WASHINGTON
COURTS
ADMINISTRATIVE OFFICE OF THE COURTS

WASHINGTON STATE SUPREME COURT

GENDER AND JUSTICE COMMISSION

MEETING

FRIDAY, NOVEMBER 2, 2012

AOC SEATAC OFFICE
SEATAC, WASHINGTON

WASHINGTON STATE SUPREME COURT
GENDER AND JUSTICE COMMISSION

2012-2013

CHAIR

Honorable Barbara A. Madsen
Washington State Supreme Court

VICE-CHAIR

Honorable Alicia H. Nakata
Chelan County District Court

MEMBERS

Ms. Sara L. Ainsworth
University of Washington School of Law

Honorable Stephen E. Brown
Grays Harbor County District Court

Honorable Vickie I. Churchill
Island County Superior Court

Ms. Mirta Laura Contreras
Northwest Immigrant Rights Project

Ms. Terri K. Cooper
Cheney Municipal Court

Honorable Ruth Gordon
Jefferson County Clerk

Dr. Margaret Hobart
WSCADV

Honorable Judy Rae Jasprica
Pierce County District Court

Honorable Cynthia Jordan
Coeur d'Alene Tribal Court

Ms. Judith A. Lonnquist, P.S.
Attorney at Law

Honorable Rich Melnick
Clark County Superior Court

Mr. Ronald E. Miles
Spokane County Superior Court

Honorable Mark W. Pouley
Swinomish Tribal Court

Ms. Leslie J. Savina
Northwest Justice Project

Honorable Ann Schindler
Court of Appeals Division I

Ms. Gail Stone
King County Law and Justice

Mr. David Ward
Legal Voice

Honorable Chris Wickham
Thurston County Superior Court

Ms. Myra W. Downing
Executive Director

GENDER AND JUSTICE COMMISSION

AOC SEATAC
FRIDAY, NOVEMBER 2, 2012
CHIEF JUSTICE BARBARA MADSEN, CHAIR
JUDGE ALICIA NAKATA, VICE CHAIR

AGENDA		PAGE
CALL TO ORDER and Approve the Minutes		1
COMMISSION BUSINESS		
• Staff Report	Myra Downing	
○ STOP Grant Quarterly Reports		5
○ Fall Conference Evaluations		19
○ Event Flyers		27
• Chair Report	Chief Justice Madsen	
REPORTS		
• Washington State Bar Association Membership Survey Report	Paula Littlewood, Megan McNally, and Joy Eckwood	
• Initiative for Diversity	Erica Chung	33
Commission Discussion – Survey Results & Next Steps	Judge Alicia Nakata	
COMMITTEE REPORTS		
• DV Committee	Judge Wickham	
• CLE	Leslie Savina	
• Immigration	Judge Schindler	
• Legislative Committee	David Ward	
NEW BUSINESS		
ARTICLES		
• Few females don judge's robes		39
• Beall to be first female judge at Puyallup Municipal Court		43
• Accountability and Connection with Fathers		45
ADJOURNMENT		

Gender and Justice Commission (GJCOM)

Friday, September 14, 2012 (8:45 a.m. – 12:30 p.m.)
AOC – SeaTac, 18800 International Blvd, Seattle, WA

WASHINGTON COURTS

MEETING NOTES

Members Present: Chair, Chief Justice Barbara Madsen, Vice-Chair, Judge Alicia Nakata Ms. Sara Ainsworth, Judge Stephen E. Brown, Judge Vickie Churchill, Ms. Terri Cooper, Ms. Emily Henry, Dr. Margaret Hobart, Judge Judy Rae Jasprica, Judge Cynthia Jordan, Judge Richard Melnick, Mr. Ron Miles, Judge Mark Pouley, Ms. Leslie Savina, Judge Ann Schindler, Ms. Gail Stone, Mr. David Ward, Judge Chris Wickham, Myra Downing (staff), Pam Dittman (staff)

Guests: Dr. Barney Barnoski, Dr. Tom George, Dr. Sarah Veele

Members Absent: Ms. Laura Contreras, Honorable Ruth Gordon, Ms. Judith Lonnquist

The meeting was called to order on September 14, 2012, at approximately 9:00 a.m.

COMMISSION BUSINESS

STAFF REPORT – Myra Downing

- Fall Conference
  The Commission is sponsoring/co-sponsoring four sessions at the Fall Conference:
  - Beyond Inclusion: Beyond Empowerment;
  - Immigration Benchguide (Criminal);
  - What Makes it Cultural & How Would You Respond;
  - I Served My Country, Now How Can You Serve Me.

- Tribal State Consortium
  The Committee is intending to work with two or three tribal courts through a pilot project.

- Minority & Justice Commission
  Work has begun on coordinating the work of the two Commissions. The focus will be on identifying the areas where the Commissions can work together on projects or areas where there is overlap.

- Sponsorship for conference at Gonzaga University, School of Law
  The conference organizers have requested a sponsorship from both Commissions.

CHAIR REPORT – Chief Justice Madsen
Callie Dietz, Interim Director, continues to visit courts around the state. As part of the visits, ideas such as regional courts and streamlining of the various Commissions have been discussed.

REPORTS - GUEST PRESENTATIONS

- Studies on DV & Recidivism

Dr. Tom George discussed the recent study and summarized it as such:
Domestic Violence Sentencing Conditions and Recidivism (2010)
This study examined the types of sentence conditions imposed on domestic violence offenders, the combination of conditions that formed offenders' sentences, and the relationship between the type of sentence received and recidivism. Over 100 different types of conditions were used during the study period, which were then reduced to 14 condition categories. Offenders received, on average, over six different conditions. Proscriptions, fines, jail, and probation were the most common conditions imposed, each included in over half of all sentences. The combinations of conditions within sentences were then examined, and ten types of sentences were selected for analysis. Logistic regression was used to predict both domestic violence recidivism and any type of subsequent offense, controlling for a number of offender and case characteristics. Results indicated that, when compared to offenders who received sentences involving only fines and/or proscriptions, those who also complied with either probation, victim-oriented treatment, or probation and treatment had lower odds of committing another domestic violence offense during the five-year follow-up period. Any sentence that included a jail term along with fines and/or proscriptions was associated with higher odds of domestic violence recidivism. Results were similar when examining recidivism in general with one exception; sentences that included anger management interventions were also associated with lower odds of recidivating. Offenders who completed state-certified domestic violence treatment, on the other hand, did not have significantly lower or higher odds of recidivating when compared to offenders who received only fines and/or proscriptions.

Dr. Sarah Veele discussed the recent study and summarized it as such:
Domestic Violence in Washington State: 1999-2010
This study was designed to 1) provide rates of all domestic violence case filings in Washington State district, municipal, superior and juvenile courts from 1999 through 2010, 2) provide rates of all first-time domestic violence (DV) case filings in Washington State for 2004 and 2005, 3) provide summary characteristics of first-time domestic violence offenders and DV events, 4) describe the offending careers of first-time domestic violence offenders in the five years prior to this offense, and 5) describe the criminal trajectory of offenders during the five years after their first domestic violence offense.

Methods: Using statewide data, rates for domestic violence charges and convictions were calculated for 1999-2010. Descriptive analysis of the profile of domestic violence offenders, including their criminal trajectory, and predictors of recidivism are included. **Results**: Conviction rates for domestic violence have decreased over the past ten years and are significantly lower than rates for charges not related to domestic violence. The majority (58%) of first-time DV offenders have offenses pre – and post- their index DV event. A small, but substantial portion of offenders (24%) have no other offenses in the five years before or after their DV event. **Conclusion**: Domestic violence continues to be an issue of concern for the Washington State courts. Further detailed analysis needs to occur to better understand the variability in offender profiles and offense rates.

Action: (DV Committee)
It was proposed that a small group get together with Dr. Veele-Brice and Dr. George and discuss what data are needed for collection and what is needed in new case management system.
Work with Dr. George and Dr. Veele-Brice on how to look at "success" other than just through recidivism rates.

- Risk Assessment Update
  Dr. Barney Barnoski updated the members on the DV Risk Assessment project in Thurston County. The project received STOP Grant funds for implementation. Two main questions were addressed: How much burden is this process placing on law enforcement? Does this process take more time?

  Dr. Barnoski expressed a few extra check boxes were added to the domestic violence incident form and that law enforcement was already completing much of the information. Now the information is making its way to the judicial officials to enable them to make better informed decisions.

