



Gender and Justice Commission (GJCOM)
Friday, November 2, 2012 (8:45 a.m. – 11:00 a.m.)
AOC – SeaTac, 18800 International Blvd, SeaTac, WA

MEETING NOTES

Members Present: Chair, Chief Justice Barbara Madsen, Vice-Chair, Judge Alicia Nakata Ms. Sara Ainsworth, Judge Stephen E. Brown, Ms. Laura Contreras (via telephone), Ms. Terri Cooper, Honorable Ruth Gordon, Judge Judy Rae Jasprica, Judge Cynthia Jordan, Judge Richard Melnick, Mr. Ron Miles, Judge Mark Pouley, Judge Ann Schindler, Mr. David Ward, Judge Chris Wickham, Myra Downing and Pam Dittman (staff)

Guests: Ms. Erica Chung (IDGC), Ms. Jennifer Creighton (AOC), Ms. Joy Eckwood (WSBA), Ms. Paula Littlewood (WSBA), Ms. Meagan McNally (WSBA),

Members Absent: Judge Vickie Churchill, Ms. Emily Henry, Dr. Margaret Hobart, Ms. Judith Lonquist, Ms. Leslie Savina, Ms. Gail Stone

The meeting was called to order on November 2, 2012, at approximately 9:00 a.m.

COMMISSION BUSINESS

STAFF REPORT – Myra Downing

- **STOP Grant Quarterly Reports**
Quarterly progress reports were received from grantees. Projects have either been completed and/or are progressing.
 - Island County Superior Court is editing and cross-checking references for the production of domestic violence informational and educational brochures.
 - King County Superior Court hosted the 4th Annual DV Symposium in September. It was attended by over 400 individuals. A specific judicial track was developed. The grant assisted with 31 judicial officers in attending at little to no cost.
 - Snohomish County Clerk's Office is translating domestic violence brochures into Spanish, Russian, Korean, Vietnamese, and Arabic. The Clerk's Office is also installing cameras in their domestic violence program office to enhance safety of clients and employees.
 - Spokane County District Court provided an advocate to assist with domestic violence clients.
 - Thurston County Superior Court hosted a training for judicial officers, court staff, attorneys, and GAL/CASA/parenting evaluators in September. It was attended by approximately 200 individuals. The grant assisted with approximately 65 court staff and judicial officers to attend at little to no cost.
 - Thurston County Superior Court is piloting a risk assessment tool.
- **Fall Conference Evaluations**
The Commission sponsored/cosponsored four sessions at Fall Conference: *Beyond Inclusion: Beyond Empowerment; Immigration Benchguide (Criminal); What Makes it Cultural & How Would You Respond;* and *I Served My Country, Now How Can You Serve Me*. The evaluations provided good feedback and rated the sessions between good and excellent.

- Events
 - The Commission hosted *In Her Shoes* for the faith-based community. Judge David Larson and Judge Kimberly Walden presented the Dynamics of DV and Trish Kinlow lead a panel of advocates and others in an afternoon discussion.
 - The Commission and the WSBA will present a CLE to assist attorneys in recognizing domestic violence issues. *The Intersection of DV and Family Law and the Practice of Law* will be held on November 28, at the WSBA-CLE Conference Center at Century Square, Seattle, Washington.
- Upcoming Educational Programs sponsored and developed by the Commission:
 - *Domestic Violence* – hands on approach for DMCJA.
 - *How Far Will You Go* to effectively manage your courtroom for SCJA.
 - *Sexual Assault Protection Orders* for SCJA.

CHAIR REPORT – Chief Justice Madsen

- The Chief Justice co-chaired a summit on human trafficking cosponsored by the American Bar Association, and both the Gender & Justice and Minority & Justice Commissions. The summit discussed domestic and international trafficking and labor and sex trafficking. A short video from *Truckers Against Trafficking* was highlighted. The video is posted on the GJCOM Web site at http://www.courts.wa.gov/programs_orgs/gjc/?fa=gjc.home or on the Truckers Against Trafficking Web site at <http://truckersagainstrafficking.org/>
- The BJA is working on restructuring itself and also looking at the overlap of different commissions, committees, and topic areas to promote better coordination, collaboration, and partnership.
- The Minority and Justice Commission is looking at minority disproportionality in the juvenile justice system.

