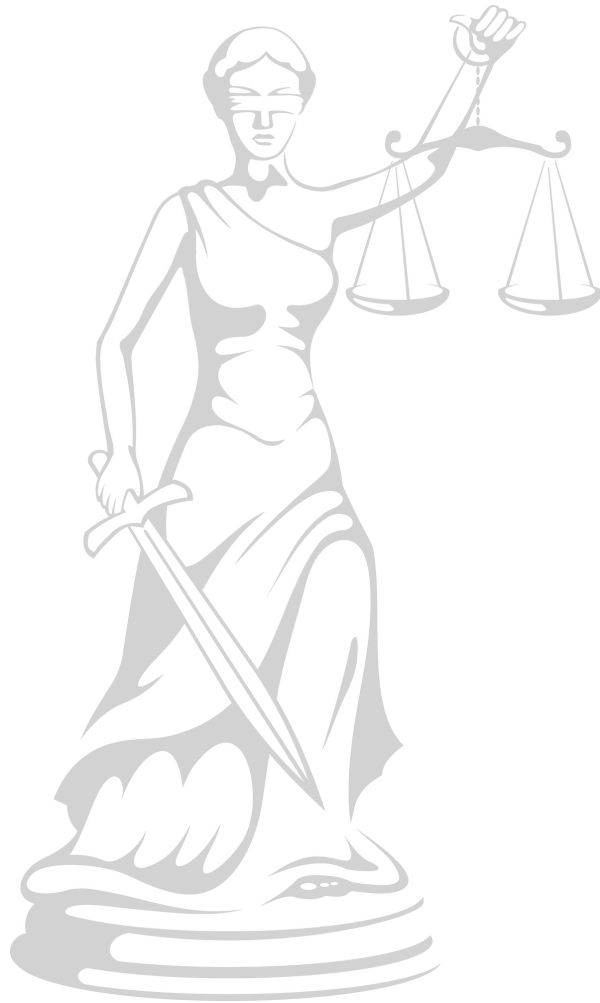


# Beyond the Bench Law, Justice, and Communities Summit



*Toolkit*



**Beyond the Bench**  
**Law, Justice, and Communities Summit**

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**Beyond the Bench**  
**Law, Justice, and Communities Summit**  
Executive Summary

**Introduction**

Texas' two highest courts, the Supreme Court of Texas and the Texas Court of Criminal Appeals, spearheaded the Beyond the Bench: Law, Justice, and Communities Summit on December 14, 2016, to address issues of unconscious bias and recent tensions between communities and law enforcement, with the objective of strengthening trust and confidence in the courts. Public trust is the justice system's principal asset. At the Summit, state leaders, judges, and community advocates came together to explore diverse viewpoints and engage in candid conversations about what can be done to ensure trust in the justice system.

The idea for the Summit began with research from the National Center for State Courts that showed only 32 percent of African Americans polled believe that state courts provide equal justice to all. Inspired by Dr. Martin Luther King, Jr.'s reminder that "injustice anywhere is a threat to justice everywhere," Supreme Court of Texas Chief Justice Nathan Hecht made it a priority to bring a conversation about justice, race, and bias to Texas. Chief Justice Hecht enlisted Justice Eva Guzman to lead the planning efforts for the Summit. As the wife of a retired police officer, daughter of immigrants, and jurist with experience on three levels of the judiciary, Justice Guzman provided unique insight and strong leadership to the conference objectives.

To ensure geographical, racial, and professional diversity among the Summit participants, Justice Guzman assembled a diverse Planning Committee that advised on the development of the Summit agenda, participant invitations, funding, and event security. The Planning Committee and Summit leadership reached out to experts across the state on disproportionality, law enforcement, community organizing, and unconscious bias in decision-making. Extensive coordination and preparation of the speakers and panelists was key to the Summit's success.

On the morning of the Summit, more than 200 state and local leaders gathered at Paul Quinn College, a historically black university, located in South Dallas, Texas. Chief Justice Hecht, Court of Criminal Appeals Presiding Judge Sharon Keller, and Justice Guzman commenced the event by encouraging participants to take the first step of



acknowledging concerns for trust in the judiciary and listening and learning from one another to develop solutions. Justice Guzman opened the Summit with the recognition that one day was not enough to ensure complete trust in our justice system, but asked participants to consider Paul Coelho's words, "when we least expect it, life sets us a challenge to test our courage and willingness to change; at such a moment, there is no point in pretending that nothing has happened or in saying that we are not yet ready. The challenge will not wait. Life does not look back." Following Justice Guzman's cogent remarks, Paul Quinn College President, Michael Sorrell, welcomed the participants and challenged them to have uncomfortable conversations, be courageous, and tell the truth.

### **Keynote Speaker**

Keynote speaker Chief Art Acevedo addressed the Summit as the new Chief of the Houston Police Department. As the head of the police department of the fourth largest city in the country, he expressed his belief that law enforcement is the best it has ever been but is still imperfect. He said that those in law enforcement, like everyone else, should confront bias as part of our humanity. Chief Acevedo challenged the audience to lead and serve in a manner that is not about self-preservation but about what is right.

### **Viewpoints: Life-Altering Moments**

An impactful panel discussion was moderated by Chief Judge Eric Washington of the District of Columbia Court of Appeals, the highest appellate court for the District of Columbia. The speakers told their powerful stories of interactions between community members and law enforcement that changed the course of their lives. The panelists included a man who served 15 years of a 60-year sentence before being exonerated for a crime he did not commit; a college student who at the age of nine experienced the loss of a brother during a fatal encounter with police; an African-American police officer who attributed his reasons for becoming a police officer to injustices he experienced as a child; the widow of a fallen police officer, and an officer herself, who spoke publically for the first time about losing her husband in the July 7, 2016 Dallas shootings; and a pastor who discussed his efforts to provide his congregation with positive interactions with law enforcement.

## **Unconscious Bias in Judicial Decision-Making**

The Summit featured a presentation entitled “When Intuition Fails: Mental Shortcuts and Unconscious Bias,” by Dr. Jeffrey Rachlinski, a Cornell Law School professor who shared his research on cognitive and social psychology.

According to Dr. Rachlinski, intuitive reactions can be accurate but are often a source of erroneous and invidious judgments. Dr. Rachlinski led the participants through several examples of how intuition can fail us with his compelling findings from studies testing cognitive reflection, anchor effects, in-group bias, and implicit associations. His conclusions from these studies are:

- People harbor a variety of invidious associations.
- These associations sometimes influence judgment.
- 80% of white adults more readily associate white with good and black with bad.
- Knowing when to suppress intuition is essential to sound judgment.

## **Deconstructing Our Decision-Making**

Beyond the Bench participants were presented with a fictional scenario, moderated by the Director of the Children's Rights Clinic at The University of Texas School of Law, Scott McCown, a former judge. The scenario portrayed a youth and his journey through the justice system. Multi-disciplinary panelists shared their viewpoints as representatives from many interrelated systems: education, law enforcement, mental health, faith, and justice. The conversation centered on a youth arrested in school and examined the various decision-making points in time that could dramatically affect the trajectory of that youth's life.

## **Big Ideas**

Participants were asked to submit “big ideas” in response to a question designed to spur action: “What is a practical first step you can take now to bring about change in your community, profession, organization, or agency?”

Transparency, truth, and justice for all were themes in the ideas collected from the Summit participants. Many judges pledged to be more deliberate in their decision-

making and to look the people before them in the eye and treat everyone with respect. Several community members were inspired to create gatherings of local stakeholders to step outside their comfort zones by connecting regularly, while listening and learning from one another about problems, challenges, and solutions.

Overall, participants submitted big ideas to promote accountability, awareness, community efforts, court improvement, data collection and analysis, education, legislation, organizational and personal goals, and better training. Some examples of the participants' big ideas include:

- Take this dialogue to new venues – churches, schools, courthouses, and the Legislature.
- Mandate training/education regarding cognitive/implicit bias for all stakeholders in the criminal justice system.
- Ask an independent party or organization outside of the justice system to begin tracking convictions and punishment to compare with demographics including race. Perhaps a college or university would help?
- Invite communities to join in identifying problems that impact them and develop the solutions. The people closest to the problem have the best answer yet often are absent.
- Educate and train police officers on the importance of positive contacts in the community.
- Provide fully-funded representation for children accused of crimes through an effective public defender program.

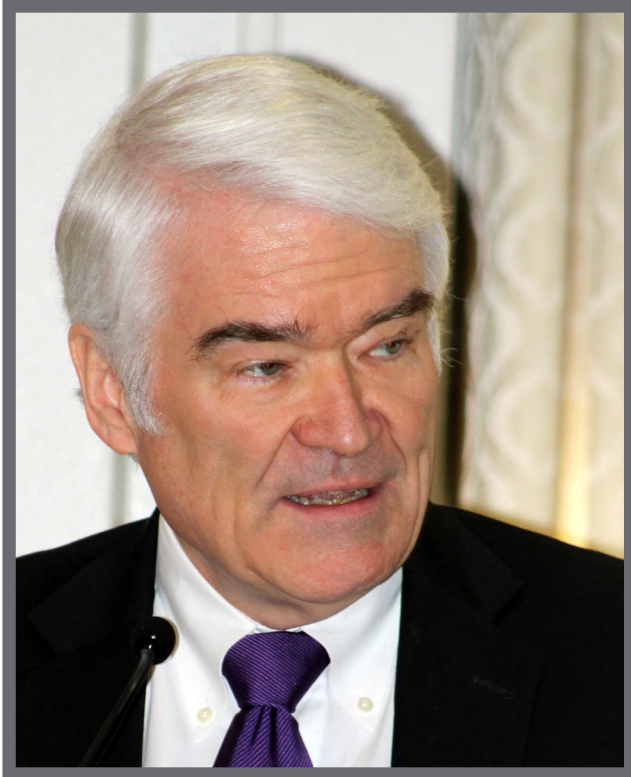
## **Conclusion**

The Summit concluded with Oak Cliff Bible Fellowship Pastor, Dr. Tony Evans, encouraging participants to endeavor to strengthen the relationship between communities, law enforcement, and courts, and to seek help through faith.

When participants gave their feedback through a survey following the Summit, their enthusiasm was palpable. The feedback from the Summit was overwhelmingly positive, with participants requesting information and tools on how they could recreate a Summit in their jurisdictions. This Toolkit will help extend the reach of this Summit to continue these courageous conversations. The Toolkit is intended to provide all the necessary details to replicate the event in its entirety or in pieces that suit the endeavor. The

Supreme Court of Texas and the Texas Court of Criminal Appeals expect that this Toolkit will help foster collaboration and ultimately further the work of confronting injustice, challenging unconscious bias, and ensuring fairness and trust.





# Beyond the Bench

## Law, Justice, and Communities Summit

### Framework

#### Equal Justice

- A recent survey conducted for the National Center for State Courts found that only 32 percent of African Americans polled believe that state courts provide equal justice to all.<sup>1</sup>
- State courts have worked diligently over the last 25 years to address issues of racial and ethnic fairness.<sup>2</sup>
- Despite these substantial efforts, public skepticism that racial and ethnic minorities receive consistently fair and equal treatment in American courts remains widespread.
- What explains the disconnect between the extensive work undertaken by state courts to ensure racial and ethnic fairness and lingering public perceptions of racial unfairness?
- At least one explanation may be found in an emerging body of research on implicit cognition.<sup>3</sup>

#### What is Implicit Bias (or Unconscious Bias)?

- Research shows that individuals develop implicit attitudes and stereotypes as a routine process of sorting and categorizing the vast amounts of sensory information they encounter on an ongoing basis.<sup>4</sup>
- Implicit, as opposed to explicit, attitudes and stereotypes operate automatically, without awareness, intent, or conscious control.

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<sup>1</sup> Lorri Montgomery, *Judges Team up with PBS's Tavis Smiley for "Listening Tour,"* NCSC News Release (June 16, 2016) available at <http://www.ncsc.org/Newsroom/News-Releases/2016/Listening-Tour.aspx>.

<sup>2</sup> Nat'l Center for State Courts, *Helping Courts Address Implicit Bias* (2012) available at [http://www.ncsc.org/~media/Files/PDF/Topics/Gender%20and%20Racial%20Fairness/IB\\_Summary\\_033012.ashx](http://www.ncsc.org/~media/Files/PDF/Topics/Gender%20and%20Racial%20Fairness/IB_Summary_033012.ashx).