COMMITTEE REPORTS

- DV Committee
  - Meeting with WSIPP. Judge Wickham, Myra Downing, and Chief Justice Madsen met with Steve Aos and Marna Miller from WSIPP regarding WSIPP conducting a statewide study to assess recidivism by DV offenders and the collaboration with the Commission.
    In preparation for the meeting, the DV Committee conducted a series of conference calls with national experts on batterer intervention. Questions asked were: 1) Is recidivism a good measure for identifying the effectiveness of batterer intervention programs? 2) How does judicial leadership impact batterer intervention? 3) How does one define effective batterer treatment? 4) What is the role of a coordinated community response in batterer intervention? and 5) What are other sentencing options if not batterer intervention?
    The parties will be meeting again to discuss the findings of the conference call.
  - Coordinated Community Response Training, September 24. The Thurston County Superior Court received STOP Grant funds to assist with a training event for judicial officers, GALs/CASAs, attorneys, and court staff. Thurston County Superior Court worked with the National Council of Juvenile and Family Court Judges (NCJFCJ) for materials and speakers. The event will held at the Labor & Industries Building in Tumwater, Washington.
  - Intersection of DV and Family Law and the Practice of Law, November 28. The Commission is working with the WSBA to present a CLE to assist attorneys in recognizing domestic violence issues. The event will be held at the WSBA-CLE Conference Center at Century Square, Seattle, Washington.
  - Protection of Juvenile Information in an NCO. Shannon Hinchcliffe brought a question to the Commission regarding the Law Enforcement Information Sheet (LEIS). From the discussion, the LEIS is not used by all courts and can be filled out by law enforcement, the court, a clerk, prosecutors, etc. The LEIS is not a public record.

Action:
Shannon and Terri Cooper will discuss ideas or areas on how to work with the LEIS.

- Immigration
  - Benchguide Update and Educational Program. Judge Schindler expressed that both the civil and criminal Immigration benchguides will be completed by the end of October. A session is planned for the Fall Conference.

- Human Trafficking, October 13
  The Chief Justice is co-chairing a summit on human trafficking which is co-sponsored by the American Bar Association, and both the Gender & Justice and Minority & Justice Commissions. The summit will discuss domestic and international trafficking and labor and sex trafficking.

- Legislative Committee
  - The Senate Human Services Commission is discussing rules of evidence. Kevin Black has sent out a survey to group members.

    Action:
    Myra will send message to Kevin Black asking him to forward the survey onto all GJCOM members.

  - Goodman Workgroup is continuing to look at potential changes to the domestic violence, sexual assault, and anti-harassment law.

    Action:
    Provide Representative Goodman with priorities of the GJCOM DV Committee.

  - Proposed Rule Change Regarding Changing Pattern Form
    Judge Nakata discussed a matter with regards to the CR stating that when there is a change to a pattern form, there needs to be some sort of notification to the judicial officer and other parties as to what the change was. People remove non-applicable language from forms all the time. Provide direction on forms to notify what language was removed. This would not require a new CR. Should this wait as the plain language forms are being drafted?

    Action:
    Question posed: Should there be a rule change and if so, what?
    Judge Melnick will draft language that addresses GR17 and attorneys notifying judicial officers.

NEW BUSINESS

- Spring Conference Proposals
  What is an issue where only impact is judicial?
- Coordinating Educational Programs with Other Entities
  Discussion brought up questions such as:
  - What does coordination or collaboration?
  - How do we pool resources, both monetary and people?
  - Where do the projects intersect?
  - How do we communicate amongst the various groups what projects each group is focused on and how we can work together?

  There was discussion of having a joint meeting between the two Commissions or at the very least have the co-chairs of each Commission attend another's meeting and ask how we can be of help to each other.

  Action:
  Judge Nakata will draft a short survey for Commission members and send to Myra for distribution.
  Propose a joint meeting and/or co-chairs to attend each other's meetings.

Meeting concluded at 12:45 p.m.

Washington State Gender and Justice Commission

FFY11 STOP GRANT TO THE COURTS
QUARTERLY PROGRESS REPORT

Award No. ICA12276	**Date Report Prepared: 10/24/2012**
Project: Create and produce domestic violence informational and educational brochures and posters.	**Report No.:** ☒ 1 ☐ 2 ☐ 3 ☐ 4
	Reporting Period: July-September 2012
	Final Report ☐ **Yes** ☒ **No**
Grantee: Island County Superior Court	**Subgrantee:**

REPORT (Attach additional pages if necessary.)

(1) Project activities during the reporting quarter.

We are editing and cross-checking references and procedures on a brochure that provides information for citizens when needing domestic violence information or services.

(2) Any significant problems that developed.

No significant problems

(3) Activities scheduled during the next reporting period.

Finish edit and get to printers

Submitted by:

Name:	Brooke Powell
Title:	Administrator
Phone Number:	360-240-5595
e-mail address:	Brookep@co.island.wa.us

Washington State Gender and Justice Commission

FFY11 STOP GRANT TO THE COURTS QUARTERLY PROGRESS REPORT September 2012

Award No. ICA12273	**Date Report Prepared: October 11, 2012**
Project(s): Develop and implement training for judicial officers and court staff (4th Annual DV Symposium).	**Report No.:** ☒ 1 ☐ 2 ☐ 3 ☐ 4
	Reporting Period: 7/1/12 – 9/30/12
	Final Report ☒ **Yes** ☐ **No**
Grantee: King County Superior Court	**Subgrantee: None**

PROJECT REPORT

(1) Project activities during the reporting quarter

Early in 2012 a DV symposium planning committee was convened. The committee was co-chaired by King County Superior Court's STOP Grant Coordinator for Court Related Projects and STOP Grant Coordinator for Law Enforcement and Prosecution. The DV symposium planning committee regularly convened meetings throughout the year. They assisted with the development of the symposium topics and identified and secured 48 symposium speakers. The project co-chairs provided consultation and support to symposium speakers as they developed their training materials.

We had received feedback from the 2011 DV symposium that it would be beneficial to have specialized sessions for judicial officers so they could connect and dialogue about DV issues they encounter their courts; therefore, we developed and implemented dedicated judicial officer DV symposium sessions. The Honorable Judge Joan DuBuque, along with other King County judicial officers and members of the King County DV and Child Maltreatment Oversight Committee participated in the planning of session topics as well as presenting the training sessions for judicial officers who work in civil, juvenile, and criminal courts. See Appendix A for the listing of the specialized sessions for judicial officers that were conducted at this symposium.

The DV symposium registration system was launched in July 2012. As expected, the registration capacity was filled, and 405 participants registered for this event. We exceeded our projections for the expected number of judicial registrants and had 34 judicial officers register for this event. We attribute this finding to two important factors. One, with this STOP Grant the registration fees for local and statewide judicial officers were fully supported and expenses for those traveling outside the region were also covered. This made it possible for those who have little training resources to attend the event. Two, we experienced excellent support and coordination from King County Superior Court judiciary as well as with the Gender and Justice Commission for the advertising of the symposium and the recruiting of judicial officers to participate in this event.

The 4th Annual DV Symposium, which was entitled *"Intersections, Insights, and Interventions"*, was held on September 6 and 7, 2012 at Seattle University. With this year's symposium we increased the number of judicial participants from the prior year by over 100%. Thirty-two judicial officers representing courts in King County and Washington State attended this symposium. See Appendix B for the listing of judicial officers who attended this event. Participating judicial officers were offered 12.25 CJE credits for their full attendance of this event.

With this important STOP Grant project funding the registration fees for 31 judicial officers were supported. In addition, the travel, hotel, and per diem costs of six judicial officers traveling from areas outside the region were supported. This made it possible for judicial officers from Benton-Franklin, Chelan, Cowlitz, Stevens/Pend Oreille/Ferry, Thurston, and Whatcom Counties to participate in this event. The following feedback illustrates the importance of the STOP Grant support:

"Educating the judicial officers about DV and its impact on families is critical to the health, safety, and welfare of high risk members of our community. Our court budget for judicial education is so inadequate that we rely heavily on internet training and free online resources – which limits the subject matter of available courses of study. Most of the in-person educational opportunities require us to travel and on such a minimal budget. Personal attendance is rarely possible. I can't thank you enough for the scholarship you provide so that I could attend this symposium."

The participating judicial officers gave very favorable feedback about the overall DV symposium. All of those who completed an evaluation they rated the overall symposium as being "excellent" or "very good". A full summary of the judicial participants' evaluations and their suggestions for future training are attached in Appendix C. The following is an example of the positive feedback that we received:

"This DV Symposium was extremely valuable and probably one of the best trainings that I have attended."

