DIVERSITY AND INCLUSION EDUCATION SUBCOMMITTEE

June 2021

PURPOSE

Create a mandatory program at all levels of the Judiciary and, where appropriate, external stakeholders, to promote inclusiveness and develop a greater understanding of and appreciation for diversity through education.

GOALS

- Recommend how the Judiciary can include diversity and inclusion topics in its retreats, conferences, and meetings
- Recommend how the Judiciary can examine and implement tools to assess the effectiveness of diversity and inclusion training and education
- Develop workgroups to address tasks; created two workgroups
  - Implicit Bias Workgroup
    - Examine and recommend how the Judiciary can implement implicit bias testing as a tool for the Judiciary and the use of a facilitator to assist with follow-up discussions
    - Ensure testing is not used in human resources evaluations and that the results of individual tests are not captured by the Judiciary
    - Provide resources and support for personnel to work through topics and to assist those who would like to improve their outlook
  - Educational Strategies Workgroup
    - Determine how best to assess which topics should be addressed through training and education, and which target groups will receive the training and education
    - Recommend how the Judiciary will build training or programming modules for each target group (i.e., videos, podcasts, bench books, etc.)

Submitted a proposal with recommendations to the Equal Justice Committee and the Judicial Council’s Education Committee