



Arizona Judicial Council
Commission on Minorities in
the Judiciary

Strategic Plan
2006-2008

Presented to the AJC by
Judge Roxanne Song Ong
Commission Chair

Mission

The Commission on Minorities in the Judiciary, a standing committee of the Arizona Judicial Council, seeks to address disproportionate minority contact in the justice system; enrich the diversity of the Judiciary to reflect the communities it serves, while maintaining the highest level of qualifications; promote cultural competency in judicial officers and employees; and enhance communication with minority communities through education and collaboration with public and private sector programs that aspire to similar purposes.

Charge

- *Good to Great*, the Strategic Agenda for Arizona Courts
- Arizona Code of Judicial Administration § 1-107: Commission on Minorities

Good to Great Initiative 1-C

Fairness in the Judicial System

Continue to strive for a justice system in Arizona that is free from actual or perceived racial, ethnic, gender, or economic bias.

- Enhance communication between the courts and minority communities.
- Provide continuing education to the judiciary and judicial staff on issues of cultural and racial diversity.
- Increase the diversity of the judiciary at all levels to reflect the communities it serves while maintaining the highest level of judicial qualifications.
- Address the over-representation of minority youth in the justice system through the “Building Blocks” initiative.

Enhance communication between the courts and minority communities.

COM Goal 1: Become a conduit for educational resources to inform the minority community about courts, their processes and the Judiciary's mandate to provide a fair and impartial justice system.

- Support, as requested, Conference of Chief Justices (CCJ) and Conference of State Court Administrators (COSCA) Resolution 3 (*Appendix E*)
- Host one Court and Minority Community Summit with Chief Justice McGregor and the Arizona Judicial Branch leadership
- Translate a "Guide to Arizona Courts" into Spanish and develop a condensed, more easily understood "Pocket Guide" that will be provided to the public via the Arizona Judicial Branch web site and in hard copy

Provide continuing education to the judiciary and judicial staff on issues of cultural competency and racial diversity.

COM Goal 2: Ensure awareness of and provide resources for educational opportunities regarding the evolving issues of diversity and cultural competency.

- Provide resources and recommendations to COJET and the Administrative Office of the Court, Educational Services Division staff regarding current curriculum for continuing education to the judiciary and judicial staff on issues of diversity and cultural competency and recommending areas for further development
- Establish definitions for “Diversity” and “Cultural Competency” and incorporate into Court policies set forth for continuing education for the Judiciary and judicial staff
- Examine the Arizona State Bar Diversity Task Force Recommendations and determine applicability to the Judiciary
- Monitor the progress of and publicize the best practices stemming from the Pima Workforce Diversity Project

Increase the diversity of the judiciary at all levels to reflect the communities it serves while maintaining the highest level of judicial qualifications.

COM Goal 3: Promote increased diversity in the judiciary through education and mentoring.

Law School Students

- Collaborate with Arizona State University College of Law (ASU), the University of Arizona, James E. Rogers College of Law (U of A), minority student bar associations and local/state minority bar associations to develop and provide seminars regarding availability of and application for internships, clerkships and judgeships
- Support the efforts of the Council on Legal Education Opportunities (CLEO), ASU and the U of A
- Support the efforts of the American Bar Association's Judicial Internship Opportunity Program (JIOP)

COM Goal 3: Continued

Attorneys

- Participate in the State Bar of Arizona Mentor Project by referring attorneys to the project for services and volunteering to mentor attorneys of color
- Partner with the various bar associations to offer the Chris Nakamura Judicial Workshop to attorneys and law school students
- Continue to present the Chris Nakamura Judicial Workshop as a session of the Minority Bar Conference on a bi-annual basis
- Support, as requested, Conference of Chief Justices (CCJ) and Conference of State Court Administrators (COSCA) Resolution 2 (*Appendix E*)

Address the over-representation of minority youth in the juvenile justice system

COM Goal 4: Seek, study and support local, statewide or national programs and projects successful in addressing over-representation and disparate treatment of minority youth in the judicial system.

- Produce the 2nd Statewide Report Card
- Support the efforts of projects like Building Blocks and the Pima County Juvenile Detention Alternatives Initiative
- Partner with the Governor's Juvenile Justice Commission to host local and state events relating to DMC
- Provide technical assistance and support to local court jurisdictions who desire to address the issue of over-representation of minority youth in the juvenile justice system