



**MINNESOTA  
JUDICIAL BRANCH**

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## **Diversity and Inclusion Annual Report**

**January - December 2018**

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# 2018 MINNESOTA JUDICIAL BRANCH DIVERSITY & INCLUSION ANNUAL REPORT

## THE COMMITTEE FOR EQUALITY AND JUSTICE

The Committee for Equality and Justice (CEJ) is a 26-member advisory committee to the [Minnesota Judicial Council](#) and is reflective of the state's demographic and geographic diversity. It is comprised of representatives from each of the 10 judicial district Equal Justice committees (EJCs), as well as judicial officers, attorneys, court employees, and members of the public.

### Committee for Equality and Justice Mission:

“To work collaboratively across the Judicial Branch to advance efforts to eliminate bias from court operations, promote equal access to the court, and inspire a high level of trust and public confidence in the Minnesota Judicial Branch.”

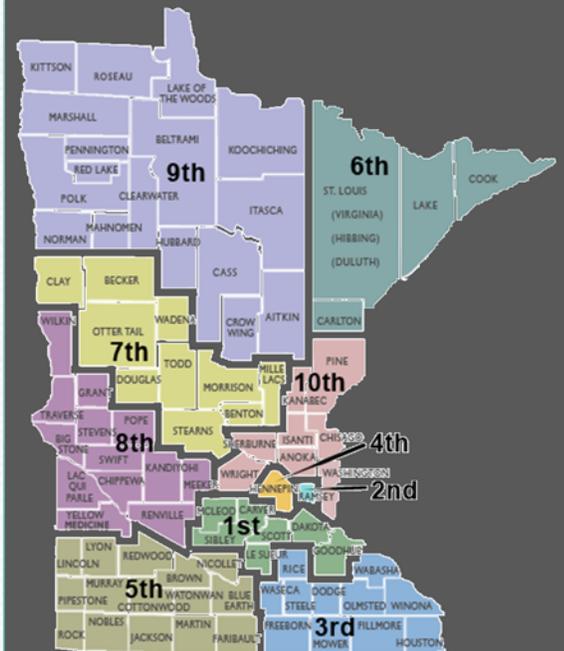
The Committee for Equality and Justice meets quarterly to accomplish this mission through the Committee's charge of:

- Recommending diversity and inclusion education programs and course materials for judges and Judicial Branch employees;
- Promoting diversity and inclusion in Judicial Branch employment and in appointments to Judicial Branch committees and boards to reflect the population served by the Judicial Branch;
- Making recommendations for improvement in court processes, procedures, and policies as they relate to race, gender, ethnicity, age, disability, socioeconomic status, religion, sexual orientation, and any other status protected by law; and,
- Assisting district Equal Justice committees in their work at the local level, and providing assistance in outreach efforts to the communities they serve.

The current goals and strategies of the Committee have been included in the FY18-19 [Minnesota Judicial Branch Strategic Plan](#).

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## MINNESOTA JUDICIAL BRANCH 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.

## MINNESOTA JUDICIAL BRANCH MISSION

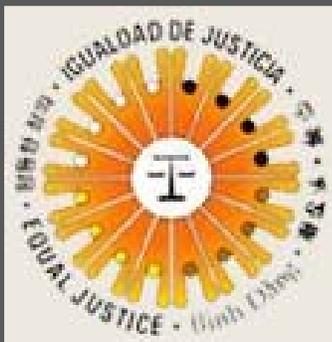
To provide justice through a system that assures equal access for the fair and timely resolution of cases and controversies.

## COMMITTEE FOR EQUALITY AND JUSTICE HIGHLIGHTS

### NATIONAL CONSORTIUM ON RACIAL AND ETHNIC FAIRNESS IN THE COURTS

The Minnesota State Bar Association hosted the 30th annual National Consortium on Racial and Ethnic Fairness in the Courts on June 13-16, 2018, in Minneapolis, MN. Several Committee for Equality and Justice members served on the conference planning committee and as faculty. Topics ranged from “We Are All Criminals,” the Indian Child Welfare Act (ICWA), the Violence Against Women Act (VAWA), and more.

