



# 2024 Focus Areas

Drawing from the Action Plan published in September 2020, the DoB Coalition has identified a list of Focus Areas for 2024.<sup>1</sup>

## 1. Encourage Diverse Lawyers to Apply for Judicial Vacancies and Help Prepare Interested Applicants

We have developed a list of key community partners that will help the DoB Coalition spread the word and reach as many potential candidates as possible in 2024. We are providing them with regular updates, personally reaching out to their leaders, and collaborating with them to identify strong candidates. Additionally, we will develop a network of judges and former judges, who are interested in mentoring potential judicial candidates. Having a ready network will allow us to quickly connect potential candidates with an experienced mentor that can provide advice and guidance on the judicial application process and the work of a judicial officer. Finally, by December 2024, our membership will have delivered or co-delivered at least 15 CLEs or presentations focused on diversity, equity, and inclusion. During those presentations, we will encourage audience members to: 1) reach out to the DoB Coalition if they or someone they know are interested in applying to be a state court judge, and 2) identify potential candidates with diverse backgrounds that, but for someone's positive encouragement, may not have otherwise considered the bench.

## 3. Be a Resource for Key Decision-Makers

We have established points of contact in the Governor's office, the Judicial Department, and the Attorney General's office. Through those contacts we will provide support in connection with the formation and education of nominating commissioners. Additionally, we will prepare tangible resources for nominating commission members so they can employ best practices when reviewing resumes, interviewing candidates, and making selections. To ensure our resources are tailored to their needs, we are conducting focus groups and collecting feedback from former nominating commission members about their experience and general views of the process.

## 2. Support the Retention of Diverse Judicial Officers

We recognize that diverse judicial officers often feel isolated and face unique challenges. As an independent body of volunteers without any supervisory authority over judicial officers or in the system, we are in a position to create a safe space within which active judicial officers can provide feedback and share their stories. We will collect information, anonymize it, and use it to inform feedback and suggestions that may help the judiciary better support and retain diverse judicial officers. Additionally, we will partner with community organizations to provide direct support and assistance to judicial officers in need. We will also identify opportunities to spotlight/recognize judicial officers who are doing excellent work and whose backgrounds and experience may encourage diverse attorneys to consider a career in the judiciary.

## 4. Be Visible

Throughout 2024, we will identify, support, and promote: 1) the successes of the DoB Coalition; 2) the gaps or shortcomings with respect to diversity on the bench; and 3) community events/projects/efforts organized by other organizations doing similar work and be present at their events and/or support their projects and efforts.

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<sup>1</sup> Last updated February 2024