



October 17, 2024
Annual Report
Report of the Administrative Judiciary Committee
Honorable Susan Formaker and Honorable Theresa Timlin, Co-Chairs

The NAWJ Administrative Judiciary Committee meets every month on the second Friday of the month at 12 p.m. PT/2 p.m. CT/3 p.m. ET.

We are active or retired administrative adjudicators (ALJ/AJ/IJ, other job titles) at the federal and state levels. We handle or handled a wide variety of dockets involving appeals of administrative actions taken by governmental agencies. We currently welcome approximately 10 to 15 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, as well as the challenges facing our members.

During this NAWJ year, the committee held a webinar on November 8, 2023, with panelists describing their paths to the administrative judiciary. This program included judges in federal and state administrative tribunals and was very similar to one presented the prior year. We plan to repeat the program in the next NAWJ year to help provide a pipeline of diverse candidates for different types of positions in the administrative judiciary across the country.

In addition to the program discussed above, the committee is planning and will present a program at the 2024 Annual Conference: “Don’t Believe Everything You See: Reading People and Judging Credibility.” Included on the panel will be two members of our committee (Hon. Francine Applewhite as moderator and Hon. Susan Formaker as panelist). Others on the panel are Nadia Bermudez, Esq., a labor attorney and partner at Meyers Nave, who has experience as a workplace investigator, Wendy Patrick, Esq., a prosecutor in the San Diego District Attorney’s Office who has written books and articles on factors affecting credibility, and Manny Tau, a clinical and forensic psychologist and Certified Threat Manager, who presents on assessing veracity in multiple contexts.

The Administrative Judiciary Committee is also co-sponsoring, along with the NAWJ Human Trafficking, Immigration, and Juvenile Justice and Child Welfare Committees and the ABA Judicial Division, a webinar planned for January 2025 on what judges and lawyers need to know about migrant child labor.

The committee continues to discuss developments in case law affecting the independence and authority of administrative law judges. In particular, the committee has been considering the *SEC v. Jarkesy*

decision and the Supreme Court decisions on *Chevron* deference, and the committee is planning on submitting an article for Counterbalance on these cases and any further developments after the annual conference.

The committee will continue to consider whether it can present a webinar on potential clashes between medical ethics and professional licensing laws in states that have restricted access to abortion after the *Dobbs v. Jackson Women's Health Organization* case; because of the election and the committee's other endeavors, that project was put on hold.

The committee continues to discuss timely topics of interest to the administrative judiciary at each meeting.



October 17, 2024
Annual Report
Report of the Bylaws Committee
Honorable Karen Donohue, Chair

The Bylaws Committee, consisting of Hon. Marjorie Carter (ret.), Col. Linda Murnane, Hon. Judith McConnell and Hon. Karen Donohue met via e-mail and Zoom in May. We approved a minor change (*italicized and underlined below*) in the definition of Sitting Judge (Article 3 – Members, Section 1(a)) in an effort to expand who can qualify as a voting member of NAWJ.

Any person who 1) holds a judicial position requiring admission to the practice of law in or of the United States, its territories, or its military courts or tribunals; or 2) *possesses a juris doctorate or equivalent and holds a judicial position*; or 3) holds a judicial position as a sitting judge in any sovereign nation located within the boundaries of the United States, is eligible to be a voting member and hold office upon timely payment of dues.

The committee also approved a request to strike the italicized language below from Article IV – Subscribers.

Any organization or any person not eligible for membership may receive copies of NAWJ's newsletters and other mailings upon payment of the annual subscriber fee set by the Board of Directors.

This change was requested by President Karen Sage because the Amicus Judicii membership category addresses individual memberships for lawyers, law clerks, law students and other friends of NAWJ. Amicus Judicii members are ineligible to vote or hold office but may otherwise participate in NAWJ activities. Dues for this category are \$220. Subscribers, on the other hand, are organizations which are only interested in receiving newsletters and Counterbalance. The dues for his category are \$50.

Both of these minor amendments will be presented to the membership for approval at the Annual Meeting on October 19, 2024.



September 30, 2024

Annual Report

Report of the Ensuring Racial Equity in the Justice System Committee

Chairs: Honorable Vickie L. Henry and Attorney Patricia M. Taitano-Valdovinos

- **Monthly meetings:** [Third (3rd) Tuesday of the month @ 12:00 PST/ 3:00 EST]
 - January 10, 2024 – 14 committee members in attendance
 - January 17, 2024 @ 3:00 PST/ 5:00 EST – 4 committee members in attendance
 - This was a duplicate January meeting to accommodate EST committee members.
 - February 27, 2024 – 12 committee members in attendance
 - April 16, 2024 – 9 committee members in attendance
 - May 14, 2024 – 8 committee members in attendance
 - June 11, 2024 – 14 committee members in attendance
 - July 16, 2024 – 9 committee members in attendance
 - September 17, 2024 – 11 committee members in attendance
 - The committee offered September 19, 2024 @ 9:00 a.m. PST /12:00 p.m. EST as a duplicate meeting to accommodate those who could not attend on September 17. The meeting was not needed.
 - Next scheduled meeting:
October 19, 2024 @ 7:30 a.m. PST /10:30 a.m. EST in person, at the Annual, with virtual capabilities for those unable to attend the Annual Conference.
- **Virtual social hours:**
 - January 23, 2024 @ 5:00 PST/ 8:00 EST – 4 committee members in attendance
 - March 12, 2024 @ 2:00 PST/ 5:00 EST – only co-chairs showed up, although we did meet our goal of creating opportunities for judges who couldn't attend our monthly meeting.
- **Counterbalance submissions:**
 - Winter 2024 Committee Spotlight at pg.18 –
Ensuring Racial Equity Committee “Top Ten Tips to Reduce Bias”: [Here](#).
 - Winter 2025 Committee Spotlight *anticipated* –
“Mirror Monologues” on Race