Members of the Committee for Equality and Justice and Equal Justice committees attended the conference to share best practices from other state court systems, build connections, and increase awareness of justice issues and trends from across the country.



### STRATEGIC GOALS AND SUBCOMMITTEES

Three subcommittees have been formed to accomplish each of the Committee for Equality and Justice’s FY18-19 strategic goals:

- Race Bias Data Subcommittee
- Diversity and Inclusion Education Subcommittee
- Community Outreach and Recruitment Subcommittee

These subcommittees meet to execute the Committee’s strategic plan in addition to quarterly meetings of the full Committee for Equality and Justice. Some highlights of 2018 activities include:

1. Reviewing recommendations found in the 1993 Race Bias Taskforce Report and identifying priorities for additional or continued work.
2. Monitoring decisions on the 2020 U.S. Census racial and ethnic categories to ensure that Judicial Branch categories mirror the same groups.
3. Collaborating with the State Court Administrator’s Office Legal Counsel Division to create a “Disability Accommodations in the Courtroom” Bench Card for judges.
4. Involving CEJ representatives on the Jury Orientation Video Workgroup.

### RACE DATA COLLECTION PERFORMANCE MEASURE

The Minnesota Judicial Branch has collected self-reported race data in criminal and juvenile cases since 2002. In July 2018, after a considerable amount of discussion, analysis, and targeted improvement efforts on race data collection rates, the Minnesota Judicial Council adopted policy changes that establish new strategic performance measures regarding the collection of race data. The data includes criminal defendants, juveniles in delinquency, and CHIPS proceedings. The goal of these policy changes is to ensure that the Judicial Branch has sufficient race data to analyze whether persons are treated fairly regardless of their race or ethnicity.



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## COMMITTEE FOR EQUALITY AND JUSTICE HIGHLIGHTS AND EQUAL JUSTICE COMMITTEES

### RACE DATA COLLECTION

The Second Judicial District began using kiosks for juvenile delinquency court check-in, including the use of an electronic version of the race data collection paper form. Recognizing that the paper process will likely be replaced with an electronic “form” in the future statewide, the Second Judicial District has agreed to pilot the electronic collection of race data for a period of one year. This pilot will provide important data to inform court administration on moving forward with a paperless collection process statewide. The CEJ provided helpful recommendations to local courts piloting the use of kiosks.

### LANGUAGE ACCESS INFORMATION

The Committee for Equality and Justice has worked in conjunction with the Court Interpreter Program to develop and implement a Language Access Court Customer Information Card. This resource will help provide consistent information on the assistance that a court interpreter can and cannot provide. It will be translated into the top 10 languages and printed for distribution in 2019.

### EQUAL JUSTICE COMMITTEES

Equal Justice committees (EJCs) are active in each of the 10 Judicial Districts across the state. They are comprised of judicial officers, court employees, law enforcement, attorneys, community members, and community organizations that meet frequently on various access to justice concerns. Equal Justice committees exist to advance equality and promote multicultural understanding and competency among judicial officers, court employees, and justice system partners at the local level and work in collaboration with the Committee for Equality and Justice. Each Equal Justice Committee has a representative who serves on the statewide Committee for Equality and Justice.

### COMMUNITY OUTREACH

Community outreach is crucial in gaining insights and recommendations from court users on how the courts can improve in providing access to justice. Hearing from and responding to members of the public truly helps to build trust and public confidence in the courts. With best practice sharing and assistance from the Committee for Equality and Justice, district Equal Justice committees have conducted more than 30 community dialogues, listening sessions, and other outreach activities over the past 10 years.

In 2018, the Committee for Equality and Justice examined trends in information gleaned from the statewide EJC-led community dialogues and documented follow-up activities on recommendations received from communities. The Committee conducted a survey of the 10 Judicial District EJCs to learn about action items and/or potential solutions to recommendations and issues expressed in the [community dialogue reports](#).



