



April 16, 2021

Report of the Site Selection Committee
Chair(s): Honorable Marcella Holland

The Site Selection Committee is charged with selecting a venue for annual conferences of NAWJ. In the past, the Committee made this recommendation on its own. In 2019, the discussion began and concluded in 2020 that NAWJ staff should be involved in researching cities on various issues such as hotels, the local legal and business community and membership activity; and assist the Committee in making a recommendation to the Board. In 2020 the Committee began the process by sending out a Request for Proposal for Annual Meeting Site (RFP) to all members. The initial RFP was for the years 2022 and 2023 because the sites for 2020 (Nashville) and 2021 (Detroit) were set. As proposals were due; however, the pandemic arose and plans changed. Nashville was pushed back to 2021 and Detroit to 2022.

The Site Selection Committee met recently to consider next steps in gathering recommendations for the 2023 and perhaps 2024 annual conferences. NAWJ staff shared the results of membership surveys on cities in which they would like to attend conferences and also top cities for conferences compiled from social media data. As a result of the 2020 RFP process, one viable proposal was received and discussed at our meeting. The Committee has decided to follow up on that proposal and if it is found that it is still viable and is a willing venue for 2023, we will make that recommendation at the Annual Conference Board Meeting. In the interim, we will circulate another somewhat revised RFP for a future meeting, leaving open the possibility for 2024 or beyond. We also will continue to explore some of the cities found by staff.



April 7, 2021

Report of the Bylaws Committee

Chair(s): Honorable Nan Duffly and Honorable Julie Frantz

In February and March 2021, NAWJ Bylaws Committee co-chairs conducted a planning session at which we outlined the process for reviewing and providing amendments to be presented to the membership at the annual meeting in Nashville in October. Our process consists of the following steps:

- (1) Request of our President, Karen Donohue, and the current board, to identify areas in the Bylaws that should be reviewed and addressed; received.
- (2) An initial review by the co-chairs of the Bylaws section by section and identification of areas of concern; preliminary redrafting in preparation of our meeting with the pro bono with expertise in this area;
- (3)(a): Re-engaging the pro bono services of the Boston law firm, Hemenway and Barnes, LLP, which had previously provided us with pro bono assistance in connection with potential amendments and modifications to the NAWJ Bylaws. We sought to determine whether NAWJ remained in compliance with relevant statutory provisions and whether the overall structure of the Bylaws should be modified/amended to better meet the needs of the organization. Nan's contact at Hemenway and Barnes, partner Brad Bedingfield, agreed that the firm was willing to continue to provide limited pro bono services and Attorney Eleanor A. Evans.
- (3)(b): Eleanor is graciously again assisting us in a review of the Articles of Incorporation, NAWJ's Bylaws, and any amendments thereto. Although Eleanor is not currently licensed to practice in DC, and cannot provide legal advice, Eleanor is experienced in this area, having provided legal support to non-profits and corporate entities for many years, and has been extremely valuable in her guidance, especially in noting that because NAWJ is incorporated in DC, it must meet certain filing and registration requirements, and that our Bylaws must be in compliance with DC corporate law. See prior memo regarding the status of NAWJ's DC annual reports and business license, and her suggestions, including that some of NAWJ's information as to our registered agent. With Eleanor's assistance, we are continuing our review of the Bylaws, section by section.

Some of the areas of the areas necessitating amendment include limiting the number of standing committees, requirements for conducting business/membership voting contained

within Article XIII regarding quorum, the structure and charge of Audit and Compliance Committee, what constitutes an emergency resolution and the definition of emergency.

(4): Co-chairs will incorporate the proposed revisions and note the Articles to be amended.

(5): Co-chairs will circulate a draft of the propose amendments to the committee that will be convened to discuss the proposed revisions/amendments.

(6) The proposed amendments will be timely circulated to the membership prior to the annual conference in Nashville in early October for discussion and vote by those in attendance at the business meeting.

Respectfully Submitted, Co-Chairs

Hon. Fernande (Nan) R.V. Duffly (ret.)

Hon. Julie Frantz (ret.)



April 2, 2021

Report of the Ethics Committee

Chair(s): Honorable Tam Nomoto Schumann

The Ethics Committee serves at the pleasure of the President. No ethical issues were presented to the Committee during this reporting period.

The Ethics Committee will be meeting at the end of this month to make recommendations as to current hot ethical issues for educational presentation at the annual conference or on any other platform.



April 5, 2021

Report of The Fairness and Access Committee

Chairs: Honorable Tamila Ipema; Honorable Nadia Keilani

Summary:

The NAWJ's Fairness and Access Committee held its first meeting in June of 2020. Following that meeting, a call for new members went out to the NAWJ community. The response was tremendous and the Committee's first nation-wide Zoom meeting took place on September 17, 2020. Since that first meeting, a restructuring of NAWJ's committees has taken place and the decision was made to have seven committees, all committed to increasing fairness and access to our justice system, work under the umbrella of the Fairness and Access Committee.

The Fairness and Access Committee now has a single shared calendar that will enable all committees to coordinate the timing and content of future programming. The calendar can be found here: <https://teamup.com/ksek7omu8rsb46r5kq>.

It is the plan and goal of the Fairness and Access Committee, through the different committees under its umbrella, to hold webinars for NAWJ members and supporters on a regular and continuance basis. By coordinating the efforts of the seven committees, we will eliminate repetition of programs, ensure collaboration where appropriate, and provide consistent calendar of events to our members.

Committees Operating Under Fairness and Access Umbrella:

A. ADA Compliance Committee [No report available at this time]

Judge Marilyn Paja, Chair

This committee has a total of 3 members.

B. Administrative Judiciary [Report at page 3]

Emily Chafa, Co-Chair

Susan Formaker, Co-Chair

This committee has a total of 21 members.

The Committee's report is attached.

C. Ensuring Racial Equity in the Justice System [Report at page 4]

Judge Terrie Roberts, Chair

This committee has a total of 32 members.

The Committee's report is attached.

D. LGBTQ [Report at pages 5-6]

Judge Kristin Rosi, Chair

This committee has a total of 19 members.

The Committee's report is attached.

E. Mothers in Court [Report at page 7]

Ms. Renee Stackhouse, Co-Chair

Judge Elizabeth Yablon, Co-Chair

This committee has a total of 13 members.

The Committee's report is attached.

F. Rural Courts [Report at page 8]

Judge Stephanie Davis, Chair

This committee has a total of 4 members.

The Committee's report is attached.

G. Self-Represented Litigants [Report at page 9]

Wilma Guzman, Co-Chair

Mary Sommer, Co-Chair

This committee has a total of 15 members.

Meetings:

The Fairness and Access Committee meets on a quarterly basis. The Committee has met once since it was restructured last November. It meets next on April 7, 2021. The committees operating under the Fairness and Access umbrella meet at different intervals, with some meeting monthly and others meeting on a quarterly basis.

2021 Goals:

Through coordination between the seven Committees, the Fairness and Access Committee hopes to have thought provoking, timely and relevant programs on a regular basis. We are currently actively exploring topics, including ones which can be covered collaboratively between multiple committees.

Administrative Judiciary Committee

Report for 2021 Midyear Meeting

Submitted by: Emily Chafa and Susan Formaker, Co-Chairs (since October 2019)

The NAWJ Administrative Judiciary Committee meets every month on the 3rd Friday of the month at 2pmCT/3pmET/12pmPT.

We are active or retired administrative adjudicators (ALJ/AJ/IJ, other job titles) at the federal, state and local levels. We handle or handled a wide variety of dockets. We currently welcome 22 members to each committee meeting. Others are always welcome and encouraged to join us.

The committee thoughtfully and respectfully discusses various topics and issues of interest to the administrative judiciary at each meeting. Through these conversations, we learn about the diversity of our experiences, jurisdictions, hiring processes and agency hierarchy.

The committee will present a program at the 2021 NAWJ Annual Conference, entitled “Expecting the Unexpected: Managing Obstacles Involving Self Represented Litigants.”

The committee reviewed a proposed ABA NCALJ resolution per the request of the ABA NCALJ Chair, spending considerable time and energy on thoughtful discussions and substantive written responses. The committee’s discussions have focused on the need for judicial independence, while recognizing that different administrative jurisdictions may require different mechanisms to ensure independence because of the varied legal and regulatory environments in which administrative adjudicators operate.