<sup>3</sup> *Id.*

<sup>4</sup> *Id.*

- Intuition can be accurate, but can also be a source of erroneous judgment.<sup>5</sup>
- People harbor a variety of invidious associations, including:
  - Male/Career and Female/Family; and
  - 80% of white adults more closely associate white with good and black with bad.<sup>6</sup>
- These associations influence individual judgments.
- Judges are committed to egalitarian norms in ways that can blunt the effect of these intuitive associations on judgment.
- Contemporary psychological research demonstrates that people possess two cognitive systems: an intuitive system and a deliberative system. In ordinary life, people must use both systems. The intuitive system is faster, and a bit less conscious. Knowing when to suppress intuition is essential to sound judgment.
- A new model called “intuitive-override” provides a more accurate account of judging and points to several reforms which the civil and criminal justice systems could implement to produce more just and accurate outcomes.<sup>7</sup>

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<sup>5</sup> Jeffrey J. Rachlinski, *Does Unconscious Racial Bias Affect Trial Judges?*, Cornell Law Faculty Publications (March 2009) available at <http://scholarship.law.cornell.edu/cgi/viewcontent.cgi?article=1691&context=facpub>.

<sup>6</sup> Project Implicit offers the Implicit Association Test at <https://implicit.harvard.edu/implicit/takeatest.html>. Other research has found that about 40% of black adults favor white associations. Terry Carter, *Implicit Bias is a Challenge Even for Judges*, American Bar Association Journal (Aug. 2016) available at <http://www.abajournal.com/news/article/implicit-bias-is-a-challenge-even-for-judges>.

<sup>7</sup> Jeffrey J. Rachlinski, PowerPoint. For more information on Professor Rachlinski’s research, visit [http://works.bepress.com/jeffrey\\_rachlinski/](http://works.bepress.com/jeffrey_rachlinski/).







**Beyond the Bench**  
**Law, Justice, and Communities Summit**  
Lessons Learned  
Practical Planning Tips

## 1. Time

The Texas Beyond the Bench Summit was planned in a three-month timeframe. Although the major objectives were all met within that time period, six months would have been ideal to address contingencies and further coordinate efforts. Time permitted, the breakout sessions could have been organized by region or profession, but due to planning time constraints, an open-seating format was chosen for the breakout session. Also, if the “Save the Date” invitation could have been sent earlier in time, local leaders would have had more time to assemble a team to attend the event.

## 2. Audience

The event speakers and participants were invited from every region of Texas. It was important to include professional, geographic, racial, ethnic, gender, and cultural diversity for this event. Although several hundred participants were invited, the vast majority who attended lived in the area near the event. Funds for travel reimbursement were not available. This added to the challenge of holding a statewide conference in only one location. It was also important to cast a wide net with invitations to participants. Approximately 600 people were invited and about 200 attended the event.

## 3. Content

The program agenda was developed to appeal to a broad audience and provided a wide array of experiences throughout the event. For example, the keynote address was designed to be inspiring, and the testimonials personalized the problems of bias and its effects. The data presentation got participants on the same page about the science and research behind unconscious bias. The Deconstructing Decision-Making panel used a fictional fact-pattern with several indicators of bias and broke it down into decision-making points on a micro-level. The breakout sessions presented an opportunity for dialogue and elicited commitments from participants to take home and implement. The closing speaker tied together the themes of the day and energized a call to action. Although overall the participants were very satisfied with the content for the Summit, there was feedback that additional time would have been valuable during the breakout session. Each table had 8 to 10 participants so additional discussion time would have been useful.

One thing especially critical to the success of the event was that speakers were vetted extensively. Each speaker was screened before being contacted. After the initial phone call, staff contacted each speaker or panelist multiple times to confirm participation, answer questions, and develop the tone and content for the event. This extra effort fostered a personal relationship with the speakers, and this helped the day run more smoothly and cohesively.

It was critical to the two high courts convening the Summit that every aspect be fully inclusive, candid, respectful of different views, and constructive.

#### 4. Organization

Approximately 4-12 staff met weekly during the three months of planning before the Summit. In the two weeks leading up to the Summit, staff met daily to ensure all details of the event were covered. In addition, the Planning Committee met three times via teleconference or webinar. One to two Justices of the Supreme Court of Texas were present at meetings with staff and at each planning committee call. The task list was a centralized way for everyone to stay aware of the various outstanding tasks and responsibilities. Over time, different staff became focused on discrete pieces of the planning (e.g. security, contacting speakers, managing RSVPs, etc.) It was helpful to identify major planning needs early and to delegate responsibility to certain members of the team. This was useful in streamlining the process and creating natural points of contact to troubleshoot on the day of the event. It was also important to identify one person with final decision-making authority who would be available as questions arose during the planning process.

#### 5. Security

Due to the involvement of the high courts, numerous judges, and several other high profile attendees, security was a top concern. In addition to the normal protocols used in protecting members of the judiciary, local law enforcement made a site visit to assess security needs in anticipation of the Summit. Local law enforcement then developed a comprehensive plan to protect all the event participants that included entry into the venue, securing all exits, assessing chatter on social media related to the event, and developing contingency plans in the event of an emergency. It was key for staff to be aware of the security needs and plans and to ensure all law enforcement efforts were coordinated. This allowed everyone to enter and experience the event safely.

## 6. Evaluation

A brief survey was sent shortly after the Beyond the Bench Summit. Consider releasing a pre-event survey to assess gains in knowledge. In addition, it would have been helpful to set benchmarks and goals for the post-event survey.

## 7. Funding

There were several expenses associated with holding the Summit, including but not limited to: securing a venue, speaker travel, meeting materials, lunch, and audio/visual support. To ensure all needs for the event were met, costs and potential funding sources were identified early.

## 8. Press Coverage

If one goal for an event similar to the Beyond the Bench Summit is to promote awareness about the issues presented, media presence should be a part of the planning process. Time permitted, a press conference can help fulfill this goal. Due to security concerns, the Beyond the Bench Summit was only open to those who received an invitation and there were no advertisements or postings on social media. If desired, having a more open invitation process might yield greater media presence and awareness about the event; however, the trade-off for this might be additional security risks or expenses.





# Beyond the Bench Summit – Task List

## 10-14 WEEKS BEFORE EVENT

Task	Due Date	Assigned to	Status	Notes
Research venues				Room size, set up, parking, A/V equipment
Draft Save the Date				
Assemble invite list				
Assemble Planning Committee				

## 6-10 WEEKS BEFORE EVENT

Task	Due Date	Assigned to	Status	Notes
Draft Fact Pattern				
Planning Committee - 1st meeting				
Finalize contract with venue				
Save the Date sent - Groups A, B & C				
Draft invitation language				
Secure event security				
Finalize press plan				
Create RSVP link				
Create event landing page				

### 2-5 WEEKS BEFORE EVENT

Task	Due Date	Assigned to	Status	Notes
Planning Committee - 2nd & 3rd meetings				
Send invite - Groups 1, 2 & 3				
Inquire about hotel courtesy block				
Finalize speakers & event agenda				
Draft event brochure				
Finalize fact pattern				
Draft op ed				
Schedule conference calls with all speakers				

### 1 WEEK BEFORE EVENT

Task	Due Date	Assigned to	Status	Notes
Send event reminder				
Finalize brochure and sent to printer				
Create event signage				
Request speaker bios				
Op editorial sent to newspapers				
Request speaker notes				
Draft post event evaluation survey				
Finalize video montage				
Finalize catering				Coffee service, lunch, refreshments/break

## 2 DAYS BEFORE EVENT

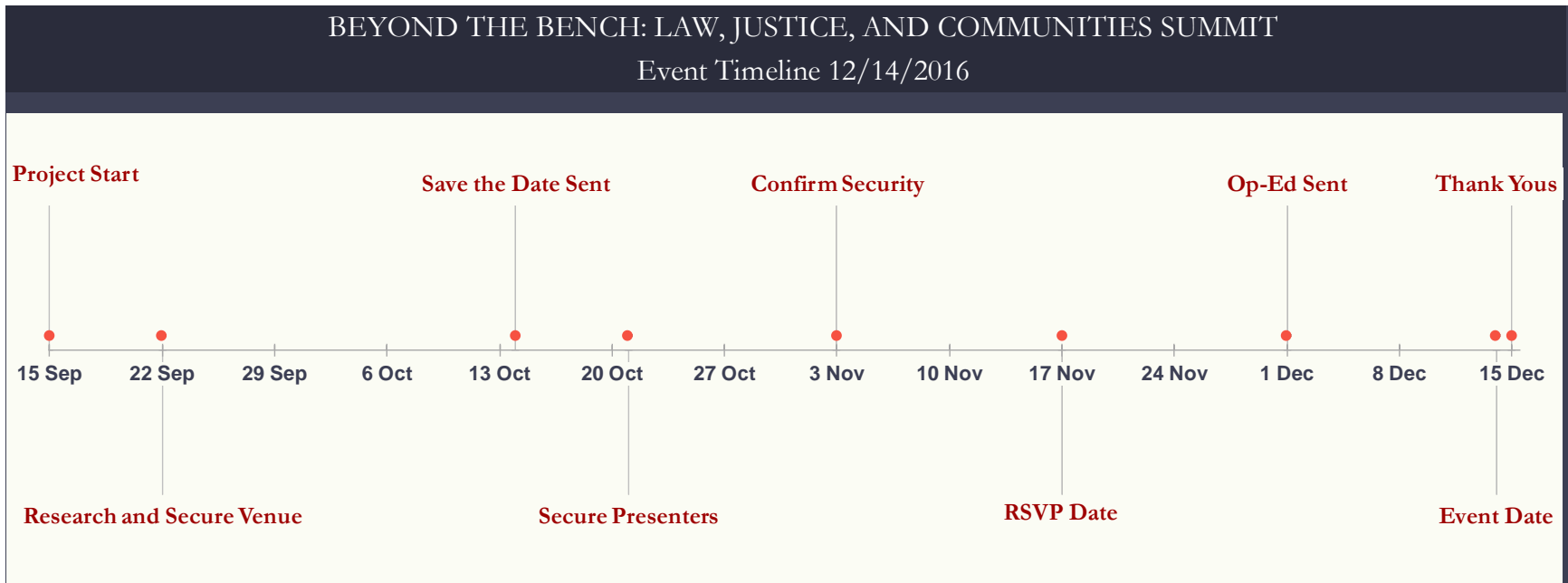
Task	Due Date	Assigned to	Status	Notes
Send press release to media				
Confirm all speakers				
Confirm IT/AV needs				
Send event reminder to event participants				
Confirm security				
Finalize breakout groups + facilitators				

## 1 DAY BEFORE EVENT

Task	Due Date	Assigned to	Status	Notes
Bring timing cards, index cards for breakouts				
Set up venue				Auditorium for am; tables for lunch and breakouts, green room for speakers
Consider special seating needs (i.e. media, security)				
Small group meeting to cover event details				
Test A/V equipment				
Bring meeting materials				Timing cards for speakers, index cards for breakouts, table tents for afternoon panel, name badges

DAY OF EVENT				
Task	Due Date	Assigned to	Status	Notes
Breakout group facilitator training 9am				

MONTH AFTER EVENT				
Task	Due Date	Assigned to	Status	Notes
Send Thank You notes				
Distribute post event survey				
Gather breakout session activity responses				
Evaluate survey results				







**Beyond the Bench**  
**Law, Justice, and Communities Summit**  
Planning Committee Members

**JUDICIARY**

- Justice Ada Brown, 5th Court of Appeals, Dallas
- Justice Marc Brown, 14th Court of Appeals, Houston
- Judge Darlene Byrne, 126th District Court, Austin
- Presiding Judge Sharon Keller, Texas Court of Criminal Appeals, Austin
- Judge Lawrence Lujan, Ysleta del Sur Pueblo, El Paso
- Judge Michael Schneider, 315<sup>th</sup> District Court, Houston
- Judge Carlos Villalon, Child Protection Court Rio Grande Valley West, Edinburg
- Judge Cyndi Wheless, 417<sup>th</sup> District Court, McKinney

**ATTORNEYS/STATE BAR**

- Sam Houston, Texas Young Lawyers Association, San Antonio
- Michelle Fraga, Fraga Law Firm, Houston
- Marie Jamison, Wright & Close, Houston
- Carmen Roe, Carmen Roe Law Firm, Houston

**COMMUNITY/NON-PROFIT**

- Gary Bledsoe, National Association for the Advancement of Colored People, Austin
- Chantel Hobbs, Dallas Faces Race, consultant, Dallas
- Sarah Cotton Nelson, Communities Foundation of Texas, Dallas

**NATIONAL CENTER FOR STATE COURTS**

- Mary McQueen, Washington D.C.
- Chief Judge Eric Washington, D.C. Court of Appeals, Washington D.C.

