

Commission on Race & Gender Fairness

Friday May 8, 2020, 12:00 p.m. – 1:00 p.m.

Virtual Meeting Minutes

1. Present via TEAMS: Chair Myra Selby, Vice Chair Jane Seigel, Ryan Gardner, Brenda Roper, Judie Conley, Jewell Harris, Darcie Fawcett, James Fox, Andy Klein, Rasul Mowatt, Shana Stump, Sheila Moss, Maria Wildridge. Guest: Brenda Rodeheffer, Staff: Lun Pieper
2. Chair welcomed members and gave time for check-in.
3. Each member gave updates on how the pandemic impacts them personally and professionally as it applies to race and gender issues.
4. Members discussed racial and societal divide and lack of equity being manifested by COVID-19. Members next discussed what the Commission can do to serve the state's legal and judicial equity works. Although race and equity issues have been discussed, gender specific issues have not received much attention. For example, intimate violence and child abuse issues while shelter in place and efforts to not only help victims out of the abuse home, but to provide shelter to protect from both violence and virus. France has designated hotels for survivor of abuse if they call the helpline or court system. Here, there seem to be different orders in different cities and states, impacting the treatment of people based on geographical location. For example, in the East Moline area in Illinois, residents were reportedly asked to tip their masks off when entering businesses, potentially creating racial profiling instances as well as countering the fight against spreading of COVID-19 by having to handle the masks. Also, in New York's "east village" where most of the population are black and brown, there was more police presence and arrest. But in New York's "west village," there are massive crowd in parks and police handing out masks. Out of 40 arrest for violating social distance, 35 were black.
5. Members also discussed how the Commission needs to work in collaboration across groups and entities to create broader partnerships such as hotel associations and shelters in addition to social services. Members discussed bringing in guest speakers for the next meeting to talk on topics about law enforcement and victim advocacy's responses to the pandemic.
6. Commission assigned 2 members to identify and contact potential speakers for the next meeting for members to get a better understanding of the impact of COVID 19. Maria will contact ICADV and Judie will contact Justice Sullivan's group.

7. At the meeting, members will discuss what dates and formats members will continue to meet.
Lun will send doodle poll to determine the best date/time for next month's meeting.
8. Meeting adjourned at 1:08pm.

Commission on Race & Gender Fairness

Friday June 19, 2020, 12:00 p.m. – 1:00 p.m.

Zoom Meeting Minutes

1. Present: Chair Myra Selby and Vice Chair Jane Seigel, members: Jewell Harris Jr., Evelyn Ridley-Turner, Maria Wildridge, Shana Stump, James Fox, Brenda Roper, Rudy Monterrosa, Marya Jones, Andrew Klein, Sheila Moss, Rasul Mowatt, Judy Conley, Lakshmi Reddy, Jill Marcum, Ryan Gardner, Melanie Kendrick, Darcie Fawcett. Subcommittee Members: Christina Arrom, LaKisha Fisher. Guests: Justice Frank Sullivan, Jr., Councillor Lonnell “King Ro” Conley, Katie Wilson, Brenda Rodeheffer. Staff: Lun Pieper
2. Chair welcomed commission and subcommittee members and spoke about the importance of today being Juneteenth and held a moment of reflection. Chair also informed members about the Call to Action event taking place that afternoon at IU McKinney School of Law, hosted by Indy Lawyers for Black Lives. Then, the minutes from the last meeting was approved.
3. Members received a short tutorial on using Microsoft Teams application from Katie Wilson, Deputy Director, Indiana Office of Court Technology. Lun explained that the focus of using TEAMS is for file sharing and to increase collaboration amongst all members, both the full Commission as well as sub-committee members. There are several operational and other pertinent resources and documents already uploaded that members have access to.
4. Judie introduced the two guest speakers, Justice Sullivan and Councillor Conley. Justice Sullivan presented on the works of the IMPD civilian merit board, its inception, the appointment process and its mission and goals. Then, Councillor Conley presented and gave a speech on his work at the IMPD Diversity Think Tank where he serves as a member representing the Interdenominational Ministerial Alliance.
5. After the presentations, members discussed Chief Justice Rush’s statement on race and equity in the context of how the Race & Gender Fairness Commission can help address disparity in the justice system. Chair discussed meeting in middle of July to work this diversity, race, equity and inclusion proposal after reviewing what other states are doing.
6. Next Commission Meeting: Friday, July 24, 2020. Place: Zoom
7. Meeting adjourned at 1:00pm.

Commission on Race & Gender Fairness

Friday July 24, 2020, 11:30 p.m. – 1:00 p.m.