We also received very favorable ratings and feedback regarding each of the specialized symposium sessions that was offered to judicial officers, as the following comments illustrate:

"The separate sessions for judicial officers were extremely helpful."
"The trainings for judicial officers were all outstanding. There was a lot of information that will be useful."

These specialized sessions did give the participants an opportunity to dialogue with our local and national experts about their questions and experiences with DV cases. They reported that the training topics were all valuable; however, it would have been beneficial to have more time allotted for each judicial training session. A full summary of all the specialized symposium session evaluations are included in Appendix C.

In addition to specialized judicial sessions, the overall symposium provided sessions on a wide range of topics consistent with the STOP Grant program purpose areas to identify and effectively respond to violent crimes against women including acts of domestic violence, sexual assault, strangulation, trafficking, dating violence, and lethality patterns with these crimes. See Appendix D for the symposium's full agenda and faculty biographies. The overall symposium evaluations from all participants were also very favorable and most rated the overall symposium as being "excellent" or "very good". See Appendix E for feedback given by all symposium participants and their suggestions for the 2013 DV symposium.

(2) Any significant problems that developed.

There were no significant problems that occurred with the planning or implementation of this grant project. All training activities associated with this project have been completed. All the invoices incurred with this grant activity have been processed.

(3) Activities scheduled during the next reporting period.

All activities associated with this STOP Grant project have been completed. This document serves as the complete and final report.

Submitted by:

Name:	**Deborah Greenleaf, RN, MN**
Title:	**Advanced Practice Nurse Specialist/Project Coordinator**
Phone Number:	**206-263-8375**
e-mail address:	**Deborah.Greenleaf@kingcounty.gov**

Washington State Gender and Justice Commission

FFY11 STOP GRANT TO THE COURTS QUARTERLY PROGRESS REPORT

Award No. ICA12281	**Date Report Prepared:**
Project: Translate, update, and print domestic violence brochures	**Report No.:** ☐ 1 ☒ 2 ☐ 3 ☐ 4
	Reporting Period: July-September 2012
	Final Report ☐ **Yes** ☒ **No**
Grantee: Snohomish County Clerks Office	**Subgrantee:**

REPORT (Attach additional pages if necessary.)

(1) Project activities during the reporting quarter.

- We identified an approved vendor from the Washington State purchasing contract to perform translation services. The vendor chosen was Dynamic Language Center.
- We revisited the list of critical languages in which Snohomish County's domestic violence brochure needed to be translated. The top 5 critical languages: 1) Spanish 2) Russian 3) Korean 4) Vietnamese 5) Arabic.
- Our staff made necessary changes to our current English-language brochure, including renumbered rooms and updated phone numbers, to prepare for the translation process.
- We have verified that the approved funding is sufficient to translate the brochure into the five most critical languages.

(2) Any significant problems that developed.

None.

(3) Activities scheduled during the next reporting period.

- Enter the field order in Snohomish County's purchasing system.
- Request that the vendor start the translation work, and solidify due dates/deliverables.
- Review, approve and accept the final translated brochures in .pdf format.
- We anticipate receiving the invoice from the vendor and incurring the expenditures for the brochure during the next reporting period.

Submitted by:

Name:	Mary Albert
Title:	Judicial Finance/Budget & Records Manager
Phone Number:	425-388-3544
e-mail address:	Mary.albert@snoco.org

Washington State Gender and Justice Commission

FFY11 STOP GRANT TO THE COURTS QUARTERLY PROGRESS REPORT

Award No. ICA12297	**Date Report Prepared:**
Project: Purchase and install security cameras for the domestic violence program office	**Report No.:** ☐ 1 ☒ 2 ☐ 3 ☐ 4
	Reporting Period: July-September 2012
	Final Report ☐ **Yes** ☒ **No**
Grantee: Snohomish County Clerks Office	**Subgrantee:**

REPORT (Attach additional pages if necessary.)

(1) Project activities during the reporting quarter.

- Two AXIS network cameras are being purchased from Technology Express, a vendor used by Snohomish County's Department of Information Services. Total projected cost with sales tax: $813.54.
- Arrangements are currently being made with an electrician/technician to purchase the necessary supplies (cables, raceway items) and install the cameras. The work should be completed by early November.

(2) Any significant problems that developed.

None.

(3) Activities scheduled during the next reporting period.

- The cameras are being installed in the County's Domestic Violence Office in late October/early November. This project should be fully complete in the month of November.

Submitted by:

Name:	Mary Albert
Title:	Judicial Finance/Budget & Records Manager
Phone Number:	425-388-3544
e-mail address:	Mary.albert@snoco.org

Washington State Gender and Justice Commission

FFY10 STOP GRANT TO THE COURTS QUARTERLY PROGRESS REPORT

Award No. **IAA12300** (formerly IAA11282)	**Date Report Prepared:**
Project(s): Provide salary & benefits for a court-based domestic violence advocate.	**Report No.:** ☐ 1 ☒ 2 ☐ 3 ☐ 4
	Reporting Period: July 1-September 30, 2012
	Final Report ☒ **Yes** ☐ **No**
Grantee: Spokane County District Court	**Subgrantee:**

REPORT (Attach additional pages if necessary.)

(1) Project activities during the reporting quarter.

- The advocate attended all Mental Health Court and Veterans Court staffings, ShowCause dockets, Pretrial and Motion dockets
- While at those staffings and dockets the advocate communicated the desires and concerns of the listed victims on the domestic violence cases, and provided education to the Mental Health and Veterans Court teams on the interplay between mental health issues, military experiences and domestic violence dynamics
- The advocate contacted the listed victims of defendants newly accepted into the Mental Health and Veterans courts, by phone and by mail, to inform them of the defendant's new court status. She educated the victims about the intricacies of the mental health court or veterans court and its emphasis on treatment and intensive supervision of the defendants.
- The advocate contacted the listed victims of defendants prior to the defendant's ShowCause, PreTrial and Motion hearings. She collected statements from the victims and shared those statements, with the victim's consent, with the prosecution and the court. After court hearings the advocate checked back with the victims to update them on the status of the cases.
- The advocate checked in with victims who attended the defendant's hearings. She helped them to prepare for their motion hearings and stood with them when they addressed the judge in the courtroom.
- The advocate worked with the prosecutors to help them understand the safety needs of the victim. She scheduled and facilitated meetings between the victims, prosecutors, and defense attorneys in order to help the victim's voices be heard.
- The advocate kept statistics on the clients she served and gathered data in the following domains: demographic data, defendants diagnoses, defendant's date of acceptance into the mental health or veterans court, defendant's progress, all active protection orders, written correspondence with victims, informing victims about their legal options, educating victims on mental health topics, empowering victims to work towards safety within the legal system, and all contacts attempted and made with the victims.
- The following is a summary of the statistics gathered:

  Number of Clients Served: 23
  Gender Split of Victims: Women-18, Men-5
  Protection Order Assistance: 13
  MHTC/Veterans Court Intro Letters Sent: 6
  Clients Who Discussed Safety Planning: 5
  Clients Informed About Their Legal Options: 6
  Conversations About Mental Illness Dynamics: 3

-The Mental Health court staff along with members of the Veterans court staff attended a DV 101 training. The training was done by the advocate and supervisor of the legal advocate office. It is a course that is designed to focus on the dynamics of domestic violence. The course gives basic definitions, outlines the difference between mental illnesses and domestic violence issues, discusses victim experiences and safety planning. The course was designed for professionals who work in the criminal justice system and come in contact with domestic violence cases.

(2) Any significant problems that developed.

- The mental health team received information that the advocate would no longer have the ability to be in the courtroom full time.

(3) Activities scheduled during the next reporting period.

-The advocate worked with the mental health court team and veteran's court team to ensure victims will still receive services even if they are no longer in the courtroom full time. The advocate worked with both courts to ensure a referral system was in place and all victims would still be able to receive all services provided by the advocate office.

Submitted by:

Name:	Sandy Manfred
Title:	Mental Health Court Manager
Phone Number:	509-477-2277
e-mail address:	smanfred@spokanecounty.org

Washington State Gender and Justice Commission

FFY11 STOP GRANT TO THE COURTS QUARTERLY PROGRESS REPORT

Award No. ICA12275	Date Report Prepared:
Project: Sponsor a training for judicial officers, court staff, GALs, CASAs, attorneys, and others focused on domestic violence and the coordinated response through the Court	**Report No.:** ☐ 1 ☒ 2 ☐ 3 ☐ 4
	Reporting Period: July-September 2012
	Final Report ☐ **Yes** ☐ **No**
Grantee: Thurston County Superior Court	**Subgrantee:**

REPORT (Attach additional pages if necessary.)

