



Gender and Justice Commission (GJCOM)
SeaTac Office
18000 International Blvd
Friday, May 4, 2018 (8:45 AM – 12:00 PM)

MEETING NOTES

Present: Justice Sheryl Gordon McCloud, Chair, Judge Anita Crawford-Willis, Judge Michael Evans, Ms. Grace Huang, Ms. Trish Kinlow, Judge Eric Lucas, Ms. Heather McKimmie, Ms. Erin Moody, Ms. Riddhi Mukhopadhyay, Justice Susan Owens, Dr. Dana Raigrodski, Ms. Leslie Savina, Judge Cindy K. Smith, Ms. Vicky Vreeland, Ms. Cassidy Wiseley-Paul (Law Student Liaison)

Guests: Ms. Laura Edmonston, Ms. Laura Jones, Ms. Lynda Zeis

AOC Staff: Ms. Kelley Amburgey-Richardson, Ms. Cynthia Delostrinos, Ms. Nichole Kloepfer

Excused: Ms. Josie Delvin, Ms. Patty Eakes, Ms. Gail Hammer, Judge Richard Melnick, Mr. Sal Mungia (ATJ Board Liaison), Judge Marilyn Paja, Ms. Jennifer Ritchie, Ms. Sonia Rodriguez True, Ms. Gail Stone

CALL TO ORDER

The meeting was called to order at 8:45am.

March 2, 2018 Meeting Notes

Minutes approved as amended. Ms. Erin Moody was added to the attendance.

WELCOME & INTRODUCTIONS

Justice Gordon McCloud gave brief introductions.

SPEAKER

Women Trial Attorneys Research – Ms. Vicky Vreeland

- Ms. Vreeland summarized her recent CLE presentation regarding treatment of women trial attorneys, primarily in large firms.
- She presented on the research the ABA Commission on Women has conducted, starting in 1988. There are increasing numbers of women in large firms, but the culture has not made significant changes. In particular, women of color report experiencing barriers and marginalization.
- The group discussed the need to develop tools, resources for supporting young women of color in the profession. Mentoring programs and training on implicit bias are helpful.

ACTION: Ms. Vreeland's CLE materials will be distributed to the Commission listserv.

COMMITTEE & PROJECT UPDATES

Education Committee – Committee & Staff

- Recent Programs
 - Appellate Conference
 - Co-sponsored session on Collateral Consequences took place in March and was very well-received. Evaluations are in the meeting packet.
 - SCJA & AWSCA Conferences
 - Co-sponsored sessions on Immigration's Impact on the Judiciary took place in April and were well received. There is a lot happening in this area, robust content, wasn't time to cover everything. Evaluations are in the packet.
 - Session on Court Access for Incarcerated Parents took place in April. There were 4 presenters, did a great job. Presentation on parenting alternatives program and court rule for telephonic access were particularly interesting. Came away with tangible tips to use in the courtroom. Participants who had attended past sessions on this topic saw the progression and development of solutions. Evaluations are in the packet.
 - Poverty Simulation
 - Cynthia worked with Trish Kinlow to coordinate 7 DMCMA poverty simulations, targeting court line staff.
 - Three of the simulations had to be canceled on the eastside because the simulation requires at least 30 participants and 17 volunteers. Learned from this experience. More advance notice may be needed next time.
 - There were 7 to 10 family scenarios. Transportation and housing were the most critical components. The experience was very impactful. A participant explained she had forgotten what it was like to empathize with people who cannot pay LFOs, have transportation barriers, and other poverty based issues.
 - Court staff felt the training should be presented to judges next. There was also a suggestion to share resources and best practice models at the end so participants had a practical take-away.
- Upcoming Programs
 - DMCJA Conference
 - Session on Technology Misuse in DV Cases will take place in June. This is Part 2 of last year's G&J sponsored session. Judge Crawford-Willis has agreed to serve as G&J Education Committee's liaison for planning the program.
 - Fall Conference
 - Procedural Justice: Fair Treatment Matters with Center for Court Innovation faculty was selected and is scheduled as a plenary session on September 23rd. First planning call was last week and went very well. Emily Gold LaGratta is the Director of CCI's Procedural Justice Initiatives and will present evidence-based practices, barriers to implementation, and facilitate an interactive piece.