## JUDICIAL DISTRICT AND EQUAL JUSTICE COMMITTEE HIGHLIGHTS

### THIRD JUDICIAL DISTRICT

*Dodge, Fillmore, Freeborn, Houston, Mower, Olmsted, Rice, Steele, Wabasha, Waseca, and Winona counties*

Members of the Third Judicial District Equal Justice Committee attended a Law Day event in Steele County in May 2018 as a part of a community outreach effort. Information was shared with members of the public on the jury selection process and the various employment opportunities in the Minnesota Judicial Branch.

Equal Justice Committee members also participated a Juneteenth event in Rochester to build relationships, foster further dialogue, and promote trust with community members.



### FIRST JUDICIAL DISTRICT

*Carver, Dakota, Goodhue, Le Sueur, McLeod, Scott, and Sibley counties*

The First Judicial District Equal Justice Committee (EJC) hosted a Community Dialogue in May 2018 at the Scott County Community Center, and in November 2018 with a focus on Domestic Violence advocates. These events served as an opportunity for community members to have conversations with judges and court staff in a small group setting, and were attended by the public, judges and court staff, and other justice partners. The First Judicial District also produced a weekly HR Update Newsletter that includes a “Did you Know” section and is sponsored by the EJC. All First Judicial District EJC members are responsible for submission of content, providing information on various diversity-related events and holidays.

EJC members have made various connections beyond community dialogues by speaking at various diversity and inclusion-related events and through meeting with local community groups:

- Mitchell Hamline College of Law: Tea for Women in Law
- Teens Networking Together (TNT) organization
- Henry Sibley High School: Las Almas Student Group
- YMCA
- Mission Impact Council
- Burnsville Community Outreach Event
- Warrant forgiveness event, Scott/Carver Counties
- Tri-City United School Tour, Le Sueur County
- New Prague, Waconia, & Goodhue schools court viewing days.

### SECOND JUDICIAL DISTRICT

*Ramsey County*

The Second Judicial District worked in partnership with the ACLU and the NAACP to conduct a Warrant Forgiveness Day, resulting in approximately 400 warrants being forgiven. The Equal Justice Committee also participated in a law student reception with the Ramsey County Attorney’s Office.



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## JUDICIAL DISTRICT AND EQUAL JUSTICE COMMITTEE HIGHLIGHTS

### FOURTH JUDICIAL DISTRICT

#### *Hennepin County*

The Fourth Judicial District Equal Justice Committee participated in various staff development and outreach events in 2018, including:

- Racial Equity Strategic Leadership Team (RESLT) and the Access through Inclusion, Diversity and Equity (AIDE) Program;
- “Art and Healing in the Moment” artistic response to the fatal shooting of Philando Castile as a part of the National Consortium;
- Urban Research and Outreach-Engagement Center (UROC) “Train-the-Trainer” Expungement Workshop;
- Constitution Day Event on the 25th Anniversary of the Race Bias Task Force Report;
- Tribal Court Visits in Leech Lake, Red Lake and White Earth;
- Minneapolis Public Schools Professional Development Day - Promoting the Judicial Officers in the Classroom Initiative;
- White Earth Nation and Leech Band of Ojibwe - Installation of tribal flags for at the Juvenile Justice Center;
- Race and Equity Assessment to track progress on racial equity;
- Several judicial officers took part in National Night Out in various communities in Hennepin County;
- Minnesota Lawyer Diversity and Inclusion Award Ceremony; and,
- Listening Sessions:
  - ◆ 4th Precinct and County Attorney’s Office.
  - ◆ The Family Court Enhancement Project co-hosted with the Division of Indian Work (DIW) and the Minnesota Indian Women’s Resource Center (MIWRC).
  - ◆ Lake Street Court Watch and Neighbors in Action Tour.



### FIFTH JUDICIAL DISTRICT

*Blue Earth, Brown, Cottonwood, Faribault, Jackson, Lincoln, Lyon, Martin, Murray, Nicollet, Nobles, Pipestone, Redwood, Rock, and Watonwan counties*

The Fifth Judicial District Equal Justice Committee worked on addressing court interpreter availability and hosted a career fair to recruit for interpreters at South Central College in Mankato. Members of the EJC Committee have been involved in the Tapestry Project as well as the Mankato Area Cross Cultural Collaboration, a group that works across languages, cultures, and race to bring together community members for discussion.