**ENFORCEMENT/SECURITY**

- Chief Art Acevedo, Police Department, Houston
- Erwin Ballarta (formerly Texas Department of Public Safety), Austin

**OFFICE OF COURT ADMINISTRATION**

- David Slayton, Austin

**JUDICIAL COUNCIL**

- Rick Figueroa, UBS Financial Services, Inc., Houston

**FAITH-BASED**

- Dannie Archie, Faith Leader, Waco

**VENUE/HOST**

- President Michael Sorrell, Paul Quinn College, Dallas

**LEGISLATOR**

- Jason Villalba, State Representative, District 114, Dallas

**DISPROPORTIONALITY EXPERT**

- Sheila Craig, Texas Center for the Elimination of Disproportionality and Disparities, Austin



BEYOND THE BENCH  
PLANNING COMMITTEE CALL

# MEETING AGENDA

- Introductions
- Background
- Event Agenda
- Invite List
- Next Steps

# PLANNING COMMITTEE MEMBERS (CONFIRMED)

- Justice Eva M. Guzman (Sup. Ct.), Chair
- Chief Art Acevedo (Austin Police Dept.)
- Justice Ada Brown (5th COA)
- Justice Marc Brown (14th COA)
- Judge Darlene Byrne (126th - Austin)
- Sheila Craig (CEDD)
- Rick Figueroa (TJC)
- Michelle M. Fraga (Fraga Law Firm)
- Chantel Hobbs (Dallas Faces Race)
- Sam Houston (TYLA)
- Marie Jamison (Wright & Close)
- Presiding Judge Sharon Keller (CCA)
- Judge Lawrence Lujan (Ysleta del Sur Pueblo, El Paso PD)
- Mary McQueen (NCSC)
- Sarah Cotton Nelson (Communities Foundation of Texas)
- Carmen Roe (Carmen Roe Law Firm)
- David Slayton (OCA)
- Rep. Jason Villalba (State Rep., Dist. 114)
- Judge Carlos Villalon, Jr. (CPC Rio Grande Valley West)
- Judge Cynthia Wheless (417th - McKinney)



# EVENT AGENDA

- (10:00 am – 10:15 am) Welcome Remarks
- (10:15 am – 11:00 am) Keynote Address
- (11:00 am – 11:15 am) Break
- (11:15 am – 12:00 pm) Testimonials
- (12:00 pm – 1:30 pm) Working Lunch/Presentation on Unconscious Bias
- (1:30 pm – 3:00 pm) Beyond the Bench Fact Pattern and Panel Discussion
- (3:00 pm – 3:15 pm) Break
- (3:15 pm – 4:15 pm) Breakout Sessions
- (4:15 pm – 5:00 pm) Closing Remarks and Looking Forward

# INVITE LIST

- Judges
- Attorneys
- Law Enforcement
- State and Local Leaders
- Systems Representatives
- Legislators
- Faith Community
- Service Providers
- Nonprofits/Philanthropy
- Advocacy Groups
- National Organizations
- Academia
- Media

# NEXT STEPS

- Next meeting date
- Action items before next meeting

Thank you!

**Beyond the Bench**  
**Law, Justice, and Communities Summit**  
Planning Committee Meeting Summary  
October 13, 2016

**Attendees:**

Justice Eva Guzman (Supreme Court of Texas)	Sarah Cotton Nelson (CFT)
Reverend Dannie Archer (Waco)	Carmen Roe (Carmen Roe Law Firm)
Justice Ada Brown (5th COA)	David Slayton (OCA)
Judge Darlene Byrne (126th - Austin)	Tina Vagenas (NCSC, on behalf of Chief Justice Eric Washington)
Sheila Craig (CEDD)	Judge Carlos Villalon, Jr. (CPC - Edinburg)
Rick Figueroa (TJC)	Judge Cyndi Wheless (417th – McKinney)
Michelle M. Fraga (Fraga Law Firm)	Nina Hess Hsu (Supreme Court of Texas)
Chantel Hobbs (Dallas Faces Race)	Michael Cruz (Supreme Court of Texas)
Sam Houston (TYLA)	Tina Amberboy (Supreme Court Children’s Commission)
Marie Jamison (Wright & Close)	Kristi Taylor (Supreme Court Children’s Commission)
Judge Sharon Keller (Court of Criminal Appeals)	Jamie Bernstein (Supreme Court Children’s Commission)
Mary McQueen (NCSC)	Monica Mahoney (Supreme Court Children’s Commission)
	Jessica Arguijo (Supreme Court Children’s Commission)

**1) Welcome / Planning Committee (PC) member introductions**

**2) Background.** The content will be focused on the following ideas:

- a) Despite courts’ substantial efforts to address issues of racial and ethnic fairness, public skepticism remains widespread.
- b) A recent survey conducted for the National Center for State Courts found that only 32 percent of African Americans believe that state courts provide equal justice to all.
- c) We want to explore with state leaders how to improve the public’s trust in the judicial system and to what extent unconscious bias may explain this disconnect.
- d) Research shows that individuals develop implicit associations and stereotypes as a



routine process of sorting and categorizing the vast amounts of sensory information they encounter on an ongoing basis.

- e) Intuition can be accurate, but can also be a source of erroneous judgment.
- f) Unconscious bias affects everyone, but as judges we can bring people together and lead the discussion.
- g) The concept is bringing together representatives from multiple perspectives (judiciary, city leaders, community leaders, faith based leaders, law enforcement, service providers, attorneys, etc.) to discuss the impact of unconscious bias and to provide opportunities for listening and learning.
- h) Dr. Jeffrey Rachlinski, a professor at Cornell Law School and expert on the topic, suggests a new model: “intuitive-override” which provides a more accurate account of judging and points to several reforms that the civil and criminal justice systems could implement to produce more just and accurate outcomes.

### 3) Event Agenda

- a) **Welcoming Remarks** from Chief Justice Nathan Hecht
- b) **Keynote Speaker.** Justice Guzman will introduce keynote speaker. Some ideas include Chief David Brown of Dallas Police Dept. or Sherrilyn Ifill from the NAACP.
- c) **Testimonials.** After a short break, we propose 3 testimonials from community, law enforcement, and judicial leaders.

#### *Comments from the PC:*

- *Service providers who advocate for the community would be a good choice for testimonials because they understand those impacted by injustice.*
- *Consider video testimonials if there is concern that testimonials might be unwieldy.*
- *Some of the discussion will be uncomfortable, but the event should be a safe space to work through the discomfort toward better understanding.*
- *A good moderator can also help maintain a constructive environment.*
- *Mary McQueen noted that the testimonials had the greatest impact in past two listening tours; she highly recommends.*
- *The invitee list is mostly decision-makers, so we need to ensure that testimonials are from those impacted by the decision-makers.*

- d) **Working lunch.** Dr. Rachlinski will give a PowerPoint presentation on unconscious

bias and its impact on decision-making.

- e) **Fact Pattern Panel Discussion.** Dr. Rachlinski will moderate a panel discussion based on the Beyond the Bench model. It will include a fictitious fact pattern and the panelists will present different perspectives at various decision-making points.

Current concept involves a 16 year old African American boy who is placed in a foster home in a rural community. The youth gets into a fight where the other boy hits his head as he falls, so the youth is ultimately charged with assault with seriously bodily injury, which is a second degree felony creating the possibility that the youth could be tried as an adult. As the young man is detained by the police there is a question of excessive force. The panel members would be asked to discuss their perspectives at the following decision points:

- School Administrator – whether or not to recommend an arrest; whether to pursue in-school discipline.
- School Resource Officer - whether to arrest or not; whether to detain youth or not; and how much force to control situation;
- Back up police officers – how much force to use to control situation.
- Prosecutor – whether to prosecute case; and whether to certify as an adult.
- Defense lawyer – whether to research and introduce mitigating information; and whether to counsel client to accept a plea.
- Judge – whether guilty or innocent; sentence or accept plea agreement.
- Media – which angle is highlighted: the hometown kid injured by African American foster kid, or possible excessive force used in arrest.
- Police Chief – whether to investigate excessive force.
- Caseworker – whether to reconsider placement and mental health needs of youth.

*Comments from the PC:*

- *The Beyond the Bench model is a very powerful engagement opportunity. (Another judge seconded this comment.)*
- *The fact pattern choice is great because it can draw in both criminal and civil courts.*
- *Including the educational system is a good idea. (This was seconded.)*
- *Twelve panel members may be too many. Consider 8-10 members, or bringing out 6 and then another 6.*

- f) **Deliverables.** To ensure takeaways for the participants, there will be a breakout session.

*Comments from the PC:*

- *The breakout session should be multi-disciplinary. (This was seconded.)*
- *Each breakout group should have a facilitator.*
- *Consider giving the breakout groups 2-3 discussion points based on the fact pattern.*
- *Ask each participant to submit one idea on how to improve court and community engagement. This could be written anonymously, scored by another participant, and then exchanged again until the highest scored ideas are given to the closing speaker to integrate into the closing remarks.*
- *Planning Committee members can help facilitate the breakout sessions.*
- *Justice Ada Brown and Chantel Hobbs volunteered to facilitate.*

g) **Closing remarks** will tie in all the themes of the day and energize the participants with a call to action.

*Comments from the PC:*

- *Michael Sorrell, President of Paul Quinn College, is a wonderful orator and should be considered for the closing speaker role.*

**4) Invitation List**

- Judges
- Lawyers (District and County Attorneys, PD, Legal Aid Providers, Bar Associations)
- Law Enforcement
- State and Local leaders (mayors)
- Systems representatives (TJJD, Health and Human Services, Education)
- Legislators
- Faith Community
- Service Providers
- Nonprofits/Philanthropy/Advocacy Organizations (NAACP, United Way, etc.)
- National Organizations
- Academia (Law Schools, HBCUs)
- Media

*Comments from the PC:*

- *We must ensure that we have enough community representation.*
- *Include representatives from each of the three federally-recognized tribes in Texas.*
- *Tiered invitations are recommended.*
- *Invite non-profit leaders with experience building bridges.*
- *Add representation from Health, Mental Health, Housing and Employment systems.*

**5) Next Steps**

**a) Two more meetings**

- Week of 11/07
- Week of 11/28

**b) Action Items**

- Please send your suggested additions to the invitation list by Friday, October 14th at 5pm. We hope to send a save the date on Monday and it will be helpful to have your suggestions as soon as possible.
- To expedite securing speakers and finalizing the attached agenda, please send in suggestions for the following no later than 5pm Friday, October 21<sup>st</sup>:
  - Keynote speaker
  - Testimonial speakers
  - Testimonials moderator
  - (6-12) Panelists for the fact pattern
  - Facilitators for the breakout sessions
  - Speaker for closing remarks





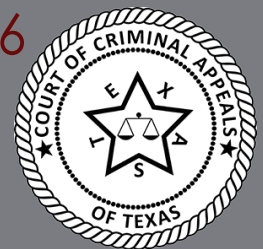
**“Injustice anywhere is a threat to justice everywhere.”  
- Dr. Martin Luther King, Jr.**

**The Supreme Court of Texas and  
the Texas Court of Criminal Appeals  
invite you to attend the**

**Beyond the Bench:  
Law, Justice, and Communities  
Summit**



**Wednesday, December 14, 2016  
10:00 A.M. – 5:00 P.M.  
Paul Quinn College  
Dallas, Texas**



# Save the Date

## The Supreme Court of Texas and the Texas Court of Criminal Appeals

Invite you to attend

## Beyond the Bench: Law, Justice, and Communities

A candid conversation about trust, respect, and understanding of the judiciary's role in community relationships. This event will include various opportunities for constructive dialogue about administering justice, community engagement, law enforcement, disproportionality and disparities, data integrity, and other important topics. Speakers and attendees will represent a cross section of community leaders, judges, and public servants.

Wednesday, December 14, 2016  
10:00 A.M. – 5:00 P.M.  
Dallas, Texas

*Event location and RSVP information will be sent at a later date.*







# Beyond the Bench

## Law, Justice, and Communities Summit

Wednesday, December 14, 2016  
10:00 A.M. – 5:00 P.M.  
Paul Quinn College  
Dallas, Texas

# Welcome

Dear Distinguished Guest,

Public trust in the courts is essential to our democracy. People with disputes among themselves or with their government must have confidence that courts will be fair to all and faithful to the rule of law, no matter what.

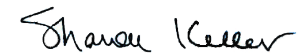
The many recent conflicts between law enforcement and communities, like the terrible events in downtown Dallas last July 7, have ratcheted up harsh exchanges that impede civil discourse and poison constructive dialogue. A survey conducted for the National Center for State Courts found that only 32 percent of African Americans believe that state courts provide equal justice to all. The Judiciary should do all it can to assure people that it will make every effort to respond positively to these challenges.

The job of every judge is to listen to people who disagree, to hear everyone out. The Supreme Court of Texas and the Texas Court of Criminal Appeals, the State's two highest courts, have convened this Summit on Law, Justice, and Communities to listen and encourage you to hear each other out. We hope to find new ways to instill public trust in the courts, and to help fulfill the promise of justice for all.