➤ **Monthly Update submissions: 5 Minute Ensuring Racial Equity Corner**

January – Conversations on Race

February – Words (and their Historical Roots) Matter

Thank you to Judge Alison Bachus for this submission.

March – Celebrations on BIPOC Women

Thank you to Judge Arose Nielsen for this submission.

April – Important Dates in the History of Race in America

May – Celebrating African Americans in the Military

Thank you to Administrative Judge Claudine R. James for this submission.

June – What is Juneteenth?

Thank you to Judge Alison Bachus for this submission.

July – July Marks Both Independence Day and National Minority Mental Health Awareness Month

Thank you to Judge Renee N.G. Stackhouse for this submission.

August/ September – Racist Objects

October – Are Court Reporters Transcribing the Testimony of Black People Correctly?

➤ **Webinars:**

▪ Microaggressions 2: When the Judge Commits the Microaggression

Co-sponsor w/ Fairness and Access

Subcommittee members:

MA Justice Vickie Henry

MA Judge Arose Nielsen

MI Judge Lisa Martin

CA Atty Patricia Taitano-Valdovinos

Program aired: May 8, 2024

Moderator and panelists:

Judge Donovan Foughty (moderator), Presiding Judge for the Northeast Judicial District of North Dakota. President and Moderator of the National Consortium on Racial and Ethnic Fairness in the Courts.

Hon. Lisa Hardwick, Missouri Court of Appeals, Western District.

Chairperson, Missouri Commission on Racial and Ethnic Fairness since 2015.

Hon. Josie Garton, Alaska Superior Court Judge.

Ret. Hon. Jeffrey Locke, Chief Justice of the seven Massachusetts trial courts.

Hon. Jenifer Ashford, Kansas District Magistrate Judge.

Program topic:

Practical tips and strategies for productively managing a judge who commits the microaggression.

Program link: [Here](#). There were 324 registrants and 191 live attendees.

- Citing Slavery Cases: Why Acknowledgment Matters

Co-sponsor w/ Fairness and Access

Subcommittee members:

WA Justice David Keenan

CA Judge Renee Stackhouse

CA Atty Janelle Price

Program aired: June 20, 2024.

Moderator and panelists:

Attorney Janelle Price, moderator

Justin Simard, professor at Michigan State University College of Law + students

Article on issue: [Opinion: Unprecedented California caste discrimination bill would address an important problem - The San Diego Union-Tribune \(sandiegouniontribune.com\)](#)

Program topic and learning objectives:

How the law of slavery was constructed. The historical role of law in promoting and establishing racism and racial discrimination. How the current legal profession continues to rely on cases and doctrines derived from slavery. Why addressing and acknowledging the legacy of slavery matters.

Go to citingslavery.org to explore cases around the country and in your own state.

Program link: [Here](#). There were 109 registrants and 51 live attendees.

- The Judicial System in Race, Health, and Equity: What Can Judges Do?

Co-sponsor w/ Fairness and Access Committee

Subcommittee members:

MA Hon. Arose Nielsen

VA Hon. Vivian Henderson

MA Justice Vickie Henry

CA Atty Patricia Taitano-Valdovinos

Proposed date/time: January 22 or 23, 2025

Proposed panelists and moderator: TBD

Wendy Parmet

Jasmine Howard

Hon. Vivian Henderson

Potential fourth panelist

Program topic/description/2-3 learning objectives: TBD

Brief overview on race/access to healthcare. How does the law affect health and inequities? How do inequities affect what happens in the courtroom? Best practices for approaching these inequities.

For more information, visit www.saluspopulisdoh.com.

- Discrimination based on Caste (as a Protected Class)

Co-sponsor w/ Fairness and Access Committee

Subcommittee members:

Hon. Ann Breen-Greco

Hon. Renee Stackhouse

CA Atty Tarina Mand

Proposed date/time: TBD

Proposed panelists and moderator: TBD

Attorney Tarina Mand – confirmed

Wendy Shiba, Chair of the ABA's Diversity, Equity, and Inclusion Center and
Chair of the ABA's DEI Advisory Council – confirmed

Ajanta Subramaniam, Harvard Professor of South Asian Studies – proposed

Kevin Brown, Indiana Law School Professor - proposed

Ava DuVerney – proposed

Tanuja Gupta, Google employee fired for bringing in Dalit speaker – proposed
as a moderator

Isabel Wilkerson, author of the book, Caste: The Origins of Our Discontents –
declined.

