



**District of Columbia Courts**  
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**Standing Committee on Fairness and Access to the District of Columbia Courts**  
 June 2015

**Report to the 27<sup>th</sup> Annual Meeting of the**  
**National Consortium on Racial and Ethnic Fairness in the Courts**  
**Buffalo, New York**

**Standing Committee on  
 Fairness & Access**

Hon. Anna Blackburne-Rigsby, Chair  
 Associate Judge, DC Court of Appeals  
 Cheryl R. Bailey, Acting Clerk  
 Superior Court  
 Hon. Diane M. Brennehan  
 Magistrate Judge, Superior Court  
 Hon. Patricia A. Broderick  
 Associate Judge, Superior Court  
 Hon. Todd Edelman  
 Associate Judge, Superior Court  
 H. Clifton Grandy  
 Senior Court Manager, DC Courts  
 Hon. Alfred S. Irving, Jr.  
 Associate Judge, Superior Court  
 Hon. Neal Kravitz  
 Associate Judge, Superior Court  
 Hon. Hiram E. Puig-Lugo  
 Associate Judge, Superior Court  
 Hon. Maribeth Raffinan  
 Associate Judge, Superior Court  
 Anne B. Wicks, Executive Officer  
 District of Columbia Courts

The Standing Committee on Fairness and Access to the District of Columbia Courts (*Standing Committee*) exists to enhance equal justice for all in the courts. This report highlights some of the *Standing Committee's* activities since the annual report to the National Consortium in June 2014.

**Implicit Bias Training**

Judges, senior court managers, and supervisors have participated in implicit bias training in recent years and efforts to deliver this training to a broader based continued. Kimberly Papillon, Esq., presented *The Neuroscience of Decision-Making* at the 5<sup>th</sup> Annual Juvenile Justice Summit of the District of Columbia Criminal Justice Coordinating Council, on September 29 – 30, 2014. Over 500 juvenile justice stakeholders and staff, who work with system-involved youth and families, as well as judicial officers, participated in this training.

**Language Access**

The *Standing Committee* continued to review the Language Access Plan and implementation efforts by the Office of Court Interpreting Services and others. There are 36 officially designated Bilingual (Spanish) positions in the trial court. The employees of the D.C. Courts speak at least 22 different languages.

**Court Workforce Profile and Affirmative Action Planning**

The *Standing Committee* continued to review reports prepared by the Human Resources Division and the Equal Opportunity Officer that analyzed the race, ethnicity, and gender of non-judicial staff of the D.C. Courts and collaborated with the development of programmatic objectives to ensure a diverse and fair workforce for the next three years. There were no areas where protected classes (or others) were significantly underutilized in the various job categories.

**The Heart Mountain Foundation**

The *Standing Committee* is collaborating with Shirley Ann Higuchi and Aura Newland and others of the Heart Mountain Foundation to present training for judicial officers and staff in late 2015. Ms. Newland was a presenter at the 2013 annual meeting in Washington, DC and Ms. Higuchi is a member of the National Consortium's Advisory Board.

**D.C. Courts Strategic Plan Incorporates Access to Justice as a Key Priority**

Under the D.C. Courts' *2013 – 2017 Strategic Plan* the courts will ensure access to services for all by training court personnel to accommodate the unique needs of special populations, promoting access to legal services for litigants without attorneys, helping the public better understand court processes by using plain language, and ensuring language access.