Thank you for joining us in this courageous conversation.



Nathan L. Hecht  
Chief Justice  
Supreme Court of Texas



Sharon Keller  
Presiding Judge  
Texas Court of Criminal Appeals

# Summit Agenda

## Morning

- 10:00 a.m. - 10:30 a.m. Welcome and Opening Remarks**  
Chief Justice Nathan L. Hecht,  
*Supreme Court of Texas*  
Justice Jeff Brown,  
*Supreme Court of Texas*  
Presiding Judge Sharon Keller,  
*Texas Court of Criminal Appeals*  
Justice Eva M. Guzman,  
*Supreme Court of Texas*  
President Michael J. Sorrell,  
*Paul Quinn College*
- 10:30 a.m. - 10:50 a.m. Keynote Address**  
Chief Art Acevedo,  
*Houston Police Department*
- 10:50 a.m. - 11:00 a.m. Break**
- 11:00 a.m. - 12:00 p.m. Viewpoints:  
Life-Altering Moments**  
Chief Judge Eric Washington,  
*D.C. Court of Appeals, Moderator*  
Richard Miles  
*Miles of Freedom*  
Arielle Clarkson  
*Paul Quinn College*  
Sergeant Willie Ford  
*Dallas Police Department*  
Emily Thompson,  
*Widow of Officer Brent Thompson*  
Senior Pastor Richie Butler  
*St. Paul United Methodist Church Dallas*

## Afternoon

- 12:00 p.m. - 12:30 p.m. Box Lunch**
- 12:30 p.m. - 2:00 p.m. When Intuition Fails: Mental Shortcuts and Unconscious Bias**  
Dr. Jeffrey Rachlinski,  
*Cornell Law School*
- 2:00 p.m. - 2:10 p.m. Break**
- 2:10 p.m. - 3:35 p.m. Deconstructing Our Decision-Making**  
Judge Scott McCown,  
*University of Texas School of Law, Moderator*  
  
Scenario: Youth arrested in school for 2nd degree felony  
  
Panelists:  
CPS Caseworker, Principal, Law Enforcement, Mental Health Provider, Prosecutor, Defense Lawyer, Faith Leader, Judge, Youth
- 3:35 p.m. - 3:45 p.m. Break**
- 3:45 p.m. - 4:30 p.m. From Words to Action: Developing a Plan**
- 4:30 p.m. - 5:00 p.m. Closing Remarks and Looking Forward**  
Dr. Tony Evans,  
*Oak Cliff Bible Fellowship*





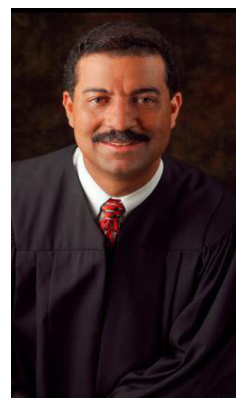
### **Michael J. Sorrell**

Michael J. Sorrell is the 34th President of Paul Quinn College. Under his leadership, the school has become one of the most innovative small colleges in America and is rapidly becoming a model for urban higher education by focusing on academic rigor, experiential learning, and entrepreneurship. President Sorrell earned his Ed.D. at the University of Pennsylvania and his J.D. and M.A. in Public Policy from Duke University. He graduated from Oberlin College with a B.A. in Government.



### **Police Chief Art Acevedo**

Art Acevedo was sworn in as the Chief of the Houston Police Department (HPD) on November 30, 2016, and is the first Hispanic to lead the HPD in the fourth largest city in the nation. He began his career as a patrol officer and rose through the ranks to become Chief of the California Highway Patrol in 2005. He later left California for Texas to become Chief of the Austin Police Department (APD), where he served nearly a decade. Acevedo worked steadily to strengthen bonds between the community and police, and re-engineered APD into a data driven and intelligence led policing organization.



### **Chief Judge Eric Washington**

The Honorable Eric T. Washington was appointed Chief Judge of the D.C. Court of Appeals in 2005 and is currently serving his third consecutive four year term as Chief Judge and as Chair of the Joint Committee on Judicial Administration for the District of Columbia. Chief Judge Washington, a past President of the Conference of Chief Justices of the United States, is a nationally recognized leader on Access to Justice issues and works tirelessly to raise awareness about the importance of the rule of law and the role of the courts in our democracy.



### **Dr. Jeffrey Rachlinski**

Dr. Jeffrey Rachlinski is the Henry Allen Mark Professor of Law at Cornell Law School. He holds a B.A. and an M.A. in Psychology from Johns Hopkins University, a J.D. from Stanford Law School, and a Ph.D. in Psychology from Stanford. Dr. Rachlinski's research interests primarily involve the application of cognitive and social psychology to law with special attention to judicial decision-making. He has presented his research at over 70 judicial education conferences, which have included over 5,000 judges in a dozen states and three countries.



### **Judge Scott McCown**

Scott McCown is a Clinical Professor and Director of the Children's Rights Clinic at the University of Texas School of Law. Previously, Judge McCown served as a state district judge, and by special assignment presided over a child protection docket. He later served as executive director of the Center for Public Policy Priorities, a think tank focusing on the challenges facing low-income Texans. In both 2005 and 2011, Texas Monthly named Judge McCown one of "the 25 Most Powerful People in Texas Politics," calling him a "voice for the voiceless."



### **Dr. Tony Evans**

Dr. Tony Evans is founder and senior pastor of Oak Cliff Bible Fellowship in Dallas, founder and president of The Urban Alternative, former chaplain of the NFL's Dallas Cowboys, and present chaplain of the NBA's Dallas Mavericks. Dr. Evans has written over 100 books, booklets, and Bible studies including his legacy work, "Oneness Embraced," and his vision work, "The Kingdom Agenda." His radio broadcast, The Alternative with Dr. Tony Evans, can be heard on nearly 1,000 US radio outlets daily and in more than 130 countries.

# Deconstructing Our Decision-Making: The Facts

## James

- A 16 year-old boy
- Grew up in an urban community
- Removed from his parents' home by Child Protective Services when he was eight for neglectful supervision
- Currently placed in a foster home in a rural area of Texas
- James reported a history of being bullied at his current school
- James recently received an in-school suspension for a school fight with no witnesses or injuries

## James's Family

- Parents struggled with poverty, domestic violence, and substance use
- Father is currently incarcerated and mother's whereabouts are unknown
- Paternal grandmother cared for James for the past eight years, but recently died
- Two siblings also entered CPS care with James, but they were recently separated

## Incident

- James was confronted by two other students at lunch outside the school, near a retaining wall
- James asserted a classmate named Matthew pushed him
- James struck Matthew once, causing him to fall backwards
- Matthew hit his head on the retaining wall and sustained a serious injury
- The principal of the school called Emergency Medical Services to the scene
- The School Resource Officer called for backup
- After a foot chase, James was apprehended by police and placed in a choke hold
- James was eventually charged with a second-degree felony

## Panelists

Bishop Aaron Blake, *Greater Faith Community Church*  
Patricia Cummings, *former Prosecutor*  
Tamara Hansen, *Child Protective Services*  
Principal Joe LaPuma, *Creekview High School*  
Kevin Lee, *Paul Quinn College*  
Sergeant Lawrence Lujan, *El Paso Police Department,*  
*Judge for Ysleta del Sur Pueblo*  
Carmen Roe, *Carmen Roe Law Firm*  
Chief Paul Thompson, *West Rusk County Consolidated ISD*  
Dr. Griselda Villalobos, *Licensed Clinical Social Worker*  
Judge Cynthia Wheless, *417th District Court, Collin County*

## Questions to Consider\*

- What assumptions have I made about people based on their cultural identity, profession, or background?
- How might my assumptions influence my decision-making?
- What efforts have I made to challenge my assumptions?

\*Adapted from the NCJFCJ "Courts Catalyzing Change" Bench Card

## Acknowledgments

### Beyond the Bench Planning Committee

Chief Art Acevedo	Presiding Judge Sharon Keller
Chaplain Dannie Archie	Judge Lawrence Lujan
Erwin Ballarta	Mary McQueen
Gary Bledsoe	Sarah Cotton Nelson
Justice Ada Brown	Carmen Roe
Justice Marc Brown	Judge Michael Schneider
Judge Darlene Byrne	David Slayton
Sheila Craig	Michael J. Sorrell
Rick Figueroa	Konstantina Vagenas
Michelle M. Fraga	State Rep. Jason Villalba
Chantel Hobbs	Judge Carlos Villalón, Jr.
Sam Houston	Chief Judge Eric Washington
Marie Jamison	Judge Cyndi Wheless

### Special Thanks to the Following Individuals and Organizations

Dallas County Sheriff's Dept.	Mary McQueen
Dallas Faces Race	National Ctr. for State Courts
Dallas Police Association	Office of Court Admin.
Judge Camille DuBose	Operation Blue Shield
Judge John Delaney	Paul Quinn College
Deborah Fowler	Mena Ramón
Judge Rob Hofmann	Judge Robin Sage
Michelle Hunter	State Bar of Texas
Rhonda Hunter	Supreme Court of Texas
Judge Clay Jenkins	Children's Commission
Justice Michael Massengale	Texas Dept. of Public Safety









### **Supreme Court of Texas**

Front Row: Paul W. Green, Chief Justice Nathan L Hecht, Phil Johnson  
Back Row: John P. Devine, Debra Lehrmann, Don R. Willett,  
Eva M. Guzman, Jeffrey S. Boyd, Jeff Brown



### **Texas Court of Criminal Appeals**

Front Row: Michael Keasler, Lawrence E. Meyers,  
Presiding Judge Sharon Keller, Cheryl Johnson, Barbara Hervey  
Back Row: Kevin Yeary, Elsa Alcalá, Bert Richardson, David Newell



**Beyond the Bench**  
**Law, Justice, and Communities Summit**  
Final Agenda

**Wednesday, Dec. 14**     **Paul Quinn College**

9:00 a.m. – 10:00 a.m.     Event Registration

**10:00 a.m. – 10:30 a.m.     Welcoming and Opening Remarks**

Chief Justice Nathan Hecht, Supreme Court of Texas

Presiding Judge Sharon Keller, Texas Court of Criminal Appeals

Justice Jeff Brown, Supreme Court of Texas

Justice Eva Guzman, Supreme Court of Texas

President Michael Sorrell, Paul Quinn College

**10:30 a.m. – 10:50 a.m.     Keynote Address**

Chief Art Acevedo, Houston Police Department

**10:50 a.m. – 11:00 a.m.     Morning Break**

**11:00 a.m. – 12:00 p.m.     Viewpoints: Life-Altering Moments (Testimonials)**

Chief Judge Eric Washington, D.C. Court of Appeals,  
*Moderator*

Richard Miles, Miles of Freedom

Arielle Clarkson, Paul Quinn College

Sergeant Willie Ford, Dallas Police Department

Emily Thompson, widow of Brent Thompson

Pastor Richie Butler, St. Paul's United Methodist Church

**12:00 p.m. – 12:30 p.m. Box Lunch**

**12:30 p.m. – 2:00 p.m. When Intuition Fails: Mental Shortcuts and Unconscious Bias**

Dr. Jeffrey Rachlinski, Cornell Law School

**2:00 p.m. -2:10 p.m. Break**

**2:10 p.m. – 3:35 p.m. Deconstructing Our Decision-Making  
(Beyond the Bench Panel)**

Judge Scott McCown, UT School of Law, *Moderator*

Caseworker: Tamara Hansen, Training Specialist, CPS

Principal: Joe LaPuma, Creekview High School

School Resource Officer: Chief Paul Thompson,  
West Rusk Co. Consolidated ISD

Back-up Officer: Judge Lawrence Lujan, Sergeant, El Paso  
Police Department and Tribal Judge, Ysleta del Sur  
Pueblo

Prosecutor: Patricia Cummings, Patricia Cummings Law  
Firm

Mental Health Provider: Dr. Griselda Villalobos, Licensed  
Clinical Social Worker

Defense Counsel: Carmen Roe, Carmen Roe Law Firm

Judge: Cynthia Wheless, 417th District Court

Youth: Kevin Lee, Student, Paul Quinn College

Caregiver: Bishop Aaron Blake, Greater Faith Community  
Church

**3:35 p.m. – 3:45 p.m. Afternoon Break**

**3:45 p.m. – 4:30 p.m.      From Words to Action: Developing a Plan**  
(Breakout Session)

**4:30 p.m. – 5:00 p.m.      Closing Remarks and Looking Forward**

Dr. Tony Evans, Pastor, Oak Cliff Bible Fellowship



**Beyond the Bench**  
**Law, Justice, and Communities Summit**  
Viewpoints: Life-Altering Moments  
Testimonial Notes

**Chief Judge Washington makes introductory remarks, including background on the NCSC listening tours. (5 minutes)**

**Chief Judge Washington asks panelists to introduce themselves. (5 minutes)**

- Richard Miles, Miles of Freedom
- Arielle Clarkson, Paul Quinn College
- Sgt. Willie Ford, Dallas Police Department
- Emily Thompson, Widow of Brent Thompson
- Senior Pastor Richie Butler, St. Paul's United Methodist Church

**Question I for each panelist**

- Mr. Miles, you were incarcerated for 15 years for a crime you did not commit. Will you tell us how this happened and how it affected you? **(5-10 minutes)**
- Ms. Clarkson, how have your life experiences shaped your perspective on law enforcement? **(5-10 minutes)**
- Sgt. Ford, why did you become a police officer? **(5-10 minutes)**
- Ms. Thompson, will you tell us about the moments that have changed your life? **(5-10 minutes)**
- Pastor Butler, how have the many tragedies affected your community and congregation? **(5-10 minutes)**

**Question II for each panelist (time permitting)**

- What do you see as the first step to rebuilding trust?

