

## Commission on Race & Gender Fairness Meeting Minutes

February 14, 2019

1. **Attendance:** Chair Hon. Selby, Hon. Jose Salinas, Hon. Jill Marcum, Jane Seigel, Andrew Klein, Marya E. Jones, Evelyn Ridley-Turner, Jewell Harris,  
Staff: Lun Pieper
2. October meeting minutes: Evelyn Ridley-Turner made a correction on her name. Meeting minutes was approved unanimously.
3. Dean Andrew Kline gave a report on the work of the newly formed Study Commission on the Future of the Indiana Bar Examination. Chaired by Chief Justice Shepard (ret.) and Vice Chair Hon. Vaidik. The study commission was charged with seven tasks. The sixth charge is most relevant to this Commission's work: Whether the present content and format of the Indiana bar exam has a disparate impact on any groups. The first meeting was organizational in nature, there are plans to bring in national guest speakers from National Conference Bar Examiners. The meeting will be open to the public as word from the community's (non-lawyers) concern is the downward trend of bar exam passage results. Dean Kline urged Commission members to share any disparity data with him.
4. Jane Seigel gave a short background of her work prior to joining the Commission. Next, she presented the work of Juvenile Detention Alternatives Initiative (JDAI) with the members. Jane is a consultant to the Court for Race, Equity and Inclusion issues and helps Lun with language access issues and work of the Commission. She also works with Nancy Weaver on JDAI work. Jane thanked the Commission for its financial support that enable JDAI to conduct trainings and educations in the areas of race. Part of JDAI's goal is to get the juvenile detention numbers down, but the overall mission is intentionally looking at the criminal justice system as a whole and how can we process things better and do better for our kids. JDAI is not a plan to do away with detention altogether, but, making sure to not overly rely on detention. JDAI work started with the Anne E Casey Foundation, and Indiana is the second state to take the JDAI to scale, meaning Indiana is in a process of taking this to the entire state. The Anne E Casey Foundation has eight

core strategies, and one of main strategies is looking at racial and ethnic disparity. Jane also provided the Commission with the “Undoing Racism” training that is made available to members.

5. Members discussed the goals for 2019 from the Community Public Forum Report and discussed about doing the Strategic Planning Retreat.
6. Next, members brainstormed for speakers and topics for the upcoming year.
7. Next meeting will be on April 18

## Commission on Race & Gender Fairness Meeting Minutes

June 21, 2019

1. **Attendance:** Chair Hon. Myra Selby, Vice Chair Jane Seigel, Marya E. Jones, Hon. Sheila Moss, Hon. Lakshmi Reddy, Evelyn Ridley-Turner, Hon. Branda A. Roper, Maria Wildridge. Staff: Lun Pieper
2. Judge Sheila Moss moved to approve the February 14, 2019 meeting minutes and Jane second. The meeting minutes were approved unanimously.
3. Chair, Vice Chair and Maria reported to the Commission the conference on Race & Ethnic Fairness in the Courts that took place in May 2019 in Florida. Justice Selby reported how the topics and presentations on LGBTQ, criminal justice, juvenile justice, etc., take you into their experience. Jane reported on jury trials and fairness in the jury selection system. Washington state has put in their court rules protection that goes beyond "Batson" for jury trials. Indiana has worked hard to improve fairness in the jury system. However, Washington state's model could be something the Commission could look in to or assign to a subcommittee as a next step to assure greater fairness in jury trials in Indiana. Jane reported that at the conference, each state gave an update report. There were a few states that have implemented an embedded position that addresses diversity, equity & inclusion in their courts or in all three branches. Pennsylvania has a point person for all three branches; Utah is getting ready; Massachusetts might have one. Indiana R&G Fairness Commission could work on asking the court to look at having a fulltime position that ensures diversity, inclusion, equity and race internally and externally. Jane mentioned this to the Chief Justice, and she recommended that the concept be presented to the Race & Gender Commission. Jane is willing to start a draft proposal for the Commission. A solid proposal could transform Indiana in a very significant way. A thorough and detailed proposal could provide the Court with the substance, breadth and depth to distinguish why a fulltime position, as opposed to another sub-committee, is necessary to address these issues. Maria reported the excellent work of presenters especially on the role-play scenarios involving detained immigrants and juveniles who are going through the court system. The role-

play makes participants feel like an immigrant detainee or a juvenile going through the system themselves. Judge Reddy indicated that the role-play style presentations, including the Poverty Simulation presentation, are very eye opening, make you feel a sense of stress, and is effective. This conference rejuvenated attendees. Other members are highly encouraged to attend. Lun also gave a report at the consortium on the race and gender fairness initiatives in the state of Indiana.

4. IOCS's Education Division asked input from Jane for contents related to race & gender fairness, diversity, equity, inclusion and competency for a Friday morning session at the upcoming annual meeting. Jane recommended a session on distinguishing equity and equality as two different concepts which impact people's fairness differently. Lun, Tashi and Jane presented a 30 min session on this topic at the New Judges' Orientation. The Commission brain-stormed other possible speakers on this issue.
5. The Court recently amended Admin Rule 4 which also covers this Commission. Seven new members are joining the Commission and their term starts July 1<sup>st</sup> for a three-year term, where members can serve for a maximum of 2 term (a total of 6 years.) New members will be sent an orientation package.
6. Next Quarterly Commission Meeting will be on **Friday, September 13, 2019:**
  - a. New Members Orientation 11:00am - 12:00pm
  - b. Full Commission Meeting 12:00pm - 2:00pm

**Location: 251 N. Illinois Street, Suite 800, Indianapolis, IN 46204**