Program topic/description/learning objectives:

To educate attorneys and judges on caste:

What is Caste? Why Caste is being used to discriminate?

The subcommittee advised that the program needed to be postponed until early
2025 due to unexpected circumstances with panelists.

- Girls in the Systems: A Journey Through the Child Welfare and Justice Systems

Co-sponsor w/ Juvenile Justice and Child Welfare Committees

Program aired: February 1, 2024

Note to NAWJ: One theme of our meetings is that judges of color continue to face discrimination after they are on the bench, which is quite dispiriting. (The co-chairs expect that this feeling of experiencing discrimination even after one is a judge was a motivation for the founding of NAWJ.) Our members are hurt by this discrimination and the committee provides vital support. Our members discuss how to respond to this discrimination productively. For example, in many states, discussion of diversity, equity, and inclusion is prohibited or counterproductive. However, if the same ideas are advanced as fairness and access, they have a greater chance of adoption (we understand that is a different NAWJ committee).



September 30, 2024

Annual Report

Report of the Fairness and Access Committee

Chairs: Attorney Patricia M. Taitano-Valdovinos and Honorable Vicky Kolakowski

- **Monthly meetings:** [First (1st) Friday of the month @ 12:00 PST/ 3:00 EST]
February 2, 2024 – 7 committee members in attendance
March 1, 2024 @ 3:00 PST/ 5:00 EST – 4 committee members in attendance
An April meeting was not offered considering the Midyear.
May 3, 2024 – 7 committee members in attendance
June 7, 2024 – 4 committee members in attendance
Our July 19 meeting was canceled due to the unexpected unavailability of the co-chair.
August 2, 2024 – 4 committee members in attendance
September 6, 2024 – 4 committee members in attendance

Next scheduled meeting:

October 4, 2024 @ 12:00 PST/ 3:00 EST

➤ **Webinars:**

- Microaggressions 2: When the Judge Commits the Microaggression
Co-sponsor w/ Ensuring Racial Equity in the Justice System Committee
Subcommittee members:
 - MA Justice Vickie Henry
 - MA Judge Arose Nielsen
 - MI Judge Lisa Martin
 - CA Atty Patricia Taitano-Valdovinos

Program aired: May 8, 2024

Moderator and panelists:

Judge Donovan Foughty (moderator), Presiding Judge for the Northeast Judicial District of North Dakota. President and Moderator of the National Consortium on Racial and Ethnic Fairness in the Courts.
Hon. Lisa Hardwick, Missouri Court of Appeals, Western District.
Chairperson, Missouri Commission on Racial and Ethnic Fairness since 2015.
Hon. Josie Garton, Alaska Superior Court Judge.
Ret. Hon. Jeffrey Locke, Chief Justice of the seven Massachusetts trial courts.
Hon. Jenifer Ashford, Kansas District Magistrate Judge.

Program topic:

Practical tips and strategies for productively managing a judge who commits the microaggression.

Program link: [Here](#). There were 324 registrants and 191 live attendees.

- Citing Slavery Cases: Why Acknowledgment Matters

Co-sponsor w/ Ensuring Racial Equity in the Justice System Committee

Subcommittee members:

WA Justice David Keenan

CA Judge Renee Stackhouse

CA Atty Janelle Price

Program aired: June 20, 2024.

Moderator and panelists:

Attorney Janelle Price, moderator

Justin Simard, professor at Michigan State University College of Law + students

Article on issue: [Opinion: Unprecedented California caste discrimination bill would address an important problem - The San Diego Union-Tribune \(sandiegouniontribune.com\)](#)

Program topic and learning objectives:

How the law of slavery was constructed. The historical role of law in promoting and establishing racism and racial discrimination. How the current legal profession continues to rely on cases and doctrines derived from slavery. Why addressing and acknowledging the legacy of slavery matters.

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- The Judicial System in Race, Health, and Equity: What Can Judges Do?

Co-sponsor w/ Ensuring Racial Equity in the Justice System Committee

Subcommittee members:

MA Hon. Arose Nielsen

VA Hon. Vivian Henderson

MA Justice Vickie Henry

CA Atty Patricia Taitano-Valdovinos

Proposed date/time: January 22 or 23, 2025

Proposed panelists and moderator: TBD

Wendy Parmet

Jasmine Howard

Hon. Vivian Henderson

Potential fourth panelist

For more information, visit www.saluspopulisdoh.com.

Program topic/description/2-3 learning objectives: TBD

Brief overview on race/access to healthcare. How does the law affect health and inequities? How do inequities affect what happens in the courtroom? Best practices for approaching these inequities.

- Discrimination based on Caste (as a Protected Class)

Co-sponsor w/ Ensuring Racial Equity in the Justice System Committee

Subcommittee members:

Hon. Ann Breen-Greco

Hon. Renee Stackhouse

CA Atty Tarina Mand

Proposed date/time: TBD

Proposed panelists and moderator: TBD

Attorney Tarina Mand – confirmed

Wendy Shiba, Chair of the ABA's Diversity, Equity, and Inclusion Center and
Chair of the ABA's DEI Advisory Council – confirmed

Ajanta Subramaniam, Harvard Professor of South Asian Studies – proposed

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Tanuja Gupta, Google employee fired for bringing in Dalit speaker – proposed
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declined.

