

WELCOME

A vibrant photograph of the Boston skyline as seen from a waterfront pier. The foreground shows a stone pier with a heavy metal chain and a dark bollard. The water is a clear, light blue-green. In the background, a dense cluster of skyscrapers and buildings rises against a bright blue sky with scattered white clouds. Notable buildings include the cylindrical Prudential Center and the brick City Hall.

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Boston, MA Hynes Convention Center



Focus on Inclusion: Initiatives in the Federal Judiciary for Law Clerks and More

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How Does the Judiciary Work?

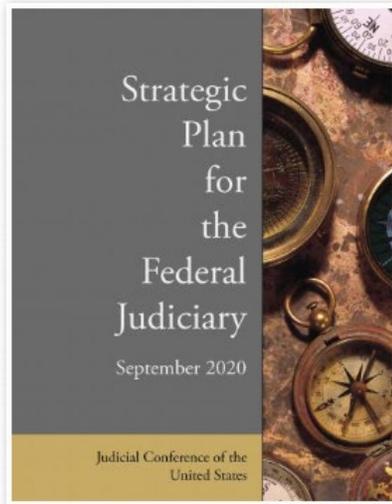
Federal Court System – Who We Are

Our Mission

The United States Courts are an independent, national judiciary providing fair and impartial justice within the jurisdiction conferred by the Constitution and Congress. As an equal branch of government, the federal judiciary preserves and enhances its core values as the courts meet changing national and local needs.



Federal Court System – Who We Are



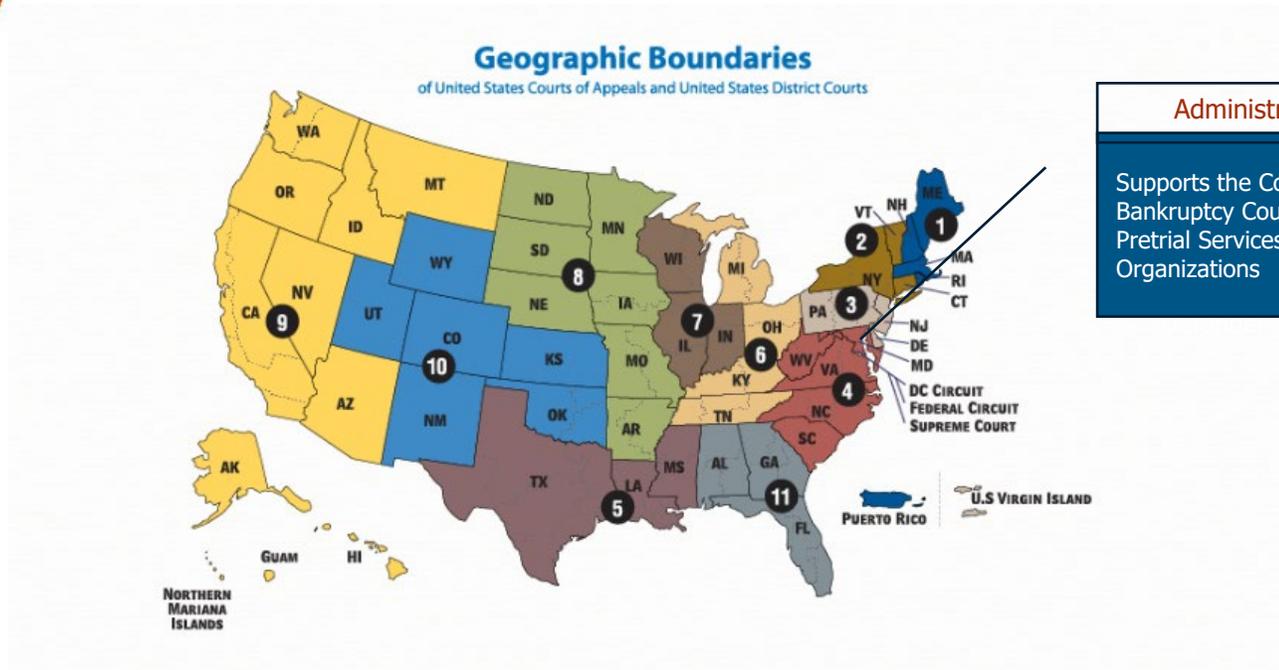
Issue 4: The Judiciary Workforce and Workplace

Issue Description

The judiciary can retain public trust and confidence and meet workload demands only if it is comprised of a diverse complement of highly competent judges, employees, and CJA attorneys. It cannot attract and retain the most capable people from all parts of society, nor can it keep the public's trust and confidence, unless it maintains a diverse and exemplary workplace in which all are treated with dignity and respect and are valued for their contributions regardless of race, color, sex, gender, gender identity, pregnancy, sexual orientation, religion, national origin, age, or disability. Attracting and retaining highly capable and diverse judges, employees, and CJA attorneys, will require fair and competitive compensation and benefit packages. The judiciary must abide by and enhance, where appropriate, its standards and procedures to assure proper workplace conduct, and must also plan for new methods of performing work, and prepare for continued volatility in workloads, as it develops its future workforce. Three strategies to address this issue follow:

- Recruit, develop, and retain a talented, dedicated, and diverse workforce, while defining the judiciary's future workforce requirements. (Strategy 4.1)
- Support a lifetime of service for federal judges. (Strategy 4.2)
- Ensure an exemplary workplace free from discrimination, harassment, retaliation, and abusive conduct. (Strategy 4.3)

Judiciary Circuits



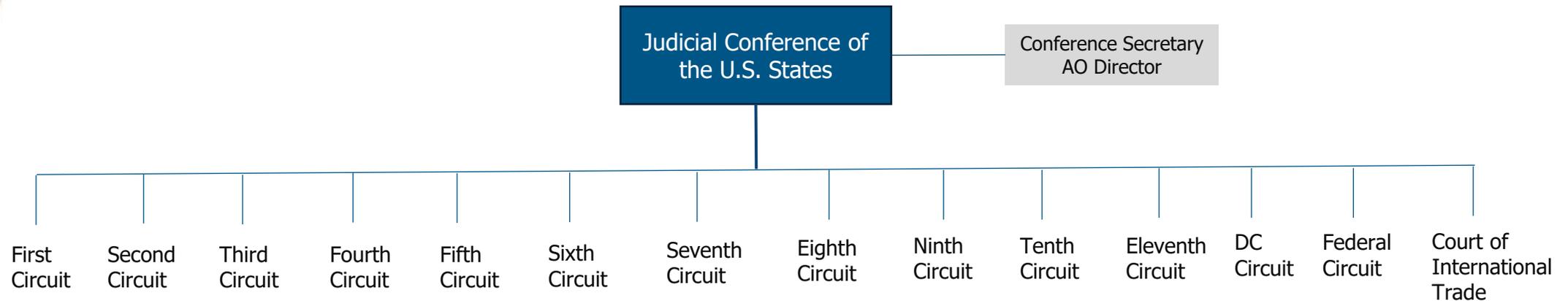
Administrative Office of the U.S. Courts

Supports the Courts of Appeals, District and Bankruptcy Courts, National Courts, Probation and Pretrial Services Offices, and Federal Public Defender Organizations

The federal court system is organized by 13 circuits with 94 district and bankruptcy courts, national courts, probation and pretrial services offices, federal public defender organizations, and Administrative of the United States Courts.

Click [HERE](#) to explore.

Judicial Conference's Role and Structure



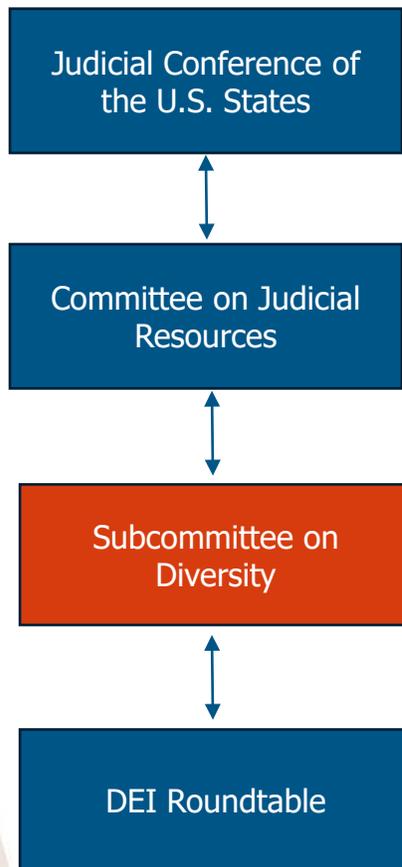
- Judicial Conference convenes twice a year to consider administrative and policy issues affecting the federal court system and to make recommendations to Congress concerning legislation involving the Judicial Branch.
- Chief Justice of the United States is the presiding officer; the AO Director is the conference secretary.
- Membership is comprised of one chief circuit judge of each circuit, chief judge of the court of international trade, and one district judge from each circuit. One bankruptcy and one magistrate judge serve as conference observers.
- Executive Committee of the Judicial Conference serves as the senior executive arm of the Conference.
- The Conference operates through a network of committees, appointed by the Chief Justice, which focus on specific topics such as rules of practice and procedure or human resources. The committees are policy-advisory entities and are not involved in making day-to-day management decisions.

The Conference and the Courts

- The Judicial Conference performs in an advisory role on judiciary policies
- Individual courts have a high degree of autonomy in implementing Conference directives
- *Challenge*: Independence of the courts in executing DEI initiatives
- *Opportunity*: Individual courts can experiment and pave the way
 - Ninth Circuit: first Chief Diversity Officer
law clerk diversity subcommittee
 - Middle District of Florida: diversity-focused job fair

How has the Judiciary Demonstrated a Commitment to Promoting DEI in the Workplace?