**Beyond the Bench**  
**Law, Justice, and Communities Summit**  
Deconstructing Our Decision-Making  
Fact Pattern

James is a 16 year old boy who has grown up in an urban community where he has changed schools three times, but remained connected to a few neighbors and a pastor. He was removed from his parents' home by Child Protective Services when he was eight for neglectful supervision. James's parents struggled with poverty, domestic violence, and substance use. His father is incarcerated and his mother's whereabouts are unknown. James's paternal grandmother has cared for him for the past eight years, but she recently died, forcing James and his two siblings back into CPS care. His siblings were separated from him when James was sent to his current placement a few months ago.

James was placed in a foster home in a rural area of Texas. At his new school, James stated he was bullied and had a hard time adjusting. In his first month at the new school James was in a fight where there were no witnesses and no serious injuries, but he received an in-school suspension. The second month of school, James was confronted by two other students at lunch outside the school, near the retaining wall. James stated that the students pushed James first. A witness claimed James struck one of the students once, causing a classmate named Matthew to fall backwards and hit his head on the retaining wall. Matthew was unconscious and bleeding profusely. Matthew suffered a fractured skull. Matthew's father is an oral surgeon and has stated Matthew needs extensive reconstructive surgery. The principal of the school called the Emergency Medical Services to the scene, and the School Resource Officer called for backup.

James ran when he heard sirens. The backup police officer arrived on the scene, saw the ambulance and James running away. The officer pursued him and apprehended James by placing a knee on his back and using a choke hold. James has been charged with aggravated assault with serious bodily injury, a second degree felony.



## Possible Facilitator Questions

### **Audience (Judges, Law Enforcement, Service Providers, Community Leaders)**

- What is race is James?
- What led you to think that? (Urban? CPS? School fight? Poverty?)
- Do you think that James should be prosecuted? Offered services? Both?

### **Child Protective Services Caseworker – Tamara Hansen, Training Specialist, former Conservatorship Supervisor**

- How long have you been a CPS Caseworker?
- How many cases do you have right now?
- How do you decide where to place a child?
- Do you consider a child's race and ethnicity when making placements?
- Are there enough foster homes for children of color to be placed with a family of the same race?
- Would you think twice about this placement choice if you knew James was going to be the only African American kid in his new school?
- James's parents had substance use problems. Do you currently refer families to specialty court for substance-using parents? Would it surprise you to know that one Texas judge, after receiving training on unconscious bias, noticed that in his drug court mostly white parents were being offered participation in drug court which includes specialized services?
- Do you receive training on unconscious bias?

### **School Principal – Joe LaPuma, Principal at Creekview High School in Carrollton/Farmers Branch**

- How do you decide whether to recommend to arrest a youth?
- How do you decide whether to pursue in-school discipline for a youth, and the level of such discipline?
- How might it make a difference if the young man is the grandson of your family friend, a kid you've known since birth?
- *Breaking School Rules* was a 2011 report describing a study of all 7<sup>th</sup> grade public school students in Texas over a six-year period. It was a multivariate analyses, which enabled researchers to control for 83 different variables in isolating the effect of race alone on disciplinary actions. The study found that African-American students had a 31 percent higher likelihood of a school discretionary action, compared to otherwise identical white and Hispanic students. White,

Hispanic, and African-American students were removed from school for mandatory violations at comparable rates. Can you tell us what you may have noticed throughout your career that is similar or dissimilar to the results of this study?

- Do you receive training on unconscious bias?

**School Resource Officer/Police Chief – Chief Paul Thompson, West Rusk County Consolidated Independent School District**

- How do you decide if a crime was committed during a school fight?
- What factors influence your decision whether to arrest youth or not?
- How do you decide whether to detain youth or not?
- What is your training on how much force to use to control situation?
- Would it matter if you knew the kid? Have you observed situations where a decision is influenced by whether or not the adult decision-maker knew the kid?
- If you knew the youth was in foster care, would that influence your decision in any way?
- Do you receive training on unconscious bias?
- **As Chief** - Who decides whether to investigate excessive force by an officer? How?
- After a case like this, what kind of debriefing do you give your officers?

**Back up Police Officer – Sergeant Lawrence Lujan, El Paso Police Department and Tribal Judge for Ysleta del Sur Pueblo**

- What is running through your mind when you pull up to the school, see a kid bleeding profusely, and a kid running away?
- How do you decide how much force to use to control situation?
- When a police officer decides to use a weapon, why can't police officers just shoot someone in the leg? Why is it often fatal?
- Do you feel safe when you patrol in your community? Does being in a neighborhood that is different from your own have an effect on whether you feel safe patrolling?
- Do you receive any training on unconscious bias?

**Prosecutor – Patricia Cummings, former Prosecutor, Williamson County District Attorney**

- What factors affect your decision about whether to prosecute a case like this?
- Would you request a determinate sentence for James under these facts?

- If you request a determinate sentence, is there anything that would make you willing to waive it in plea negotiations?
- Would you request probation for James, or placement with the Texas Juvenile Justice Department (TJJD)?
- Would it matter if you knew he didn't throw the first punch? If you knew the injured boy, Matthew, was on the baseball team and had access to his bat?
- If James receives a determinate sentence, what are the consequences of being unable to seal his juvenile record if James ages out of foster care? Employment? Housing?
- Do you feel that a defendant's race can influence a prosecutor's decision to prosecute?
- Do you receive any training on unconscious bias?

### **Defense Lawyer – Carmen Roe, Attorney in Houston**

- For a kid like James, do you research his back story, find that pastor who knew him growing up as a witness?
- How do you decide whether to counsel a client to accept or reject a plea?
- Does your client's race make a difference to you as you create your case strategy? For example, would your client's race affect how you would counsel him regarding a determinate sentence plea offer?
- Do you think unconscious bias affects outcomes for kids like James?
- Do you think about bias when choosing juries? Do you believe that unconscious bias affects jury selection? Jury verdicts? If so, do you present this information to a jury either subtly or overtly?
- Do you receive any training on unconscious bias?

### **Judge – Cyndi Wheless, District Judge in Collin County**

- When this case is in your court, how do you make decisions about the future of James? What factors do you consider?
- How do the rules of evidence affect what reaches the court?
- How do the rules of judicial conduct affect whether you can discuss a case?
- Have you seen bias come into play in any of the cases in your court? If so, how?
- Do you believe that unconscious bias affects jury selection? Jury verdicts?
- If so, is there a difference in how non-Anglo defendants are treated across different races? For example, what if James is Native American? Hispanic? Asian American?
- As a judge, you take great care to be impartial. Did it surprise you to hear Dr. Rachlinski's research that about 80% of white adults in the United States have

implicit pro-white biases that have been shown to affect findings of guilt/innocence and sentencing?

- Do you receive training on unconscious bias?

**Mental Health Provider – Dr. Griselda Villalobos, El Paso Therapist, Licensed Clinical Social Worker**

- How do you decide if a young adult needs mental health treatment and rehabilitation or to be incarcerated?
- Can the youth be treated in the community while mitigating the risk of future arrest? What factors into this decision?
- Do you recommend therapeutic foster home or a residential treatment center here?
- How do you address the trauma and history of observing domestic violence?
- Does your opinion change if the child has learning delay issues?
- In your career have heard of the research stating that African American adolescent males are significantly more likely than their Caucasian peers to receive a diagnosis of Conduct Disorder? In contrast, their Caucasian peers are more often diagnosed with Attention Deficit-Hyperactivity Disorder and receive services rather than behavioral correction.
- Do you receive training on unconscious bias?

**Faith-Based Leader/ Foster Parent – Bishop Aaron Blake, Greater Faith Community Church, Dallas, former school counselor, current advocate in Clergy in Courts**

- As a minister and a foster parent, have you ever met a kid like James?
- Do you see systems treating kids differently?
- Have you seen past experiences and trauma affect the way someone reacts to law enforcement or other authority?
- As a foster parent, how have you seen race affect the kids in your care?
- Do you receive training on unconscious bias?

**Youth – Kevin Lee, student at Paul Quinn College**

- What was it like to be the only African American kid in a school?
- How have your interactions been with housing authorities, CPS, law enforcement?
- Have you ever been followed by a security guard in a store?
- What have you been told about what to do in a stop and frisk?
- Have you ever received training on unconscious bias?

**Beyond the Bench**  
**Law, Justice, and Communities Summit**  
From Words to Action: Developing a Plan  
Facilitator Notes

**3:45 p.m. – 3:50 p.m.     Introductions**

- Introduce yourself.
- Ask participants to briefly introduce themselves by name and profession.

**3:50 p.m. – 4:10 p.m.     Discussion**

*The goal of this session is to take everything we've learned today and translate it into action.*

*Can we agree to make this a respectful conversation where everyone can share their thoughts and ideas? I encourage you to think big. Each of you were invited because you have the power to make a change in your community.*

- Direct everyone to the Summit Program, Questions to Consider on page 7.

*The most common feedback after a conference is that the participants have more information about an issue, but no resources to turn their new found awareness and motivation into action. On Page 7 of the Summit Program you will find three questions adapted from a Bench Card developed by the National Council of Juvenile and Family Court Judges.*

- **What assumptions have I made about people based on their cultural identity, profession or background?**
- **How might my assumptions influence my decision-making?**
- **What efforts have I made to challenge my assumptions?**

*These questions are intended to help you apply what we heard today from Professor Rachlinski about Intuitive-Override.*

*I encourage you to think about these questions and reflect on what you can do in your day-to-day life to address some of the challenges we've heard about today.*

*Does anyone have any thoughts to share about how questions like these might be used in your job, organization, or community?*

- If conversation does not flow easily, here are some ideas to present to the group:

What are some strategies to promote equity and rebuild trust in organizations or communities?

Based on a model developed by the Texas Health and Human Services Commission, here are six strategies that your organization might use to start the dialogue about change:

- 1) ***Advance data-driven strategies*** – What do data tell us about outcomes for the people we serve, based on race and ethnicity?
- 2) ***Develop Leaders*** - Does my organization provide the opportunity for everyone to develop leadership skills to strive for equity?
- 3) ***Collaborate across systems*** – How can I help build networks of gatekeepers and advocates to seek sustainable solutions across institutional lines?
- 4) ***Engage communities*** – Have we included community in dialogues, discussions, planning, and decision-making in efforts that will affect them?
- 5) ***Promote Work Defined by Race Equity Principles*** – Do concepts of fairness and justice guide all programs, policies, and practices?
- 6) ***Evaluate and Transform*** – Is every initiative, program, and policy is consistently evaluated for equity and effectiveness, leading to system transformation?

