The background of the slide features a blurred image of a courtroom. In the foreground, a wooden gavel with a brass band is visible. In the background, a pair of golden scales of justice and a statue of Lady Justice are partially visible. A large, light blue circle is overlaid on the image, framing the text.

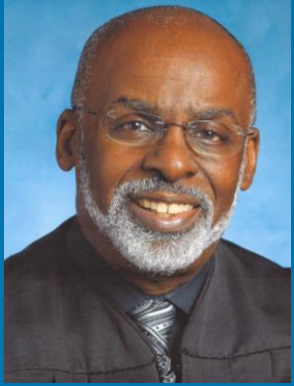
Addressing Systemic Racism in Trial Courts – Part II

August 20, 2020

NAPCO Webinar Series – Second of a Two-Part Series



Presenters



Hon. Ronald Adrine (ret)
Presiding Judge
Cleveland Municipal
Court



Dr. Brenda Wagenknecht-Ivey
CEO, PRAXIS Consulting, Inc.
Denver



Hon. Kim Berkeley Clark
President Judge
5th Judicial District
Allegheny County
Pittsburgh



Russell Brown III
Court Administrator
Cleveland Municipal Court



Richard Woods
Deputy Court Administrator
Judicial Branch
Maricopa County, Phoenix

AGENDA

1. Overview – Set the Stage
2. How to start the conversation? Why is it necessary now? Who should be at the table?
3. Where to start? Examine practices that impact the delivery of justice and that also affect the bench and workforce.
4. New Ideas – Going beyond studying, resolutions, task forces, and training and education
5. Where to from here? What's next?



<https://www.youtube.com/watch?v=aC7lbdD1hq0>



Systemic/Institutional Racism?

(vs. Individual Implicit Bias)

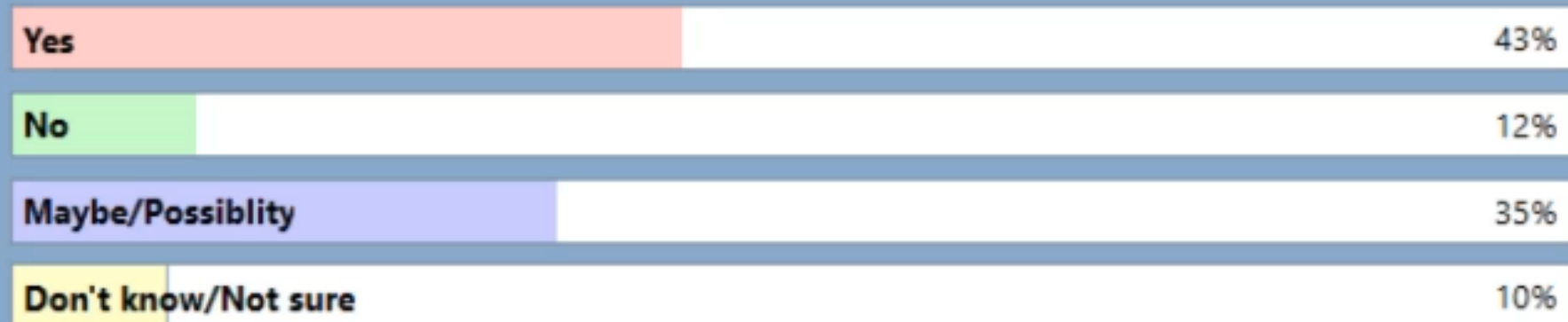
Systemic racism is a form of bias and prejudice embedded in everyday practices within society, systems, and organizations."

.....It is **NOT** an accusation that everyone in the system is racist.....

QUICKPOLL

Do you believe you have everyday practices in your court that result in disparate treatment of people of color?