Program topic/description/learning objectives:

To educate attorneys and judges on caste:

What is Caste? Why Caste is being used to discriminate?

The subcommittee advised that the program needed to be postponed until early
2025 due to unexpected circumstances with panelists.

- (Program Sponsored with Self-Represented Litigants Committee re: remote access)

Co-sponsor w/ Self-Represented Litigants Committee

Subcommittee members:

Judge Courtney Boehm

Attorney Deborah Greenspan

Judge Vicky Kolakowski

Attorney Patricia Taitano-Valdovinos

Proposed date/time: TBD, potentially late November.

Proposed panelists and moderator: TBD

Eric Helland, Senior Economist at RAND and Professor at Claremont McKenna

Ashley Lowe, CEO of Lakeshore, MI Legal Aid

Attorney Renee L. Danser, Associate Director of Research and Strategic
Partnerships Access to Justice Lab at Harvard Law School

Program topic/description/2-3 learning objectives: TBD



October 17, 2024
Annual Report
Report of the NAWJ IMMIGRATION COMMITTEE
Honorable JOAN CHURCHILL, CHAIR

MEMBERSHIP

The Committee is Chaired by Hon. Joan Churchill. The Vice-Chair is Hon. Carol King.

Membership on the NAWJ Immigration Committee includes active and retired Immigration Judges, the current and a Past President of NAIJ [the National Association of Immigration Judges], state court judges who have handled immigration cases as lawyers or judges, and a retired judge who handles immigration cases pro bono for members of the U.S. military.

MEETINGS

The Committee has met 4 times during this term, by zoom video conference calls on December 7, 2023, March 21, June 22, and Aug. 24 of 2024. Our next meeting is scheduled for an in person meeting on October 19, 2024 during the NAWJ Annual Conference in San Diego. Our meeting at the Annual Meeting will be held jointly with 4 other NAWJ Committees: the Retired/Senior Judges Committee, also chaired by Judge Churchill, as well as the Administrative Judges, the Human Trafficking, and the Juvenile Justice and Child Welfare Committees, with which the Immigration Committee is jointly organizing a Webinar on Migrant Child Labor.

WEBINAR

Much of the focus of the committee this year has been involved with organizing a webinar on the topic of migrant child labor. 4 NAWJ committees are jointly organizing the webinar: the Immigration, Administrative Judges, Human Trafficking, and Juvenile Justice and Child Welfare Committees. The webinar is scheduled for the month of January to coincide with Human Trafficking Awareness Month.

The webinar date will be Thursday, **January 16, 2025**, noon, EST.

The moderator will be NAWJ member Col. Linda Murnane.

Confirmed panelists include:

1. an official at the U.S. Department of Labor whose office is responsible for enforcement of federal child labor laws,
2. an academic researcher who was a lead researcher for a report on trafficking of children for the purposes of labor in the U.S. The report, issued in April 2024, was funded by the U.S. Department of Justice's National Institute of Justice,
3. an attorney who handles cases of child victims of prohibited child labor in the U.S.

The webinar title is: "He was only 12. Judges and Migrant Child Labor"

NAIJ

Our Committee continues to follow the status of the National Association of Immigration Judges, which was decertified as a bargaining unit by a decision of the Federal Labor Relations Authority about 50 years after the status was first accorded. NAIJ has collected petitions from its membership seeking recertification, but is holding off filing them until a vacancy on the Authority is filled. Meanwhile, NAIJ continues to function as a member association.

AFGHAN WOMEN JUDGES

Our Committee members continue to provide assistance to the Afghan Women judges located in the U.S. who fled the Taliban takeover of Afghanistan. Hon. Beverly Cutler has been particularly active in leading a team of NAWJ volunteers in the DC/MD/VA area, where an increasing number of the Afghan women judges have located. Judge Cutler has been providing mentoring assistance to several of the families herself.



October 17, 2024
Annual Report
Report of the Judicial Education & Academic Advisory Committee
Honorable Marian E. Perkins, Chair

NAWJ Judicial Education Committee Activities

- Held five (5) committee meetings to plan educational programs
- Presented a Webinar

NAWJ Judicial Education Committee presents:

**Webinar: *"Serving the Needs of the Community Through the Courts: A National Perspective"*
September 18, 2024 @ 2:00 p.m. – 3:30 p.m. EST**

Welcome & Panelist: Hon. Marian E. Perkins, Circuit Court of Cook County - Chicago, IL
Moderator & Panelist – Dr. Joan Kessler, Esq., Ph.D. – Mediator, Arbitrator, and Neutral – JAMS – Los Angeles, California
Panelist: Hon. Patricia "Pat" Spratt – Circuit Court Judge of Cook County and Presiding Judge – Restorative Justice Court (North Lawndale Community in Chicago, IL)
Jazmine Smalley, Pro Bono Coordinator and Registered Legal Services Attorney – Inner City Law Center, Los Angeles, California

**Committee Member Presentation: U.S. Supreme Court Decision:
Grants Pass, Oregon v. Johnson**

The U.S. Supreme Court upheld ordinances of the city of Grants Pass, Oregon that prohibit people who are homeless from using blankets, pillows, and cardboard boxes for protection from the elements while sleeping within the city limits. By a vote of 6-3, the justices of the U.S. Supreme Court agreed with the city of Oregon that the ordinance bars camping on public property by everyone and does not violate the U.S. Constitution 8th amendment ban on "cruel and unusual punishment."