For example, in the setting of law enforcement and community, this might look like:

- o **Data analysis by race** - ensure that data are collected and examined
- o **Community policing** – officers doing outreach in addition to law enforcement
- o **Local town hall style conversations** – opening up dialogue for different perspectives
- o **Know your rights with youth** – helping youth navigate encounters with police
- o **Afterschool Police Athletic League** – pro-social activities and stronger communities
- o **Community Service** – different community members interacting with one another



## 4:10 p.m. - 4:30 p.m. 25/10 Crowd Sourcing Activity

*The 25/10 activity is part of a suite of tools entitled *Liberating Structures*. The activity can be found online at <http://www.liberatingstructures.com/ls/>.*

- Give an overview of the process as follows:
  - o First, every participant writes on an index card his or her bold idea and first step.
  - o Then people mill around and cards are passed from person to person to quickly review.
  - o Next, participants individually rate the idea/step on their card with a score of 1 to 5 (1 for low and 5 for high) and write it on the back of the card.
  - o When the bell rings, cards are passed around a second time until the bell rings and the scoring cycle repeats.
  - o This is done for a total of five scoring rounds. At the end of cycle five, participants add the five scores on the back of the last card they are holding.
  - o Finally, all the cards are passed to the Facilitator, and the ideas with the top scores will be identified and shared with the whole group.
  - o Note: Suggest a fun but clear rating scale. For example: 1 = going to the dentist to 5 = going to Disneyland.
- Demonstrate one exchange-and-scoring interaction using a sample index card to clarify what is expected during the milling, namely no reading aloud of the cards, only passing the cards from person to person so that each person has only one card in hand. The process can be confusing for some people. **2 min.**
- Invite each participant to write a big idea and first step on his or her card. Encourage participants to think big and be very specific and concrete. **3 min.**

***Q: “What is a practical first step you can take now to bring about change in your community, profession, organization, or agency?”***

- Conduct five 2-minute exchange-and-scoring rounds with time for milling (and laughing) in between. **10 min.**
- Ask participants to add the 5 scores on the back of the card they are holding. Some of the scoring may be erratic. If a participant at the end of round five has a card with more or less than five scores, ask the participant to calculate the average of the scores and multiply this average by 5. **2 min.**

- Find the best-scoring ideas with the whole group by conducting a countdown. Participants will come back to the table where they were originally seated. Ask, “Who has a 25?” Continue with “Who has a 24?” “Who has a 23,” etc. Staff will come by to collect all the index cards, with the highest rated cards on top. **3 min.**
- Thank the participants. Let them know that a few of the highest ranking ideas will be shared with the larger group after the break, and that after the event we will share a more comprehensive report from the results of the activity.



**Beyond the Bench**  
**Law, Justice, and Communities Summit**  
Big Ideas from  
Afternoon Breakout Session

**Question:** “What is a practical first step you can take now to bring about change in your community, profession, organization, or agency?”

The top 5 ideas all received a perfect score when ranked by event participants.

- Take this dialogue to new venues – churches, schools, courthouses and the Legislature.
- Mandate training/education regarding cognitive/implicit bias for all stakeholders in the criminal justice system.
- I am going to encourage stakeholders in my community to organize and participate in similar forums.
- Remove political influences from judges and prosecutors.
- Develop a childhood app that helps children to recognize bias at a really young age. They have pattern games. Why not something that changes how they group people, cultures, etc. on the common thread that isn't an easily seen pattern but has a commonality.

The remaining ideas ranked highly and are listed by category below.

**Accountability**

- Every institution is required to have a racial and bias audit that is public for accountability.
- Ask an independent party or organization, outside of the justice system, to begin tracking convictions, punishment and compare with demographics including race. Perhaps a college or university?
- Accountability – for everyone at every level.
- Transparency, truth and justice for all.

**Awareness**

- Educational campaign highlighting injustices due to race using current statistics, maybe social media.
- Bias Awareness – people are opposed to the idea that we all have personal biases that influence personal decisions. I will begin talking about the influence of bias



in my own decision-making with the goal of normalizing the concept of personal bias so others can begin to examine that for themselves.

- I think schools should bring middle schoolers down to the courts and judges and prosecutors should visit schools.
- Advocate and make people aware of the roles that we play in our society. Take the information back to my state board and discuss policy changes around the human race and equity.
- Eliminate bias toward poverty.
- Promote understanding of how destructive poverty is.

### **Community Efforts**

- Develop a community collective impact committee to identify major barriers to reducing the “tough on crime” criminal justice system for poor people.
- Restorative Community Building Circles in the city that allow for open dialogue. These can be done at a town hall meeting or church.
- Find ways to keep families together.
- Encourage congregations to have conversations with police (without getting traffic tickets). Encourage congregations to have conversations with other races and genders about once a month.
- Engage more with community citizens outside of the stakeholder. Schedule out quarterly meetings or events to bring the less-likely citizen and those in the justice community.
- Bring church and faith-based community into child welfare/judicial arena vis-a-vis bias and better outcomes for kids.
- Community race ambassadors meet over lunch to talk race relations.
- Community breakfast in your local area with stakeholders to listen and learn about problems/challenges/solutions.
- Invite community to be a part of identifying problems that impact them and develop the solutions. The people closest to the problem have the best answer, yet often are absent.
- Find ways to expand opportunity areas to poor minorities in Austin, with a focus on affordable housing.
- Community discussions work better when we include decision-makers and power brokers to the table to move forward. Honest dialogue.
- Have monthly community meetings with schools, CPS, Police, DAs, judges. Have an open forum meeting.
- Provide more opportunities for ex-offenders. For example, recruit companies within the church.

- Get beyond talking, seminar and summits to ACTION. Come out of offices, courtrooms and into the communities (via community leaders and organizations) and get to know those your decisions impact.
- Monthly meetings with different professionals/workers/constituents in my field to share perspective on a pertinent mutual interest.

## Courts

- Initiate more diversion courts/programs into the criminal justice system for both adult and juvenile.
- As a trial judge, I will work harder on making sure I'm conscious of my facial expressions in court, looking each person who appears before me in the eye, and being as pleasant as possible to them.
- I'm going to be accountable for my own sentencing and punishment by race.
- Get philanthropy groups to invest in alternative court programs so more young offenders have access to them and to mentors.
- Read the trial records as a human story rather than cold facts, where possible.
- Change the court-appointed system to give poor people a fair chance.
- Judges should ask criminal defendants about their background, and also collect data on race to evaluate their performance.
- Make an effort to have more diversity on grand juries. This is where bias in the felony criminal justice system can really affect what happens on down the line.
- Educate all members of the criminal justice system about the various roles others have, to create a more unified system that can help with all aspects of need and individuals.
- Judicially-chartered community meetings across Texas to discuss planning, data, and desired outcomes in the context of the administration of justice.
- Evaluation and checking assumptions. For example, does racial bias exist in charging or sentencing? Plan to conduct an audit.
- Being more deliberative when making a decision in court.
- The addition of drug, mental and veteran courts in every Texas district court. Mandatory judges and district trainings annually in regions to coach it, led by this collaboration.
- On a court of appeals, consider normal/frequent suspicions held by participants/parties and try to address that in open court or in your opinion.



## **Data**

- On a statewide basis, collect individual data by judge and make available to them on disparities.
- Examine data in my system and ask the questions to colleagues about why that data looks that way.
- Start to track outcomes with kids and families (detention outcomes, services offered, etc.) and have quarterly discussion to review data and analyze.
- Self-evaluate and keep track of the biases in the action each individual within our organization takes when dealing with an individual outside our organization.
- All data should be pulled by race and ethnicity. All level of staff should receive training on racial bias and cultural differences. All personnel should be held accountable for their biases/actions.
- Request data from Office of Court Administration about whether criminal convictions reversal rates or parental terminations are consistent across racial categories.
- Keep the data/stats.
- Review and pull data on client intake/applications attempting to identify institutional bias, implement outreach to address bias, and review on a quarterly basis to monitor progress.
- Gather and share data on rates of false testimony or misconduct by all actors in the criminal justice system to reveal biases.

## **Education**

- Make sure every youngster of every race/ethnicity has access to pre-school education to be ready for 1st grade so they can succeed.
- Overhaul the way we teach civics in the public school system. Many people fall victim to the criminal justice system because they don't have a basic understanding of how the justice system works.
- Educate young Texans on the benefit differences of opinions and experiences bring to our state.
- Inspire more students to pursue education at a higher level.

## **Law Enforcement**

- Educate and train police officers on the importance of positive contacts in the community.
- Research and analyze school policing and impact on communities of color and poor communities.

- Community policing – reducing the social distance between the police and at-risk youth by holding community forums and summits where both the voices of the police and community are heard.
- At our next annual community-wide Thanksgiving meal, add a presentation from the SO and PDs about law enforcement interval diversity initiatives.
- Implement a physical fitness program for juvenile drug court that is led and run by local and federal law enforcement officials who volunteer.

### **Legislative**

- Take this dialogue to the Legislature.
- Free college tuition for anyone who commits to one year of national service in the armed forces, AmeriCorps, Peace Corps, etc.
- The state needs to provide fully-funded representation for children accused of crimes through an effective public defender program.
- Need more social workers to handle kids in foster care.

### **Organizational**

- Caseworkers for CPS should have discussions with their foster children about their comfort level with their placement and if there are any concerns regarding racial identity.
- Create policies that force people to meet/interact with groups of people outside of their comfort zone.
- Explore how intuition may negatively impact our ability to achieve our organization’s mission (during management meetings.)
- Exchange leaders and/or supervisors within the organization to test respective strategies for effectiveness and education.
- Seek to understand first. Recognize “system 1” is first and “system 2” takes a bit more time. Create a culture in your department of having difficult conversations.
- Remove names from resumes before showing them to the hiring manager.
- Look at diversity within your organization. Engage others of different races and cultures.

### **Personal**

- Seek to develop a relationship with someone unlike yourself and commit to meet weekly for discussion about differences and solutions.
- When making decisions day to day, stop and reconsider if decisions are just status quo/run of the mill, and re-evaluate if hints of bias exist. (Ask “why.”)

- Evaluate on merit or objective basis. If it helps, imagine a person the same as yourself.
- Journalists are supposed to comfort the afflicted and afflict the comfortable. I believe they must also make themselves uncomfortable – get out of the comfort zone when it comes to sources, ideas, etc. If a source’s ideas don’t make sense, I think they are bad. I should work harder to understand them.
- Look at each individual that comes before you through their own prism and not based on your thoughts on generalizations. Be bold. Be courageous.
- Be part of an organization for social justice.

## **Training**

- Training my staff on bias and how it is impacting them and their work.
- Annual sensitivity training for all staff members.
- Recreate a discussion using the “Deconstructing Our Decision-Making” format to address agency–specific bias issues. This will encourage discussion amongst different staff levels.
- Have all institutions go through cultural competency training.
- Challenge advocates to examine their own biases by training them on different types of bias, and researching pre/post data of kids reunifying with families as compared to stranger adoption.
- Implement a discussion on implicit bias with every class I teach. Educate, confront misconceptions, and plant the seed.
- Work with Tanya Rollins to review and, if necessary, revise disproportionality training in DFPS.
- This program should be made mandatory for the Texas state judges and county judges through the Texas Center for the Judiciary.
- Create programs on implicit bias and teach others that if we know our biases, we can change them.
- Educate co-workers/conduct training in our agencies and organizations regarding implicit bias.
- Implicit racial bias training annually for all professors by me, like I’ve done for CPS research and others.
- Training on Implicit Bias for my city and county law enforcement.
- Provide training for CPS, attorneys, and CASA on how bias affects our judgments.
- Organize and continue regular gatherings like this one around the state, to promote ongoing communication and understanding.

- Mandatory race relations or cultural awareness training in the professional or stakeholder groups.
- Education and Summits about biases and how to overcome how they influence your decision-making.
- Community: How to Survive a Traffic Stop Workshop.
- Implicit Bias: coordinate an implicit bias program with colleagues at work.
- Inform all individuals involved in decision-making, care, or education on the effects of trauma, or secondary trauma and initiate implementation of strategies at the grass roots level for healing.
- Education and communication for all people
- Multi-week small group discussion with neighbors based on race literature such as *Letter to a Birmingham Jail*, or other qualified literature. Be intentional about including multiple races.
- Focus on Austin, Dallas and Houston. Hold a conference in Austin to involve the Legislature along with the Justices. Bring in the business community. Start a police athletic league.
- Continue conversations like we had today in order to foster understanding of others' perspectives and recognize biases. Challenge others in my own community to evaluate their own biases and try to change them by hosting similar events.
- A One Community event with emphasis on inclusion.
- Creating continuing education in building relationships and culture.
- Education (consistently at all levels) to increase awareness, sensitivity, and responsiveness to dismiss myths, untruths, and to understand our history, our biases. Have ongoing dialogue, change perspectives and actions.





# We must embrace ways to support both law enforcement and minorities

Written by



*Eva Guzman, Contributor*

Tragedies involving law enforcement and private citizens are escalating racial strife, compelling us to unite to improve police and community relations. Conflict and violence imperil our society, and in this moment, we are being tested in new ways. How we respond to this crisis reflects on who we are, individually and as a nation.

The virtues and values that define the American spirit often blossom in times of sorrow, perhaps because adversity spurs us to embrace the possibilities that lie beyond our trials. Today, as we struggle to make sense of the senseless, we must not lose sight of the opportunity to grow from this crisis. In this moment of truth, Texas judges, as guardians of our justice system, are taking action to strengthen the relationship between communities and the courts.

On December 14, the Supreme Court of Texas and the Texas Court of Criminal Appeals will welcome law enforcement officials, public servants and community leaders for a day of discourse with the judiciary. The agenda includes community engagement, disproportionality and disparities, and data integrity. The immediate objective of the Law, Justice, and Communities Summit is to foster collaboration. The ultimate goal is to find solutions for enhancing the public's trust in our justice system.

