

# Supreme Court of Florida

No. AOSC16-43

IN RE: STANDING COMMITTEE ON FAIRNESS AND DIVERSITY

## ADMINISTRATIVE ORDER

The Standing Committee on Fairness and Diversity was established to help advance the State Courts System's efforts to eliminate from court operations bias that is based on race, gender, ethnicity, age, disability, financial status, or any characteristic that is without legal relevance. In carrying out that purpose, the committee shall perform its responsibilities consistent with The Long-Range Strategic Plan for the Florida Judicial Branch 2016-2021, including but not limited to Goal 1.1 (Perform judicial duties and administer justice without bias or prejudice), Goal 3.1 (Enhance understanding of the purposes, roles, and responsibilities of the judicial branch through education and outreach), and Goal 5.1 (Promote public trust and confidence by maintaining high standards of professionalism and ethical behavior).

During the next two years the Standing Committee shall perform the following tasks:

1. The Standing Committee shall continue to explore funding opportunities for fairness and diversity education programs. The Standing Committee also should continue working with the Florida Court Educational Council and other funding entities to assist with identifying resources available to ensure that all judges and court staff are afforded the opportunity to attend a fairness and diversity education program.
2. The Standing Committee shall build upon the outreach efforts undertaken during its 2014-2016 term by continuing to coordinate and collaborate with The Florida Bar, local bar associations, community organizations, Florida law schools, and other partners, for the purpose of advancing fairness and diversity initiatives within the Florida justice system.
3. The Standing Committee shall continue efforts with its education campaign. The campaign will continue to include developing and publishing information resources for judges and court staff on implicit bias and preparing guidance and model educational activities for the courts and the community to build awareness regarding implicit bias in the decisions and actions of the courts. Additionally, during the 2016-2018 term the Diversity Education Campaign will be charged to

review "Results of 2015 YLD Survey on Women in the Legal Profession" for the purpose of making recommendations to the Court in regards to meeting educational needs to assist with combatting gender and other biases as a result of the survey findings and other research conducted by the committee.

Should the Standing Committee make recommendations about the education and training needs of judges and court staff, the committee is directed to establish the necessary liaison relationships with the Florida Court Education Council. At a minimum, the Standing Committee shall provide the Chair of the Florida Court Education Council with copies of its reports and recommendations that reference court education, prior to the finalization of those reports.

Should the Standing Committee make recommendations that require additional funding or resources to implement, the Standing Committee is directed to establish the necessary liaison relationship with the District Court of Appeal Budget Commission or the Trial Court Budget Commission, as appropriate. At a minimum, the Standing Committee shall provide the chair of the respective budget commission with copies of its reports and recommendations that reference the need for additional court funding or resources, prior to the finalization of those reports.

Should the Standing Committee on Fairness and Diversity make recommendations that impact court technology, the Standing Committee is

directed to establish the necessary liaison relationship with the Florida Courts Technology Commission. At a minimum, the Standing Committee shall provide the Chair of the Florida Courts Technology Commission with copies of its reports and recommendations that reference court technology, prior to the finalization of those reports.

The Standing Committee shall submit its report to the Chief Justice through the State Courts Administrator.

The following individuals are appointed or reappointed to serve on the Standing Committee for a term to begin on July 1, 2016, and expire on June 30, 2018:

The Honorable Scott M. Bernstein  
Circuit Court Judge, Eleventh Judicial Circuit  
Miami, Florida

Ms. Arnell Bryant-Willis  
Diversity Initiatives Manager, The Florida Bar  
Tallahassee, Florida

The Honorable Ken Burke  
Clerk of Court, Pinellas County  
Clearwater, Florida

Ms. Marcelyn Cox  
Assistant Dean for Career Development  
University of Miami  
Coral Gables, Florida

The Honorable Peter F. Estrada  
Circuit Court Judge, Tenth Judicial Circuit  
Sebring, Florida

The Honorable Gill S. Freeman  
Circuit Court Judge, Eleventh Judicial Circuit  
Miami, Florida

The Honorable Walter M. Green  
County Court Judge, Alachua County  
Gainesville, Florida

Ms. Pamela Guerrier  
Director, Palm Beach County Office of Equal Opportunity  
West Palm Beach, Florida

Ms. Monica Williams Harris  
Attorney at Law, Jackson Lewis P.C.  
Tampa, Florida

Ms. Jacina Haston  
Director, The Henry Latimer Center for Professionalism  
The Florida Bar  
Tallahassee, Florida

Mr. Anthony Holloway  
Chief of Police, St. Petersburg Police Department  
St. Petersburg, Florida

The Honorable Claudia Isom  
Circuit Court Judge, Thirteenth Judicial Circuit  
Tampa, Florida

Ms. Michelle Ku  
Assistant General Counsel, University of Central Florida  
Orlando, Florida

Mr. Ricardo Martinez-Cid  
Attorney at Law, Podhurst Orseck, P.A  
Miami, Florida

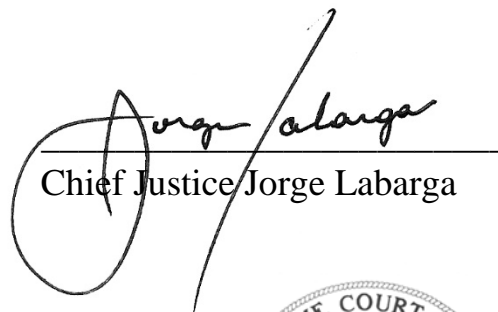
Mr. Alan Lopez Perez  
Attorney at Law, Mallard Law Firm, P.A.  
Bartow, Florida

The Honorable Errol H. Powell  
Administrative Law Judge, Retired  
Tallahassee, Florida

Mr. Khurram Wahid  
Attorney at Law  
Coral Gables, Florida

The Honorable Peter F. Estrada shall serve as Chair of the Standing Committee and The Honorable Claudia Isom shall serve as Vice Chair of the Standing Committee from July 1, 2016, through June 30, 2018. Staff support shall be provided by the Office of the State Courts Administrator.

DONE AND ORDERED at Tallahassee, Florida, on June 30, 2016.

  
Chief Justice Jorge Labarga

ATTEST:



John A. Tomasino, Clerk of Court