The committee continues to discuss timely topics of interest to the administrative judiciary at each meeting. Our agendas are flexible, to allow us to address the most important issues facing our members. At the March meeting, the committee discussed, in concept, the pending resolutions regarding site selection for future NAWJ national conferences and regarding judicial security and privacy legislation. The consensus of the committee was that both resolutions should be supported.

Ensuring Racial Equity Committee

Report for 2021 Midyear Meeting

Submitted by: Hon. Terrie Roberts, Chair

The Ensuring Racial Equity in the Justice System committee has presented two Webinars thus far under the umbrella of the Fairness and Access Committee. Our first Webinar occurred on November 10, 2020 and was entitled “Racial Injustice 101: The Law’s Historical Role in Establishing and Maintaining Racial Injustice.” This webinar focused on the history of the law as a tool for the protection and advancement of racism and racial discrimination. Our esteemed panelists, Dr. Michele Goodwin and Dr. Ariela Gross led a discussion about the law’s role in advancing racial injustice through the legalization of slavery, slave patrols, slave codes, and the Black Codes enacted during the Reconstruction period. Dr. Goodwin and Dr. Gross concluded by discussing why recognizing the law as a facilitator of racism and racial discrimination is urgent and necessary in dismantling the racism and racial discrimination that persists today. Because time limitations only allowed for a discussion of the Antebellum period through the Jim Crow period, our committee is planning a “part 2” to discuss the Jim Crow period through the Voting Rights Act of 1965. We hope to present part 2 within the next 120 to 150 days.

Our second Webinar occurred on February 22, 2021 and was entitled “Racial Equity in Our Justice System: What Does It Look Like and What Are We Doing to Ensure It.” This amazing Webinar was beautifully moderated by our own Commissioner Nadia Keilani! Our distinguished panelists were: Hon. Cheri Beasley, Former Chief Justice of the Supreme Court of North Carolina; Hon. Anna Blackburne-Rigsby, Chief Judge of the District of Columbia Court of Appeals; Hon. Tani Cantil-Sakauye, Chief Justice of the Supreme Court of California; and Hon. Vanessa Ruiz, Senior Judge of the District of Columbia Court of Appeals. This Webinar highlighted the role of race and ethnicity in our justice system and focused on the ways in which race and ethnicity are interconnected with access to justice. The panelists discussed the social justice movement, which was re-energized by the death of Mr. George Floyd, and specific steps courts are taking to identify and remedy racial and ethnic inequity. We had a record number of people register for this outstanding Webinar.

In addition to planning part 2 of our Racial Injustice 101 Webinar, we are also in the early stages of planning a Webinar that focuses on the overrepresentation of youth of color in our justice system. We hope to combine this important topic with a discussion of data which shows that youth of color are disciplined and expelled at disproportionate rates and how this often leads to their introduction into the justice system. We have reached out to the Juvenile & Child Welfare Committee to possibly collaborate with them, but we have not yet heard back. Either way, we hope to have this presentation within the next 90 to 120 days.

LGBTQ Committee

Report for 2021 Midyear Meeting

Submitted by: Hon. Kristin L. Rosi, Chair

Summary:

Although re-formed only three years ago, the LGBTQ Committee is energized and working towards greater visibility within the NAWJ. The LGBTQ Committee has committed to presenting a panel at each NAWJ Annual Conference, has helped NAWJ forge a relationship with the International Association of LGBTQ+ Judges and works tirelessly to build a more inclusive and diverse NAWJ membership.

Committee Membership:

The LGBTQ Committee has significantly expanded its membership in the last year. While the committee had only five members last year, membership this year has swelled to 28 active members from 11 different states.

Committee Meetings:

The Committee meets on the 4th Friday of every month via the Zoom video conference platform. The Committee has met four times to date.

Issues:

- Visibility within the NAWJ:

The Committee notes that there are no LGBTQ members serving on NAWJ's Board of Directors either as District Directors or Members of the Executive Committee. Further, there are no LGBTQ members on NAWJ's Nominating Committee. The lack of LGBTQ members in leadership positions negatively impacts membership recruitment and member satisfaction within the NAWJ.

- Anti-LGBTQ Discrimination:

The Committee is extremely concerned with the significant uptick in anti-LGBTQ legislation around the country and NAWJ's silence on the issue. Members have faced anti-LGBTQ sentiments from NAWJ colleagues and the increase in demeaning rhetoric is concerning.

2020-2021 Goals:

- Adoption by NAWJ of Resolution restricting midyear and annual conferences to states that do not discriminate against the LGBTQ community. This Resolution has received approval from the Resolutions Committee and will be presented at the Midyear business meeting on April 16, 2021.
- Panel presentation at Annual Conference in Nashville on LGBTQ Youth and the Juvenile Justice System. This program has been approved by the Nashville Program Committee and is scheduled to be presented in October 2021.

Near-Term Objectives:

- Request appointment of an LGBTQ member to the NAWJ Nominating Committee
- Advocate for the nomination of LGBTQ candidate by the Nominating Committee for an officer position for next year
- Propose a panel for presentation at NAWJ Annual Conference in Detroit. Topic TBD
- Co-sponsor annual joint NAWJ/IALGBTQ Judges reception at Detroit conference.

Mothers in Court Committee

Report for 2021 Midyear Meeting

Submitted by: Hon. Elizabeth Yablon & Renee Stackhouse, Co-Chairs

1. Meetings:

Mothers in Court Committee has had 2 meetings so far; January 29 and March 30. (Minutes enclosed).

a. It is noted that at the first meeting several committee members remarked that they really wanted to be members of the Fairness and Access Committee but could not, so they came to Mothers in Court, instead.

b. We had substantially smaller attendance for the second meeting.

2. Brainstorming & Planning:

The committee brainstormed topics (See January Minutes) important to shaping the work for the year and we are in the process of connecting those topics with committee members. Judge Yablon plans to send out groupings she made based on discussion (see March Minutes) so that committee members can sign up to create projects within those groupings.

3. Action:

We are planning to have a third meeting shortly after the groupings are sent out so that we can start the work!

Rural Courts Committee

Report for 2021 Midyear Meeting

Submitted by: Hon. Stephanie L. Davis, Chair

Summary:

The Rural Courts Committee is energized and working towards increasing its membership and presence within the NAWJ. The Committee desires to build a more inclusive and diverse NAWJ membership through recruiting other rural court judges across the nation. The Rural Courts Committee is committed to issues revolving around access to services in rural courts and has set a goal to present its findings and solutions at a panel at the 2022 NAWJ Annual Conference.

Committee Membership:

The Rural Courts Committee is currently a small committee. While the committee has only 6 members from 4 states, we expect membership to increase significantly through the recruitment efforts of current committee members.

Committee Meetings:

The Committee is committed to meeting every month via the Zoom video conference platform. This Committee has met one time to date and is scheduling future meetings during the lunch hour on the 3rd Monday of each month.

Issues:

- *Access to Services in Rural Courts.*
 - Pro-se litigants in rural courts is on the rise. This Committee is interested in discovering what it can do to help create solutions in providing access to legal resources for pro-se individuals who appear before rural courts.
 - There is limited availability of support services in rural areas. Services such as counseling, etc. are many times available only in more urban areas. Transportation from rural areas to urban areas can be an issue for those who are unemployed or have no driver's license. Often, public transportation is not an available option in rural areas. This Committee is interested in exploring how we can bring the rural need for these services and urban availability together in a meaningful and productive way.

2020-2021 Goals:

- Increase membership of the Rural Courts Committee via recruitment of current members on the membership roster of the NAWJ that are from rural areas. Rural Court Committee members will also reach out and network with other rural court judges in their areas/state to increase membership.

2022 Goals:

- A panel presentation at the 2022 Annual Conference. The specific topic is still under consideration but will primarily deal with Access to Justice in Rural Courts.

Self-Represented Litigants Committee Report

Report for 2021 Midyear Meeting

Submitted by: Hon. Wilma Guzman & Hon. Mary Sommers, Co-Chairs

Summary:

“An Estimated 3 out of 5 people in Civil Case go to Court without a Lawyer.”¹

The Self-Represented Litigants Committee is committed to provided equal access to justice to all underrepresented groups, be role models to the members and community at large, inspire confidence in our justice system and more importantly, promote justice across the nation.

