

# Minnesota Judicial Branch

## Diversity Update

July 2009 – June 2010



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BRANCH

# Diversity Update

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## A Message from the State Court Administrator

Minnesota's population continues to experience a vast amount of demographic change. According to the [Minnesota State Demographic Center](#), between 2005 and 2015, the nonwhite population in the state is projected to grow 35 percent, compared to 7 percent growth for the white population. Much of the rapid growth in the nonwhite, and in particular the Latino population, stems from migration from other states and from outside the U.S.

The current demographic changes also include a dramatic shift in population age. In 2011, the baby boom generation will start turning age 65. For the next 50 years, the aging of our society will be at the forefront of the change in demographics, according to the state's partnership on aging topics, [Transform 2010](#). In fact, between 2010 and 2030, the number of adults age 65+ is expected to *double*, while the number of younger residents will increase only modestly. As the baby boomer generation ages, a workforce shortage is projected to occur. The shortage is anticipated to be met by persons migrating to Minnesota.

The Minnesota Judicial Branch is taking these demographic changes into account. Being intentional in preparing for and responding to these changes is critical to fulfilling the mission and vision of the Minnesota Judicial Branch's Strategic Plan to be accessible, fair, consistent, responsive, free of discrimination, independent, and well-managed to assure equal access to all.

As is evidenced in the Strategic Plan and reflected in our diversity initiatives included in this *FY10 Minnesota Judicial Branch Annual Diversity Update*, we strive to hold our expectations high for how we treat one another both as colleagues and how we interact with court users. It is the responsibility of every judge and court employee to create, promote and sustain an environment that values and respects differences. We thank you for all you do to ensure that all persons are treated with dignity and respect, impartiality and fairness.

Sincerely,

Sue Dosal  
Minnesota Judicial Branch State Court Administrator

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## Introduction

Across the state of Minnesota and within the Minnesota Judicial Branch, we are witnessing growing diversity in our court employees and court users in terms of culture, ethnicity, generations and beyond. It is the goal of the Minnesota Judicial Branch to respond to these changes, as well as to create and maintain a respectful workplace in order to continue to provide impartial and fair treatment to all court users and employees.

The purpose of the *FY10 Minnesota Judicial Branch Annual Diversity Update* is to provide an overview of the diversity and inclusion efforts of the Minnesota Judicial Branch as they relate to the Minnesota Judicial Branch Strategic Plan.

### I. Minnesota Judicial Branch Strategic Plan: Vision, Mission and Core Values

The FY10-11 [Strategic Plan](#) recognizes the importance of building a more diverse, culturally competent and respectful workplace and court system. The Minnesota Judicial Branch Vision, Mission and Core Values also support our diversity and inclusion efforts as indicated below:

#### **Vision**

The general public and those who use the court system will refer to it as accessible, fair, consistent, responsive, free of discrimination, independent, and well-managed.

#### **Mission**

To provide justice through a system that assures equal access for the fair and timely resolution of cases and controversies.

#### **Core Values**

Core values that the judicial system must embrace if it is to perform successfully its unique role in society:

- Judicial Independence and Accountability
- Equal Justice, Fair and Respectful Treatment of All
- Customer Focused – Internally and Externally
- Accessible
- Affordable
- Quality Commitment to Excellence and Quality Work Environment
- Commitment to Effective Communication
- Predictability of Procedures
- Balance Between Individualized Justice and Predictability of Outcome

## II. Minnesota Judicial Branch FY10-11 Strategic Plan: Strategic Goals, Priorities and Objectives

### Strategic Goal 3

The Minnesota Judicial Branch Strategic Plan contains priorities and objectives to reach its strategic goals. Of these, Strategic Goal 3 contains Priority 3B which demonstrates the Minnesota Judicial Branch's commitment to diversity and inclusion.

Strategic Goal 3: Public Trust, Accountability, and Impartiality  
*A justice system that engenders public trust and confidence through impartial decision-making and accountability for the use of public resources*

### Strategic Priority 3B

Priority 3B:  
*Continue efforts to implement education and development opportunities for Judicial Branch employees to improve productivity and enhance cultural awareness*

### Strategic Priority 3D

Priority 3D:  
*Encourage and facilitate communication and collaboration between the Minnesota Judicial Branch and Minnesota Tribal Courts*

### Objectives

The diversity and inclusion-related objectives under these strategic priorities 3B and 3D include:

Strategic Priority 3B Objective: Increase employee skill development and efficiency to enrich public trust and confidence with Judicial Branch customers

Providing employees with educational opportunities to increase their cultural competence and understanding of individuals from different backgrounds (socio-economic, racial/ethnic, age, etc.) will help enrich skill base and ability to deliver culturally sensitive service to the public.