- Immigration's Impact on the Judiciary: Implementing New Evidence Rule 413 was selected and is scheduled as a choice session on September 24th. This program will be adapted from the SCJA conference session. More practical information on how to implement the evidence rule will be included.
 - Dana Raigrodski suggested that the group consider a recorded webinar on the black letter law that participants could watch ahead of the session, to reduce the amount of content needed to be covered in 90 minutes.

Gender Bias Study – Justice Gordon McCloud, Chair

- Our grant application for a State Justice Institute Project Grant to conduct the study was submitted on April 25th.
- If selected, the project will start at the beginning of next fiscal year (July 1st).

Domestic & Sexual Violence Committee – Ms. Erin Moody, Co-Chair

- Erin Moody and Judge Jackie Shea-Brown (Benton & Franklin Superior Courts) have agreed to Co-Chair the newly combined DSV Committee. They are working to schedule the committee's next meeting to discuss upcoming projects.
- WAC Comments
 - Comments on the proposed revisions to the DV perpetrator treatment provider certification standards (Chapter 388-60A WAC) were developed by the committee and submitted to DSHS on April 24th. A copy may be found in the packet.
- Sexual harassment model policy
 - The BJA asked GJCOM to take this on for the judiciary as an employer. Other issues may be considered as the policy develops.
 - Ms. Moody has developed a draft model sexual harassment policy, and is consulting with Aviva Kamm at Stokes Lawrence (a presenter for the recent #MeToo CLE), Patty Eakes, and others.
 - Vicky Vreeland suggested that the advisory group needs representation from plaintiff attorneys and that the policy should follow the Washington Law Against Discrimination rather than Title VII. Leslie Savina agreed. Both will provide attorney names to Kelley Amburgey-Richardson.
 - Members also discussed two new laws – establishing the Women's Commission and requiring the development of a model sexual harassment policy for WA employers. The Commission is interested in how the implementation of these laws may intersect with the Commission's work and mission.
- DV & Firearms Surrender
 - The committee is interested in regional meetings on DV & firearms surrender, and development of a firearms bench card, which is also of interest to the Education Committee. The committee will also consider the firearms recommendations Judge Levinson made during her presentation at the last GJCOM meeting.
- Sexual Offense Bench Guide

- There are several chapters that have been drafted by students and/or practitioners that need review by judicial officers. The committee will be working on a plan for this and for maintaining the Domestic Violence and Sexual Violence bench guides in general.

ACTION: Vicki Vreeland and Leslie Savina will provide names of plaintiff attorneys to invite to participate in the sexual harassment policy advisory group.

Tribal State Court Consortium – Judge Cindy K. Smith, Committee Chair

- The TSCC Regional Meeting is scheduled for June 1st and the Tulalip Tribe is hosting.
- The meeting will focus on consortium development and emerging issues, with a focus on effectively addressing gender based violence issues.
- This is one of the TSCC projects that is supported by GJCOM's required STOP grant set-aside to support tribal courts with DV and SA issues.
- The planning committee is hoping to schedule an in-person meeting in July to discuss the agenda for the Annual Meeting, which is held at the Annual Fall Judicial Conference.
- Justice Owens and Justice Madsen submitted a request to the Attorney General's Office for an opinion on protection order enforcement. The office accepted the request and will research and write an opinion. No deadline is set. Once received, it will be shared out to appropriate agencies.

Incarcerated Women & Girls Committee – Committee & Staff

- Court Access Convening workgroups
 - We hope to schedule an in-person meeting of the workgroup leads this summer, perhaps during an IWG Committee meeting.
 - Laura Edmonston's workgroup is focusing on access to law libraries and legal research, what is available and ideas around that. One idea the group is working on is a guide to maximize time when researching, as incarcerated people may have limited access to the library.
- Success Inside & Out
 - This conference, held at Mission Creek Corrections Center for Women, is an annual partnership between the National Association of Women Judges and the Commission.
 - It is scheduled for October 11-12th and planning is underway. The planning committee hopes to encourage more judicial officers from Central and Eastern WA to attend this year.
 - Judge Karen Donohue is the NAWJ representative on the planning committee. She requested input from the Commission about potential conference speakers.