- **Committee member suggestion of future topics for upcoming webinars:**
- Balanced and Restorative Justice Practices in the Courts & Schools: An Overview
- Tax Incentives for Developers and the Creation of Affordable Housing
- Mindfulness: Health & Wellness Seminar for Lawyers & Judges
- Human Trafficking of Women & Girls in the United States & Abroad: A Global Phenomenon
- The Flint Water Crisis: An Update



October 1, 2024

Report of Judicial Independence Committee/Informed Voter Project
Honorable Robin Hudson (NC, Ret.) and Honorable Debra Stephens (WA), Co-Chairs, Annette
Boyd Pitts, Education Director

As we have for more than a decade, the JI Committee and its Informed Voters/Fair Judges Project (IVP) continued its public education projects throughout 2023, wrapping up our production and release of our updated videos. As we headed into 2024, we decided that the time was right to reassess our mission and long-term planning. Accordingly, our Co-Chairs (Justices Stephens and Hudson, with our Education Director Annette Boyd Pitts, from Florida Southern University) met in Raleigh, NC, June 7-9, at the home of Justice Robin Hudson, for a planning retreat. At the conclusion of the retreat, we produced a summary and recommendations for discussion by the full committee at our next meeting on Zoom, scheduled for July 25, at noon EDT.

1. Website Overhaul

As expected, we had robust discussion at our committee meeting, and identified our priorities and plan for the upcoming years. Our highest priority is to complete a total redesign and content update for the IVP website, which is independently managed by our committee, but is hosted on the NAWJ main website, as ivp.nawj.org. Although we continued our work through the pandemic, and completed the video production in recent years, the content on the IVP website is seriously in need of refreshing. Accordingly, we have a four-member working group that has begun meeting to edit all of the pages, as well as content within the pages (photos, slides decks, etc). We have also been fortunate enough to have a law student intern from UNC School of Law in Chapel Hill, to assist with this project. This working group is scheduled to meet weekly on Zoom, and hope to complete the updating before Thanksgiving.

The IVP website is reached through the NAWJ main website by finding “Informed Voter Project” on the menu of programs, and clicking to go to that page. We have changed the introductory paragraph on the NAWJ link to IVP, and it has been corrected on the existing NAWJ website. In addition, the links to the IVP-produced videos and animations remains live. However, the tab that links to “Resources” now simply says “coming soon,” but is otherwise inactive until we complete our review and editing.

2. Videos Available for Distribution

The committee has active participants from coast to coast, and continues various education programs around the country. In 2023, we completed and released our updated educational video, “Liberty and Justice for All,” with 5 and 3-minute versions, in a collaboration with generous funding by the ABOTA Foundation. The longer version includes a new section, highlighting the importance of jury service. JI/IVP Committee plans to include the videos in general educational programs for the public, and in jury orientation programs.

JI/IVP committee members and ABOTA leaders actively participated in the creative work on the script and video editing, with the production being led by long-time lawyer and North Carolina public television producer Tom Earnhardt and his skilled professional crew. In 2023, we completed and released Spanish language versions of the videos, and have continued distribution nationally.

Here are links to all four new videos.

Jury Orientation and Public Education Video (Five-minute English version):

<https://drive.google.com/file/d/1o6FVSB1Qb5h0Gu21RIZ4ZvJM3ZCMDP3y/view>

Jury Orientation and Public Education and Outreach Video (Spanish version)

https://drive.google.com/file/d/1Cty6Eji1kL_D78GZVXDoytQ-T-MnJFPV/view?usp=sharing

Shortened Video (Three-minute English version):

<https://drive.google.com/file/d/12FPC0lhVr7GUaO5hb8xWEyEAooPA6kqz/view>

Shortened Video (Spanish version)

<https://drive.google.com/file/d/1AdEHq56eQSch6w63KSgiBBfbvgMvnPW-/view?usp=sharing>

3. Programs for 2024

We are excited to note that Judicial Independence Committee Co-Chair, Justice Debra Stephens of the Washington State Supreme Court, will be on a panel with several other distinguished judges to discuss judicial independence issues, at the Annual Meeting in San Diego in October. This will continue our recent series of presentations at NAWJ conferences, which have always been very informative and well received.

Later in 2024, October 31-November 1, Co-Chair Justice Robin Hudson will moderate a panel of distinguished judges at a Bolch Judicial Institute program entitled “Defending the Judiciary Conference,” to be held at the Duke Law School in Durham, NC.

