



Talking Points

- In 2020, after the murder of George Floyd by Minneapolis police officers, the Conference of Chief Justices (CCJ) and the Conference of State Court Administrators (COSCA) passed a Resolution calling on courts to “intensify efforts to combat racial prejudice within the justice system ... and to recommit to examine what systemic change is needed to make equity under the law an enduring reality for all, so that justice is not only fair to all, but also is recognized by all to be fair.”
- The Blueprint for Racial Justice was established by CCJ & COSCA in 2020 as a community of court professionals from around the country committed to improving diversity, equity and fairness efforts in the justice system. The Blueprint is led by a Steering Committee made up of CCJ and COSCA members. They identified four areas of concentration in which to form working committees: fairness and awareness, systemic change, improving diversity of the bench and bar, and communication and implementation.
- The Blueprint is supported with funding from the State Justice Institute (SJI) and staffed by the National Center for State Courts (NCSC).
- Since its creation, the BRJ has developed more than 30 resources ranging from webinars, toolkits, policies, papers, videos and more. All resources are located on NCSC’s website, [Racial Justice Resource Center](#).
- Two projects that have been in development since the inception of the BRJ and have recently launched are anticipated to have wide-reaching and long-lasting impacts to help courts address issues of diversity:
 - *Racial Justice Organizational Assessment Tool for Courts* – This assessment tool is a self-service resource that serves as a roadmap to help courts create a more diverse, equitable and inclusive workplace and court services that deliver on the mission to provide equal justice for all. Court professionals are encouraged to use the assessment tool as part of a system review process to help identify opportunities for learning and improvement, and to inform their decisions about immediate priorities for action. Launched in late February 2023.



Talking Points (cont.)

- *CORA, Court Opportunity Recruitment for All* -- A job application portal for courts to upload career opportunities – namely clerkships/externships/internships -- for law students across the country. CORA provides a universal application process similar to the Federal Courts' OSCAR program, with a mission to increase the diversity of the bench, bar, and court workforce by broadening the pool of candidates. (Currently being piloted in Connecticut, South Carolina, Delaware, New Hampshire.) Marketing materials, including a brochure and videos, are available in the Resource Center.
- Close to 20 webinars have been produced, including (but not limited to) one on how to create a path to a more diverse workplace, one on the practice of using inclusive language, and ones on specified topics, such as pretrial reform and fines and fees.
- BRJ created a series of reports that provide guidance to courts undertaking systemic change: Systemic Change [Guiding Principles](#), Systemic Change [Action Plan](#), and a [Directory](#) of over 60 court efforts to implement 23 types of initiatives across five areas of reform to promote equal justice. (If your court is doing work in these areas but isn't yet represented in the directory, please let NCSC know. Submit an entry for a future edition of the Directory by completing the online [Directory Submission Form](#).)
- The Blueprint created the Network of Diversity, Equity, and Inclusion Court Professionals, which held its inaugural meeting in November 2022 in Atlanta. The DEI Network is now holding virtual Learning Sessions, which provide peer-to-peer discussions on issues identified by the group as critical to their jobs.