A credible justice system is fundamental to the promise of justice for all. But a recent survey from the National Center for State Courts reflects a strong public perception that some people do not receive fair treatment in our courts. A troubling survey statistic reveals that only 32 percent of black Americans believe state courts provide equal justice to all.

The summit provides a forum for perspectives on the role unconscious bias plays in our courts. Though the topic is uncomfortable, confronting unconscious bias is essential to ensuring justice is administered evenly. Fairness in the judicial system is not just an ideal, it's an imperative. As Martin Luther King so eloquently admonished, "Injustice anywhere is a threat to justice everywhere."

Disparate views about the rising tensions between law enforcement and communities of color are shaped by the unique experiences of a diverse citizenry. My perspective is born of my own uncommon life experiences as the child of impoverished immigrants, the wife of a police officer, and a judge for more than 16 years.

In the many roles I have fulfilled, I have learned that vulnerability and powerlessness adversely impact families and communities. As the spouse of a 37-year veteran of the Houston Police



Department, I have also witnessed the commitment and sacrifice of those who risk their lives to protect others, and I know all too well the anxiety law enforcement families experience when their loved ones serve on the front lines.

My viewpoint derives from a life lived at these disparate angles, and my experiences have taught me that communication is the genesis of understanding and the bedfellow of change. Sharing our stories and experiences and truly listening to one another allow us to step out of our insular communities and into broader relationships.

While our life experiences necessarily inform perceptions of our justice system, they do not limit our potential to transform it. To move forward in these turbulent times, we must start by rejecting the idea that supporting law enforcement and supporting communities of color are mutually exclusive endeavors. We must bring fresh eyes and ears to old problems, and we must approach the task with humility, openness and a shared resolve to make listening everyone's chief objective.

*Eva Guzman is a justice on the Supreme Court of Texas.*

# TEXAS SUPREME COURT ADVISORY

Contact: Osler McCarthy, staff attorney/public information  
[Osler.McCarthy@txcourts.gov](mailto:Osler.McCarthy@txcourts.gov)  
512.463.1441

For December 14, 2016

## TEXAS JUDICIAL LEADERS PLAN STATE CONFERENCE IN DALLAS TO CONFRONT DISTRUST OF COURTS

New Houston Police Chief Art Acevedo will headline a conference next week in Dallas sponsored by the two highest Texas courts to foster racial understanding and trust in the judicial system in the wake of police shootings and ambushes on officers.

The daylong conference – the Beyond the Bench: Law, Justice and Communities Summit – will begin at 10 a.m. Wednesday at Paul Quinn College in Dallas. It will bring together Texas judges, law-enforcement officers, activists and other community leaders to confront simmering civil strife and its spillover effect on all Texas courts.

“This summit is intended to bring together many different perspectives to listen to and learn from each other,” Chief Justice Nathan L. Hecht said. “As judges, we’re concerned that whole communities without trust in police will not trust their courts – and not just the criminal courts. We can either accept distrust as inevitable or we can work to change it. We choose to work to change it.”

The conference will feature a presentation by Dr. Jeffrey Rachlinski, a Cornell Law School professor whose research specialty in cognitive and social psychology has focused on unconscious bias in judicial decision-making. He will address decision bias in a broader context.

Rachlinski’s presentation will follow firsthand accounts by people who have been wrongly incarcerated or in violent confrontations involving police. Emily Thompson, widow of Dallas Police Officer Brent Thompson, one five officers killed July 7 in downtown Dallas, will speak.

In addition to the principal sponsors, the Texas Supreme Court and the Texas Court of Criminal Appeals, the National Center for State Courts is supporting the conference as part of its longtime effort to bolster trust and confidence in American courts. Survey research by the National Center indicates significant distrust of courts among minority communities.

Acevedo, as Austin police chief for nine years, led that department through community crises after several shootings during his tenure involving both police officers killed on duty and police officers who shot unarmed suspects. Acevedo took charge of the Houston Police Department on Nov. 30.

“We can’t pretend that one conference will change troubling developments on American streets,” Hecht said. “But we have to try to make sure tensions don’t fester into disrespect or distrust of our courts.”

The Beyond the Bench conference will open with remarks by Chief Justice Hecht; Paul Quinn President Michael Sorrell; Court of Criminal Appeals Presiding Judge Sharon Keller; and Supreme Court Justice Eva M. Guzman, the conference's chief organizer.



**Beyond the Bench**  
**Law, Justice, and Communities Summit**  
Post-Event Participant Survey Questions

1. Has the Beyond the Bench Summit changed your understanding of unconscious bias? If so, how?
2. What was the most meaningful information you learned at the Summit?
3. How could the Beyond the Bench Summit be improved?
4. Are you interested in continuing with this work? If so, what support do you need to begin?
5. Please share any additional information about your experience at the Beyond the Bench Summit.

## Q1 Has the Beyond the Bench Summit changed your understanding of unconscious bias? If so, how?

Answered: 45 Skipped: 1

#	Responses	Date
1	I believed that there was unconscious bias, but this helped me realize that there are actual studies that establish that it exists.	1/20/2017 8:26 PM
2	The presentations were impressive and emphasized how we can have unconscious biases.	1/17/2017 10:35 PM
3	no	1/17/2017 4:34 PM
4	showed me how to identify them.	1/17/2017 10:43 AM
5	Yes, in better understanding that the brain is programmed to engage in the behavior (anchoring and comparisons), even when we are making our best effort to guard against it.	1/17/2017 8:31 AM
6	Pretty aware of implicit bias ahead of the conference. Lots of training on the subject.	1/16/2017 4:14 PM
7	Yes, it allowed for me to sit through a very good presentation and panel discussion.	1/14/2017 7:54 PM
8	Confirmed the reality of implicit bias	1/14/2017 1:14 PM
9	No, it reinforced my need to counteract bias with intention teaching and sharing with others.	1/14/2017 11:00 AM
10	Yes, I found out more information. It's was excellent.	1/14/2017 10:52 AM
11	Yes, I have developed a check list to put myself through every time I have to make a decision about someone that don't look like me	1/13/2017 5:59 PM
12	It reminded me that we all have it and have to make a conscious decision to not let it impact our actions and decisions.	1/13/2017 4:52 PM
13	While unavoidable, recognizing it and talking about it make it easier to recognize the next time and to eliminate bias faster.	1/13/2017 4:24 PM
14	No! However, it made me more aware of unconscious bias among all of us.	1/3/2017 12:42 PM
15	Yes. Provided me a deeper understanding of the inherent racial biases and perceptions.	1/3/2017 11:40 AM
16	No. I already had an understanding.	1/3/2017 10:25 AM
17	It has heightened my awareness of unconscious bias and has made me realize that addressing that is the first step in doing work to change behaviors.	1/2/2017 2:59 PM
18	In relation to my work I have attended a number of trainings on implicit bias and have done limited teaching on the topic. With that background, the event did not change my understanding of implicit bias in any significant way.	12/29/2016 8:23 AM
19	I have had previous training in this area, but the presentations at the summit served to underscore the importance of understanding and addressing unconscious bias.	12/28/2016 2:07 PM
20	no. understood and recognized it already.	12/27/2016 5:29 PM
21	No, I have been honest with myself i know i have some bias both conscious and unconscious	12/23/2016 10:20 AM
22	The research from Dr. Rachlinsky tells me that the struggle is still real for gender bias as well	12/22/2016 12:11 PM
23	I was never bias, but what it did was helped me to see the work that the judges are doing to help community leaders understand the partnership we all need to have.	12/21/2016 2:21 PM
24	BBS deepened my understanding of implicit bias and how it impacts decision making.	12/21/2016 1:40 PM
25	No, as I have already had an understanding of unconscious bias and apply that knowledge to my work everyday	12/21/2016 11:35 AM
26	The Summit made me more aware of unconscious bias, and offered practical approaches to fair treatment of all individuals.	12/21/2016 11:25 AM
27	It made me more aware of what to look for to avoid unconscious bias. Basically, it taught me to think about it before I make a decision.	12/21/2016 11:04 AM



## Post-Event Survey: Beyond the Bench Summit, December 14, 2016

28	Yes, the expert in this field made it clear that "wanting to do good" does not eliminate unconscious bias. It also takes conscious effort and examining decision making habits.	12/21/2016 9:34 AM
29	I am able to recognize it better	12/21/2016 9:23 AM
30	It was very informant	12/21/2016 7:40 AM
31	The meeting presentations were great in emphasizing how there are unconscious biases. They caused the participants to be aware when many of us likely assume we are without biases.	12/20/2016 5:30 PM
32	no	12/20/2016 4:10 PM
33	No, I don't think so.	12/20/2016 3:53 PM
34	Yes, the need to review my actions and those of others for bias.	12/20/2016 3:39 PM
35	It has not changed, but given me a deeper, richer understanding.	12/20/2016 2:44 PM
36	Not really. It did change the way I see judges. I never would have thought so many judges from across Texas would care to listen. I was changed in thought, by their keen sense of learning about bias in the CJ system not necessarily being racist but a learned defense of cultures and mores.	12/20/2016 2:31 PM
37	It brought much clarity and understanding concerning unconscious and implicit bias.	12/20/2016 2:16 PM
38	Yes. Lots of good data and discussion.	12/20/2016 1:48 PM
39	I have attended many sessions on this topic and each time I learn more and am reminded to remember that this exists.	12/20/2016 1:40 PM
40	Yes, I realized that I have unconscious bias and I can better explain it to people.	12/20/2016 1:33 PM
41	I was aware of it, but the professor gave additional knowledge to further confirm it's existence and more importantly it effects in judicial outcomes.	12/20/2016 1:32 PM
42	Yes it validated the training I have on the topic.	12/20/2016 1:08 PM
43	No, but I study it for a living. I suppose I thought more about conscious bias and how that manifests or does not during the Summit.	12/20/2016 1:07 PM
44	I was well educated about unconscious bias prior to the Summit	12/20/2016 12:43 PM
45	Yes, that it is so powerful and instinctual and just feels correct.	12/20/2016 12:27 PM

## Q2 What was the most meaningful information you learned at the Summit?

Answered: 46 Skipped: 0

#	Responses	Date
1	One takeaway is that there are studies that show that judges have unconscious bias. I knew it, but this helped provide information to show that it exists.	1/20/2017 8:26 PM
2	That people want to have dialogue but do not always feel they have the opportunity to have meaningful dialogue. People appreciate being heard.	1/17/2017 10:35 PM
3	The Texas Supreme Court cares about this issue and wants to ensure it does not impair the proper administration of justice.	1/17/2017 4:34 PM
4	the hypothetical with all the different agencies it took to handle 1 child.	1/17/2017 10:43 AM
5	See previous answer.	1/17/2017 8:31 AM
6	The testimonials	1/16/2017 4:14 PM
7	How this bias affects all areas of our lives and many occupations.	1/14/2017 7:54 PM
8	Hearing the life stories of the panelists	1/14/2017 1:14 PM
9	That there is are people ready and willing to address a bias in the texas judicial and criminal justice departments.	1/14/2017 11:00 AM
10	That the Texas Supreme Court is serious about improving relationships between the African-American community and law enforcement. While there is still resistance from law enforcement, I appreciate your committed leadership to the cause.	1/14/2017 10:52 AM
11	In the round table how miss informed some Judges are about the disparities between races .	1/13/2017 5:59 PM
12	The psychology behind implicit bias.	1/13/2017 4:52 PM
13	The professor from Cornell and the Juvenile Panel.	1/13/2017 4:24 PM
14	Excited, I guess you could say to learn that the Justice system is concerned with trying to look at how the system is viewed and to open dialogue within the system and community. That I hope will open doors to insure all person get fair treatment in the system.	1/3/2017 12:42 PM
15	Realizing that so many families have suffered great losses.	1/3/2017 11:40 AM
16	The interaction and operation of court system through the scenario demonstration.	1/3/2017 10:25 AM
17	The personal testimonies made the discussion of implicit bias real. Hearing their stories and experiences made me even more aware of how we so easily miss how our actions and thoughts can be influenced by our unconscious beliefs and responses.	1/2/2017 2:59 PM
18	I thought that the keynote speaker's data from studies about bias in judging was very interesting and relevant. Once you've been to 1-2 implicit bias trainings they can start to feel too generic and it can be hard to bridge general research re implicit bias to your work. The studies bridged that gap and made the consequences of implicit bias in judging very specific and concrete.	12/29/2016 8:23 AM
19	Hearing directly from those affected by unconscious bias and Dr. Rachlinski's presentation.	12/28/2016 2:07 PM
20	be bold courageous and controvertial	12/27/2016 5:29 PM
21	The criminal just system is broke but can be fixed	12/23/2016 10:20 AM
22	Dr. Rachlinsky and the testimonials were very powerful	12/22/2016 12:11 PM
23	The collabrative effort of your work.	12/21/2016 2:21 PM
24	The Professor's presentation, providing psychological research evidence to participants about implicit bias, seemed like a great approach and strategy for sharing this information, given the target audience.	12/21/2016 1:40 PM
25	The application of cognitive and social psychology to law with special attention to judicial decision-making by Dr. Jeffrey Rachlinski	12/21/2016 11:35 AM
26	The bicycle theft video. I have told many about it as an illustration of the issue.	12/21/2016 11:25 AM