(1) Project activities during the reporting quarter.

During the current reporting period, Thurston County Superior Court sponsored a training for judicial officers, court staff, attorneys, and GAL/CASA/parenting evaluators, in dissolution cases involving domestic violence. The attached document details the curriculum of the daylong conference entitled, "Enhancing a Coordinated Response to Domestic Violence in a Court Setting". Our conference was held on September 24, 2012 at the L&I Facilities Building in Tumwater, WA. The training focused on the dynamics of domestic violence and its impact on dissolution proceedings involving children. The curriculum was developed in 2009 with the assistance from National Council of Juvenile and Family Court (NCJFCJ). The NCJFCJ provided a match of funds by providing a Judge and subject matter experts, who served as trainers. In addition to matching funds, the NCJFCJ also provided on-site administrative assistance and support for the conference. These additional staff members facilitated the working lunch. Overall, the NCJFCJ sponsored seven conference faculty and two administrative/support staff at the conference (Thurston County Superior Court Judge Chris Wickham was also a member of the conference faculty).

As indicated in our grant application, STOP grant funds were utilized to hire an event coordinator for assistance with the coordination and day of events. STOP grant funds were also used to purchase conference supplies.

(2) Any significant problems that developed.

We cannot identify any problems that developed during this reporting period. The feedback provided from conference attendees suggests that the information that was presented was useful and valued. We are hearing that attendees would like to have additional training on how to apply the information they gained during their respective breakout sessions. As a result of this feedback, Superior Court and the NJCFJC are working together to provide a Next Steps presentation, possibly in the form of a webinar for all conference attendees.

In our grant application, we budgeted money for a videographer. However, it was agreed that this event will not lend itself to videotaping because of the number of gaps in the training for small group work, the sensitivity of taping judicial officers engaged in free-flowing discussion, need for consents,

and the impact on the educational process. In addition, the "comings and goings" exercise is part of this training and would be inhibited by a video camera. As a result, we have agreed there will not be video-taping.

(3) Activities scheduled during the next reporting period.

We are not anticipating any activities during the next reporting period, other than the processing and payment of invoices for conference expenses, already incurred but not yet billed.

Submitted by:

Name:	Anne Hirsch
Title:	Superior Court Judge
Phone Number:	360-709-3214
e-mail address:	hirscha@co.thurston.wa.us

Washington State Gender and Justice Commission

FFY11 STOP GRANT TO THE COURTS QUARTERLY PROGRESS REPORT

Award No. ICA12274	**Date Report Prepared:**
Project: Develop template for reporting domestic violence data to the Court in regards to the state-wide risk assessment tool and deploy an enhanced version of the risk assessment tool for the Court's use.	**Report No.:** ☐ 1 ☒ 2 ☐ 3 ☐ 4 **Reporting Period: July-September 2012** **Final Report** ☐ **Yes** ☒ **No**
Grantee: Thurston County Superior Court	**Subgrantee:**

REPORT (Attach additional pages if necessary.)

(1) Project activities during the reporting quarter.

A Domestic Violence Form was created by Robert Barnoski. This form was distributed to the Thurston County Sheriff's office, as well as the Tumwater Police Department to be filled out in conjunction with their usual police reports. A risk assessment tool, which collects the data from these forms, is also being developed by Mr. Barnoski. Thurston County Pretrial Services staff members are working with Mr. Barnoski to complete the development of the risk assessment tool. Projected completion date is October 31, 2012.

(2) Any significant problems that developed.

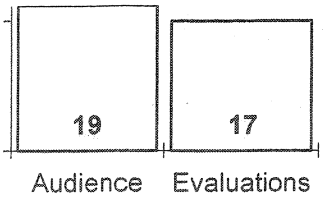
There are no significant problems with the project. We are still in a trial period with the risk assessment tool and everything is progressing as scheduled.

(3) Activities scheduled during the next reporting period.

In the next reporting period, Thurston County Pretrial Services will implement the report form and use it as a Domestic Violence Risk Tool. We hope to recruit other regional law enforcement agencies to use the form within the next 6 months and include that data into our risk assessment tool.

Submitted by:

Name:	Amy Hunter
Title:	Administrative Assistant
Phone Number:	360.754.4544
e-mail address:	hunteam@co.thurston.wa.us



54th Annual Judicial Conference

Monday, October 1, 2012

SESSION EVALUATION

Session:	**The Anatomy of an Interaction: Applying the Beyond Inclusion, Beyond Empowerment Models (Part 1)**
Faculty:	**Dr. Leticia Neito**

Please include narrative comments, as well as numeric rating on a **5-point scale.**
(5 = Excellent; 4 = Good; 3 = Average; 2 = Below Average; 1 = Poor; N/A = Not Applicable)

EFFECTIVENESS	5	4	3	2	1	
1. The objectives of the course were clear.	13	4	-	-	-	**4.76**
2. The objectives of the course were achieved.	13	3	-	-	-	**4.81**
3. The faculty engaged me in meaningful activities.	15	2	-	-	-	**4.88**
4. I gained important information or skills.	13	4	-	-	-	**4.76**
5. The faculty made a clear connection between the course and the work place.	12	5	-	-	-	**4.71**
					Average:	**4.79**

COMMENTS:

- Should be required.
- Great, useful, and insightful.
- So many thoughts running through my head.

COMMUNICATION SKILLS	5	4	3	2	1	
1. The faculty was well prepared.	16	1	-	-	-	**4.94**
2. The presentation was organized.	15	2	-	-	-	**4.88**
3. Written materials enhanced the presentation.	10	3	-	1	-	**4.57**
4. Audiovisual aids were used effectively.	11	2	1	-	-	**4.71**
5. The presentation kept my interest throughout.	15	2	-	-	-	**4.88**
					Average:	**4.80**

COMMENTS:

- Offers amazing perspective.
- Mind expanding, thought provoking and exhausting.
- Delightful.
- Good stuff.
- Thank you.

19	19
Audience	Evaluations

54th Annual Judicial Conference

Monday, October 1, 2012

SESSION EVALUATION

Session:	**The Anatomy of an Interaction: Applying the Beyond Inclusion, Beyond Empowerment Models (Part 2)**
Faculty:	**Dr. Leticia Neito**

Please include narrative comments, as well as numeric rating on a **5-point scale.**
(5 = Excellent; 4 = Good; 3 = Average; 2 = Below Average; 1 = Poor; N/A = Not Applicable)

EFFECTIVENESS	5	4	3	2	1	
1. The objectives of the course were clear.	14	5	-	-	-	**4.74**
2. The objectives of the course were achieved.	14	4	1	-	-	**4.68**
3. The faculty engaged me in meaningful activities.	16	3	-	-	-	**4.84**
4. I gained important information or skills.	15	4	-	-	-	**4.79**
5. The faculty made a clear connection between the course and the work place.	12	5	2	-	-	**4.53**
					Average:	**4.72**

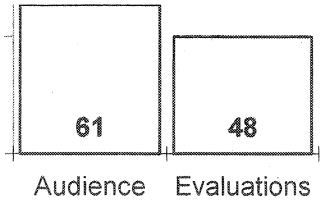
COMMENTS:

- I now have the language and content to recognize agents/thought and to add to my listening and understanding skills.

COMMUNICATION SKILLS	5	4	3	2	1	
1. The faculty was well prepared.	18	1	-	-	-	**4.95**
2. The presentation was organized.	18	1	-	-	-	**4.95**
3. Written materials enhanced the presentation.	13	4	2	-	-	**4.58**
4. Audiovisual aids were used effectively.	15	4	-	-	-	**4.79**
5. The presentation kept my interest throughout.	15	4	-	-	-	**4.79**
					Average:	**4.81**

COMMENTS:

- Thank you so much, so glad you were here.
- Worth the entire conference.
- The subject causes struggle, but to attempt to achieve skills for the future.



