County Superior Court	2006 – 2012
Honorable Ruth Gordon	Jefferson County Clerk	2009 – 2012
Ms. Lisa Hayes	Alliance for Justice	2007 - 2010
Dr. Margaret Hobart	WA State Coalition Against Domestic Violence	2011 – 2014
Ms. Grace Huang	WA State Coalition Against Domestic Violence	2004 - 2010
Honorable Cynthia Jordan	Coeur d’Alene Tribal Court	2007 – 2013
Honorable Michael J. Killian	Benton/Franklin County Clerk	2003 – 2009
Ms. Jennie Laird	Attorney-at-Law	2011 – 2014
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Honorable James M. Riehl	Kitsap County District Court	2000 - 2009
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Honorable Linda G. Tompkins	Spokane County Superior Court	2002 - 2008
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*"Service is the rent we pay for the privilege of
living on this earth."*

~Shirley Chisholm

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