Previously in 2024, at the NAWJ Midyear Meeting in April in Austin, TX, Committee members (and Texas judges) Dori Contreras and Gina Benavides gave a presentation using IVP materials, on the importance of keeping our courts independent of political influences. The program was very interactive and well-received, by all accounts.

In addition to the Midyear meeting in April, and the planning retreat in early June, the Committee met on Zoom in May, late July on Zoom, and plans to meet in person at the NAWJ Annual Meeting in San Diego, in October.

As the JI/IVP committee work continues through 2024, and into 2025, we welcome any NAWJ members who are interested in joining our work. Anyone interested can contact NAWJ Executive Director Laurie Denham, who will provide meeting details.



September 30, 2024
Annual Report from LGBTQ Committee
Honorable Victoria Kolakowski, Chair

The LGBTQ+ Committee continues to both partner with other organizations/committees and create our own educational programs on timely issues related to LGBTQ+ issues and the law.

The committee has projects in the pipeline for the next year, but those will be discussed in later reports.

In reverse chronological order, here are activities the committee has conducted (or will conduct) since the last Annual Conference:

1) 2024 Annual Conference: October 18, 2024 Live Session

Generations, Gender Identity & The Law

Panelists: Jodi Cleesattle (Committee member at California Dept. of Justice), Christy Mallory (Legal Director, Williams Institute), Kathie Moehlig (Executive Director, TransFamily Support Services), and Julie Wolff (Certified Child Welfare Legal Specialist)

Panel examines generational differences in people identifying as LGBTQ+ (22.3% for Gen Z versus 7.6% for the overall population), and the impact that will have on the legal system.

2) *Counterbalance*, Summer 2024, pp 28-29 - *Best Practices for LGBTQ+ Persons in Custody: What Judges & Lawyers Need to Know* - article by member Ann Breen-Greco on the June 13 webinar below.

3) June 13, 2024 Webinar (Co-sponsored panel with the American Bar Association's Judicial Division):

Best Practices for LGBTQ+ Persons in Custody: What Judges & Lawyers Need to Know

Moderator Piper Kerman (Author, *Orange is the New Black*), Panelists Hon. Stefanie Martinez (District Court Judge, Nebraska), Richard Saenz (Senior Attorney, Lambda Legal), Amanda Goad (Gender & Reproductive Justice Project Director, ACLU of Southern California), Dee Farmer (Executive Director, Fight4Justice Project), and D. Dangaran (Director of Gender Justice Rights Behind Bars)

Panel discussion on issues facing the people when members of the LGBTQ+ community are placed into custody.

4) 2024 Mid-Year Meeting: April 5, 2024 Live Session

A Transgender Perspective on Transgender People

Moderator Hon. Victoria Kolakowski (me), Panelists; Stephanie Byers (transgender Native American and retired member of Kansas House), Lori Hass, MSFT, LCMFT (Byers' wife who specializes in counseling transgender people), Sofia Sepulveda (Community Engagement and Advocacy manager for Equality Texas)

A panel discussion of the issues faced by transgender people and their families, particularly in more culturally conservative states, and how this impacts access to health care and legal services.

5) January 25, 2024 Webinar (Co-sponsored with NAWJ Military and Veterans Committee):

The Lingering Legacy of Uncertainty - LGBTQ+ Members Serving in the Armed Forces and Healthcare Post-Service

Panelists: Robert Bracknell (attorney), Sean Clark (National Director, Veteran's Justice Programs), Leslie "Lloyd" Mullings Ocean (Special Assistant to Dean of Flecher School of Law at Tufts), Dr. Jillian Shipherd (Deputy Director of the LGBTQ+ Health Program, Veterans Health Administration)

Panel discussion of the challenges faced by LGBTQ+ veterans, many of whom served during periods when they were not officially permitted to serve.

NAWJ

October 17, 2024

Annual Report of the Membership Outreach and Retention Committee

Honorable Beverly Cutler, Co-Chair

It is with great sadness that I once again report that this committee has done virtually nothing this year. (Below I copy my report to the board for the Spring Midyear to remind you of the problems.)

Despite significant efforts before and after the Spring Midyear to get the listed membership interested in holding a meeting, no real meeting of the committee ever has been held this NAWJ year. Only one committee member other than the chairs even responded to inquiries about participating in the committee, the others not responding with input at all, not even when to meet by Zoom or topics to approach. The co-chairs tried to set an actual meeting early on but members did not respond.

Since the Spring Midyear, I have completely lost touch with my co-chair despite my numerous efforts to connect and get something going. One member judge, Judge Judith Wheat, has been responsive. We each make individual efforts to encourage people to renew or join. However, I'm retired, so only she currently sits on a bench and actively attends functions where she might encounter other people she can encourage. (One more member was added since the Spring Midyear but she too is retired.)

I dearly love NAWJ. I have been a member since 1980. Even in my home state, the state from which our new president elect Pam Washington has been nominated, only a tiny fraction of the women on the bench now join NAWJ. In the '80's and '90's, a much higher percentage of our women judges joined.