54th Annual Judicial Conference

Tuesday, October 2, 2012

SESSION EVALUATION

Session:	**What Makes it Cultural and How Would You Respond?**
Faculty:	**Mr. Mark J. Mills, Judge Delissa A. Ridgway and Mr. Rene L. Valladares**

Please include narrative comments, as well as numeric rating on a **5-point scale.**
(5 = Excellent; 4 = Good; 3 = Average; 2 = Below Average; 1 = Poor; N/A = Not Applicable)

EFFECTIVENESS	5	4	3	2	1	
1. The objectives of the course were clear.	27	16	2	3	-	**4.40**
2. The objectives of the course were achieved.	28	10	6	3	-	**4.34**
3. The faculty engaged me in meaningful activities.	31	13	2	1	1	**4.50**
4. I gained important information or skills.	27	8	9	2	2	**4.17**
5. The faculty made a clear connection between the course and the work place.	29	12	5	1	1	**4.40**
					Average:	**4.36**

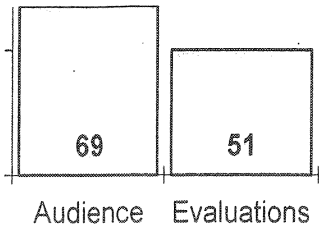
COMMENTS:

- Voting would have been aided by a bit more information on elements of claims/defenses.
- Very interesting topic and presentation.
- The main presentation did not demonstrate cultural competence.

COMMUNICATION SKILLS	5	4	3	2	1	
1. The faculty was well prepared.	36	10	1	-	1	**4.67**
2. The presentation was organized.	32	12	2	1	-	**4.60**
3. Written materials enhanced the presentation.	23	2	4	2	6	**3.92**
4. Audiovisual aids were used effectively.	27	10	8	2	-	**4.32**
5. The presentation kept my interest throughout.	33	8	5	2	-	**4.50**
					Average:	**4.40**

COMMENTS:

- Really entertaining and informative. It provoked lots of questions.
- Overall, very thought provoking!! Great speakers.
- Can you make sure we are sent this information? Re: Books.
- Wonderful, engaging.
- Should have materials that have cases and brief summary for discussion (without survey questions) available during session.
- Commenting on a case she didn't know the outcome was a big waste of our time. Showed me that the panel was grasping at straws. Dolal. Trick questions were a huge let down. Credibility of panel in question. Very disappointed with choice of cases to present. Felt panel side stepped the questions about their definition of "culture". If they can't give their own definition their credibility to talk about it is suspect in my opinion. Those trick questions that don't adequately answer the questions put out by the panel were a letdown and definitely reduced my opinion of the panel's credibility and expertise.
- Thought provoking.
- Thank you. Very interesting. Perhaps a better educational experience to discuss at tables. Spend more time understanding why judges voted the way they did and also seeing what the division is – among judges – is there a pattern. Particularly where it was clear from the panel that our responses were significantly different than others around the country. Great panel, well organized, great topic.
- I did not find this effective.
- Not sure how Georgia v. Adem was a cultural question.
- Judge Ridgway needs a microphone. She turned her head away from the microphone and could not be heard in the back. Extremely frustrating.
- Very interesting and thought provoking.
- Well done. Good course.
- Judge Ridgway speaks too fast. I find it interesting that we minorities and our cultures were dissected by more minorities as if we were under a microscope. More "color" on the panel would have made more credible.
- Moderator seemed a bit rude to panelists and bit short, if not "on topic".



54th Annual Judicial Conference

Tuesday, October 2, 2012

SESSION EVALUATION

Session:	**So Why Are We Still Talking About Immigration Issues?**
Faculty:	**Judge Veronica Alicea-Galvan, Ms. Ann Benson, Judge Susan J. Craighead, Judge John P. Erlick, Ms. Gail Pendleton and Judge Mary Yu**

Please include narrative comments, as well as numeric rating on a **5-point scale.**
(5 = Excellent; 4 = Good; 3 = Average; 2 = Below Average; 1 = Poor; N/A = Not Applicable)

EFFECTIVENESS	5	4	3	2	1	
1. The objectives of the course were clear.	31	17	3	-	-	**4.55**
2. The objectives of the course were achieved.	30	12	8	-	-	**4.44**
3. The faculty engaged me in meaningful activities.	29	15	7	-	-	**4.43**
4. I gained important information or skills.	30	17	4	-	-	**4.51**
5. The faculty made a clear connection between the course and the work place.	40	10	1	-	-	**4.76**
					Average:	**4.54**

COMMENTS:

- Ms. Benson, very knowledgeable – speaks a little fast – just slow down a little bit.
- I came away with information I am going to incorporate into how I handle guilty pleas. That's what I wanted out of this session.
- The U-visa portion was not relevant, particularly since there were so many other issues to discuss with the first panel. However, the final overall immigration discussion was helpful.
- Valuable topic. Issues well presented.
- The "gray area" is somewhat more in focus.
- Practical discussions were instructive and very helpful.
- Very helpful information.
- Unclear about objective #2 wording.
- Ann Benson; best of the bunch.
- Weren't particularly well prepared, as a whole, except for Judge Craighead and Judge Erlick.
- Too much information.
- I already knew most of this (but that's my fault). This is a difficult topic to analyze and present.
- Practical information and useful for my constituents when presenting arraignment and rights.

COMMUNICATION SKILLS	5	4	3	2	1	
1. The faculty was well prepared.	41	7	3	-	-	**4.75**
2. The presentation was organized.	38	10	1	2	-	**4.65**
3. Written materials enhanced the presentation.	27	16	5	2	-	**4.36**
4. Audiovisual aids were used effectively.	30	15	5	1	-	**4.45**
5. The presentation kept my interest throughout.	34	13	2	2	-	**4.55**
					Average:	**4.55**

COMMENTS:

- Outstanding program.
- Very, very helpful. Thanks.
- One of the best immigration presentations within the past 10 years.
- Excellent presentation. Judge Yu kept program moving along very efficiently.
- Excellent.
- Judge Yu did an excellent job of involving all the faculty, engaging audience and moving at a good pace.
- U-visa was totally unhelpful.
- Looking forward to bench book.
- Excellent session. Judge Yu did her usual great job of keeping things moving along crisply. Very informative.
- Thanks, Ann Benson is great.
- Very complex subject matter to be dealt with in a short time. Faculty provided great resources and information. I look forward to receiving the bench book.
- Very important work. I look forward to the bench book and continued education.
- Really need the bench book.
- Ms. Pendleton speaks so fast it is sometimes difficult to absorb the content of her presentation... Can't reflect on the comments for even one second.
- Gail Pendleton talk's way too fast.
- Raised more concerns than resolved.
- Mary Yu had the hardest job of all the presenters and did a sterling job of it.
- Could have been shortened up in certain areas. Need better guidance.
- Left out the main or didn't discuss the main case authority in the state and RCW's touching up on the issues.
- The last section wasn't quite as helpful as it felt. The very last 5 minutes were the best. I liked the focus on ethics, please remember to get us the written materials.
- Have been doing all DV Misdemeanor cases. Six out of eight years and never have I seen "U" non-immigration form.
- Got vague at times (DUI not reportable, but 2 DUI's, yes? – 3 for sure?)
- No way should a judge sign the "U" form – prosecutor if anyone, form provides "signature of certifying official", see page 20.
- Too many acronyms. Ann Benson's offense quick reference charts should have been provided. Excellent presentation.

49	33
Audience	Evaluations

54th Annual Judicial Conference

Monday, October 1, 2012

SESSION EVALUATION

Session:	**I Served My Country, Now How Can You Serve Me?**
Faculty:	**Judge Brett Buckley, Major Matthew W. Cooper, Mr. Kevin Devine, Ms. Patricia Murphy and Mr. G. Travis Sayers**

Please include narrative comments, as well as numeric rating on a **5-point scale.**
(5 = Excellent; 4 = Good; 3 = Average; 2 = Below Average; 1 = Poor; N/A = Not Applicable)

EFFECTIVENESS	5	4	3	2	1	
1. The objectives of the course were clear.	22	7	4	-	-	**4.55**
2. The objectives of the course were achieved.	21	10	2	-	-	**4.58**
3. The faculty engaged me in meaningful activities.	14	10	8	1	-	**4.12**
4. I gained important information or skills.	23	7	1	2	-	**4.55**
5. The faculty made a clear connection between the course and the work place.	24	5	1	2	-	**4.59**
					Average:	**4.48**

COMMENTS:

- Much needed. Next topic – how to do this in non-therapeutic courts.
- Very informative.
- While there was some important information, it was a bit disjointed between the three sections of the presentation. Last session was the best report on session least effective in presentation – subject matter important – presentation average.