“For the Judiciary, there can be no higher priority than ensuring meaningful access to justice for all persons...” Chief Judge Janet DeFiore²

OBJECTIVES OF COMMITTEE:

1. To assist the members and judiciary with handling the ever-growing number of self-represented litigants throughout the court system in the United States and caseload Management.
2. Communication among the members and judiciary to share different ideas and suggestions to provide tools and techniques to assist judges run their courtrooms effectively, maintain Neutrality, comply with the law, and increase the public’s access to justice.³
3. Identify barriers to access to justice caused by systemic racism and explore ways to eradicate these barriers in courts and other judicial proceedings.

PROPOSED FUTURE EVENTS:

1. Self-Represented Litigants and Virtual Trials
2. Self-Represented Litigants-Urban Courts v. Rural Courts
3. Self-Represented Litigants and Judicial Education Including Implicit and Explicit Bias

¹ @2021 Self-Represented Litigation Network (SRLN)

² NY Court Permanent Commission on Access to Justice @NY Courts.gov

³ A Bench Guide for Judicial Officers, Judicial Council of California-April 2019

Human Trafficking Committee Report April 10, 2021

Co-Chairs: San Diego District Attorney Summer Stephan and Judge Ann Breen-Greco

The Committee held a meeting on January 25, 2021, which focused on National Slavery and Human Trafficking Prevention Month related issues, including an important new initiative introduced in October 2020 by the U.S. Department of Homeland Security, *The Center for Countering Human Trafficking*, which will focus solely on all areas of human trafficking. [DHS Launches New Center for Countering Human Trafficking](#)

Our next meeting on March 29 featured Col. Linda Murnane who gave us an overview of the United Nations Conference on Women, focusing on human trafficking and violence against women. We also discussed our third webinar that will reflect on intersectionality with relationship to human trafficking and also include current immigration issues and human trafficking. That webinar, **“The Facts and the Myths of Human Trafficking,”** is set for July 7, 2021.

On behalf of HTC, co-chair Judge Ann Breen-Greco attended a United Nations Program on Women, presented by Sally Kadar, President of the International Federation for Peace and Sustainable Development, who is a member of the Committee. Additionally Judge Breen-Greco attended the United Nations November 25, 2020, Commemoration of the International Day for the Elimination of Violence Against Women, which was a stark reminder of the devastating increase globally of violence against women during COVID. The UN has listed services and funding increased to address this public health crisis during COVID by many nations. The United States was not among them. “We have much work to do”.

The Committee had a very active and successful year in 2020, beginning with a very powerful and informative presentation by co-chair, San Diego District Attorney Summer Stephan, at the midyear conference in New Orleans which was followed up with two HTC webinars on May 19, 2020 and August 27, 2020.

A link to the first webinar from May 19, 2020 – *NAWJ Webinar - Courtroom Tools for Addressing Human Trafficking, Domestic and Sexual Violence, and Child Exploitation in the Time of COVID-19* - Moderated by Arizona Hon. Elizabeth R. Finn (Glendale City Court), a panel including Hon. Pamila Brown (District Court of Maryland, Howard County); Hon. Virginia M. Kendall (United States District Court for the Northern District of Illinois); District Attorney Summer Stephan (San Diego County, California), and Christi Wigle, CEO of United Against Slavery, can be found on NAWJ’s website at <https://nationalassociationwomenjudges.z2systems.com/np/publicaccess/neonPage.do?pagelId=5&>

D.A. Stephan provided essential tech support for HTC’s 8/27/2020 webinar *“Human Trafficking - A Focus on Inequity”* through her office team. The uploaded video of this highly informative webinar presentation is on YouTube on 9/14/2020: <https://youtu.be/OzLuFo0h-M0>.

Please take a moment to view the videos if you are interested in learning more about these issues. We are working on an initiative to collect these valuable resources and materials, including the resources currently available at <https://www.nawj.org/catalog/community-outreach-programs/human-trafficking>, with a “one click” access link on NAWJ’s website.

A new member of our Committee, Judge Laurie Dumas, has worked extensively with juvenile victims of trafficking in Philadelphia since 2011 and helped to develop the first human trafficking court there in 2013. She is now actively involved in training other jurisdictions on how they can start similar courts.

Col. Linda Murnane mentioned WalkFree.org which issues the global slavery index (GSI). Col. Murnane conducted the *Human Trafficking in the Casino Industry* program, among many others. United Against Slavery (UAS) and WalkFree would be a powerful team for a webinar panel.

A report was issued by the United Nations with recommendations: ***Promotion and protection of all human rights, civil, political, economic, social and cultural rights, including the right to development*** ***Report of the Special Rapporteur on trafficking in persons, especially women and children on her mission to the United States of America*** Human Rights Council, Thirty-fifth session, 6-23 June 2017 <https://documents-dds-ny.un.org/doc/UNDOC/GEN/G17/219/45/PDF/G1721945.pdf?OpenElement>

In response to our request, Committee member Kimberly Brown, a Partner with Jones Day, sent out an email on January 26 to all HTC members “ Re: Human Trafficking Committee- Request for Jones Day Human Trafficking resources,” to provide us with a link to an article about Jones Day’s collaboration with the American Hospital Association and HEAL Trafficking to produce a summary of federal and state laws on the following topics: reporting of child abuse; reporting of sex and/or labor trafficking; and required regulation of anti-trafficking education of health care providers. The article contains a link to the summary resource which is entitled : **Human Trafficking and Health Care Providers: Legal Requirements for Reporting and Education** <https://www.jonesday.com/en/insights/2021/01/human-trafficking-and-health-care-providers> . She also attached *Guide to Post-Conviction Relief for Survivors of Human Trafficking* as well as a summary of Jones Day’s past and on-going anti-human trafficking project with a gracious invitation to address questions.



April 5, 2021

Report of the Immigration Committee

Chair: Honorable Joan Churchill

Membership

Membership on the NAWJ Immigration Committee includes active Immigration Judges, retired Immigration Judges, the current President of NAIJ [the National Association of Immigration Judges], two past presidents of NAIJ, two past presidents of NAWJ, and 3 state court judges who have handled immigration cases as lawyers or judges.

Meetings

The Committee has met 4 times since our 2020 Annual Report.

We met on October 15, during the 2020 Virtual Annual Meeting, and since then on December 3, 2020,

January 26 and

March 30, 2021.

Our next meeting is scheduled for June 29, 2021.

All meetings this year are being held on Zoom.

Activities

Committee members engage in a variety of immigration related activities. Given the high level of media and political attention to the surge of noncitizens arriving at our Southern border, we expect to keep very busy.

1. The Committee aims to keep abreast of developments affecting the Immigration Judiciary.
 - NAIJ'S motion for reconsideration of the decertification decision of the FLRA [Federal Labor Relations Authority] is still pending.
 - Since the change in administration, there have been a number of personnel moves that impact the Immigration Judiciary. Member Ashley Tabaddor, who was serving as President of NAIJ has moved to a policy position at CIS, [the Citizenship & Immigration Services office at DHS]. Member Ameina Khan assumed the Presidency of NAIJ, and member Dana Marks, past president of NAIJ took on the position of NAIJ Executive Vice President. The Director of EOIR [Executive Office of Immigration Review] has been removed and an Acting Director installed. Merrick Garland was sworn in as Attorney General on March 11. Nominees to serve as top members of his team who will likely have responsibility for the DOJ immigration functions (EOIR and OIL [Office of Immigration Litigation]) have not yet been confirmed.
 - We are following the Supreme Court's treatment of cases that impact the administrative judiciary generally. A case currently pending a decision by the Supreme Court, *Arthrex v Smith & Nephew*, concerns the scope of the Constitution's appointment clause *vis a vis* the appointment of administrative judges. It has the potential to have a major impact on the Federal administrative judiciary government wide.