Diversity Subcommittee of the Committee on Judicial Resources

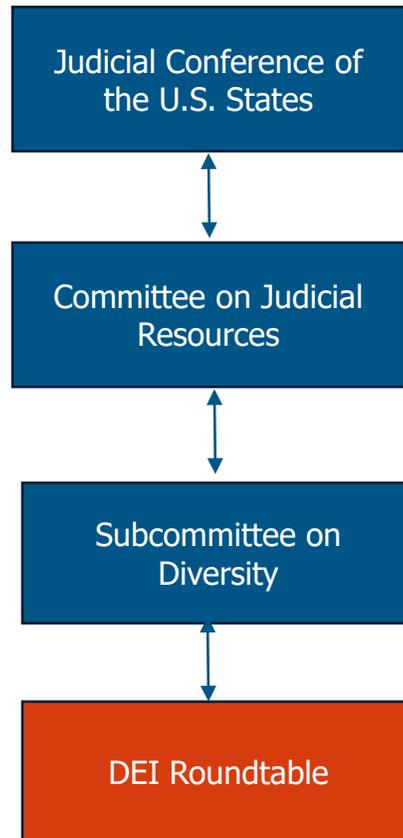


Subcommittee on Diversity Mission Statement

The essential function of the federal courts is to administer justice. The recruitment, development, and retention of highly competent and diverse judges and staff are indispensable to this function. The mission of the Committee on Judicial Resources Ad Hoc Subcommittee on Diversity is to encourage and support:

- The recruitment, development, and promotion of individuals with a range of characteristics reflective of the community served by the judiciary;
 - The creation of a culture of inclusivity in which employees are encouraged to participate and contribute to their fullest potential; and
 - The identification and removal of barriers that may impede equal access to opportunity.
- A number of the conference committees have their own diversity subcommittees.
 - Two-way street – sharing diversity initiatives.

DEI Roundtable and Its Mission



DEI Roundtable Mission Statement

- The DEI Roundtable serves as an advisory body to the Committee on Judicial Resources (JRC) Subcommittee on Diversity (Subcommittee) on matters of DEI in support of the Judiciary's commitment to attracting, developing, and retaining a highly diverse and competent complement of judges, employees, and Criminal Justice Act attorneys as set forth in the Strategic Plan for the Federal Judiciary.
- In bringing together a variety of judiciary stakeholders, the DEI Roundtable provides a forum for collaboration across Judicial Conference committees, courts, court units, and federal public defender organizations to assist in developing and executing national DEI initiatives, identifying the need for changes to judiciary policies and practices to promote the goals set forth in the Strategic Plan, and encouraging dialogue and the sharing of information, resources, training programs, and best practices to enhance nationwide DEI efforts.

DEI Roundtable: Members

- The Chair of the Subcommittee on Diversity
- A liaison from each of the following committees:
 - Committee on the Administration of the Bankruptcy System,
 - Committee on Court Administration and Case Management,
 - Committee on Criminal Law,
 - Committee on Defender Services,
 - Committee on Judicial Branch, and
 - Committee on the Administration of the Magistrate Judges System
- Court Unit Executives, pretrial, probation, and federal defender community members, and DEI professionals within the judiciary

DEI Roundtable: Current Initiatives

- Improve the Collection of DEI initiatives
- Expand the Collection of Demography Data
- Enhance Pipeline Development
- Expand Disability Resources
- Circuit Level DEI Officers

Office of Fair Employment Practices (OFEP): Mission



- It is the mission of OFEP to provide diversity expertise, tools, data, and programming that help inform and shape the judiciary's workforce culture, recruitment and retention efforts, talent management system, and outreach activities.
- This mission is supported by educational awareness and advisory support, as well as by providing both court leadership and employees with the tools to understand the meaning of diversity, equity, and inclusion in the workplace.

Probation and Pretrial Services Office

- U.S. Probation and Pretrial Services Diversity, Equity, & Inclusion Working Group (DEIWG)
 - Pronoun Identification;
 - Survey question presentation;
 - Recruitment and Branding;
 - Collaborating with Federal Probation and Pretrial Services Academy (FPPA); and
 - Portal/Podcast creation
- Judicial Roadmap Navigating Inclusion and Equity (JRNIE)
- Assistance, Inclusion, Diversity, Equity (AIDE) Peer Mentorship Program

What is the Current and Future State of DEI within the Judiciary?

Current and Future State of DEI

Current State

- Limited Demographic Categories
- Limited Demography Collection
- DEI Training
- [Online System for Clerkship Application and Review \(OSCAR\)](#)
- [Defender Services Diversity Fellowship Program](#)
- [Model Intern Program](#)
- [Roadways to the Bench: Who Me? A Bankruptcy or Magistrate Judge?](#)

Future State

- Data-driven approach to DEI and Accessibility
- Expanded Demography Categories
- Expanded Demography Collection
- Integrating DEI concepts into Human Resources, Leadership and Management Training
- Enhanced OSCAR
- Improving Recruitment & Outreach Resources
- Expanding Pipeline Events

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THANK YOU