Fourth Judicial District Diversity and Inclusion Education Courses	
Exploring the Role of Class	Implicit Bias in Jury Selection
Working Effectively With Muslim Court Users	Lessons Learned from Ferguson: Procedural Fairness in the Courts
Generational Diversity	Trafficking of Minors
Historical Trauma and the Native American Experience	Understanding the Somali People
Implicit Bias	Fairness and Cultural Considerations
Hennepin County Bar Association book discussion on, “The Hate You Give.”	Advancing Racial Equity Summit: Our Role in Government
LGBTQ+ topics: Transgender and Gender Nonconforming Court Users; Domestic Violence; Custody and Parenting Issues; Ally Training; The Identity Game	

## JUDICIAL DISTRICT AND EQUAL JUSTICE COMMITTEE HIGHLIGHTS

### EIGHTH JUDICIAL DISTRICT

*Big Stone, Chippewa, Grant, Kandiyohi, Lac qui Parle, Meeker, Pope, Renville, Stevens, Swift, Traverse, Wilkin, and Yellow Medicine counties*

The Eighth Judicial District Equal Justice Committee has worked with various community organizations over the past year, including PACT4, a multi-county partnership to fill service gaps, and GUIA, a chemical health intervention for Hispanic/Latino youth and their families.

The Equal Justice Committee held a community dialogue in collaboration with a Latino service providers group in June 2018. In addition, the EJC hosted a table in May 2018 with information about the courts and court careers at a local school's Cinco de Mayo event.



### SIXTH JUDICIAL DISTRICT

*Carlton, Cook, Lake, and St. Louis counties*



The Sixth Judicial District Equal Justice Committee took part in various education and outreach events in 2018:

- Community outreach event at the St. Louis County Courthouse in partnership with the Fond du Lac tribe and local justice partners;
- Criminal justice book club discussion on the book, "Locking up Our Own";
- Collaborated with the Fond du Lac tribe to host a health and wellness fair;
- Developed an Iron Range-focused Equal Justice Committee to address areas of concern to the Range community; and,
- Partnered with the Fond du Lac tribe for a tribal flag raising ceremony at the Carlton County Courthouse.

### SEVENTH JUDICIAL DISTRICT

*Becker, Benton, Clay, Douglas, Mille Lacs, Morrison, Otter Tail, Stearns, Todd, and Wadena counties*

The Seventh Judicial District Equal Justice Committee continued to work on ways to help increase the number of people from the Native American community on juries. The EJC arranged for a training on Indian Law and History for Judicial Officers and also took part in the St. Cloud Community Resource Day, consisting of a warrant workout.

The EJC has worked to sustain a relationship with the Mille Lacs Band of Ojibwe and held a community dialogue in December 2018 to discuss issues of importance to the community.



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## JUDICIAL DISTRICT AND EQUAL JUSTICE COMMITTEE HIGHLIGHTS

### NINTH JUDICIAL DISTRICT

*Aitkin, Beltrami, Cass, Clearwater, Crow Wing, Hubbard, Itasca, Kittson, Koochiching, Lake of the Woods, Mahnommen, Marshall, Norman, Pennington, Polk, Red Lake, and Roseau Counties*

The Ninth Judicial District Equal Justice Committee has worked on addressing probation violations, given the large geographic area of the District. The EJC has also participated in ICWA training and focused on increasing the race data collection rate across the District. In addition, the EJC is exploring the causation of probation revocation highlighted in a Minnesota Sentencing Guideline Commission report.

The Ninth Judicial District has participated in the following outreach and training initiatives:

- Invited Tribal Court judges to attend the March 2018 Ninth Judicial District bench meeting;
- Held Cass County juvenile court sessions at the Leech Lake Tribal Justice Center;
- Conducted joint jurisdiction wellness courts (Itasca, Cass, and Mahnommen counties);
- ICWA training provided to judges and court staff by the State Court Administrator's Office Children's Justice Initiative (CJI);
- Provided Implicit Bias training for all Ninth Judicial District court and district administration staff;
- Impromptu trainings to court staff about American Indian culture and tribal government;
- The EJC Chair presented on Joint Tribal-State Jurisdiction courts at the 2018 National Consortium on Racial and Ethnic Fairness in the Courts; and,
- The EJC Chair presented on ICWA at the December Annual Conference of Judges.

