

**DISTRICT & MUNICIPAL COURT MANAGER ASSOCIATION
DIVERSITY, EQUITY, AND INCLUSION COMMITTEE**

- CHARTER -

VISION

Create an aware, accountable, and inclusive environment to provide an equitable, accessible, and just court for all.

CHARGE

The DEI Committee shall work in conjunction with the DMCMA Education Committee to strengthen court management by promoting the values of diversity, equity, and inclusion, offering tools and trainings, focusing on accessibility for court users, and reviewing the Association's Bylaws, Policies and Procedures for disparate impact and inequity.

SCOPE

The scope of the Committee shall be on DMCMA membership, although it is anticipated that their efforts will impact all Washington State court system in its entirety.

GOVERNANCE

The Diversity, Equity, and Inclusion Committee Co-chairs shall be appointed by the DMCMA President and will serve as members of the Executive Board. The co-chairs will be responsible for leading committee meetings and organizing and assigning the work of the Committee.

The role of the Committee is to make recommendations to the Executive Board for approval. Committee recommendations will be determined by consensus.

MEMBERSHIP

Membership will be composed of members of the DMCMA. When the success of an initiative is dependent upon collaboration with an outside entity, they may be invited into the process.

FREQUENCY AND DURATION

Committee meetings will be held the 3rd Monday of every month from 2:00-4:00 PM. Date and time may change depending on scheduling needs.

REPORTING

The co-chairs shall be responsible for keeping the Executive Board informed of the progress for targeted efforts for diversity, equity, and inclusion.

REFERENCES

Washington State Supreme Court Letter to the Judiciary [Judiciary Legal Community SIGNED 060420.pdf \(wa.gov\)](#)

DMCMA Proclamation Against Racism & Bias

NACM Model Code of Conduct for Court Professionals ([Microsoft Word - Model Code of Conduct for Professionals with commentary.docx \(nacmnet.org\)](#))