2010 Annual Report
of the
WASHINGTON STATE
MINORITY AND JUSTICE
COMMISSION

Administrative Office of the Courts
Post Office Box 41170, Olympia, Washington 98504-1170
Phone: (360) 705-5327 • Fax: (360) 956-5700
minority.justice@courts.wa.gov
www.courts.wa.gov
Table of Contents

Our Mission
1

Commission and Technical Support Members
2 - 3

Letter from the Co-Chairs
4

Executive Summary
5

Dedication to Justice Douglas W. Luna
6

Education Committee
8 - 10

Evaluation and Implementation Committee
11 - 12

Outreach Committee
13 - 14

Research Committee
15 - 16

Workforce Diversity Committee
17 - 18
Our Mission

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

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

Jeffrey A. Beaver  
Attorney at Law  
Graham and Dunn

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

Judge Deborah D. Fleck  
King County Superior Court

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

Jeffrey E. Hall  
Administrator  
Administrative Office of the Courts

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

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

Judge LeRoy McCullough  
King County Superior Court

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

Jeffrey E. Hall  
Administrator  
Administrative Office of the Courts

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

Judge James M. Murphy, Retired  
Spokane County Superior Court

Judge Vance W. Peterson  
Spokane County District Court

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

Jeffrey C. Sullivan  
Attorney at Law

Judge Greg D. Sypolt  
Spokane County Superior Court

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

Judge Dennis D. Yule, Retired  
Benton/Franklin Counties Superior Court
## Technical Support Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor Bryan L. Adamson</td>
<td>Attorney at Law</td>
<td>Seattle University School of Law</td>
</tr>
<tr>
<td>Ann E. Benson</td>
<td>Attorney at Law</td>
<td>Washington Defender Association</td>
</tr>
<tr>
<td>Professor Robert S. Chang</td>
<td>Director</td>
<td>Fred T. Korematsu Center for Law and Equality</td>
</tr>
<tr>
<td>Judge Donald J. Horowitz, Retired</td>
<td></td>
<td>King County Superior Court</td>
</tr>
<tr>
<td>Uriel Iñiguez</td>
<td>Executive Director</td>
<td>State of Washington Commission on Hispanic Affairs</td>
</tr>
<tr>
<td>Yemi Fleming Jackson</td>
<td>Attorney at Law</td>
<td>T-Mobile</td>
</tr>
<tr>
<td>Eric A. Jones</td>
<td>Attorney at Law</td>
<td>Emmaus Consulting PLLC</td>
</tr>
<tr>
<td>Patricia C. Lally</td>
<td>Attorney at Law</td>
<td>United States Attorney’s Office</td>
</tr>
<tr>
<td>Judge Douglas W. Luna</td>
<td>Central Council Tlingit and Haida Indian Tribes of Alaska</td>
<td></td>
</tr>
<tr>
<td>Amalia C. Maestas</td>
<td>Attorney at Law</td>
<td>Muckleshoot Indian Tribe</td>
</tr>
<tr>
<td>Frank Matocco</td>
<td>Administrator</td>
<td>Kitsap County Superior Court</td>
</tr>
<tr>
<td>Commissioner Joyce J. McCown</td>
<td></td>
<td>Washington Court of Appeals, Div. III</td>
</tr>
<tr>
<td>Rosa M. Melendez</td>
<td>Regional Director</td>
<td>Community Relations Service</td>
</tr>
<tr>
<td>Karen W. Murray</td>
<td>Attorney at Law</td>
<td>Associated Counsel for the Accused</td>
</tr>
<tr>
<td>Carllene M. Placide</td>
<td>Attorney at Law</td>
<td>Dorsey &amp; Whitney LLP</td>
</tr>
<tr>
<td>P. Diane Schneider</td>
<td>Washington State President</td>
<td>National Latino Peace Officers Association</td>
</tr>
<tr>
<td>Nancy K. Scott</td>
<td>Skagit County Clerk</td>
<td></td>
</tr>
<tr>
<td>Judge Mariane C. Spearman</td>
<td></td>
<td>King County Superior Court</td>
</tr>
<tr>
<td>Judge Vicki J. Toyohara, Retired</td>
<td></td>
<td>Washington Administrative Law Judge</td>
</tr>
</tbody>
</table>
Letter from the Co-Chairs

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

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

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

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

The Minority and Justice Commission remains committed to the following:

• Eliminating racial and ethnic bias from the state court system through education and advocacy within our courts in order to ensure fair and equal treatment for all parties, attorneys, court employees, and the public;

• Supporting and, where possible, conducting research into the problem of racial disparity in our justice systems;

• Increasing cultural awareness through diversity education programs for judges and other court personnel;

• Increasing racial and ethnic diversity in our courts’ workforce through recruitment and workforce diversity education and outreach programs;

• Publishing an annual report and quarterly newsletter, Equal Justice.