2. We engage in educational activities about immigration.
 - a. Member Mimi Tsankov has been preparing webinars.
 - b. Member Dana Marks was interviewed on NPR on March 26 discussing how the Biden Administration can address the Immigration Court's enormous [currently 1.2 million cases] ever growing backlog. Her 7minute interview can be heard at <http://ow.ly/fhkp50E9sjw>
 - c. Chair Joan Churchill wrote an article entitled *Momentum Mounting for an Article I Immigration Court* for the ABA International Law Section's 2020 *Year in Review*. She has promised an article for the next CounterBalance on the chronology of the push for an Article I Independent Immigration Court.
 - d. The latest edition of CounterBalance contains an article by member Bev Cutler on her work helping members of the U.S. military with naturalization applications.
 - e. Members Amiena Khan & Dana Marks met with Senate staffers in January, on behalf of NAIJ and other stake holders, to discuss immediate changes needed for the Immigration Courts. A letter by several senators sent to AG Garland just after he was sworn in, which carefully identifies problems that they urge be addressed immediately, is likely a result of that meeting. A link to the Senators' letter: <file:///Volumes/My%20Passport/Senators'%20letter%20to%20AG%20Garland%20March%202021.pdf>
3. We coordinate with other NAWJ committees whose mandate overlaps with immigration.
 - a. Member Tiffany Palmer met with the Juvenile Justice Committee to discuss treatment of noncitizen juveniles in the State courts, particularly Special Immigrant Juvenile cases.
 - b. We provided feedback to the Human Trafficking Committee in regard to a webinar they are planning which will include discussion of human trafficking concerns in relation to the current surge of migrants crossing our Southern border.
 - c. Member Carol King, on behalf of our Committee, shared information with the Racial Equity and Human Trafficking Committees about webinars being planned by each other.
 - d. We coordinate with the Administrative Judiciary Committee about matters that relate to the administrative judiciary in general. We participated in a recent discussion with that Committee about the idea of creation of a Federal Central Panel.
4. Our members are engaged with a number of other organizations concerned about the immigration judiciary. They include:
 - NAIJ [National Association of Immigration Judges]
 - AILA [American Immigration Lawyers Association.]
 - ABA [American Bar Association]
 - FBA [Federal Bar Association]
 - Round Table of Former Immigration Judges.



April 5, 2021

Report of the Juvenile Justice and Child Welfare Committee

Chairs: Honorable Ernestine S. Gray and Honorable Joy Cossich Lobrano

Membership

Membership on the NAWJ Juvenile Justice and Child Welfare Committee includes active Family Court Judges, Active and Retired Juvenile Court Judges, and Active Members and a Former Chair of National Council of Juvenile and Family Court Judges.

Meetings

The Committee has met on February 25 and the next meetings are scheduled for 1:00pm (CST) on:
April 29, 2021,
June 24, 2021,
August 26, 2021, and
October 28, 2021.
All meetings are being held on Zoom.

Activities

1. We coordinate with other NAWJ committees whose mandate overlaps with juvenile justice and child welfare.
 - LGBTQ Committee Chair Hon. Kristin Rosi Chair Hon. Ernestine Gray met with to discuss the panel scheduled for the annual conference that will address LGBTQ youth in the juvenile justice system.
 - Immigration Committee member Hon. Tiffany Palmer attended our committee meeting and discussed special immigration juvenile status cases and the changes that will stem from the new Presidential Administration.
 - Domestic Violence Committee member Hon. Flemings-Davillier attended our committee meeting and discussed a potential training grant on domestic violence issues for parental rights termination cases and upcoming special training for new judges on domestic violence.
 - Ensuring Racial Equity in the Justice System Committee Chair, Hon. Roberts reached out to Hon. Joy Lobrano to discuss potential collaboration opportunities on youth in the justice system and specifically, the disproportionate amount of youth of color in the justice system.
 - Human Trafficking Committee, Hon. Joy Lobrano sought to collaborate.
2. We engage in educational activities about juvenile justice and child welfare.
 - The committee has plans to host a webinar focusing on juvenile courts in each jurisdiction to showcase their policies and procedures, changes they are implementing coming out of the pandemic, and best practices that we can hold up as something that should move forward. The goal would be to have panelists who hold different perspectives, such as, juvenile public defenders, juvenile judges, etc.

- The committee has also discussed the need for more research on the efficacy of virtual hearings. The committee has plans to reach out to the Center for Court Innovation and a few law schools to engage in more research in this area.
3. Our members are engaged with a number of other organizations concerned about juvenile justice and child welfare. They include:
 - National Council of Juvenile and Family Court Judges
 - ABA Judicial Division of National Conference of Specialized Court Judges
 - Association of Family and Conciliation Courts
 - National Center for State Courts
 - Pontifical Academy of Social Sciences, Vatican City
 4. The Committee Members approved the following 2021 goals:
 - Collaborations with other associations that also address child welfare and juvenile initiatives, such as, the National Council of Juvenile and Family Court Judges, American Bar Association Judicial Division's National Conference of Specialized Court Judges, Association of Family and Conciliation Courts, and National Center for State Courts
 - Hosting a webinar on the Efficacy of Juvenile Court Virtual Hearings
 - Publication of committee projects
 - Committee Member Recruitment
 5. The Committee Members approved the following description statement for 2021:
 - This committee's mission is to ensure that NAWJ is well-informed about court initiatives that improve the lives of children and families and increase access to justice in a fair, equitable, effective and timely manner; provide information on standards, practices, and efficacy of the nation's juvenile courts; explore, develop, and present educational programs related to the wide range of child welfare and juvenile justice issues in courts and communities; and provide NAWJ members with information from other national associations that address child welfare and juvenile justice initiatives including continuing education, data and research, publications, and technical assistance information.



April 16, 2021

Report of the Law School Outreach Committee

Chair: Honorable MaryLou Muirhead

The mission of the committee is to the goals of the committee: to establish relationships with law schools to strengthen the pipeline of women law students to the bench, and to raise awareness of NAWJ's mission among both students and faculty; to reach out and connect with women at law schools so every school has access to women judges, while expanding the presence of NAWJ and to work with the judges planning the annual conference to present a Future Justice scholarship at the conference to a law student attending a local school.

I reached out to the members who asked to be part of the committee in October. My goal was to establish sub committees in each district to work with local law schools and do some outreach. We have met several times and attendance has been sparse to say the least. No one attended the last meeting.

There are some programs taking place in California, and judges from other districts are hoping to plan programs, but not many.

I would have been discouraged, but the program has taken off like wildfire in District 1. Judges reached out to the alma maters and in conjunction with various faculty members and committee leaders have participated or are in the throes of participating in Zoom seminars, conferences and meetings with students. Everyone has enjoyed it and is willing to do it again.



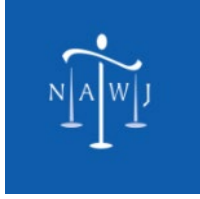
April 4, 2021

Report of the Membership Committee

Chair(s): Honorable Kathy King, Julie Countiss, and Maya Guerra Gamble

The Membership Committee has held one meeting and created action items for our membership. We have set a goal to increase membership to 1200 by May 31, 2021. We have also decided to focus our recruitment on a few main groups: lapsed NAWJ members and immigration and military judges.

We look forward to working with our District Directors to engage as many judges on a personal basis as we can.



Report of the Military and Veterans Affairs Committee
Of the National Association of Women Judges

Co-Chairs, Colonel Kirsten Brunson (US Army, Ret.) and Colonel Linda Strite Murnane (USAF, Ret.)

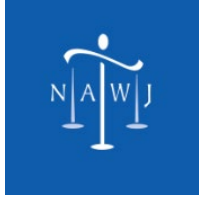
The Military and Veterans Affairs Committee of the National Association of Women Judges is a small committee, organized to address concerns primarily of military judges as well as members of the National Association of Women Judges who are veterans or spouses of military members and veterans.

During our initial meeting this year there were three NAWJ members in attendance. We discussed the desire to focus the work of the NAWJ in respect of military judges and veterans in NAWJ on informing and educating our colleagues about issues related to transition at the end of a military career as well as ongoing challenges faced by military members and veterans in respect of military housing and COVID 19.

We are reaching out to military service members (current and retired) and encouraging them to join NAWJ.

Co-Chair Kirsten Brunson, whose achievements during her military career included being the first African American woman to serve as a military judge in the U.S. Army, was featured in the U.S. Army's recognition of Women's History Month. Additionally, her family was featured by the U.S. Army during Black History Month highlighting the Brunson family's 100 years of military service in their family.

Co-Chair Linda Strite Murnane recently attended the United Nations' 65th Commission on the Status of Women as a credentialed observer.