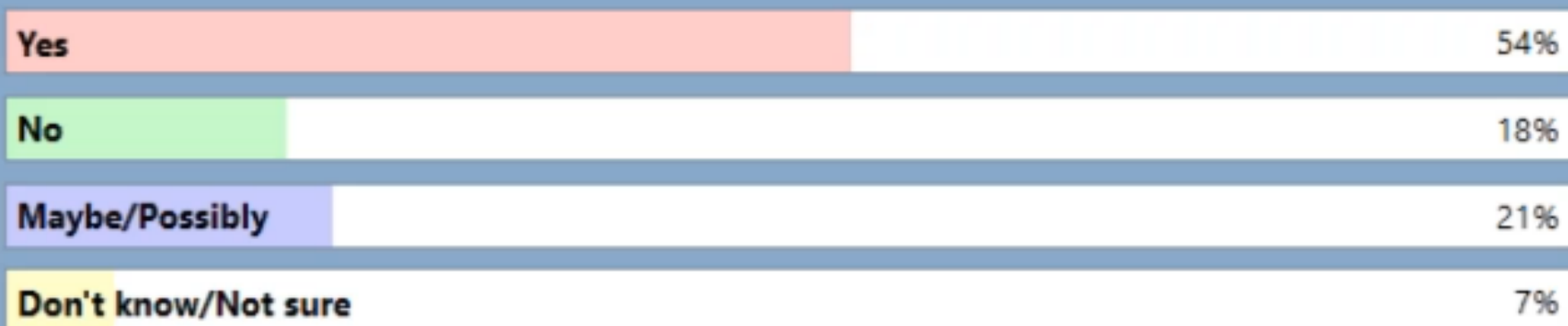
Poll Results (single answer required):



QUICKPOLL

Is your Court READY to look for AND eliminate everyday practices that disadvantage or harm people of color?

Poll Results (single answer required):





DISCUSSION QUESTIONS

1. How to start the conversation? Why is it necessary now? Who should be at the table?
2. Where to start? Examine practices that impact the delivery of justice and that also affect the bench and workforce.
3. New Ideas – Going beyond studying, resolutions, task forces, and training and education
4. Where to from here? What's next?

Poll #1

How much progress has your court/organization made to date on addressing systemic racism/systemic inequities?

1. A lot of progress
2. Some progress
3. No progress (...yet)
4. Don't Know/Not Sure

PROCEDURAL FAIRNESS¹

Respect + Voice + Neutrality + Trust

Procedural Fairness (PF) = court users feeling decisions are made through court processes that are fair. Their case was handled fairly and they received quality treatment. Perceptions of PF are the strongest predictor of public satisfaction, approval, and confidence in the courts irrespective of whether they won or lost, their ethnicity, race, and economic status. Perceptions of PF lead to greater public support for the courts and people are more likely to see the court's authority as legitimate, and in turn are more likely to comply with court orders.

2. VOICE

Give people an opportunity to tell their side of the story, explain their situation/ views, or have their stories told to an authority who listens carefully.