### TENTH JUDICIAL DISTRICT

*Anoka, Chisago, Isanti, Kanabec, Pine, Sherburne, Washington, and Wright counties*



The Tenth Judicial District Equal Justice Committee held two Community Dialogues in 2018. The first took place at the Fridley Community Center in February, and the second took place at the Church of All Nations in November. The EJC included recruitment materials at outreach events to encourage attendees to consider a career with the courts. Additionally, members of the EJC met with tribal council members at the Annual Conference of Judges in December 2018 to discuss next steps for an outreach event or community dialogue listening session in 2019.

The EJC has worked with the State Court Administrator's Office Court Interpreter and Language Access Program to translate some court pamphlets into Spanish, Somali, Hmong, Arabic, and other languages. Finally, the District held a Law Day event in May that invited school groups to learn more about the courts over lunch.



## DIVERSITY AND INCLUSION EDUCATION

### JUDICIAL EDUCATION

Judicial officers are offered a wide range of diversity and inclusion-related educational opportunities through a variety of judicial education programs, such as the Annual Conference of Judges, the Minnesota District Judges Foundation (MDJF), and bench retreats. Topics in 2018 included:

- Judicial Education Decision Making: A Soldier's Story;
- LGBTQ+ Youth in Juvenile Court;
- Bridging the Gap Program and Senior Judge Program: Implicit Bias Through the Lens of Privilege; and
- Annual Conference of Judges: Race on the Brain -What Implicit Bias Gets Wrong About the Struggle for Racial Justice.

### THE FORUM ON WORKPLACE INCLUSION



Attendees from across the country, from around the globe, and from the Minnesota Judicial Branch gain tools to advance diversity and inclusion in the workplace through attending [the Forum on Workplace Inclusion](#). This three-day conference challenges participants to learn and grow through facilitated dialogue, structured networking, and experiential learning.

### EDUCATIONAL OPPORTUNITIES

Education and training opportunities provide a means for Minnesota Judicial Branch employees and judicial officers to learn more about diversity and inclusion-related topics. These resources help to promote public trust and confidence by equipping judicial officers and employees with tools to provide the best customer service to court users from a variety of backgrounds and experiences.

Trainings are made possible via frequent "Why Diversity Matters" sessions, court education days, judicial education events, continuing legal education (CLE) courses, and quarterly "Cultural Perspectives" courses.

### CULTURAL PERSPECTIVES

The Minnesota Judicial Branch "Cultural Perspectives" are live, 90-minute webinars that generally attract 200-300 attendees from within the Minnesota Judicial Branch. Sessions take place four times a year and focus on various historical, cultural, and societal issues from various communities. Topics in 2018 included:

- Understanding Court Users Who Are Blind or Have Experienced Vision Loss;
- Native Nations: Understanding the Past to Inform the Future;
- Tribal Governments, State Courts, and Federal Indian Law and Policy; and,
- Understanding and Using Cultural Intelligence.

### ADDITIONAL EMPLOYEE EDUCATION

Through the availability of on-demand course offerings, court employees learn how to best serve court users who may be limited-English proficient and/or have a disability.



## DIVERSITY AND INCLUSION EDUCATION

### AMERICANS WITH DISABILITIES (ADA) ACT RESOURCES

The [Minnesota Judicial Branch ADA public website](#) contains information, tools, and forms (electronic and paper) to help court users in requesting an ADA accommodation. This website also provides information for the public on the ADA contact at each court location if questions arise or to make an accommodation request.

A live session on disability accommodations was recorded in October 2018 as a refresher for local ADA contacts and other court employees. The session was recorded to help the courts provide assistance for court users who have a disability. Judicial officers also received additional training on the ADA.