Zoom Meeting Minutes

1. Present: Chair Myra Selby, Vice Chair Jane Seigel, Members: Evelyn Ridley-Turner, Brenda A. Roper, James Fox, Jewell Harris Jr., John Potter, Lakshmi Reddy, Aaron Hamer, Rasul Mowatt, Shana Stump, Ryan Gardner, Jill Marcrum, Marya Jones, Darcie Fawcett, Sheila Moss. Guests: Laura Berry, Guy Loftman, Brenda Rodeheffer. Staff: Lun Pieper.
2. The June meeting minutes were approved unanimously. Next, Chair led the video-icebreaker where members took turn to describe one thing about a person that had an enduring positive impact on their lives.
3. Lun introduced the guest speaker, Laura Berry, executive director of Indiana Coalition Against Domestic Violence, to speak about the intersections of COVID 19, racial inequality, and domestic violence in Indiana. The power point slides will be distributed to attendees.
4. Jane gave an overview of the Webinar Part 1, Confronting Systemic Racism in Trial Courts conducted by NAPCO and how it relates to the Commission's current work with the DEI proposal. Part 2, Responding to Systemic Racism in the Courts webinar will be held on August 20 at 3pm EDT.
5. Commission members continued discussion and made edits to the DEI Proposal and voted to approve. The updated proposal was approved unanimously.
6. The next meeting will be in September 2020. Date & Location TBA.
7. Meeting was adjourned at 1:00 p.m.

Commission on Race & Gender Fairness

Friday Oct 23, 2020, 12:00 p.m. – 1:00 p.m.

Zoom Meeting Minutes

1. Present: Chair Myra Selby, Vice Chair Jane Seigel, Members: Evelyn Ridley-Turner, James Fox, Jewell Harris Jr., Darcie Fawcett, Sheila Moss, Andrew Klein, John Potter, Lakshmi Reddy, Aaron Hamer, Rasul Mowatt, Shana Stump, Maria Wildridge, Ryan Gardner, Rudy Monterrosa, Jill Marcrum, Brenda A. Roper
Guests: Guy Loftman, Ruth Aydt, Barbara Bolling Williams. Staff: Lun Pieper.
2. Lun introduced the guest speakers Mr. Loftman, a retired attorney from Monroe county and Ms. Aydt, a retired computer analyst, who have prepared a presentation titled, Identifying Disparities in Indiana's Justice System – Odyssey Data as a Starting Point. The presenters showed disparity points based on race, charges, and county of residence using Odyssey data from criminal cases filed in Monroe county from January 1, 2018 to June 30, 2019, as well as all criminal cases filed in 2019 in 68 Odyssey counties. Next, the presenters also showed the disparity ratios that exist in the home county of Commission members.
3. The presenters concluded with a request to make certain areas from Odyssey by race and gender for each county a priority of investigation: "count" metrics and disparities (such as cases by crime classification, pretrial diversion's participation and outcome, rearrests for failure to appear for court hearing and probation revocation) and "duration" metrics and disparities (such as length of pretrial sentence, executed sentence, and executed sentence beyond pretrial incarceration time credits). Next, the presenters recommend changes to procedures that include: (a) make race, ethnicity, and sex mandatory fields in

Odyssey, (b) create a position of chief race and gender data analyst, giving the analyst full access, publish results quarterly on a public website and making data publicly available for further investigation by interested individual, and (c) by Jan 1, 2023, add hate crime data and add self-reported race, ethnicity, and gender data.

4. Members discussed how Odyssey has become a tool that has a wealth of information with great potential for the Court and the Commission and that it was the goal of this to have it used statewide. Members also asked that in the process of analyzing data, if a person's immigration status has ever come up especially with driving without license cases as most undocumented immigrants are arrested with it. Presenters indicated that the ethnic fields in Odyssey are kept blank most of the time. Members further discussed about the importance of what data and how data should be collected so that data is meaningful and unintended consequences are avoided. Members discussed how the educational opportunities that were provided to Commission members also discussed in length the importance of data collection so that you know if you have disparities and where they are at.
5. Chair appoints a subcommittee, Data Collection – The Odyssey Project – to take up the presenters' specific recommendations for the Commission. Jewell Harris Jr., Aaron Hamer, Ryan Gardner, Sheila Moss, and James Fox volunteered to serve on this subcommittee.
6. Vice Chair reported on the 2020 Symposium on Racial Equity hosted by the National Consortium on Racial and Ethnic Fairness in the Courts webinar with a call out for members to attend the last upcoming session on 11/13/2020. Vice

Chair also reported on the race and equity presentations hosted by the Education Division for the 2020 Annual Judicial Conference that was made available for the Commission members for the first time.

7. Lun updated the DEI coordinator position. The Court is grateful to the Commission for the hard work of putting in the backbone for this position and hopes for the Commission's continued support in this initiative. Since the current General Counsel retired, Lun will update the Commission when the new GC comes on board so that this important work can continue.
8. Chair encouraged to members to have a close reading of New Jersey Plan's Call to Action, so that Indiana can draft a similar call to action for our racial equity efforts. Chair discussed having brain storming session one evening for an optional Zoom call to start the work on Indiana's Call to Action Plan.
9. Subcommittee members are encouraged to meet between now and the next meeting to report update.
10. The next Zoom meeting will be on December 11, 2020 at noon.
11. Meeting was adjourned at 1:04 p.m.