The following are some of the Minnesota Judicial Branch's educational opportunities, cultural competence activities and initiatives:

- MJB Training and Education
  - "Why Diversity Matters in the Minnesota State Courts"
    - First statewide Legal Matters ITV training on diversity
  - Cultural Perspectives Education Series
    - Working with Vietnamese Clients in the MN Court System
    - Working with Immigrant Clients in the MN Court System
    - Working with Court Interpreters in the MN Court System

- Understanding American Indian Clients in the MN Court System
  - Understanding Limited English Proficiency (LEP) Issues in the MN Court System
  - Understanding Hispanic/Latino Clients in the MN Court System
- Understanding Sexual and Discriminatory Harassment
- Appreciating Differences: Valuing Individual and Organizational Diversity
- Supervisory Modules for the Labor Management Committee (LMC) on Ethical and Respectful Workplace Conduct
- Skill Soft E-Learning Diversity Modules
- Type Talk at Work: Using the Meyers Briggs Personality Type Indicator (MBTI) to Enhance Innovation and Teamwork
- Expanded Intercultural Conflict Style Inventory (ICSI) Training
- Serving a World of Customers
- Size Does Matter: YouTube video & discussion guide on global changes/diversity
- Management EDGE Leadership Program
  - MBTI
  - Diversity Imperative: Developing Intercultural Sensitivity and Competency for Today's Courts
- National Center for State Courts Implicit Bias Project
  - Racial Fairness Committee conducted facilitator's trainings
  - Several employees were trained as facilitators
  - Participants took part in [Harvard Implicit Association Test](#) (IAT) and discussion
- The Intercultural Development Inventory (IDI) Session conducted with:
  - Fourth Judicial District Emerging Leaders Program
  - Fourth Judicial District Judge's Retreat: Judges were asked to reflect on sentencing disparities
- Court Interpreter Program Training
  - Ethics and Orientation
  - Certification Exam Preparation
  - Webcast program on Understanding Basic Dynamics of Remote Interpreting
  - WebEx program on Remote Interpreting Skill-building
- Judicial Education for Judicial Officers: Ethics, Bias and Diversity are integrated into all judicial education programs offered through SCAO
- The Fourth Judicial District has conducted diversity training in the following areas:
  - Amendments to the American Disabilities Act
  - Limited English Proficiency Plan
- The Tenth Judicial District Equal Justice Committee conducted three sessions of "Diversity Reloaded" trainings for justice partners and court staff in October 2009
  - Pine City – 58 registered attendees
  - Monticello – 60 registered attendees
  - Stillwater – 32 registered attendees
- The Tenth Judicial District Education Days: featured two "Diversity Reloaded" trainings in January and April 2010

Strategic Priority 3B Objective: Expand Judicial Branch capability when diversity issues impact work or effectiveness and provide workforce retention and succession training

Creating the space for honest and open diversity and inclusion-related discussions can help encourage employees to learn more about themselves and others and place greater value on diversity and inclusion in their work.

Minnesota Judicial Branch diversity and inclusion initiatives:

- Diversity-related committees and workgroups:
  - Fourth Judicial District Employee Diversity Action Council
  - Diversity Education and Cultural Competence Committee
  - Gender Fairness Implementation Committee
  - Human Resources Diversity Operational Workgroup (HR DOP)
  - Judicial District Equal Justice Committees
  - Racial Fairness Committee
  - Committee for Equality and Justice Workgroup:
    - Concept was presented to the Judicial Council in December 2009
    - Judicial Council approved moving forward with a workgroup
    - Racial Fairness Committee and Gender Fairness Committee members are represented on the workgroup
    - The goal of creating an overarching committee to address all diversity issues is to enhance and approve the state's response to fairness and diversity issues across the board including and beyond gender and race
- Employee Demographic Data: Analyzing gender and race data to identify potential areas for improvement
- Court Demographic Data:
  - Increase race data access of court users from Hennepin County Community Corrections
  - The Ninth Judicial District's Equal Justice Committee analyzed data to identify ways to effectively deal with racial fairness issues
- Policies and Procedures: Enhance policies and procedures relating to diversity including the organization's expectations for valuing others, diversity, inclusion, respectful workplace, etc.
- Quality Court Workplace (QCW) Employee Survey Diversity Questions:  
To follow up with the QCW diversity question responses, a QCW Diversity Response Report was created which included:
  - Results of follow up interviews with locations receiving the highest and lowest diversity question scores
    - Fourth Judicial District Employee Diversity Action Council reviewed the results as it prepared its 2010 work plan
  - A summary of recommendations from districts/MJC on how to promote diversity in the branch

Strategic Priority 3B Objective: Enable staff, clients and customers to work together in a respectful, productive work environment

Integrating educational opportunities, open communication and exposure to individuals from diverse backgrounds can help create an environment where all persons are valued and treated with respect, regardless of differences in individual characteristics (i.e. age, gender, religion, race/ethnicity, sexual orientation, disability, etc.).