### LANGUAGE ACCESS RESOURCES

The Minnesota Judicial Branch provides Language Access Basic Training (LABT) for court employees. The tools and resources offered help employees assist court users who are limited in their English proficiency. Topics include:

- Language Access Plans and Resources;
- Court Interpreter Program Resources; and,
- Court Interpreter Program Tools.

### STATE LAW LIBRARY

The Minnesota State Law Library hosted a special panel discussion on "The Latino Legal Experience in Minnesota" in March 2018. Chief Justice Lorie Skjerven Gildea delivered opening remarks recognizing the exhibit on loan to the Minnesota State Law Library from the U.S. District Court, District of Minnesota. A related 30-minute video titled, "Someone Like Me Can Do This," was included in the exhibit and was created from 18 unscripted conversations with members of the Minnesota Hispanic Bar Association.

### DIVERSITY AND INCLUSION INTERNAL WEBSITE

The Minnesota Judicial Branch Diversity and Inclusion internal website is the main repository of diversity and inclusion-related information, events, and educational resources for judicial officers and court employees, including:

- A calendar of events and holidays;
- Access to diversity and inclusion resources;
- Resource links to various groups and cultures;
- The Minnesota Judicial Branch's diversity statement; and,
- Training and education resources.

### MINNESOTA ASSOCIATION OF COURT MANAGEMENT

The Minnesota Association of Court Management (MACM) included a plenary session on Implicit Bias in the Hiring Process, as well as related breakout sessions, at its Fall 2018 annual conference.

**"Society is unity in diversity."**

*- George Herbert Mead*

## GROUPS AND COMMITTEES

### PRETRIAL RELEASE INITIATIVE

In 2018, the Judicial Council approved a Pretrial Evaluation Policy, requiring that all counties in Minnesota use a validated risk assessment tool as part of the approved pretrial evaluation form. Validation of the tool used must occur every five to seven years. The policy also requires that gender/sex and race not be included on the form and that the form not include any recommendations from local corrections about the ultimate pretrial release decision (release on recognizance, release on non-monetary conditions, or release on bail/bond). This area is rapidly evolving across the country, both in research and policy as well as in practice. A primary goal of this effort is to work towards eliminating bias in the pretrial release process.

### ALLIANCE FOR COOPERATION AND COLLABORATION IN EMPLOYMENT STATE SERVICES (ACCESS)

The Minnesota Judicial Branch is a part of the ACCESS workgroup of state employees, which is charged with creating and maintaining diversity and equal opportunity best practices to achieve the goal of recruiting, hiring, developing, and retaining a diverse workforce. The employees are dedicated to advancing the diversity and inclusion efforts of statewide agencies and are led by Minnesota Management and Budget.

### DIVERSITY AND INCLUSION GROUPS AND COMMITTEES

Members of the Minnesota Judicial Branch participate in various groups and committees, many of which are listed on this and the next page. Making connections with community members and organizations, sharing best practices, increasing cultural competency, and gaining a greater understanding of others helps the courts be best equipped to provide equal access to justice.

### TWIN CITIES DIVERSITY AND INCLUSION ROUNDTABLE (TCDIR)

Minnesota Judicial Branch employees meet bi-monthly with fellow diversity and inclusion practitioners from the public, private, and non-profit sectors to share knowledge, tools, and resources with each other on relevant workforce diversity matters such as recruitment, retention, equity, and beyond.

### COMMUNITY GROUPS

In 2018, members of the Fourth Judicial District Equal Justice Committee and District Administration leaders participated in the following community groups:

- Government Alliance on Race and Equity (GARE);
- Make It. MSP. Retention of Professionals of Color;
- Action Research Team for Hennepin County Engagement; and,
- Hennepin Community Engagement Community of Practice.



# 2018 MINNESOTA JUDICIAL BRANCH DIVERSITY & INCLUSION ANNUAL REPORT

## DIVERSITY AND INCLUSION RESOURCES

### COMMUNITY GROUPS *(CONTINUED)*

The First Judicial District presented to the following community groups:

- American Academy of Matrimonial Lawyers Conference;
- Dakota County Bar Association; and,
- Me Too and Update on Gender Fairness Reports – Mitchell Hamline College of Law.