April 1, 2021

Report of the Resolutions Committee

Chair: Honorable Mary Schroeder

The Resolutions Committee received 2 proposed resolutions for consideration at the 2021 Midyear Meeting. Because they were not proposed for consideration at the Annual Meeting, the proponents requested each be treated as emergency resolutions, pursuant to Article XI Section 8 of the Bylaws. One deals with the subject of judicial security and the other with site selection for NAWJ meetings. The Resolutions Committee has determined that each satisfies the emergent requirements and should be presented to the membership. The Resolutions Committee recommends adoption of the *Resolution in Support of Judicial Security and Privacy Legislation* (hereinafter referred to as “Judicial Security Resolution”) as proposed, and adoption of the *Emergency Resolution Barring Future NAWJ Conferences in Jurisdictions Where LGBTQ⁺ Protections Are Repealed or Where Discriminatory LGBTQ⁺ Laws are Enacted* (hereinafter referred to as “Proposed Site Selection Resolution”) with one substantive change in text and corresponding change in the Title. We discuss each proposed resolution in turn.

Judicial Security Resolution

The Judicial Security Resolution, with accompanying report, is attached as **Exhibit A** to this Report. It was submitted by Mimi Tsankov on behalf of the Immigration Committee, and has been approved by the President, the Chair of this Committee and Director of District 4, Anita Josey-Herring. The Resolutions Committee agreed it is appropriate for emergency consideration because it deals with the critical and timely issue of judicial security. Increased public attention has been focused on the safety of judges in the wake of the attack on the family of Judge Salas in New Jersey that resulted in the death of her son and serious injury to her husband. Legislation is now pending in Congress and NAWJ needs to act now in order for its voice to be heard in this Session.

The Judicial Security Resolution is adapted from a similar Resolution passed recently by the American Bar Association. As its accompanying Report explains, it is aimed at protecting judges' privacy and preventing the disclosure of their personally identifiable information. The Judicial Security Resolution also urges all bar associations and other entities that may collect personally identifiable information to take steps to protect the personal information of judges by not publishing home addresses or similar contact information. This Judicial Security Resolution concerns a matter of grave concern to all our judges as our occupations seem to become increasingly hazardous. The Resolutions Committee recommends its adoption.

Proposed Site Selection Resolution

The Proposed Site Selection Resolution on conference site selection was submitted by Kristin Rosi and Marcy Kahn on behalf of the LGBTQ⁺ Committee. It, along with its accompanying report, is attached as **Exhibit B** to this report. The Proposed Site Selection Resolution as presented to the Resolutions Committee would bar the NAWJ from holding any annual or midyear conferences or meetings in states where legislatures have either enacted laws discriminating against LGBTQ⁺ or, repealed LGBTQ⁺ protections. The Proposed Site Selection Resolution's Appendix includes a list of 12 states that would be affected, including Tennessee where the 2021 meeting will be held, and Texas, where NAWJ has met in the past. The Proposed Site Selection Resolution states it would not be effective until after the Tennessee meeting.

The Resolutions Committee discussed whether it should consider the Proposed Site Selection Resolution sufficiently emergent to warrant consideration now as opposed to the Annual Meeting. Although emergency consideration had the requisite approval of the President, Resolutions Committee Chair and Judge Ann Breen-Greco, a District Director, the Resolutions Committee noted that the contract has already been signed for the 2022 meeting in Detroit, which is not in a listed state, so no site decision is currently pending. The Resolutions Committee is also aware, however, that site selection is a matter of ongoing discussions and concluded that, if we are to consider adopting a new policy on the subject, we should do so before the next site selection is ripe for decision at the Annual meeting. We therefore concluded the subject of the Proposed Site Selection Resolution should be considered before the Annual meeting and is therefore treated as emergent.

The impetus for the Proposed Site Selection Resolution, as explained in its accompanying report, is a California law which prohibits reimbursement for official travel by state employees to any of the listed states. Thus California state judges and administrative judges will no longer be able to claim reimbursement they have heretofore received for travel to NAWJ meetings, if the meeting is held in one of the listed states.

Before considering the merits of the Proposed Site Selection Resolution, the Resolutions Committee looked to the ABA for its relevant policy. The ABA position is that it not use any of the Association policies as a criterion for site selection, and that it neither supports nor opposes boycotts of meeting sites. (ABA Green Book, Chapter 12.) The Resolutions Committee found this unhelpful as guidance for our organization, because the NAWJ was founded with gender focused objectives and should not rule out gender related policies as a criterion for site selection.

Having determined the Proposed Site Selection Resolution is appropriate for emergency consideration and that its subject matter is appropriate for NAWJ policy, the Resolutions Committee looked to what its effect would be if adopted:

the NAWJ could not hold, and its members could not host, meetings in a dozen states on the basis of the actions of those state's legislatures. For a number of reasons the Resolutions Committee concluded it should not recommend adopting such a rigid policy. Instead, the Resolutions Committee recommends an amendment to the Proposed Site Selection Resolution. Rather than saying that the NAWJ "will not sponsor or hold any mid-year or annual meetings or conferences in states that have voided or repealed state or local protections against discrimination on the basis of sexual orientation, gender identity or gender expression, or have enacted laws that authorize or mandate discrimination on the basis of sexual orientation, gender identity or gender expression," the amendment would say that the NAWJ "will not select any future site for an annual or midyear meeting without first taking into careful consideration whether the site is located in a jurisdiction that, contrary to the goals of the National Association of Women Judges, has voided or repealed protections against discrimination on the basis of sexual orientation, gender identity or gender expression, or have enacted laws that authorize or mandate discrimination on the basis of sexual orientation, gender identity or gender expression." A modification of the Proposed Site Selection Resolution is attached as **Exhibit C**. We summarize the reasons as follows.

First, as a national organization, the NAWJ should treat all of its members similarly and should not prevent our members in some states from hosting conferences on account of their state's legislative action. Because of the way that many state legislatures are districted, they are not necessarily representative of the communities wishing to host our conferences and which have successfully hosted conferences in the past, including cities in Tennessee and Texas.

In selecting the sites for conferences, including geographic location, hotel facilities and accommodations, our host committees and site selection committee and local sponsoring allies strive to ensure that all our members are treated fairly. Having a permanent policy in place that disqualifies many sites from consideration deprives the NAWJ and its site selection committee of the ability to exercise the discretion they need in evaluating prospective locations. Regardless of what action state legislatures have taken, city and county ordinances may establish the applicable standards. For example, the legislature of the state of Arizona is not likely to enact LGBTQ⁺ protections, but the City of Scottsdale, where we met some years ago, is currently considering them. See **Exhibit D**. It is the situation on the ground and not the enactments of state legislatures that should govern where we meet.

Finally the Resolutions Committee agreed that a good argument can be made that if we are welcomed by a prospective host city in a state with regressive laws, we should meet there and make a statement about why the state needs to change its law. In any event, we should not adopt a policy that would forbid that.

At the same time we must recognize that the laws of any state where we consider meeting can become relevant to our decision, and certainly regressive state LGBTQ⁺ policies should be taken into account. At the present time we have no policy on the subject and we should. It is compelled by the situation in which our valued members in California find themselves. The Resolutions Committee therefore recommends that the NAWJ adopt the Proposed Site Selection Resolution with a modification of the last paragraph to provide, in effect, that discriminatory action on the part of a legislature must be given careful consideration, but does not *require* us to boycott the state. This will provide policy guidance while enabling the site selection committee to evaluate the situation in the prospective host city itself, consistent with the NAWJ principles of diversity and inclusion.

We understand that proponents of the Proposed Site Selection Resolution may view this modification as removing the teeth from the Proposed Site Selection Resolution. Given the current absence of any NAWJ policy on this subject, however, and in light of the ABA position effectively barring any consideration of discriminatory state action, the Resolutions Committee believes the Proposed Site Selection Resolution as modified makes a strong policy statement. Discriminatory action on the part of a state legislature aimed at the LGBTQ⁺ community should not necessarily disqualify that state from consideration as the site of a national NAWJ meeting, but it should be a negative factor.

The Proposed Site Selection Resolution as originally proposed is thorough and well written. We recommend its adoption with only an amendment to the concluding paragraph and a corresponding change to the Title.

