

2025-2026 Annual Report



*Diversity, Equity, and
Inclusion Committee*

*Vacant, Chair
Kris Thompson, Co-Chair*

Members

Chair - Vacant

Co-chair - Kris Thompson Colfax Municipal court@colfaxwa.org

Brian Gleason	Jefferson County District	bgleason@co.jefferson.wa.us
Stacy Colberg	Gig Harbor Municipal	scolberg@gigharborwa.gov
Robyn Dunham	Kitsap County District	rdunham@kitsap.gov
Darlene Peterson	Bellingham Municipal Court	dlpeterson@cob.org
Diane Dill	Columbia County District	diane_dill@co.columbia.wa.us
Jane Edmonds	Klickitat County District	janee@klickitatcounty.org
Trish Kinlow	Tukwila Municipal	trish.kinlow@tukwilawa.gov
Dae'Janae Anderson	Bellevue Probation	DJAnderson@bellevuewa.gov

Meetings

Third Monday of Every Month, 2:00-3:00

Membership Needs

The Committee is always looking for interested and engaged members. If interested, please reach out to Melissa Patrick.

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.

References

Washington State Supreme Court Letter to the Judiciary

DMCMA Proclamation Against Racism & Bias

NACM Model Code of Conduct for Court Professionals



What are we working on?

The Diversity, Equity, and Inclusion (DEI) Committee was established in 2022 to focus on advancing DEI efforts within the scope of court administration.

Recognizing that DEI initiatives can be broad in scope, the Committee has intentionally concentrated its efforts on areas that fall directly within the responsibilities of court leadership and operations.

The Committee has completed its **2025–2030 Strategic Plan**, which outlines priorities and objectives across six key strategic focus areas:

1. **Training and Development**
2. **Policy and Procedure Review**
3. **Recruitment and Hiring**
4. **Employee Support and Engagement**
5. **Community Engagement and Accessibility**
6. **Monitoring and Accountability**

The plan includes a mix of initiatives that the Committee will lead and oversee directly, as well as several proposals submitted to the Board that request their collaboration and support. These collaborative efforts are essential to achieving system-wide progress in diversity, equity, and inclusion.

Key Accomplishments

Drafted learning objectives around disability language.

Coordinated a Diverse Hiring Panel Training for the 2026 MPA Conference.

How can you help?

- Join the Committee.
- Share resources with us.
- Tell us what we should be learning about.
- Share recommendations that we can take to the Executive Board.