ACTION: Commission members should send any recommendations they have for Success Inside & Out speakers to Kelley Amburgey-Richardson.

Communications Committee – Committee

- Annual Women's History Month CLE

- On March 13th, the Commission co-sponsored a CLE with WWL and WSBA, The #MeToo Movement & Employment Law. Several Commission members were able to attend and the event was well-received.
- Following the CLE, Judge Paja solicited feedback from the Communications Committee about whether this should be an annual partnership. The committee expressed its full support, and now asks the Commission for approval to move forward with this.
- **DECISION:** Motion to support this partnership as an Annual Women's History Month CLE event unanimously passed.

- Public Trust & Confidence Committee PSA
 - All three Commissions are participating in the development of a PSA by this committee of the BJA. Trish Kinlow is G&J's representative on the planning committee.
 - The focus is members of the public being treated with dignity, fairness, and respect in the courthouse.
 - First conference call took place this week, to understand the impetus, audience, how we want people to feel when they watch it, and anticipated outcome.
 - The impetus was the letter Chief Justice Fairhurst sent out about ICE enforcement in the courthouse and people not feeling safe coming to court, but won't necessarily be the topic of the PSA.
 - Discussion: Is the PSA targeted at immigrants and others fearful of coming to court?
 - Commission members expressed concern that we wouldn't want the PSA to tell people it's safe to come to court if we can't guarantee that.
 - Could the PSA be targeted instead toward people who think enforcement at the courthouse is ok, and may not empathize with immigrants and others who don't feel safe? It could show the impact of people not being shown respect, dignity, or fairness.
 - The PSA should include resources, what to do if you are not treated with respect.

- Additional Written Reports in Packet
 - WSBA Licensing Demographics Form Meeting
 - NAWJ Midyear Conference

CHAIR & STAFF REPORTS

Chair Report – Justice Gordon McCloud

- Bylaw amendment adoption - Section 3.3 of the Gender & Justice bylaws was amended to allow the Chair discretion to invite a member to be appointed to additional full or partial terms beyond the existing term limits. A copy of the amendment language is in the packet.
- Membership updates
 - Justice Gordon McCloud has invited Judge Melnick to stay for an additional term and continue his work as Chair of the Education Committee, while helping the Commission conduct succession planning for that committee.

- This is Leslie Savina's last meeting – Congratulations to Leslie on her retirement from the Northwest Justice Project and thank you for all of the important work you have done with the Commission!
- The Chairs will be in communication with the Nominations Committee about appointments for membership vacancies.

Staff Report – Kelley Amburgey-Richardson

- Washington Initiative for Diversity's Legal Executives Summit will be held on May 23, 2018. The Commission is sponsoring this event and Jennifer Ritchie is attending as GJCOM's representative.
- The Commission is also sponsoring the Beyond Pink 4 Conference put on by the Justice for Girls Coalition of WA State. This year the conference theme is One Girl, Many Systems, and will focus on building supportive environments and practices for working with girls within and across systems. The event is on November 4th (same day as our Commission meeting). We will be extending the opportunity to attend to some of our more active ad hoc committee members.
- Next GJCOM meeting is June 21st, which is a Thursday. Please mark your calendars.

ANNOUNCEMENTS

- Dr. Dana Raigrodski announced there is a lunch presentations at UW on Sexual Harassment this coming week. Information will be distributed via the Commission listserv.

GUEST SPEAKER

HB 1163 DV Workgroups Legislative Reports – Ms. Laura Jones, Staff Workgroups Coordinator

- Ms. Laura Jones is AOC's contracted staff person coordinating the legislative workgroups on DV Perpetrator Treatment/Intervention and Risk Assessment.
- Judge Paja and Judge Lucas Co-Chair these workgroups for the Commission.
- The workgroups have legislative reports due in June, and Laura presented on key issues, consensus/decision points reached by the workgroups, and provided an overview of the legislative reports.
- Commission members recommended that the workgroups consider victim privacy issues that may arise with data collection.
- Grace Huang recommended that the Commission allocate resources to updating these sections of the DV Bench Guide when the reports are final.
- If Commission members have questions or comments about the reports, please contact Judge Paja or Judge Lucas.

The meeting adjourned at approximately 12:20pm.