1. RESPECT

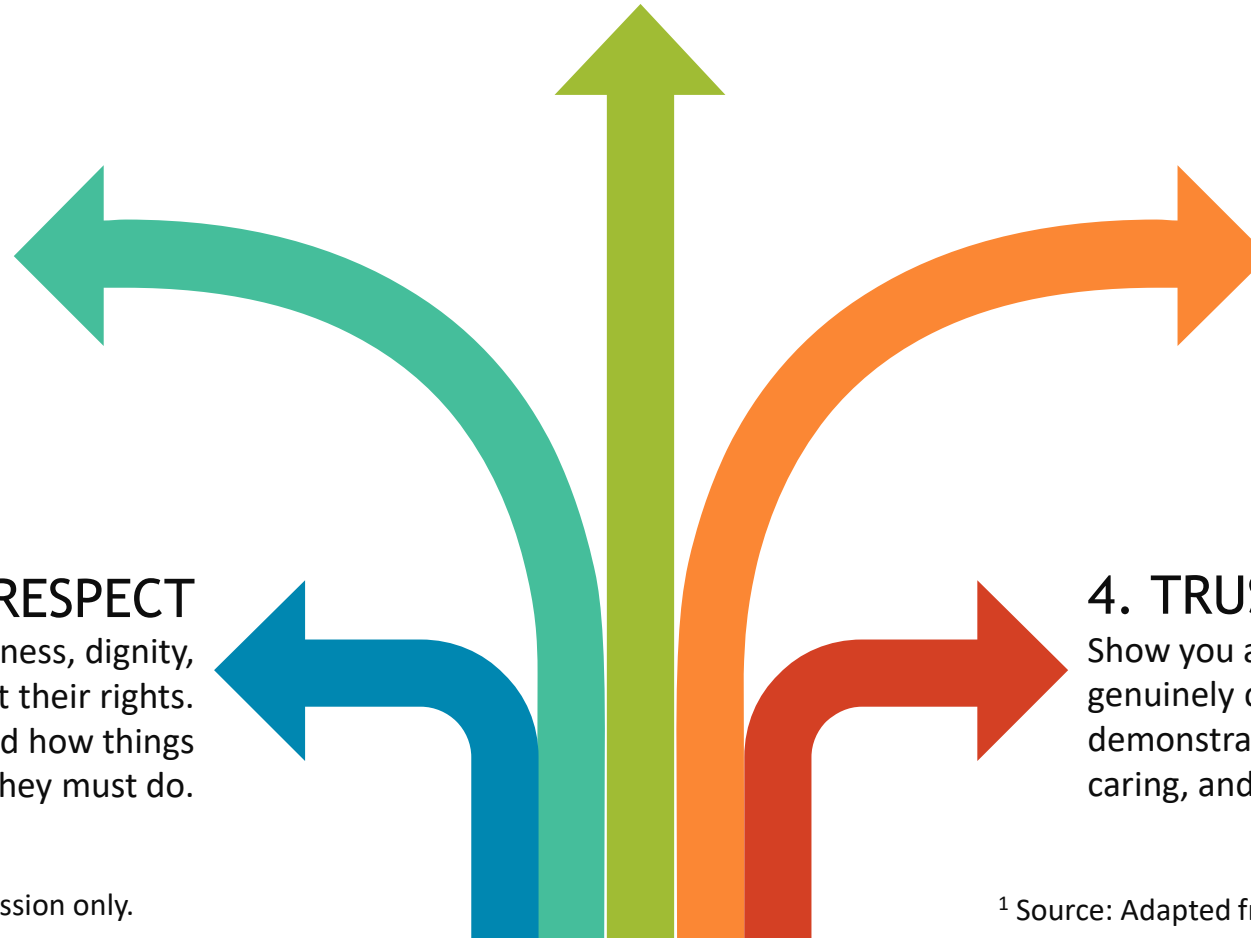
Treat people with politeness, dignity, and respect, and respect their rights. Help people understand how things work and what they must do.

3. NEUTRALITY

Do things that both are, and perceived as, fair and neutral. Clearly emphasize the facts and explain the reasons for decision.

4. TRUST

Show you are trustworthy, sincere, and genuinely concerned with their needs; demonstrate you are benevolent, caring, and seeking to do the right thing.



Poll #2

In which area has your court/organization made the most progress addressing systemic racism/systemic inequities?

1. Externally – in the delivery of justice
2. Internally – DEI/other initiatives with the bench/workforce
3. Both areas
4. Neither area
5. Don't Know/Not Sure

BEING AN ALLY – LEADERS MAKING A DIFFERENCE

What the Science Says Leaders Should Do¹

Ally-ship

is about people in advantaged positions continually advocating for and uplifting those in less advantaged positions.

1. Listen Deeply


People need to be heard. Feeling heard when angry or stressed is one of the few things that can calm a “fired up” mind. Create time and a safe space to have open conversations. Truly listen to understand (not reply or comment).

2. Unite Widely

Reduce divisiveness. Bring people together into a large “ingroup” (vs. out-group). Unite people widely on things that matter now; develop shared goals.

3. Act Boldly

As a leader, use the privilege – and power – of your position. Take bold – surprising and courageous – action. Take a stand against racism and disparate outcomes.



“Microaggressions – the everyday slights, indignities, put downs, and insults that minority groups experience regularly by individuals who often are unaware (but also may be aware) that the interaction has been offensive or demeaning.

~Dr. Derald Wing Sue, Microaggressions in Everyday Life



Where
to
next?



Next NAPCO Webinar: Thursday, Sept. 24, 2020

<http://napco4courtleaders.org/>

Sources:
Systemic Racism &
DEI/Workplace
Equity

1. ABA Journal
2. Harvard Business Review
3. NeuroLeadership Institute
4. Wharton Business School
5. MIT Sloan Management Review
6. Forbes
7. SHRM – Great Place to Work Initiative
8. GP Strategies
9. Gallup Organization

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July 23, 2020

Thank you for
attending!

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