COMMUNICATION SKILLS	5	4	3	2	1	
1. The faculty was well prepared.	27	6	-	-	-	**4.82**
2. The presentation was organized.	26	4	3	-	-	**4.70**
3. Written materials enhanced the presentation.	18	9	4	2	-	**4.30**
4. Audiovisual aids were used effectively.	18	9	6	-	-	**4.36**
5. The presentation kept my interest throughout.	24	6	3	-	-	**4.64**
					Average:	**4.56**

COMMENTS:

- Excellent session – would be good plenary session instead of "choice."
- Very timely.
- Very useful information about military culture and how it pays out in court.
- Panel – diverse and thought provoking information to audience.
- Thank you.
- Excellent presentation; very informative.
- Need microphones for audience questions/comments – can't hear questions.
- Kevin Devine – excellent presenter.
- I am hoping to get more treatment options for veterans in my court – this gave me a beginning.
- Ms. Murphy clearly is well versed and passionate about the topic – good communication, enjoyed her presentation. Major cooper; efficient and informed – good presentation and information.
- Devine and Sayers provided helpful material and Ms. Grey was able to bring it all together.
- Many of the problems and concerns could also be attributed to other types of professions, i.e. law enforcement, fire fighters. Very relevant topic and wonderful presentation. Thank you for presenting this topic/subject area.

REGISTER NOW!

"Enhancing a Coordinated Response to Domestic Violence in a Court Setting"

SEPTEMBER 24, 2012

8:30 a.m. - 4:30 p.m. (on-site registration begins at 8:00 a.m.)

Labor & Industries Facilities Building 7273 Linderson Way SW Tumwater, WA

Join in an all-day training which will help participants identify the dynamics of domestic violence and how the presence of domestic violence impacts various court proceedings. Afternoon breakout sessions will build upon knowledge gained from the morning session.

Faculty

Loretta Frederick and Kristine Lizdas, Battered Women's Justice Project; Honorable Ramona Gonzalez, Wisconsin Circuit Judge; Dr. Anne Ganley, UW Washington; James Imperatrice, Chair, New York State Uniform Court System's Quality Service Program; Robyn Mazur, Center for Court Innovation; Danielle Pugh-Markie, NCJFCJ; Honorable H. Christopher Wickham, Thurston County Superior Court

This is required training for current Title 26 GALs in Thurston County and is offered to Judicial Officers, Court Staff, Attorneys, Mediators, CASAs, Service Providers, and other interested parties. This training is supported in part through Thurston County VAWA Grant 2011-WF-AX-0056.

6.0 CJEs • 6.5 CLEs

Register Online at: https://www.surveymonkey.com/s/registration20120924

$25.00 Registration Fee (checks only) – See online registration form for information

For registration questions, please contact Pam Dittman at 360.704.4031

Judges, Prosecutors, Pro Bono Counsel, Project Coordinators

2012 Northwest Human Trafficking Summit

Saturday, October 13, 2012
8:00 a.m.—4:00 p.m.
Westin Hotel, Seattle WA

Convened by:

The American Bar Association
The Washington State Gender & Justice Commission
The Washington State Minority & Justice Commission

Summit Co-chairs:

Chief Justice Barbara Madsen, Washington State Supreme Court
Laurel Bellows, ABA President

Scope:

- Domestic and International Trafficking
- Labor Trafficking and Sex Trafficking

Morning Training:

- Cultural Competence
- Working with Victims of Violence
- Unaccompanied Children in Immigration Courts
- Washington & Federal Trafficking Laws & Enforcement

Afternoon Summit:

- Expert Keynote Speakers & Community Leaders
- Breakout Sessions for Strategic Planning and Public Awareness Campaign Development

For More Information:

Kathleen Hopkins
khopkins@rp-lawgroup.com

Dynamics of Domestic Violence & In Her Shoes

9:00 a.m.—Noon

Sponsored by the Washington State Gender & Justice Commission

Saturday, October 20, 2012
City of Federal Way Council Chambers
33325 8th Avenue South, Federal Way 98003

Panel Dialogue

Noon—2:00 p.m.

Panelists from the judicial community, the faith community, the probation community, and the domestic violence advocacy community will be on-hand to answer questions on domestic violence issues in the community.

Registration is open to individuals and/or groups through the following link:
http://october20event.eventbrite.com

THE FACE OF JUSTICE IN WASHINGTON:

AN INITIATIVE FOR DIVERSITY

The face of Washington State reflects diverse cultures, races, ethnicities, religions, genders, sexual orientations and abilities. Unfortunately, the face of justice in Washington today — the lawyers and judges who comprise our system of justice — does not accurately reflect the face of the people served by that system. For example, people of color make up approximately 16% of the state population. Yet, despite a legal framework of equal opportunity, recent statistics reveal that less than 10% of all lawyers in Washington's private law firms and only 3% of equity partners are people of color. Women, who now graduate from law schools in numbers equal to men, represent less than 20% of law firm equity partners, and are represented in the power structure of law firms, such as firm management and compensation committees, to an even lesser degree.

This Initiative for Diversity ("Initiative") reflects the value of having an attorney workforce that is inclusive of the many faces of our pluralistic society. It is designed to identify and implement strategies that will result in significant and measurable progress toward a legal profession that welcomes and encourages diversity. To that end, "diversity" is used in this Initiative to include many attributes that differ from the dominant group, including ethnicity, race, culture, gender, sexual orientation, socioeconomic level, religion, age, and physical, mental and sensory ability.

As lawyers, we have an obligation to eliminate barriers to a fair and unbiased workplace and foster inclusivity in our organizations, not only to serve effectively the rich and varied population of Washington, but also to provide leadership to other employers. Washington law firms, in-house practice groups, and other employers of attorneys are asked to become a signatory ("Member") of this Initiative and to join in a consortium with the non-profit and bar organizations who endorse these efforts to increase diversity in the courtrooms and law offices of Washington. Because Members will vary greatly in size, management, existing composition, and resources, each Member has the latitude to adopt different structures, programs, and strategies to achieve the objectives of this Initiative.

STATEMENT OF COMMITMENTS

By signing this Initiative, a Member pledges to adhere to the following commitments:

Commitment 1: **Recruit and hire law students and attorneys from diverse populations who meet the Member's requisite professional standards.**

Commitment 2: **Facilitate the professional development, retention, and promotion of attorneys from diverse populations.**

Commitment 3: **Promote diversity in the Member's management.**

Commitment 4: **Adopt and implement policies supportive of a diverse workforce.**

Commitment 5: **Conduct, on a regular basis, training programs for the Member's attorneys and staff to increase awareness of diversity issues and respect for cultural differences.**

Commitment 6: **Support existing programs and/or develop new programs to increase the number and broaden the representation of students from diverse populations who pursue a career in the law.**

Commitment 7: **Communicate, internally and to the larger community, the Member's commitment to diversity and the strategies it will use to promote diversity in the legal profession.**

Commitment 8: **Contribute financially and/or substantively to the ongoing work of the Initiative for Diversity.**

_____
Signature

_____
On behalf of Member

Dated: _____

IMPLEMENTATION OF THE INITIATIVE FOR DIVERSITY

The following action steps and "best practices" are not mandatory. They are recommended activities designed to assist Members in implementing the Initiative for Diversity. These steps are merely a beginning. They are not intended to be exhaustive.

Commitment 1: **Recruit and hire law students and attorneys from diverse populations who meet the Member's requisite professional standards.**

- Review criteria used to evaluate applicants to ensure they do not disproportionately screen out law students and lawyers from diverse populations.
- Participate in a minority clerkship program or comparable programs that provide employment opportunities for law students from diverse populations.
- Establish or maintain a school year clerkship position for a second or third-year law student from a diverse population.
- Identify and recruit law students from diverse populations through law school placement administrators, faculty members, present or former summer clerks, minority job fairs, and law student organizations.
- Recruit attorneys from diverse populations as lateral hires.

Commitment 2: **Facilitate the professional development, retention, and promotion of associates and equity partners from diverse populations.**

- Establish a structured mentoring program for junior attorneys, with special attention to the needs of attorneys from diverse populations. Mentoring should go beyond pairing a new attorney with a more senior attorney. Mentoring must be consistent and detailed, covering all aspects of the Member's work culture and environment.
- Monitor and periodically evaluate mentoring programs to ensure they are effective to achieve this commitment.
- Ensure that work-related activities with clients are as hospitable, congenial, and inclusive of attorneys from diverse populations as they are for other attorneys.