A common response both Judge Wheat and I get from members who have lapsed is that they haven't found much value recently in their membership. With limited time and financial resources, they are more interested in participating in things like National Judicial College trainings, ABA events, or groups like NAPCO which provide real world solutions to court management issues. Some who haven't lapsed but still keep NAWJ on their resumes report that the conferences are not as much of a private retreat and "sorority sisterhood" as they used to be, but instead have become more of a back-slapping event giving out awards and praising ourselves too much for being the leaders of US women judges. It's been noted that the large (and getting larger) presence of so many international judges contributes to this feeling, as does the view that many conference attendees now are not women judges at all but rather representatives of organizations that share some of our goals.

This is not to say that it is not interesting to meet them, but these phenomena contribute to not giving the American women judges a private sisterhood type of pajama party retreat to which to look forward, like it did earlier on in NAWJ's history. We need to meet the challenge that today the needs of American women judges for conferences and sisterhood are much different than they were back when NAWJ formed, when women judges were more of a minority and novelty.

I regret that I can't be in attendance at the San Diego conference this week because I will be attending instead my 50th law school reunion on the other side of the country. But my heart will be with you.

**Report of the NAWJ Membership Outreach and Retention Committee
for the 2024 Midyear Conference Board Meeting**

*Co-Chair: Honorable Dawn Rogers, 334th Civil District Court, Harris County, TX Co-Chair:
Honorable Beverly Cutler, 3rd Jud. Dist., AK, retired*

Summary:

We apologize that the NAWJ Membership Outreach and Retention Committee, a small committee, has not accomplished much since the October Annual Meeting—because only one committee member besides the co- chairs has shown interest in participating in the committee. Please see Appendix A where we detail the steps taken. We have beseeched the national office and President Sage to appoint more members. Recently President Sage included a message in the February Monthly Update inviting interest in the committee. This monthly update was distributed electronically to all NAWJ members. The apparent lack of response is disappointing, because our mission is to encourage women judges to join NAWJ, and to help engage existing NAWJ members to make them feel involved and connected to NAWJ.

Membership:

Our current committee includes only state judicial officers, albeit in a variety of types and levels of courts. We co- chairs believe the committee should be more inclusive to strengthen membership. Our committee has no federal judges or military judges, nor any NAWJ Past Presidents or current Board members. We encourage the Board or President to appoint a more robust group to better represent NAWJ's geographically broad, and personally and professionally diverse, membership.

Meetings:

Since the Annual Conference, the committee has not met due to lack of interest, although in the previous two years, we tried to meet about every six weeks. The new co-chair, Judge Dawn Rogers, has met several times with continuing co-chair, Bev Cutler, learning of all the committee's past work, reviewing previous meeting agendas and reports, and strategizing about how to get the committee going. There has been significant and lasting non-response to Judge Rogers' emails inviting participation. Like many NAWJ committees with members located all across the country, the challenge of finding a time to meet may be part of the problem.

Plan of Action:

Co-chairs will follow up, individually, with each committee member for confirmation they truly don't want to be members. Perhaps there is issue with emails. If no new members, we will proceed with whoever attends meetings (once we agree on monthly date/time.)

APPENDIX

On November 17, 2023, Janelle Mihoc provided the Co-Chairs the Membership Outreach and Retention Committee Roster, consisting of the following NAWJ judges:

Dawn Rogers, Beverly Cutler, Bianka Perez, Maria Salas Mendoza, Emily Shattil, and Judith Wheat

On December 13, 2023, Dawn Rogers sent a Holiday Greeting email and introduction to the committee members on the roster.

In response to the email, Emily Shattil indicated she did not know if she would be able to serve on this committee. In response, Bev Cutler extended herself for a conference call so both co-chairs could discuss a plan of action.

There were no other responses, but Judge Wheat was verbally in touch with Bev Cutler affirming assent to service.

On December 14, 2023, Janelle Mihoc provided an updated Membership Outreach & Retention Committee Roster consisting of the following Judges:

Dawn Rogers
Beverly Cutler
Courtney Boehm
Bianka Perez
Maria Salas Mendoza
Emily Shattil
Judith Wheat

On December 28, 2023, co-chairs, Dawn Rogers and Bev Cutler had a zoom conference call to discuss plans for the committee and ideas to increase membership, adding to the ideas already presented by this committee in the past several years. Such new ideas included but were not limited to:

- (1) contacting law schools and assigning student liaisons to increase student membership;
- (2) adding to the next meeting itinerary the pro and cons of more outreach to male judges;
- (3) reminding NAWJ members and informing nonmembers of upcoming conferences, including those with IAWJ, for increased membership.

Follow up email sent to committee members. On January 9, 2024, Dawn Rogers notified Janelle Mihoc of Emily Shattil's confirmation (received January 9, 2024) that she did not want to be a member of this committee. No further responses were submitted.

February 8, 2024, Dawn Rogers updated Janelle Mihoc of the lack of responses and asked for additional names to be added to the committee rosters. Promptly responding, Janelle Mihoc indicated that she would seek guidance from President Sage. President Sage then solicited new committee members in her February Monthly Update.