### RECRUITMENT

The Human Resources and Development Division has formed numerous subcommittees that work on various aspects of recruitment initiatives across the Minnesota Judicial Branch. A primary goal of these efforts is to ensure our court employees reflect the diversity of the communities we serve.

In addition to these activities, judicial officers, court employees, and the Equal Justice committees have been intentional about sharing career opportunities via social media and by distributing recruitment materials at outreach and other community engagement events. The Minnesota Judicial Branch also sends open job postings to the Workforce Community email listserv through the State of Minnesota, which reaches more than 500 contacts.

### INTERNSHIPS

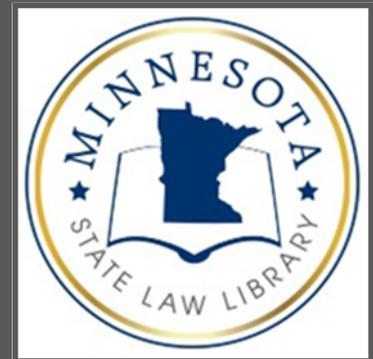
The Tenth Judicial District Equal Justice Committee is exploring the possibility of a mentor, intern, or other type of program to serve as a gateway to attract and promote under-represented demographic groups. To help build a pipeline of future court employees, the Fourth Judicial District conducts a summer internship program consisting of a cohort of college students who learn professional development skills, such as resume writing and interviewing, along with job-related skills. Other districts also host student workers and interns throughout the year.

### STATE DEMOGRAPHIC DATA

Data from [Minnesota Compass](#) and from the state demographer provide the Minnesota Judicial Branch with a wealth of knowledge on the changing demographics of our state. Using data from the U.S. Census and the American Communities Survey, these sources provide key information to help inform the courts on the changing region, the workforce, and community populations.

### STATE LAW LIBRARY MATERIALS

The State Law Library prepares and updates a list of diversity and inclusion publications each year. This source also contains links to information on other diversity and inclusion resources as well. Judicial Branch employees and judicial officers have access to scholarly journals through the online [Diversity Bibliography](#).



## DIVERSITY AND INCLUSION RESOURCES

### 2018 CAREER FAIRS ATTENDED BY THE MINNESOTA JUDICIAL BRANCH

- American Indian OIC Takoda Career Fair
- Leech Lake Tribal College Career Fair
- Minnesota Private College Job and Internship Fair
- University of Minnesota Job and Internship Fair
- University of Minnesota Diversity and Leadership Coffee with Companies Event
- Government and Non-Profit Career Fair
- Spokesman Recorder Career Fair
- State of Minnesota Career Fair
- Anoka County Career Fair
- Head of the Lakes Career Fair
- Bemidji State University Career Fair
- Minnesota State Fair Education Building Booth
- Dakota County Technical/Inver Hills Community College Career Fair
- Chippewa Valley Technical College
- West St. Paul, Washington County, and Dakota County Workforce Centers

### BUILDING THE PIPELINE: CAREER EXPLORATION

Judicial officers and employees often speak with student groups from K-12 schools, YMCA's Youth in Government, the Girl Scouts, and others to inspire youth to consider a career with the Minnesota Judicial Branch, and to share the wide variety of career options within the courts.

The Sixth Judicial District Equal Justice held a half-day event titled, "Consider the Courts," at the St. Louis County Courthouse in Duluth in 2018. The program was designed to introduce students from the Fond du Lac Ojibwe school to the possibility of careers within the justice system. Students were exposed to careers in court administration, judicial support, probation, law enforcement, court security, cybersecurity, and as attorneys.

The Fourth Judicial District hosted youth from the Tazel Institute, a community-based organization focused on exposing young, male students of colors to a variety of careers. The courts arranged for a panel of justice partners, an observation of the courts, and a tour. The event concluded with a lunch where students, judicial officers, and justice partners debriefed on their experience.



If you have questions about this report or other diversity-related matters, please contact:

Melanie Larsen Sinouthasy, Human Resources Diversity Specialist and  
Coordinator for the Minnesota Judicial Branch Committee for Equality and Justice.

For more information visit: [www.mncourts.gov/cej](http://www.mncourts.gov/cej)