

**Speaker Resumes**  
**NAPCO Webinar • Thursday, September 24, 2020; 3 PM (EDT)**  
**“Meaningful Strategies to Combat Systemic Racism in Trial Courts – Part III”**

**Hon. Paula Carey**

...is the Chief Justice of the Massachusetts Trial Court, a unified statewide system composed of general, limited, and specialized court jurisdictions. It encompasses over 370 judges and 6500 court staff located in 101 facilities throughout the state. She was appointed to her position in July 2013 by the Massachusetts Supreme Judicial Court. Previously, Judge Carey served as the Chief Justice of the Probate and Family Court (2007-13). In 2001, she began her judicial career as an appointed Associate Justice of the Norfolk Probate and Family Court.

Prior to her appointment to the bench, Chief Justice Carey was a partner in the firm of Carey & Mooney, PC, where she specialized in domestic relations matters. She has lectured and authored material for numerous publications and educational programs in the area of domestic relations, both as a practitioner and as a judge. She is a graduate of New England School of Law.

Chief Justice Carey is a member of the Massachusetts Bar Association, previously serving on the Family Law Section Council, the Boston Bar Association and Suffolk University Advanced Legal Studies. She is also a member of the Massachusetts Family and Probate American Inn of Court and the Association of Family and Conciliation Courts.

During her career she has been honored by organizations including the Massachusetts Bar Association with the Daniel J. Toomey Excellence in the Judiciary Award, the Massachusetts Judges Conference, the Middlesex Bar Association, MCLE, Mass. Association of Women Lawyers and the Mass. Academy of Matrimonial Lawyers, the Haskell Cohn Award for Distinguished Judicial Service from the Boston Bar Association in 2013 and was the Dean’s Reception Honoree at New England Law for her commitment to public service and dedication to the law school and its students. Most recently, she received the Greater Boston Fiduciary Law American Inn of Court Award of Excellence and the Mass Judges Conference President’s Award of 2016. She currently serves as President of the National Association for Presiding Judges and Court Executive Officers (NAPCO), and will host the Association’s Annual Conference in Boston in August 2021.

**Hon. Adrienne Nelson**

...is a Justice on the Oregon Supreme Court. She’s been on the Court since 2018, and previously served as a trial judge in Multnomah County, home to Portland. She is the first African-American to sit on Oregon’s highest court, or on any appellate state court, and the first African-American woman elected to a statewide office in Oregon. She is Chair of the Oregon Supreme Court’s Council on Inclusion and Fairness, and an active member of the ABA’s Diversity and Inclusion Center, and its Diversity and Inclusion Advisory Council. Justice Nelson is a sought-after speaker on a variety of topics including diversity, inclusion, equity, community engagement, leadership and professional development.

In the community, she sits on the Oregon Historical Society Board, the Library Arts Board, the Reed College Board of Trustees, and the Oregon Community Foundation Portland Leadership Council where

she chairs the Connection to the Black Communities committee. She also sits on the Girl Scouts Beyond the Bars (GSBB) Advisory Board of which she formerly chaired.

In addition, Justice Nelson serves as a mentor to many people. She is often recognized by a wide variety of community and professional organizations for her service and mentorship to others. Justice Nelson is a connector and encourager, helping people succeed by living their best lives.

#### **Hon. Julie J. Bernard**

...is an Associate Justice of the District Court in Massachusetts. She is the Co-Chair of the Trial Court Race and Implicit Bias Advisory Committee, a Judicial Mentor, and a Member of the District Court Race and Ethnic Fairness Committee. She has been on the bench for 18 years. In her career as a jurist, she has served as First Justice of the Brockton District Court, a member of the District Court Appellate Division, Member of the District Court Committee on Continuing Education, and a member of the District Court working Group on Alternative Dispute Resolution.

Prior to her appointment to the bench, Judge Bernard was Senior Counsel for Keyspan Energy, Inc. and served as litigation counsel for Verizon, Inc. Judge Bernard was also an Associate at Segal & Feinberg, Assistant General Counsel for the Massachusetts Bay Transportation Authority, and Staff Counsel for the Committee for Public Counsel Services. She is a graduate of the University of Pennsylvania B.A. Economics and Boston College Law School.

#### **Professor Susan Sturm**

...is the George M. Jaffin Professor of Law and Social Responsibility at Columbia Law School. She is a co-chair and architect of Columbia Law School's Davis Polk Leadership Initiative, a cross-disciplinary effort to prepare students to succeed as leaders in a wide range of sectors. Sturm teaches Civil Procedure, Lawyering for Change, and Lawyer Leadership: Leading Self, Leading Others, Leading Change. She is the founding director of the Center for Institutional and Social Change, and a Provost Senior Faculty Teaching Scholar. She received Columbia University's Presidential Teaching Award in 2007.

Her work focuses on inequality, discrimination, remedying racial and gender bias, criminal justice reform, lawyer-leadership, and the role education can play in creating social change and a more inclusive world. Professor Sturm has written and spoken extensively about race, gender, legal education, and full participation in higher education and filed an amicus brief with the Supreme Court in support of the University of Texas in a case challenging its race-conscious admissions process. In 2017, she co-authored a report called *Leading with Conviction*, which examines how and why some people emerge from prison as community leaders. In 2015, she completed a study on diversity and inclusion among authors and editors of the *Yale Law Journal*, which provided insights relevant to the larger field of legal education.