- Ensure that law clerks and junior attorneys from diverse groups have the same opportunity to (a) perform significant work assignments for important clients and senior attorneys, (b) perform interesting and challenging legal work, and (c) receive training, guidance, mentoring, client contact, performance feedback, and other opportunities to grow and succeed.

- Encourage participation in leadership development opportunities and activities for attorneys from diverse populations.

- Provide a fair allocation of firm resources and support for all attorneys.

Commitment 3: **Promote diversity in the Member's management.**

- Establish a committee that will meet regularly to define and implement the Member's diversity efforts. The committee should be diverse and the managing attorney or senior management should serve and be active on the committee.

- Reflect the diversity of the Member's employees in the Member's decision-making structure, including hiring, evaluation, compensation, and promotion committees.

Commitment 4: **Adopt and implement policies supportive of a diverse workforce.**

- Adopt and internally publicize a value statement of the Member's commitment to diversity and policies implementing that commitment.

- Adopt and implement policies that prohibit discrimination and harassment in the workplace.

- Adopt and implement policies that provide for parental leave, alternative work schedules, and domestic partner benefits.

- Adopt and implement policies to accommodate attorneys with physical, mental or sensory disabilities.

Commitment 5: **Conduct, on a regular basis, training programs for the Member's attorneys and staff to increase awareness of diversity issues and respect for cultural differences.**

- Encourage all attorneys and staff to attend diversity awareness programs.

Commitment 6: **Support existing programs and/or develop new programs to increase the number and broaden the representation of students from diverse populations who pursue a career in the law.**

- Create, participate in, and/or support programs conducted at primary and secondary schools, community colleges, and colleges and universities to encourage and assist students to pursue a career in the law.

- Establish or contribute to, as the Member's size and resources permits, a minority law student scholarship program through a law school, the King County Bar Foundation, or other organization.

Commitment 7: **Communicate, internally and to the larger community, the Member's commitment to diversity and the strategies it will use to promote diversity in the legal profession.**

- Make concerted efforts to publicize the diversity of the Member's personnel in recruiting and marketing materials and, where appropriate to the message, express a commitment to diversity.

- Cultivate relationships with the law student organizations of diverse populations at law schools where the Member recruits to increase the Member's understanding of student concerns and to inform students of the Member's efforts toward increasing diversity.

Commitment 8: **Contribute financially and/or substantively to the ongoing work of the Initiative for Diversity.**

- Upon becoming a Member and for each of the following five (5) years, make a meaningful financial contribution, as the Member's size and resources permit, in support of the Initiative for Diversity.

- On an annual basis beginning January 1, 2005, and for each of the next five (5) years, retain statistics (to the extent it is lawful to do so) concerning the number of lawyers from diverse populations who are given offers, hired, promoted , and/or leave employment, and report these statistics each year for compilation by the Initiative for Diversity Coordinator.

- Assist in providing other Members with guidance and advice regarding developments in "best practices" in diversity initiatives.

- Attend an annual meeting with leadership of the Consortium, other Member managing partners, bar association leaders, corporate counsel, and law school deans to share information and experiences, evaluate and analyze results, address shortcomings, and chart the progress made toward implementing this Initiative.

- Support new alliances and partnerships fostered by the Initiative for Diversity with area educational institutions, businesses, and community associations to promote the diversity goals of this Initiative.

- Recognize that increasing diversity sometimes requires ongoing, cultural changes. Seek assistance from the Initiative for Diversity Coordinator and other Members to facilitate those changes.

#260598 13000-014 5I2%04! doc
Draft Date: 05/15/04

Few females don judge's robes

Clark County lags other highly populated counties in state in terms of women jurists

The Columbian – October 15, 2012

Early in her career, Barbara Johnson was a big-city prosecutor who never planned to become a judge.

She was having lunch with lawyer friends one day in the mid-1980s, when the group of women made guesses about who would become the next Superior Court judge. At that time, there had never been a woman on the bench in Clark County.

They pressed Johnson to apply.

Johnson, a former deputy prosecutor in King County who had moved to Vancouver and was working at a private law firm, considered the idea. Though unprecedented in Clark County, women judges were common in Seattle, so the idea didn't scare her.

"It seemed perfectly normal up there," Johnson said.

When a position came open two years later, she applied to the governor for a mid-term appointment.

Today, 25 years later, Johnson is the longest-tenured Superior Court judge in Clark County. Yet she is still a minority on the bench.

There is only one other woman on the Superior Court bench: Judge Diane Woolard. She took office 13 years after Johnson. And in the 12 years since Woolard donned her black robe, another woman hasn't taken one of the eight other Superior Court positions.

Instead, five men have been sworn into office for the first time.

It's a recurring theme that has puzzled attorneys. Female judges offer a unique mix of temperament and life experience, attorneys say, so why aren't more women stepping up? "I think it's just important to have diversity because the people who come to the court are a diverse bunch," said Vancouver private practice attorney Suzan Clark.

What causes the disparity among the county's jurists? Will it change when the next generation of judges take the bench?

County falls behind

Statistics show Clark County has the lowest percentage of female Superior Court judges among Washington's most populous counties. In King County, for instance, 17 women fill more than half of the 33 positions, and in Pierce County, 10 of 23 Superior Court judges are women.

Including District Court judges only slightly raises Clark County's diversity. Overall, 25 percent of the 16 judges on Clark County's District Court and Superior Court benches are women — compared with the 33 percent average for female judges in Washington, according to statistics from Washington's Administrative Office of the Courts.

And it's not a matter of there being fewer female attorneys. An increasing number of women are practicing law now compared with 20 years ago, state experts say, and it seems Clark County and smaller, more rural counties haven't caught up.

"It's an issue we're still dealing with," Woolard said. "Compared to metropolitan areas, like King, Pierce and Spokane counties, we are (behind). Compare us to Cowlitz and Lewis (and) we aren't."

Child-rearing

Judges and female attorneys in town offer differing opinions about why Clark County has few women on the bench. Some of them point to the county's suburban makeup that attracts families, pointing out that women attorneys with young kids sometimes don't want to take on a jurist's high-profile, intense job.

Kelli Osler became the county's first female District Court judge in 2010. Previously, she served as a major crimes deputy prosecutor and then a court commissioner. As a mother of two teenagers, Osler said being a judge would have been much more difficult for her a few years ago.

"A big hindrance is having younger kids," Osler said. Many law firms have a job-sharing program for working mothers, unlike the regimented schedules for judges who are required to oversee busy daily dockets, she said.

Neither Woolard nor Johnson had young children at home when they took office. Woolard, now 68, was a caseworker for the Department of Social and Health Services for 13 years before becoming an attorney in 1985. Her only son was grown, so she didn't have limitations at home, she said.

She said one of the reasons she chose to become a judge was to bring more diversity to the bench. Becoming a judge appeared to be the next logical step in her career, Woolard said.

Woolard said she doesn't feel like gender discrimination is the issue. "It's not like women don't feel comfortable because of their gender," the judge said. "It's a choice they make with their careers."

Johnson also didn't think there was resistance to having a female judge when she took office in 1987. She pointed to several male Superior Court judges who encouraged and helped show her the ropes when she took the bench.

Johnson, who doesn't have children, agreed with Woolard that becoming a judge is a matter of choice that may be easier without restrictions at home.

"I think there's more reluctance for women to put themselves forward," Johnson said.

Clark, a longtime attorney in town, agreed. "If you are a full-time mom and a full-time lawyer, that's a pretty tough assignment," she said.

Unlike some metropolitan areas, Clark said, Clark County "is conducive to raising a family." She said she also practices law in Multnomah County and doesn't see the same trend. About half the judges in Multnomah County Circuit Court are female.

"I really think that's what holds some women back," Clark said.

On the other hand, Camara Banfield, a major crimes deputy prosecutor who has applied twice for a judge position, doesn't believe parenthood should factor into women's seeking the bench. A mother of three, Banfield said motherhood hasn't been an issue for her — even though people have questioned whether she's ready because of it.

"When I was going to put my name in, someone said, 'Why? You have kids,'" Banfield said. "'You can't be a mommy and a dynamic attorney at the same time.' That's bull."

Sonya Langsdorf, a Clark County District Court judge who has two younger children, also doesn't see motherhood as a disqualification from the job.

"In my opinion, it is tough to juggle parenthood with any full-time job," she said by email. "I don't believe it is unique to being a judge."

Interest, opportunity

So is the lack of female judges an issue of interest — or of opportunity?

