

Guiding Principles for Equity Impact Analysis

The Judiciary’s Mission, Vision and Core Values list our collective efforts to attain justice for individuals and society through the rule of law. One area includes providing “equal access to a fair and effective system of justice for all without excess cost, inconvenience, or delay, with sensitivity to an increasingly diverse society.” The following talking points are a guide for managers to use with staff, as appropriate, and to view Judiciary operations, projects, programs, and policies through an equity lens during the planning, development, implementation and revision process.

Number 1: Key Measures

There are several key measures that managers should consider to ensure that we are taking into account race, equity and equal justice issues throughout the Judiciary. This is not an exhaustive list:

1. Promote the Judiciary’s Mission, Vision and Values.
2. Address the Judiciary’s principles on Access and Fairness.
3. Increase awareness of cultural, racial, ethnic, gender, sexual orientation, gender identity and socio-economic differences.
4. Identify, address or develop solutions for implicit bias.
5. Identify, address and develop solutions for explicit bias.
6. Confront systemic racism and disparate treatment and effects.
7. Increase access to the courts.
8. Improve interactions with court users.
9. Improve interactions with internal staff.
10. Promote public trust and confidence in the courts.

Number 2: Relating to Key Measures

Race and equity issues arise throughout the Judiciary. All managers should think about and discuss how one or more of the key measures are addressed during planning, development and revisions of operations, policies, projects and/or programs. Question to consider:

- Which of the key measures does this court procedure, policy or program involve or promote?

Number 3: Target Audiences

The Judiciary interacts with many individuals, both internally and externally. There are different approaches and communication methods depending upon the audience. Managers should discuss the individuals/stakeholders who may be involved in or affected by a program, policy or procedure. This list is not intended to be exhaustive.

Internal

- Judges
- Managers/Supervisors
- Staff
- Interns
- Law Clerks
- Contractors

External

- General Public / Court Users
- Litigants
- Attorneys
- Media
- Agency Partners
- External Advisory Committee Members
- Jurors
- Law Enforcement Officers
- Volunteers

Number 4: Evaluating Key Measures

We cannot evaluate what we do not measure. If it matters, we should count it. Managers should discuss quantitative or qualitative measures for a policy program, and/or project as it relates to our key measures and ways that we can evaluate our efforts.

Questions to consider:

1. Is there data or research on the topic for the program/policy as related to the key measures?
2. Have you thought about or discussed possible unintended consequences of the court procedure, policy or program that may either positively or negatively affect one or more of our key measures?
3. Do you have ideas for evaluating the effect on our key measures?

Number 5: Reporting Expectations

Throughout the proposal review and project implementation process, discussions will take place on a periodic basis relating to race and equity issues.

Managers should be prepared to discuss with leadership your thoughts and plans for addressing our key measures, including racial or other systemic disparities, barriers and possible desired outcomes.

Number 6: Celebrate Success

The Judiciary's Vision Statement includes acknowledging and enhancing "the potential of every person in our organization to contribute to the administration of justice through participation, training, and technology." The path to success is a collective effort.

Managers can use the Guiding Principles in a variety of ways to begin and continue discussions about race, equal justice and the elimination of systemic barriers when developing policies, examining protocols, and making decisions about court administration and operations. Encourage input from staff, as you deem appropriate, and celebrate the successes that we make toward equal justice.



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CN 12709 - NOVEMBER 2021