REPORTS – GUEST PRESENTATIONS

- Erica Chung is the new director of the Initiative for Diversity Council (IDGC). Erica provided a brief history of IDGC and indicated that continued collaboration is important amongst IDGC and the Commission. Erica also mentioned IDGC will be hosting a Managing Partner Summit in May 2013.
- Joy Eckwood – In 2010, the Washington State Bar Association (WSBA) embarked on a plan to develop and implement a comprehensive Membership Study, with specific focus on composition and retention of the WSBA membership with regard to diverse attorneys. The overall objective of the study was to gain an accurate picture of the profession’s composition, as well as to understand the reasons why attorneys leave the profession. Core focuses of the study were to examine ways in which to increase diversity within the profession, form a rational foundation upon which to base future policy and program priorities, and establish dependable benchmarks within a program evaluation structure.

The study identifies several challenges and opportunities that may require responses not only from the WSBA, but also from other stakeholders. For example, the study reveals that 45 percent of the WSBA membership is female. The gender gap narrows among younger and newer attorneys. The study also reveals that racial minorities equal 12 percent of the WSBA membership. Newer member cohorts are proportionately more diverse in traditional diversity categories. The study examined the experience of diversity groups and patterns of barriers experienced in their professional practice: Averaging across the three barriers, the group that most frequently encountered barriers overall is racial and ethnic minorities. In general, each diversity group rated social barriers as being most prominent (with two exceptions: parents and caregivers rated opportunity barriers slightly higher, and military personnel and veterans rated advancement barriers slightly higher). The challenges facing the legal profession create opportunities for the WSBA and its membership to collaborate in productive ways to improve both the experience of practicing law and the product of that practice.

Specific Suggestions from the WSBA was how might we partner? Session at conference?

COMMITTEE REPORTS

- DV Committee
 - Best/Promising Sentencing Practices. A meeting is being scheduled in December to discuss contracting with a vendor to work with Washington State and the Commission on this subject. The parties will be meeting again to discuss the findings of the conference call.
 - STOP Grant Funds FY12 (2013-2014). The application has been received from the Department of Commerce for the VAWA STOP Grant Funds. Once the contract has been signed, the Commission will distribute request for proposals (RFP) statewide. The DV Committee will evaluate and determine which proposals to fund.
- Immigration
 - Benchguide Updates. The civil and criminal immigration bench guides are in final editing. A Webinar on the civil immigration bench guide has been scheduled for December 17, 2012 from 12:15-1:30 p.m.

COMMISSION DISCUSSION

Judge Nakata distributed a survey asking Commission members:

- What do you believe should be the priorities of the Commission?
- What are the priorities of the Committee(s) you serve on?
- What issues pertaining to fairness and equality still need to be addressed by the Commission?
- What areas overlap with the Minority and Justice Commission?

Several ideas emerged.

- Who do we serve and how do we perceive the role of the Commission needs to be answered to ascertain what the priorities of the Commission should be. From the mission statement and also the answers to the survey, the Commission's role is seen through: providing educational opportunities, bridging gaps in services/areas, addressing unspoken biases, and improving court processes.
- Need to leverage STOP Grant funds.
- How do we address gender equality and equality as a whole?
- How do we measure success? How do judicial officers learn? One way judicial officers may learn is through the lawyers who appear before them.

Committees and Past/Present focus

- Incarcerated Women and Girls
 - The Committee is looking at systemic problems such as reintegration into society and the community and areas such as unmet legal needs, sentencing of custodial parent, access to public defenders, and over-representation of African-American women in the justice system
- Equality
 - The Committee is looking at under-representation of women in higher levels of the legal profession. Addressing the "glass ceiling" and the "mommy" track.
 - Suggested Topic to Address: LGBTQ.
 - Suggested Topic to Address: Access to court and court-house. Such as fee waivers.
- Immigration
 - The Committee is looking at educating judicial officers on immigration issues (criminal and civil).
 - Suggested Topic to Address: Human Trafficking.
 - Suggested Topic to Address: Judicial treatment of the disadvantages.
 - Suggested Topic to Address: Abuse and use of court system in immigration issues.

DV

- The Committee is looking at domestic violence issues and has designated funding through STOP grants. A decision was made by the Commission to use funds to focus on statewide solutions in addition to court specific. They are currently developing an RFP to seek assistance in determining best or promising monitoring and sentencing practices in DV cases.

Thoughts

- Who should we be partnering and/or collaborating with and how does that happen?
- How do we diversify the court system, not just the bench?
- Should the Commission move from a “Committee” approach to a “project” approach?

Discussion will continue at the January meeting.

Meeting concluded at 11:00 a.m.

Revised: 01-07-2013

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