Some attorneys point out that there's only been a handful of women who have applied or run for a Superior Court judgeship over the last three years, namely Banfield, Vancouver attorney Josephine Townsend and Superior Court Commissioner Carin Schienberg. In comparison, nine men have expressed interest in the last three Superior Court openings. Superior Court judges are elected to office, but if they step down midterm, the governor must appoint a replacement.

Earning $148,836 a year, they preside over criminal cases, civil cases involving more than $75,000, divorces, probate cases, juvenile cases and other matters.

"There just hasn't been a lot of interest," Clark said.

For Banfield, an attorney of nine years, the issue has been cracking into leadership positions. Without experience on state advisory boards or as an officer of the county's bar association, it's difficult to position yourself to become a judge, she said.

Banfield believes that in Clark County, those positions are dominated by men.

"The numbers are reflecting that Clark County is still lagging behind," Banfield said. "It takes some time and it takes some courage."

Looking ahead

Woolard and Johnson both appear to be toward the end of their careers on the Superior Court bench; Woolard has already announced she will not run again in four years, when her term expires.

Will more women step up? Johnson thinks so.

She pointed to the recent appointments of District Court commissioners Dayann Liebman and Kristen Parcher and District Court judges Osler and Langsdorf. All four took office in the past three years.

Commissioners perform many of the same tasks as judges. District Court judges preside over misdemeanor criminal cases, such as shoplifting and drunken driving, and civil cases involving smaller sums.

Osler and Banfield said they hear more women considering the bench.

"I think there are more women putting their names in the hat than before," Osler said.

The importance of having women on the bench, attorneys and judges say, is having a well-rounded, diverse judiciary with varying life experiences.

"You wouldn't want to have an all-men bench and you wouldn't want to have an all-women bench," Banfield said.

Each person, man or woman, black or white, bring a different lens to the law based on his or background, Banfield said. That's important when presiding over cases involving people of various income levels, background and ethnicity, attorneys say.

Clark, who has been encouraged by a number of local attorneys to run for a judgeship, said she plans to seek the bench at some point in the next few years. Banfield said she plans to apply again.

Woolard said she doesn't want the county to regress.

"I would sure hate for us to go from two to none."

Laura McVicker: *http://twitter.com/col_courts; http://facebook.com/reportermcvicker; laura.mcvicker@columbian.com; 360-735-4516.*

Beall to be first female judge at Puyallup municipal court

A longtime South Sound litigator will be Puyallup's new municipal court judge.

SARA SCHILLING The News Tribune

Oct. 4, 2012

A longtime South Sound litigator will be Puyallup's new municipal court judge.

Andrea Beall, a partner in the law firm Stewart Beall MacNichols & Harmell, starts Nov. 1. She replaces retiring Judge Stephen Shelton, who has presided for about 18 years.

The Puyallup City Council confirmed Beall's appointment Tuesday. Her annual salary will be roughly $134,600, a city spokeswoman said.

Beall will fill the rest of Shelton's term, which runs through next year, and then will have to win election to keep the seat. She will be the first female to preside at the city's municipal court, a city news release said.

She's lived in the Puyallup area since 1999 and has served as a judge pro tem in Puyallup, Sumner, Auburn, Tacoma and Issaquah, the city said. She is a graduate of Seattle University's law school.

Mayor Rick Hansen picked Beall from a pool of three finalists. A total of 14 people applied. A committee that included council members John Knutsen and Kent Boyle helped with the selection process.

"I am honored that Mayor Hansen and the committee selected me," Beall said in the city news release issued in advance of the confirmation vote. "I look forward to serving the City of Puyallup and becoming a part of the fabric of this community."

IV. ACCOUNTABILITY AND CONNECTION WITH FATHERS

The first key premise of this guide—that men who use violence can be held accountable for their behavior and simultaneously be encouraged to change it—comes, in part, from the lessons of more than thirty years of work with men in nonviolence programs (commonly known as batterers intervention programs or BIPs). Although the research on the outcomes of BIPs is mixed,[11] most researchers agree that, at the very least, programs have a modest positive effect on men who batter. Some serious research conducted by Edward Gondolf suggests that, in fact, the long-term positive effects of BIPs can be very significant. For forty-eight months, he studied 840 men who completed BIPs and found that 52 percent did not re-assault their partners and an additional 26 percent re-assaulted their partners once over the four-year follow-up period.[12]

Most researchers will agree that BIPs are an important part of the system to keep women an children safe, provided that they don't work in isolation.

The discrepancies in outcome measures of BIPs in the more than seventy studies that have been conducted to date might have more to do with research methodologies than with actual program effectiveness.[13] However, most researchers will agree that BIPs are an important part of the system to keep women and children safe, provided that they don't work in isolation. Rather, they ought to be an active part of the coordinated community response. Furthermore, it is essential that courts monitor both the men who batter and the BIPs and that noncompliance with the program rules be followed by swift judicial sanctions.

Research on BIPs' effectiveness is made more complicated by the fact that the philosophies and designs of the programs can vary widely. On one hand, they can range from purely educational to almost totally process-oriented, and on the other, from models based on heavy confrontation to designs guided by compassion for the participants.

Many BIP practitioners with vast experience working with men who batter have concluded that the best approach might be to strike a balance between confrontation and

---

11 Aldarondo, E. (2002). Evaluating the Efficacy of Interventions with Men Who Batter. In Aldarondo, E. and Mederos, F. (Eds.). *Programs for Men Who Batter.* Kingston, NJ: Civic Research Institute, pp. 3-1 to 3-20.

12 Gondolf, E. W. (2002). *Batterers Intervention Systems.* Thousand Oaks, CA: Sage Publications.

13 Gondolf, E. W. (2004). Evaluating batterer counseling programs. *Aggression and Violent Behavior 9*, pp. 605–631.

14 For more information on BIP models, see Aldarondo, E. and Mederos, F. (Eds.). (2002). *Programs for Men who Batter.* Kingston, NJ: Civic Research Institute.

support for change, and between pedagogical and counseling methodologies. Although there are some mainstream BIPs that have pioneered this approach,[15] a balance between accountability for the abuse and assistance in renouncing it has been almost universally practiced by the few programs started and led by providers of color.[16] This suggests that a cultural analysis can help programs achieve an equilibrium that might be effective in engaging men who batter and enhancing the safety of their victims.

Likewise, it seems that many programs for men who batter outside the United States have adopted variations on this approach. In one instance, Einat Peled and Guy Perel from Israel have proposed the concept of "Duality in Practice." Their methodology "implies a condemnation of the harm the fathers cause to the children and the children's mother and strives to put a stop to the abuse, while also being attentive to the father's distress and providing them with support."[17]

Fernando Mederos and the Massachusetts Department of Social Services Domestic Violence Unit have proposed a similar approach when working with men who batter in the context of child protection services.[18] Based on this framework, which Mederos and his colleagues have named "Accountability and Connection," the FVPF has been exploring for some years the concept of using fatherhood as a leading approach to engage abusive men in renouncing their violence. The Fathering After Violence Initiative[19] has been looking at ways to help abusive fathers understand the effects of witnessing and experiencing domestic violence on children, and therefore create an impact that might persuade them to renounce their violence.

This idea has come in part from the experience of many BIP providers, who have observed that abusive fathers seem to be able to develop empathy toward their children more easily than toward their partners and that this pathway to empathy can help some men reflect upon and change abusive and violent conduct.

---

15 A partial list of programs includes the Men's Resource Center for Change in Amherst, MA; the Domestic Abuse Project in Minneapolis, MN; Menergy in Philadelphia, PA; Christians Addressing Family Abuse in Eugene, OR; and Men Overcoming Violence in San Francisco, CA.

16 A partial list of programs includes Caminar Latino in Atlanta, GA; EVOLVE in Hartford, CT; CECEVIM in San Francisco, CA; the National Compadres Network, the Institute for Family Service in New Jersey, NJ; and the Batterer Education Program for Incarcerated African-Americans in MN.

17 Peled, E. and Perel G. (2007). A Conceptual Framework for Intervening in the Parenting of Men Who Batter. In Edleson, J. and Williams O. (Eds.). *Fathering by Men Who Batter.* New York: Oxford University Press, p. 90.

18 Mederos, F. et al. (2004). *Accountability and Connection with Abusive Men.* San Francisco: Family Violence Prevention Fund.

19 Areán, J. C. and Davis, L. (2007). Working with Fathers in Batterer Intervention Programs: Lessons from the Fathering After Violence Project. In Edleson, J. and Williams O. (Eds.). *Fathering by Men Who Batter.* New York: Oxford University Press, pp. 118–130.