Respectfully submitted,

NAWJ Resolutions Committee

/s/ **Mary M. Schroeder**

Hon. Mary M. Schroeder, Chair

Hon. Sandra Ann Robinson

Hon. Karen Romano

Hon. Lisa Walsh

EXHIBIT A

National Association of Women Judges

Resolution in Support of

Judicial Security and Privacy Legislation

RESOLVED, That the National Association of Women Judges urges Congress to adopt legislation to prohibit the disclosure of personally identifiable information of active, senior, recalled, or retired federal judges, including magistrate judges, bankruptcy judges, administrative law judges, administrative judges, and immigration judges, and their immediate family who share their residence, including but not necessarily limited to home addresses or other personal contact or identifying information;

FURTHER RESOLVED, That the National Association of Women Judges urges all state, territorial, tribal, and local governments to enact legislation to prohibit the disclosure of personally identifiable information of active, senior, recalled, or retired judges and their immediate family who share their residence, including but not necessarily limited to home addresses or other personal contact or identifying information; and

FURTHER RESOLVED, That the National Association of Women Judges urges all national, state, local, territorial, tribal and affinity bar associations and other entities which collect personally identifiable information to create safeguards to protect the personal information of active, senior, recalled, or retired judges, including prohibiting the publication of home addresses or other personal contact or identifying information in association membership directories or online databases without the affirmative consent of the judge.

The Honorable Karen Donohue, President
National Association of Women Judges
[date]

REPORT

This Resolution supports common sense protections for judges, including administrative and Immigration Judges and tracks the language of a recent American Bar Association approved resolution.

It stems in part from the July 19, 2020 fatal attack on the family of Hon. Esther Salas, a judge of the United States District Court for the District of New Jersey. The gunman in that criminal act was able to obtain Judge Salas's home address and other personal information through publicly-accessible online directories.

Unfortunately, this is just one of numerous instances in which judicial officers have been threatened and targeted at their homes. In a recent CBS News 60 Minutes episode, it was reported that over the past five years, security threats against federal judges have jumped 400%, at more than to more than 4,000 last year – many of them death threats, sometimes ending in violence. A report adopted recently by the American Bar Association notes that only a few states have taken steps to implement privacy protections.

At the state level, Texas, Illinois, and New Jersey have responded to the attacks in their states by enacting legislation to provide current and former judges with such privacy protections. Nevertheless, most jurisdictions still lack such legislation.

In the months that followed the attack on Judge Salas and her family, Congress considered legislation to address this concern. On September 24, 2020, members of both houses of the 116th U.S. Congress introduced the Daniel A. Brinkman Judicial Security and Privacy Act of 2020, which would have implemented a wide range of recommendations that have been posed by the Judicial Conference of the U.S. Courts. However, no hearing was held on either bill, and at present no such legislation is pending.

The federal judiciary has submitted a funding request to the 117th U.S. Congress for additional judicial security. While that request is motivated by the January 6th attack on the U.S. Congress, it is noteworthy that the U.S. District Court for the District of Columbia and the Courthouse housing the U.S. Court of Appeals for the D.C. Circuit and U.S. District Court for the District of Columbia, where the bulk of resulting criminal cases is being heard, is but 3 blocks away from the U.S. Capitol. The fact remains that judges don't feel safe, and this fear is born out by the facts.

An informal survey conducted by the National Judicial College reported that the vast majority of judges fear for their safety and believe more should be done to protect themselves and their families at home.

This Resolution urges that all stakeholders in the administration of justice take appropriate measures to protect home addresses and other personally identifiable information of all judges from public disclosure. It urges that Congress enact legislation to prohibit the disclosure of such information. The National Association of Women Judges' mission is to advance the rule of law and assure meaningful access to justice. These goals, however, are significantly undermined when judges justifiably fear that dissatisfied litigants or others who disagree with their decisions may physically harm themselves and their families. This Resolution highlights the NAWJ's continued support and commitment to ensuring the safety of judges through the enactment of these common-sense measures to reduce the likelihood of judges and their families being harmed at their homes.

EXHIBIT B

Emergency Resolution Barring Future NAWJ Conferences in Jurisdictions Where LGBTQ
Protections Are Repealed or Where Discriminatory LGBTQ Laws are Enacted

WHEREAS, since its formation in 1979, the National Association of Women Judges (NAWJ) has been a leader in the efforts to achieve fairness and equality for vulnerable populations, and

WHEREAS, the National Association of Women Judges prioritizes its mission to advance diversity and inclusion at all levels regardless of race, ethnicity, age, gender, religion, sexual orientation, gender identity, disability, economic status, and other diverse backgrounds, and

WHEREAS, our goal is to eliminate bias and enhance diversity and inclusion of traditionally excluded groups not only within the National Association of Women Judges, but in the legal profession in the United States and internationally, and

WHEREAS, multiple jurisdictions have enacted laws that void or repeal state or local protections against discrimination on the basis of sexual orientation, gender identity or gender expression, or have enacted laws that authorize or mandate, authorize or condone discrimination on the basis of sexual orientation, gender identity or gender expression, including laws that create exemptions from anti-discrimination laws in order to permit discrimination on the basis of sexual orientation, gender identity and gender expression,

THEREFORE, be it Resolved that the National Association of Women Judges will not sponsor or hold any mid-year or annual meetings or conferences in states that have voided or repealed state or local protections against discrimination on the basis of sexual orientation, gender identity or gender expression, or have enacted laws that authorize or mandate discrimination on the basis of sexual orientation, gender identity or gender expression. A current list of those states is attached as Appendix A. This list shall be updated as necessary and shall conform to the lists maintained by those states which track the enactment of such legislation, including, but not limited to, the State of California's Attorney General's office.

This Resolution shall take effect on November 1, 2021.

**Adopted by the National Association of Women Judges
on April 16, 2021**

**Honorable Karen Donohue
President, National Association of Women Judges**

APPENDIX A

1. Alabama
2. Idaho
3. Iowa
4. Kansas
5. Kentucky
6. Mississippi
7. North Carolina
8. Oklahoma
9. South Carolina
10. South Dakota
11. Tennessee
12. Texas

MEMORANDUM

TO: NAWJ Resolutions Committee

FROM: NAWJ LGBTQ Committee

DATE: March 3, 2021

SUBJECT: Memorandum In Support of Emergency Treatment
of 2021 Resolution on Conference Siting

At the request of the National Association of Women Judges' (NAWJ) Resolutions Committee (the Resolutions Committee), the NAWJ's LGBTQ Committee (the LGBTQ Committee) presents this memorandum in support of the LGBTQ Committee's proposed Resolution Barring Future NAWJ National Conferences In Jurisdictions Where LGBTQ Protections Are Repealed or Discriminatory LGBTQ Laws Are Enacted (the Resolution). The LGBTQ Committee requests the Resolutions Committee treat the Resolution as an Emergency Resolution in accordance with NAWJ By-laws Article XI, §8.

The Resolution has its roots in NAWJ's mission to eliminate bias and enhance diversity and inclusion of historically excluded groups, not only within the organization, but in the legal profession domestically and internationally. The Resolution would preclude NAWJ from holding its annual meetings and mid-year conferences in any jurisdictions which have either repealed laws which protected LGBTQ individuals and families, or have enacted measures which discriminate based upon sexual orientation, gender identity or gender expression. The measure appends a list of twelve states which currently have done so.

The LGBTQ Committee requests emergency consideration for the following reasons. First, the NAWJ Conference Site Selection Committee will be meeting shortly to consider locations for NAWJ 2023 annual meeting. The Resolution would provide the Site Selection Committee with crucial information regarding which jurisdictions present safety and dignity challenges for LGBTQ members and would serve as guidance in considering future conference locations. In addition, the Site Selection Committee should be made immediately aware that selecting a conference site located in an anti-LGBTQ jurisdiction would significantly impact conference attendance. At least one state currently prohibits its employees, including judges, from traveling on an official basis to those anti-LGBTQ jurisdictions. Waiting to present the Resolution at the annual meeting in October could result in significant unnecessary work by the Site Selection Committee.

Second, presenting the Resolution at the annual conference is simply not possible for many of the LGBTQ Committee members and their allies. The LGBTQ Committee's Chair and many of its members are prohibited by state law from traveling to Nashville. So are nearly 250 other

NAWJ members. Their inability to attend NAWJ's annual conference, and thereby vote on the Resolution, makes presentation at the annual conference impossible and procedurally unfair.