October 17, 2024
Annual Report
Report of the Military and Veterans Committee
Honorable Linda Strite Murnane

We celebrate the appointment to the San Diego County Superior Court of long-time Military and Veterans Committee member, the Honorable Renee Stackhouse. For anyone who did not get to see her investiture, you missed an amazing and inspiring event. Congratulations to Judge Stackhouse. News of her appointment can be found at these links:

<https://www.gov.ca.gov/2023/08/18/governor-newsom-announces-judicial-appointments-8-18-23/>

<https://www.tjssl.edu/directory/renee-stackhouse/>

The Military and Veterans Committee joined the NAWJ LGBTQ+ Committee in presenting a webinar on January 25, 2025, titled “The Lingering Legacy of Uncertainty - LGBTQ+ Members Serving in the Armed Forces and Healthcare Post-Service”. The webinar included presenters from the Veterans Administration to discuss both how veterans can access earned healthcare benefits, but also the challenges of the ever changing landscape for LGBTQ+ veterans as to what healthcare benefits are available. The panel also included speakers who have dedicated themselves to litigating on behalf of veterans and military members, as well as veterans who have been working to obtain those benefits.

The Military and Veterans Committee remains committed to informing and educating members of the NAWJ on the wide range of issues that confront the military, veterans and family members of military members, including more than only sexual assault, but also undrinkable water, unlivable housing facilities on military bases both provided by the military and by privatized housing providers, and pay scales that leave many military families well below the poverty level.

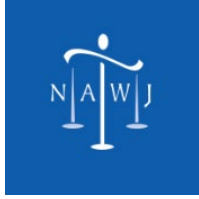
The Committee last met on July 25, 2024.

We also celebrate the recent announcement that Lieutenant General Xavier Brunson, spouse of our former Committee Chair, the Honorable (Col, US Army, Ret.) Kirsten Brunson has been nominated to be promoted to the grade of General. His appointment is announced here:

<https://www.gomo.army.mil/public/announcement/usa-4399> We wish Colonel Brunson and family the very best on their upcoming move.

Respectfully submitted

Linda Strite Murnane, Colonel, USAF, Ret.
October 1, 2024



October 17, 2024
Annual Report
Report of the Resolutions Committee
Honorable Mary Schroeder

The Resolutions Committee has no resolutions to report to the Annual Conference this year. I have appreciated the opportunity to serve as Chair and thank those who have served on the committee with me.



October 17, 2024
Annual Report
Report of the NAWJ Retired/Senior Judges Committee
Honorable Joan Churchill, Chair

Membership

Our membership spans the USA, with members from Florida to Alaska, from the East Coast to West Coast, and from many states in the heartland. We are a large, but very active committee, with close to 40 members. Our membership includes state and federal judges, who have served on a variety of types and levels of courts: Federal and State, administrative, Military, trial and appellate, including a state Supreme Court. Several NAWJ Past Presidents are on the Committee.

Meetings

We have met quarterly. Attendance at our meetings is robust. Since our last annual report, prepared for the 2023 Annual Meeting, at which we met in person on October 7, 2023, we have met 4 times, by zoom conference call:

- December 14, 2023.
- February 2, 2024
- May 30, 2024
- August 22, 2024

Our final meeting for this term will be in person on Sat. October 19, 2024 at 7:30am Pacific time, over breakfast, during the 2024 Annual Meeting in San Diego. The meeting will be joint with the Immigration Committee, which has the same Chairwoman, Joan Churchill.

CONFERENCES

NAWJ ANNUAL MEETNIG 2024: Our annual get together for all retired and senior judges at the Annual conference will take place in the hospitality suite on the Thursday night of our 2024 Annual conference in San Diego.

IAWJ BIENNIAL IN Cape Town, South Africa, April 2025

A major activity of our Committee this year has been, and continues to be planning for a side trip in conjunction with the upcoming IAWJ Biennial. A subcommittee chaired by Hon. Kitty Schild has collected several proposals. three or four. The subcommittee has a meeting scheduled for October 4, to review and compare the different proposals it has received. A challenge for the side trip planning is that IAWJ Biennial Conference Committee has not yet announced its program for the Biennial or opened registration.

COUNTERBALANCE

A regular activity of the Committee is submitting an article for each Counterbalance for the *Life After the Bench* Column.

The Winter 2024 issue contained a heart warming article, by Hon. Beverly Cutler chronicling her mentorship of 7 Afghan judges who relocated to Virginia after they fled Afghanistan following the Taliban takeover of their country, following which all the women judges were fired overnight. The article can be viewed on the NAWJ website at page 11:

<https://www.nawj.org/static/275/counterbalance-winter-2024>

The Summer 2024 issue included an inspiring article by Hon. Carol Scott Barry about *Arizona Lawyers for Equal Justice* [ALEJ], an organization she helped create. ALEJ arranges forums to provide lawyers and judges the opportunity to “dialogue, without blame or shame, about racism, discrimination, implicit bias, microaggressions and injustice within the legal community and its effect on the community at large.” The article can be viewed on the NAWJ website at page 30:

<https://www.nawj.org/newsletter-archive/counterbalance-summer-2024>