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

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

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

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

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

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

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

Monto Shan Morton
Executive Director
Dedication to Judge Douglas W. Luna

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

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

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

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

Judge Douglas Luna’s legacy of service and dedication to advancing equal justice for all will live on and continue to inspire all those who were privileged to work with him.
The Work of the Commission
The Education Committee endeavors to improve the Washington State justice system by promoting and developing the knowledge, understanding, and skills of those who provide services to the state’s population. The Committee utilizes creative means to produce quality educational programs that address specific needs of those who provide services in the administration of justice. The Committee holds training sessions each year for new judicial officers and court staff.

The session, “Toward a More Culturally Competent Courtroom,” was presented at the Judicial College on January 26, 2010. Judge LeRoy McCullough, Judge Gregory D. Sypolt, Judge LeRoy McCullough, Judge Gregory D. Sypolt, Benita Rodriguez Horn, and Peggy Nagae co-presented the session and utilized an integrated presentation style and participatory format involving use of best practice scenarios and sharing of knowledge and experiences. The session provided the new judicial officers tangible tools to help in their day-to-day responsibilities, and a greater understanding of diversity and cultural competence, awareness and appreciation of differences, effective communication across differences, and strategies to assist court users and staff to become more inclusive and helpful in the administration of justice for minorities.

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

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

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

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

(continued from page 8)
inclusive court environment.

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

The Committee continues to utilize creative steps in providing education to judicial officers, court administrators and staff, and other service providers within the State's justice system. The need to provide trainings continues to increase with the growing minority populations and legal issues unique to them. The current economic environment has called for more cost effective means in which to deliver education sessions; therefore, the Committee is using multi-media technology such as the Virtual Institute for New Court Employees: Cultivating Cultural Competency Course, an on-line training course, developed by the Commission, Administrative Office of the Courts, and other agencies. The course provides the essential tools and skills to enhance the understanding of cultural competence and develop a judicial system that is inclusive, accessible, and respectful, thereby increasing public trust of the Washington Court system. The course contains two parts – the on-line course, completed individually, and “Follow-Up Guide,” for facilitating small group sessions. The webpage is located on the Washington State Courts website at: http://www.courts.wa.gov/training/tutorials/cultcomp/ccc1.html.
Evaluation and Implementation Committee

Committee Members
Judge James M. Murphy, Retired, Chair
Professor Robert C. Boruchowitz
Judge Deborah D. Fleck
Jeffery E. Hall
Jeffrey C. Sullivan

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

Goals for 2010 thru 2015
* Evaluate Commission-sponsored report findings to determine whether they apply to the mission of the Commission and its goals.
* Periodically evaluate Commission activities to determine whether they are accomplishing the mission of the Commission and its committee goals.
* Monitor and evaluate activities of other organizations within the state of Washington and other states that address minority issues relevant to the mission of the Commission and its committee goals.
* Develop recommendations for actions and/or activities for the Commission and its committees based upon the results of its evaluation of Commission-sponsored reports, activities and the activities of other organizations addressing minority issues relevant to the mission of the Commission and its goals.
* Implement Committee-recommended actions and/or activities, which were agreed upon by the Commission and its committees, which require support and at which time support is no longer required, redirect those projects to the rightful committee.

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

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

(continued on page 12)
The Committee members discussed how the Commission should address legislative proposals concerning its mandate. The Committee concluded that the Commission is only limited by its mandate in deciding what legislation to consider or propose. Further discussions led to ways in which the Committee could monitor legislative issues concerning the Commission’s mandate and obtain thorough information to make a clear recommendation to the Commission. The Committee recommended that the Commission discuss the parameters of involvement in addressing legislation. The Committee reviewed the Uniform Collateral Consequences Act, and recommended that the Commission address it after it has been enacted.