And lastly, the NAWJ's longstanding commitment to diversity and inclusion would be greatly diminished if the organization were to ignore the predicament of its own LGBTQ members. Asking members to disregard discrimination that attacks their dignity and restricts their access to justice is to discount the damaging nature of this legislation. Our commitment to our members and to the profession requires us to address this situation at our earliest opportunity.

For all of these reasons, the LGBTQ Committee respectfully urges the Resolution Committee to take up the Resolution immediately and to present it at the NAWJ business meeting on April 16, 2021.

Respectfully submitted,

Honorable Kristin Rosi
Chair
NAWJ LGBTQ Committee

EXHIBIT C

Emergency Resolution Regarding Future NAWJ Conferences in Jurisdictions Where LGBTQ Protections Are Repealed or Where Discriminatory LGBTQ Laws are Enacted

WHEREAS, since its formation in 1979, the National Association of Women Judges (NAWJ) has been a leader in the efforts to achieve fairness and equality for vulnerable populations, and

WHEREAS, the National Association of Women Judges prioritizes its mission to advance diversity and inclusion at all levels regardless of race, ethnicity, age, gender, religion, sexual orientation, gender identity, disability, economic status, and other diverse backgrounds, and

WHEREAS, our goal is to eliminate bias and enhance diversity and inclusion of traditionally excluded groups not only within the National Association of Women Judges, but in the legal profession in the United States and internationally, and

WHEREAS, multiple jurisdictions have enacted laws that void or repeal state or local protections against discrimination on the basis of sexual orientation, gender identity or gender expression, or have enacted laws that authorize or mandate, authorize or condone discrimination on the basis of sexual orientation, gender identity or gender expression, including laws that create exemptions from anti-discrimination laws in order to permit discrimination on the basis of sexual orientation, gender identity and gender expression,

THEREFORE, be it Resolved that the National Association of Women Judges will not select any future site for an annual or midyear meeting without first taking into careful consideration whether the site is located in a jurisdiction that, contrary to the goals of the National Association of Women Judges, has voided or repealed protections against discrimination on the basis of sexual orientation, gender identity or gender expression, or have enacted laws that authorize or mandate discrimination on the basis of sexual orientation, gender identity or gender expression. A current list of states that have enacted such laws is attached as Appendix A. This list shall be updated as necessary to conform to the lists maintained by those states which track the enactment of such legislation, including, but not limited to, the State of California's Attorney General's office.

This Resolution is passed at a special business meeting by a quorum of people in attendance and shall take effect on November 1, 2021.

Honorable Karen Donohue
President, National Association of Women Judges

APPENDIX A

1. Alabama
2. Idaho
3. Iowa
4. Kansas
5. Kentucky
6. Mississippi
7. North Carolina
8. Oklahoma
9. South Carolina
10. South Dakota
11. Tennessee
12. Texas

EXHIBIT D

Scottsdale City Council expected to pass anti-discrimination ordinance. Here's what it would do

[azcentral.com/story/news/local/scottsdale/2021/03/14/scottsdale-likely-soon-have-anti-discrimination-ordinance/6944173002](https://www.azcentral.com/story/news/local/scottsdale/2021/03/14/scottsdale-likely-soon-have-anti-discrimination-ordinance/6944173002)

SCOTTSDALE

The Scottsdale City Council is expected to approve an anti-discrimination ordinance that would extend protections to the LGBTQ community in April, just months after voters elected a new mayor and council majority.



The draft ordinance has been updated, but is largely the same legislation the City Council rejected in 2016. After last year's national debate on equality following George Floyd's death, the city's Human Relations Commission decided to again bring it to the council.

The ordinance would include sexual orientation and gender identity as protected classes when it comes to private employment, public accommodations and city services. The local law also would add protections to employees working for businesses of any size.

City officials said the ordinance would expand on the Fair Housing Act, which doesn't clearly offer protections to the LGBTQ community.

One Community and Equality Arizona, two local nonprofits dedicated to LGBTQ rights, have been vocal proponents of nondiscrimination legislation and involved in drafting local ordinances to help fill gaps in communities.

"The reality is in the state of Arizona, unless you are in a municipality that is LGBTQ-inclusive, it's not unlawful to discriminate in housing or public accommodation or employment," One Community founder and President Angela Hughey said. "We really want to do everything we can to work with cities and stakeholders to move LGBTQ-inclusive ordinances forward and, of course, to work towards an LGBTQ-inclusive statewide update."

The city of Mesa last month became the latest Arizona city to adopt a nondiscrimination ordinance. Already a resident there is pushing for a referendum to overturn the Mesa council's decision.

Phoenix, Tempe, Sedona, Tucson, Flagstaff and Chandler have had such measures for several years.

Here's what would change in Scottsdale

Federal and state law leave gaps in protections against discrimination based on sexual orientation or gender identity in places of public accommodation, housing or small-business employers. The lack of a local ordinance in Scottsdale still left people in the LGBTQ community vulnerable to have public service, public housing or employment denied.

Scottsdale's proposal would:

- Prohibit discrimination based on actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity, disability and veteran status.
- Extend protections to employees of businesses of any size.

City employees already are protected under municipal code.

Investigating complaints

A person who believes they were discriminated against can file a complaint with the city manager within 90 days of the incident.

The city would then have 45 days to investigate the complaint and then send a copy of the charge to the violator, requesting a response within 20 days.

The city may offer mediation services in an attempt to resolve the matter. But if it is determined that a violation occurred, the Scottsdale attorney's office can file a civil complaint in court. The fines imposed by the City Court would range from \$500 to \$2,500 per violation, with each day that a violation continues deemed a separate violation.

'Doing the right thing'

Scottsdale Mayor David Ortega said last year during his campaign that passing an anti-discrimination ordinance would be one of his main priorities.

Ortega said that passing the ordinance is “about doing the right thing.”

“Scottsdale has a reputation for being internationally known and a hospitable destination, and I believe that government, local government regulations should match that openness,” Ortega said.

Ortega and the council first discussed the issue during a council retreat meeting on Feb. 23, when some council members asked for an exemption for private homeowners renting out rooms in their homes.

Councilmember Kathy Littlefield said she wanted to ensure everyone's rights are protected.

“If you are a single, elderly woman who wants to rent out your bedroom, do you have to take someone you don’t want to have in your house just because it makes you uncomfortable?” she said in February.

Councilmembers Tom Durham and Solange Whitehead supported adding the exemption to the ordinance.

Such an exemption appears legal based on a 2012 federal court ruling that a dwelling used by someone as their household is not covered under federal law.

The council is expected to review the ordinance again in a study session before it goes to a vote on April 2, but Councilmember Tammy Caputi said she's ready as the measure has “been worked on to death.”

“It’s at a point where we are no longer leading on this issue, we are following,” Caputi said. “It’s way overdue. We don’t need to keep studying it and changing it. It’s been ready to go for years.”

Back on the table

Efforts to pass a similar ordinance in Scottsdale were stalled for years.

The council approved a unity pledge supporting workplace equality for lesbian, gay, bisexual and transgender people in 2014, but stopped short of a nondiscrimination ordinance.

The council discussed it in 2015 but the issue fizzled without a vote. Council members at the time couldn’t agree on whether to exempt businesses with fewer than 15 employees.

Former Mayor Jim Lane pushed for statewide legislation in 2018 instead. The failed bill would have made discrimination based on sexual orientation and gender identity in employment, services and housing illegal in Arizona.

Scottsdale's Human Relations Commission put the ordinance back on the table in August, making a recommendation to the council to pass an ordinance that wouldn’t exempt small businesses.

“This discussion is occurring within the renewed national discourse on race and equity, a movement that has touched and activated many within the Scottsdale community,” the commission wrote in a document presented to the council.

The document also stated that the city needs to be on equal footing as other tourist destinations that already have taken similar measures, as well as follow the lead of businesses like the San Francisco Giants, Nationwide, HonorHealth, Mayo Clinic, Vanguard and GoDaddy.

After the commission presented the proposal, the council tabled it again until now.

Ortega, who took office in January along with three new council members, said he expects unanimous support from the council.



April 3, 2021

Report of the Retired/Senior Judges Committee
Chair: Honorable Joan Churchill
for the 2021 Midyear Board Meeting

The NAWJ Retired/Senior Judges Committee is a large, vibrant committee. We assure that retired/senior judges continue to feel involved and connected to NAWJ.