#### Minnesota Judicial Branch Community Involvement Activities and Events:

##### *Community Involvement*

- Racial Fairness Committee Community Dialogue Sessions
  - [First Judicial District Equal Justice Committee Community Dialogue Session Report - Chaska](#)
  - Third Judicial District Equal Justice Committee Community Dialogue is planned for September 2010 with a focus on the Somali community
- Twin Cities Diversity Roundtable (TCDR): Bi-monthly best practice sharing through meetings with local public and private sector diversity practitioners
- Boomers Mean Business Conference
- Minnesota Management and Budget workgroup: Alliance for Cooperation & Collaboration in Employment & State Services (ACCESS)
- Diversity Discussion Group: Monthly meetings of diversity practitioners from local government agencies and organizations
- Partner with districts and Guardian ad Litem program to attend:
  - Hmong Resource Fair: 2008 and 2009
  - CLUES Expo: 2009
  - St. Paul Harding High School Career Fair: 2010

##### *Other examples*

- Update MJB public website for employment and volunteer, intern and student worker inquiries, including diversity-specific content
- Community Resource Guide
  - Developed to serve as a resource for sharing job postings and Branch events
  - Consists of an assortment of over 200 community-based organizations
- Guardian ad Litem Recruitment
  - Employees: Judicial districts worked with and reached out to diverse communities in the GAL conversion from contractors to permanent employees
  - Volunteers: The Second and Fourth Judicial District Guardian ad Litem recruiters have worked intensively in communities of color in an effort to increase the numbers of guardian volunteers from culturally and linguistically diverse groups
- Second Judicial District Diversity Plan Recruitment Guide for all Managers/Supervisors and Judges

- Volunteer, Intern and Student Worker (VIS) Program: Created to provide a pipeline of potential job applicants with court experience. Goals of the VIS Program include:
  - Increasing diversity (racial, ethnic, gender, socioeconomic, generational, etc.)
  - Building public trust and confidence
  - Providing assistance to managers and supervisors
  - Cultivating community relationships
- Cristo del Rey Hire4Ed program: The Fourth Judicial District hosted student workers from the program (2008-2010)
- Step-Up Program: MJC hosted two to three Achieve!Minneapolis Step-Up program summer interns (2005-present)
- Minnesota Workforce Center's Concentrated Employment Program
  - The Ninth Judicial District served as a host site
  - Promotes employment for individuals with a variety of socio-economic and ethnic backgrounds
  - Provides on the job training
- Heritage Showcase Sessions:
  - The Fourth Judicial District Employee Diversity Council conducts monthly sessions over the lunch hour:
    - Employees volunteer to share various heritages (e.g. food, artifacts, etc.)
    - Fourth Judicial District Diversity Council supports individuals or groups with planning and facilitating sessions
    - Up to 100 employees participate in the events
    - Participants receive a "passport" which is stamped for each heritage event: 4 stamps = 1 hour of diversity credit
- School Segregation and Incarceration Poverty: Presentation to the Racial Fairness Committee by Executive Director of the Institute on Race & Poverty, Myron Orfield

Strategic Priority 3D Objective: Raise understanding and awareness of State Court Judges and personnel on State-Tribal issues.

- Cultural Perspectives Education Series
  - Understanding American Indian Clients in the MN Court System
- Minnesota District Judges' Association training on Tribal Courts

Strategic Priority 3D Objective: Increase cooperation/collaboration with Tribal Courts on matters of common interest.

- Foster relationships branchwide with local American Indian communities and Tribal Governments
- Leech Band of Ojibwe partnership
  - The Ninth Judicial District has:
    - Served as an active member of Lake Reservation Tribal Justice Center planning committee
    - Operated problem solving courts in Itasca and Cass counties
- State Court/Tribal Court Forum

### III. Other Minnesota Judicial Branch Diversity and Inclusion Efforts

- Limited English Proficiency (LEP) Plans
  - The U.S. Department of Justice, in accordance with federal law, requires all government agencies receiving federal funds to create a LEP plan
  - In Minnesota, we are required to have LEP plans for each of our county courts, as well as the Minnesota Judicial Center in St. Paul
  - LEP plans are meant to assess how we deliver services to the non-English speaking public
  - Updated guide for completing location-specific LEP plans
- Office for Justice Partners Equal Employment Opportunity Program (EEOP) form:
  - Department of Justice grant recipients are required to complete this form to:
    - Analyze workforce demographics
    - Identify under-represented groups based on gender and race/ethnicity
    - Create plans to address any disparities in representation
  - Created guide for MJB grant recipients to complete the EEOP form

### State Court Administrator's Office and Judicial District Contacts

#### State Court Administrator's Office (SCAO)

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