The Committee is participating in the Information Technology (IT) Governance process, which was developed by the Judicial Information System Committee to help include the court community in the decision making process for future IT projects. This process allowed the Information Services Division (ISD) at the Administrative Office of the Courts (AOC) to include the Commission in making and evaluating requests relevant to minority issues. The Commission as a whole and individually is a potential requestor and has the ability to develop and submit an IT project based on their perceived need. The Committee is also presented with the opportunity to receive all submissions relevant to minority issues and review them making any necessary recommendations to the originator.
During 2010, the Outreach Committee surveyed Commission and Technical Support members in order to identify their affiliations or relationships with organizations and agencies involved with issues relating to minorities and the state justice system. Based upon the survey results, the committee created a directory of members who have agreed to serve as Commission liaisons to the identified organizations and agencies. The member liaisons will contribute to the work of the Commission in two important ways by: (1) maintaining a direct and continuing connection for communication and cooperation between the Commission and the agencies and (continued on page 14)
(continued from page 13)

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

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

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

In November, 2010, the Committee coordinated the Eighth Annual Tri-Cities Youth and Justice Forum. The program brought together approximately 200 students, eighth through twelfth grades, to learn about the justice system and career opportunities in the legal profession. More than 65 professionals representing judicial officers, attorneys, court reporters, interpreters, police, and corrections officers from the local communities volunteered their time and energy in this effort. The students acted in mock court scenarios and participated in breakout sessions discussing issues relating to youth and the justice system. The forum is designed to provide positive interactions between youth and justice system professionals, create opportunities for historically underrepresented communities and ethnic groups to join the justice system workforce, improve students’ understanding of the legal system and their rights and responsibilities in their communities.

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

The Committee recommended venues for Commission quarterly meetings and is grateful to these organizations that generously hosted meetings for the Commission in 2010: the Seattle offices of Dorsey and Whitney, LLP; the Seattle Indian Center; and the University of Washington School of Law.
The Research Committee, in its efforts to maintain a collection of data concerning aspects pertaining to minorities in the legal community and judicial system, i.e., demographics of judges, court staff, state population, etc., discussed obtaining demographic information of judicial officers to include administrative law judges and court line staff. It was determined that existing census data did not contain this information and would have to be obtained by survey. The Committee determined that an intern or professional consultant would be needed to carry out such a task. The Committee continues to discuss the matter.

The Committee, in its efforts to conduct research studies, gathered information regarding a study of the assessment of legal financial obligations at the district and municipal court level from the Administrative Office of the Courts and the researchers, Dr. Katherine Beckett and Dr. Alexis Harris, for the Commission research report, “The Assessment and Consequences of Legal Financial Obligations in Washington State, August 2008.” The Committee discussed the development of a research question for the follow-up study, and the discussion led to two other study topics: disproportionality of the issuance of Driving While License Suspended III (DWLS III) and the cost analysis of LFO collection. Of the three, a recommendation was made to focus the next study on DWLS III due to the belief that minorities may be assessed higher DWLS IIIs, more likely to miss court dates and be issued warrants, and incarcerated for being unable to pay. Committee members agreed that this issue is very timely given the... (continued on page 16)
focus of other organizations within the judicial system on this topic, such as the District and Municipal Court Judges Association, that found that forty percent of their case docket consisted of DWLS III and the finding that incarceration was costly to the courts. Further discussion on this topic concluded that the issue has been resolved for the most part through changes in court procedure; however, the issue still seems a relevant barrier for the transient and indigent population.

Due to the extensive costs of conducting research studies and the economic environment of Washington State, members agreed to develop collaborative efforts with legal community organizations in regards to research information, funding opportunities, intern/externship programs, and other resources. The Committee seized a collaborative opportunity in working with the Task Force on Race and the Criminal Justice System. The Committee recognized that this collaborative community-building effort transcended criminal justice, but it was decided that criminal justice was the first order of business. This collaborative community-wide approach to research, on disparate treatment and bias, presented an opportunity for the Commission and this Committee to utilize it as a revitalized input system that can help direct the Committee's research question process. Information about the Task Force on Race and the Criminal Justice System is located on their website at:

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

The Committee also continued its work on the "Diversifying the Bench Guidebook: How to Become a Judicial Officer" which was electronically published and distributed in March 2011. The guidebook will be used in education sessions to encourage attorneys and law students, including those of diverse backgrounds historically underrepresented on the bench, to consider pursuing judicial careers. The project has been a collaborative effort with the Washington State Bar Association Committee for Diversity, the (continued on page 18)
Minority Bar Associations, and several other groups in the legal and educational community. The guidebook will include information concerning the election and appointment processes at all court levels as well as information regarding employment opportunities as executive branch administrative law judges. The guidebook contains a section entitled “Judicial Insight,” providing the thoughts and advice of a large group of judges on the nature and expectations involved in a judicial career, as well as on how to go about seeking appointment and running for election to the position of judge.

In 2010, the Committee recommended to the Outreach Committee that it publish employment opportunities in the *Equal Justice* newsletter, in order to increase racial and ethnic workforce diversity in the court system. The Outreach Committee accepted the recommendation and published employment opportunities in both issues of its newsletter and will continue to do so.

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