At the Center for Institutional and Social Change, which she founded in 2007, Sturm leads collaborative action research projects with institutional and community leaders in the areas of education, criminal justice, and community development. She collaborates with a wide variety of higher education, government, and community-based organizations including the Massachusetts Trial Courts, the Center for Justice, the Aspen Ascend Network, Hostos Community College, and JustLeadershipUSA. She is the co-creator of *Theaters of Change*, a joint effort with the Center for Institutional and Social Change and the Broadway Advocacy Coalition to bring together individuals directly impacted by mass incarceration, high-

level theater artists, and advocates and policymakers focused on humanizing and transforming the criminal legal system.

Sturm is the principal investigator for a grant from the Commonwealth of Massachusetts and has developed a curriculum for building leadership capacity to address race and bias in the Massachusetts Trial Courts. She has served as the principal investigator on two Ford Foundation grants for projects designed to increase access to postsecondary education for immigrants, veterans, and communities affected by incarceration. She also received an Aspen Ascend grant to develop multigenerational strategies for advancing higher education for communities affected by the criminal justice system.

### **John G.C. Laing, Jr.**

...is the Chief Experience and Diversity Officer for the Massachusetts Trial Court, where he is responsible for advancing the courts' strategic goals for diversity, equity, and inclusion. With over 20 years of experience as a consultant, facilitator, and trainer in community-based organizations, local and state government, and throughout various business sectors, Mr. Laing brings immense experience developing diversity awareness and customer service training programs and has developed a reputation for excellence in leadership development, community advocacy, capacity building, structuring continuous improvement, and entrepreneurship.

He has been an invited speaker at professional conferences such as the National Council of Juvenile and Family Court Judges, New England Fatherhood Conference, Massachusetts Fatherhood Conference, the Association of Family and Conciliation Courts annual conference, the National Association for Court Management annual conference, the Supreme Court of Ohio annual conference, and the Mayor's Court of Ohio annual Conference. Mr. Laing is the recipient of the 2011 Casey Excellence for Children Award and the 2014 METCO Alumni of the Year Award.

### **Valerie Colas**

...is the Access to Justice Counsel at the Oregon Office of the State Court Administrator. As the Access to Justice counsel her primary focus is to support the Oregon Judicial Department's (OJD) commitment to ensuring access for all to the remedies provided by Oregon's law and courts, regardless of income, race, ethnicity, gender, disability status, or language. She provides legal, technical, and administrative support to the Office of the State Court Administrator divisions, courts, judges, and court staff concerning access to justice issues in addition to a resource for diversity, equity, and inclusion issues. In addition, she is the staff counsel for the Tribal Court State Court Forum and the Oregon Supreme Court Counsel on Inclusion and Fairness.

Valerie received a Juris Doctorate from the University of Miami School of Law and a bachelor's degree from the University of Florida with a major in Political Science and minor in Mass Communications. She has served as a Deputy Public Defender for the Oregon Office of Public Defense Services since 2011, where she represented parents who qualify for indigent defense in juvenile dependency and termination-of-parental-rights cases before the Oregon appellate courts. Prior to that position, Valerie was a Staff Attorney at the Oregon Law Center, where she represented indigent and low-income clients in impact and individual services cases involving employment, administrative, and civil rights law. While at the Oregon Law Center, Valerie implemented an outreach plan to the Haitian community, developed relationships with community leaders, and drafted materials in Haitian Creole.

Her professional and community involvement includes being the president of the Multnomah Bar Association, board member of the Oregon Chapter of the National Bar Association as well as Oregon Law Foundation. She has served as the chair of the Oregon Governor's Child Foster Care Advisory Commission, was a taskforce member for the Task Force Legal Representation in Childhood Dependency and was the chair of the Legal Redress Committee of the NAACP-Portland Branch.

### **Gordon Griller**

...is the Executive Director of the National Association for Presiding Judges and Court Executive Officers (NAPCO), a nonprofit corporation composed of state and local trial court leadership judges and court executives. He also works part-time with the National Center for State Courts' Court Consulting Services group, having retired in January 2020 as a Principal Court Management Consultant after 14 years of service with the National Center. His consulting engagements are wide-ranging, including caseflow management, operations, reengineering, facilities planning, efficiency studies, organizational development, as well as leadership programs for presiding judges, chief administrative officers, and program professionals in general, limited, and specialized courts.

Prior to his work with the Center, Mr. Griller held numerous private and public positions dedicated to trial court improvement and reform, including Vice President of Justice Practices for the State and Local Solutions Group at Affiliated Computer Systems (ACS), a division of the Xerox Corporation; the first Administrator of Trial Courts for the Judicial Branch of Arizona in Maricopa County (Greater Phoenix); Court Administrator for the Superior Court in Maricopa County; the first Judicial District Administrator of the Second Judicial District of Minnesota in Ramsey County (Greater St. Paul); and Court Administrator of the Municipal Court of Hennepin County, Minnesota (Greater Minneapolis) prior to the unification of Minnesota's state and local trial courts.

Additionally, Mr. Griller has served as President of the National Association of Trial Court Administrators where he co-chaired the Special Commission that created the National Association for Court Management (NACM), the largest professional association in the world dedicated to the improvement of trial court administration. He is a recipient of the National Center's *Warren E. Burger Award* for outstanding contributions to court administration, the National Conference of Metropolitan Courts' *Tom C. Clark Award*, NACM's *Award of Merit*, the Institute for Court Management's *Star Award*, and the Justice System Management Institute's *Ernest C. Friesen Award* for vision, leadership and sustained commitment to excellence in the administration of justice.