Membership

Our membership spans the USA, with members from Florida to Alaska, from East Coast to West Coast, and from many states in the heartland. Our membership includes state and federal judges, who have served on a variety of types and levels of courts: Federal and State, trial and appellate, administrative courts both state and Federal, a state Supreme Court. Several NAWJ Past Presidents are on the Committee.

Meetings

We meet every 2 -3 months. We met at the Virtual Annual Meeting October 15, 2020, and we have met twice since then: January 6 and March 25, 2021. Our next meeting is scheduled for June 24.

Activities

--CounterBalance. We provide articles for CounterBalance for its *Life After the Bench* column. The recent 2021 Winter issue carried an article by Bev Cutler of Alaska which provided an engaging description of her pro bono work assisting members of the U.S. military with their naturalization applications, and related immigration issues. We have submitted an article for the next issue by Ellen Rosenbaum, who was elected Attorney General of Oregon shortly after retiring from the bench. She was recently reelected to a 3rd term. Articles for subsequent issues are in the pipeline.

--Conferences We are involved with the conferences in a variety of ways. Member Susan Moiseev is heavily involved in the planning for the 2022 Annual Meeting in Detroit. She is planning to include a panel on *Life After the Bench*, adopting an idea of our committee for a conference program. Our members have been invited to participate in a panel at the 2021 Nashville Annual Meeting on Community Involvement On and Off the Bench.

We have established a tradition of organizing a special social get together at our national conferences for all the retired/senior judges in attendance.

Several of us are registered for the NAWJ Midyear this April, the IAWJ Virtual Biennial in May 2021, and plan to attend the 2021 NAWJ Annual Meeting in Nashville in October.

--Travel We have been involved with organizing NAWJ cruises. So far we have cruised together from Boston to Montreal, in 2017, and from Budapest to Nuremberg, in 2019. Side trips connected to the New Zealand Biennial in 2020 had to be canceled due to the pandemic.

--NAWJ Membership Retention. Emily Chafa is assisting with special projects to promote membership retention, so members feel motivated to continue their membership with NAWJ after they retire/take senior status.



April 16, 2021

Report of the WETOO Collaborative Advisory Council
Liaison: Honorable Marcella A Holland

The WETOO Collaborative is not an NAWJ committee; it is a collaboration between NAWJ, the National Association of Court Management (NACM), the National Council of Juvenile and Family Court Judges (NCJFCJ) and the National Center for State Courts (NCSC). It was started in 2018 after NAWJ's Congressional Women's Caucus entitled #WETOO in the Legal Workplace (NAWJ now holds the trademark for that title). The President of NACM joined us at our Annual Conference and expressed a desire to work with us on sexual harassment and assault issues in the courts. President Ipema appointed me as a liaison to work on forming a plan for our collaboration on these issues. NACM volunteered to take the lead and use its staff and resources in the planning stages. We met a few times and then in late 2019 applied for a \$250,000 grant from the State Justice Institute (SJI), with NACM as the lead requester and NAWJ as a partner. We were joined in the request by NCJFJ and the NCSC agreed to be the repository of webinars and other resources which would be used in our training projects.

The title used in getting the grant was ***Courts in the Era of #WeToo***. This was partly to make it clear it was not infringing on NAWJ's trademark of #WETOO in the Legal Workplace. The group operates under the title of ***WETOO Collaborative***. Our goals as developed in applying for the grant are: 1) develop and deliver nationally significant educational programs and guidance focused on sexual harassment and assault, including actions targeted against LGBTQ individuals in the courts; and 2) provide distance learning opportunities to broaden opportunities for education on this topic to not only judges, but also court administrators, managers and other court personnel, including other justice partners such as Conference of Chief Justices, American Judges Associations and other court management associations in the US and abroad. In order to accomplish the goals we set and the goals under the grant, technical assistance was needed. We partnered with **Futures Without Violence**, a company with expertise in writing curriculum and doing training on sexual harassment and workplace assaults. We did receive the grant and have moved forward with our project.

NAWJ has 5 members on the Advisory Board for this collaboration. We are now meeting every 6 weeks and with the guidance of the Futures staff, are designing the curriculum for our educational programs. Our last meeting and next meeting will be concentrated on scenarios and vignettes to be used in training. Once we have finalized the curriculum, we will seek out courts to test the curriculum. This project will continue for the next year or so and I will update the Executive Committee as needed and Board and members at future Annual Conferences.



April 5, 2021

Report of the Women in Prison Committee

Chair(s): Honorable Cheryl Gonzales and Honorable Brenda Murray

Our report is in two parts, the first, from Judge Gonzales describes activities in New York, and the second part from Judge Murray concerns what is going on nationally, with emphasis on DC.

Due to the COVID-19 pandemic, the New York Women in Prison Committee did not conduct any in person programming in 2020. However, NY NAWJ was overwhelmingly supportive of our Beyond the Bars program and our holiday donations to Albion and Taconic Correctional facilities were very similar to what we donated in previous years. We assembled 225 gift bags which each contained socks, a washcloth, note cards, a pen, a comb, shampoo, conditioner, lotion, candy canes and nail polish. Taconic picked up the bags on December 21st and distributed the bags to the women at the facility. Judge Joanne Quinones assisted with the selection of books for the book drives, and our members were very generous in responding to the book drives. Taconic reported that they received 110 books and they were able to start mini book clubs with books which they received multiple copies of. The Albion book drive was also very successful. We are grateful to The Women and Justice Project which is led by NAWJ member, Jaya Vasandani, and Tamar Kraft Stolar. That organization purchased every book on the Albion book list. Judge Robin Garson suggested organizing a children's book drive since we were not collecting toys and movie passes, the facilities were open to this idea, and the response to the children's book drive was also positive. We are also grateful to Judge Betty Williams and Judge Kathy King for sponsoring the date book project with the purchase of 825 date books for the women at Albion and Taconic. Judge Williams arranged for the printer to remove the maps in the back of the books and ship the books directly to the facilities. In May 2021, the New York Women in Prison Committee plans to host a screening and discussion of the film, The Belly of the Beast.



Corrections and Community Supervision

ANDREW M. CUOMO
Governor

ANTHONY J. ANNUCCI
Acting Commissioner

December 30, 2020

Justice Cheryl Gonzales
National Association of Women Judges
141 Livingston St.
Brooklyn, NY 1101

Justice Gonzales,

I am reaching out to you in appreciation for all of the resources that were donated to the women at Albion Correctional Facility. We are in receipt of the calendars, toiletries, and books. A special thank you for the incredible donation of the books, both for our facility library as well as the book drive effort for the visit area. We appreciate the very generous donation of all who donated their time, consideration, and the fiscal resources that went toward the book purchases. Thank you, on behalf of the staff and inmate population at Albion Correctional Facility.

Sincerely,

A handwritten signature in blue ink, appearing to read "Krista Vasile", written over a horizontal line.

Krista Vasile, Deputy Superintendent for Programs



Corrections and Community Supervision

ANDREW M. CUOMO
Governor

ANTHONY J. ANNUCCI
Acting Commissioner

March 8, 2021

Hon. Cheryl Gonzalez
National Association of Women Judges

Dear Judge Gonzalez,

Thank you for your generous donation of annual calendars, and health & hygiene gift bags to the women of Taconic Correctional Facility. It is much appreciated by both the Facility Administration and the inmate population, as these items will be used to enhance that which we provide.

Once again, on behalf of the Facility Administration, and the Incarcerated Individuals, thank you for your donation to Taconic! Have a happy and safe new year!

Sincerely,

A handwritten signature in black ink, appearing to read "L. Goidel".

Lew Goidel
Supervisor of Volunteer Services
Lewis.Goidel@doccs.ny.gov

Cc: DSP Piazza
R. Karlson
file



The Committee has had two Zoom sessions for all members: February 8 and March 31, 2021. The first was a general discussion and the second was with Michael Carvajal, Director of the United States Bureau of Prisons. Judge Murray heard from Judge Julie Weatherly that NAWJ members are working with jail officials in DC on a possible "Women Moving Forward" type program and there was talk of tablets for the women. Strange as it might seem, people held in detention in Strafford County NH CountyJail by Immigration and Customs Enforcement , have tablets and are not allowed hard mail.