## Post-Event Survey: Beyond the Bench Summit, December 14, 2016

27	Dr. Rachlinski's presentation. He had a lot of good information and ideas to avoid making decisions under the influence of unconscious bias.	12/21/2016 11:04 AM
28	I was touched by the words from the wrongfully incarcerated man and also from the young woman whose brother had been killed by the police. I thought both were genuine, but also thoughtful and fair.	12/21/2016 9:34 AM
29	The panel discussion was most impactful	12/21/2016 9:23 AM
30	To Listen	12/21/2016 7:40 AM
31	The most meaningful information that i received was that the supreme court and the court of appeals were interested.	12/21/2016 12:41 AM
32	There is a genuine interest on the part of many diverse groups to explore and implement solutions to the sense of division among us.	12/20/2016 5:30 PM
33	Some of the science on decision making	12/20/2016 4:10 PM
34	How it IS true that implicit bias exists.	12/20/2016 3:53 PM
35	The presence of bias that has created an adverse condition in criminal justice especially for AA. The dialogue was current, relevant and thought provoking.	12/20/2016 3:39 PM
36	The neuroscience of the brain and how power of marketing and media. Racism is ultimately a heart issue. I thoroughly enjoyed Dr. Rachlinski's presentation and appreciate the intentional practices he implements in the classroom to minimize conscious and unconscious bias. The idea of counting and self assessment was very meaningful. It takes work, but is well worth the sacrifice.	12/20/2016 2:44 PM
37	That judges have the discretion to adhere to law and administer it with decency without coercion.	12/20/2016 2:31 PM
38	different perspectives	12/20/2016 2:16 PM
39	The talk by the Cornell Law Professor was really illuminating. The panel discussion lead by Professor McCown was excellent with helpful perspectives.	12/20/2016 1:48 PM
40	There were many great takeaways. The most important was the knowledge that people who own the system actually care about this stuff.	12/20/2016 1:40 PM
41	The speech given by the professor from Cornell with his studies and research.	12/20/2016 1:33 PM
42	The discussion on juvenile justice led by Scott McCown.	12/20/2016 1:32 PM
43	That the Judges in Texas are really forward thinking.	12/20/2016 1:08 PM
44	The professors lit review and explanation of work around the country.	12/20/2016 1:07 PM
45	The testimonials were the most impactful	12/20/2016 12:43 PM
46	Just meaningful to see diverse groups come together in a supportive environment hoping for change and progress.	12/20/2016 12:27 PM

### Q3 How could the Beyond the Bench Summit be improved?

Answered: 43 Skipped: 3

#	Responses	Date
1	I can't think of how it could be improved.	1/20/2017 8:26 PM
2	Not sure I can pinpoint anything except more time was needed for interactive discussions.	1/17/2017 10:35 PM
3	Include the impact of the issues discussed in civil litigation.	1/17/2017 4:34 PM
4	None	1/17/2017 10:43 AM
5	More time for the feedback part - table breakouts	1/16/2017 4:14 PM
6	More real world scenarios from law, educators, and work.	1/14/2017 7:54 PM
7	It was great	1/14/2017 1:14 PM
8	Host a larger convening to engage the public and more community voices. This is an amazing opportunity to build community trust with open dialogue and authentic sharing. I wish more ppl were aware and given the opportunity to attend.	1/14/2017 11:00 AM
9	I think that you should host regional summits and require all state district judges, sheriffs and district attorneys.	1/14/2017 10:52 AM
10	More time for round table discussion	1/13/2017 5:59 PM
11	The small group discussion was cut a little short. That could have been more impactful had we been given more time.	1/13/2017 4:52 PM
12	More time in the break-out session	1/13/2017 4:24 PM
13	Most important! do not stop the communication. One way to improve the Summit might be to have smaller focus groups. Give them specific topics to ponder and provide possible solutions.	1/3/2017 12:42 PM
14	I am not sure.	1/3/2017 11:40 AM
15	None changes. It was well organized and presented.	1/3/2017 10:25 AM
16	Don't let this be the end. This needs to be a continuing conversation and collaboration. Thank you for providing the space and opportunity to communicate and share.	1/2/2017 2:59 PM
17	The absence of any significant Latino presence was very striking given Texas's demographics. I came to the event expecting a general session re bias and judging, and left feeling that the event was specifically targeted at issues raised by BLM and the July shootings in Dallas.	12/29/2016 8:23 AM
18	More time with small groups.	12/28/2016 2:07 PM
19	Please open it up to the public	12/23/2016 10:20 AM
20	I thought it was awesome	12/22/2016 12:11 PM
21	Take it to the apartment community..	12/21/2016 2:21 PM
22	I know the commission treads carefully and strategically, but I do think tying implicit bias to persistent poor outcomes in the judicial system for people of color would help move the conversation from conceptual to action-oriented	12/21/2016 1:40 PM
23	Extent the day, larger location, more application tools and resources, and include more systems leaders and stakeholders throughout Texas	12/21/2016 11:35 AM
24	Consider judicially led forums in other Texas cities. This type of activity is in the highest traditions of the legal profession.	12/21/2016 11:25 AM
25	The panel using the CPS scenario was not all that helpful for this topic. It would have been great at a CPS/family law seminar. It seemed only tangentially connected to our topic.	12/21/2016 11:04 AM
26	Scheduling a follow-up program would indicate that the effort is truly supported.	12/21/2016 9:34 AM
27	Continued discussions on this topic would be beneficial.	12/21/2016 9:23 AM
28	Due to our divers population, it should be continued in other larger cities-Houston, El Paso and Austin and bring in other ethnic groups.	12/21/2016 7:40 AM

## Post-Event Survey: Beyond the Bench Summit, December 14, 2016

29	We had a youth on the panel having a parent would have given another aspect.	12/21/2016 12:41 AM
30	Too much material had to be covered in too short a time. It may be good to consider a longer Summit starting the evening before or going into the evening the following day.	12/20/2016 5:30 PM
31	A more well-rounded presentation of the factual issues surrounding the incidents that alter perceptions of the court system. For example, a police officer to discuss what the average policeman encounters in a neighborhood such as the ones discussed at the summit.	12/20/2016 4:10 PM
32	Better control the temperature in the meeting environment.	12/20/2016 3:53 PM
33	I thought the summit was exceptional and the manner of presentation was the best! It is hard to believe this was your first summit. Please plan to do these yearly.	12/20/2016 3:39 PM
34	Commit to an annual summit with follow up with judges and participants. This is a life long journey.	12/20/2016 2:44 PM
35	Give rural approaches a more in depth look. Begin collecting data on sentencing and jury pool discrepancies, if any. Create ongoing workgroups to collect and devise advisory plans for legislation to consider. Provide an avenue for guest attendees to submit questions and content suggestions for the future. Keep this going.	12/20/2016 2:31 PM
36	I would like to see breakout sessions for workshop purposes rather than just panel discussions and a general session	12/20/2016 2:16 PM
37	I think you hit it out of the park.	12/20/2016 1:48 PM
38	Reach out to a bigger audience. More people need to experience this.	12/20/2016 1:40 PM
39	I cannot think of a lot. Perhaps smaller panels to allow more time for questions and comments. The topics were very timely. I would like to have seen more policy makers (legislators, mayors) participating.	12/20/2016 1:32 PM
40	Do it annually or across Texas in all regions.	12/20/2016 1:08 PM
41	More discussion/debrief. Longer.	12/20/2016 1:07 PM
42	Get more people there for more cross sections of Texas	12/20/2016 12:43 PM
43	I would prefer a closing speaker who is not a faith leader (since I am not a Christian).	12/20/2016 12:27 PM

### Q4 Are you interested in continuing with this work? If so, what support do you need to begin?

Answered: 42 Skipped: 4

#	Responses	Date
1	I think it would be helpful to continue this work in the access to justice community, but it is only helpful if we had a cross section of the community engaged in the effort.	1/20/2017 8:26 PM
2	Yes. Not certain at his point.	1/17/2017 10:35 PM
3	The appointment of an ad hoc committee to explore the propriety of adding an instruction on implicit bias to the TRCP 226a instructions.	1/17/2017 4:34 PM
4	Yes. Stayed informed.	1/17/2017 10:43 AM
5	Absolutely	1/17/2017 8:31 AM
6	Continuing my work with the Children's Commission is satisfying my need to participate.	1/16/2017 4:14 PM
7	Yes, leaders in many fields shining a light on the subject.	1/14/2017 7:54 PM
8	Yes	1/14/2017 1:14 PM
9	An invitation to next event. An opportunity to support this work within the government sector.	1/14/2017 11:00 AM
10	Absolutely. Technical support to help coordinate grassroots summits for community champions. This has been a passion for three decades and oftentimes this valuable information does not reach the folks who need to understand it the most. I'm available to offer my services to travel across the state to provide such grassroots summits. You have inspired and motivated me to continue this Journey Towards Justice in Texas.	1/14/2017 10:52 AM
11	yes, send best practices in this area	1/13/2017 5:59 PM
12	Yes, I am interested in continuing this work. Not sure what support I would need? I work daily to make my sphere of influence better. not sure I know the work expected from this question.	1/3/2017 12:42 PM
13	Yes. Continued interaction and education concerning the issues.	1/3/2017 11:40 AM
14	N/A	1/3/2017 10:25 AM
15	I am fortunate that I am already in a position working on this very important area of work. This Summit provided support, motivation and encouragement. Please continue to offer more opportunities.	1/2/2017 2:59 PM
16	Yes. It would be great to bring some version of this info--including the studies about judicial bias--to more local judges and communities than were able to attend the Dallas event.	12/29/2016 8:23 AM
17	yes. local sessions	12/27/2016 5:29 PM
18	yes	12/23/2016 10:20 AM
19	We need more activities within the community - rather than shunning the BLM movement we need to understand and support efforts welling up within the African American community	12/22/2016 12:11 PM
20	Yes. contact person and program guideline...	12/21/2016 2:21 PM
21	Absolutely! I'm thankful for our partnership with the Commission and am so impressed by your work efforts (from Jon Olson). I wonder if we might have opportunities in 2017 to do more direct engagement with a smaller group of judges from different communities in Texas.	12/21/2016 1:40 PM
22	Yes, I am continuing this work. I would like to see more engagement of judges at the local level with the CEDD and in the Cross-systems summit	12/21/2016 11:35 AM
23	Yes - we need additional forums throughout Texas to intentionally continue this conversation.	12/21/2016 11:25 AM
24	I am interested in continuing. The information that Dr. Rachlinski used would be very helpful. I suggest he be asked to speak at the annual judges' conference.	12/21/2016 11:04 AM
25	I would like to see a discussion of unconscious bias in the workplace, focused on workplaces that intersect with the justice system, including prosecutor's offices, law offices, etc.	12/21/2016 9:34 AM



## Post-Event Survey: Beyond the Bench Summit, December 14, 2016

26	Yes, opportunities for continued discussions	12/21/2016 9:23 AM
27	Yes.	12/21/2016 7:40 AM
28	Yes i am interested in continuing this work.	12/21/2016 12:41 AM
29	Yes, and it will just need to be a continuing effort on behalf of all groups represented.	12/20/2016 5:30 PM
30	unclear on the meaning here.	12/20/2016 4:10 PM
31	Sure. Facilitators from various "walks" of life.	12/20/2016 3:53 PM
32	Yes, and I am not sure what support I would need but I do want to work to ensure that justice prevails for all within the criminal system.	12/20/2016 3:39 PM
33	Yes	12/20/2016 2:44 PM
34	I am. I would like to be a part of mental health court advisory groups and begin an FQA forum for the judges and others supporting the courts to have readily accessible precedence within Texas courts to become a more considerate Branch of government less broad, more specific to culture and crime.	12/20/2016 2:31 PM
35	Yes absolutely... no support needed at this time just a continuum of workshops and summits would be nice. I would like to see a quarterly event. This will help keep everyone who was in attendance engaged.	12/20/2016 2:16 PM
36	I think it needs to be continues. It would be a great topic for the Fifth Circuit Judicial Conference.	12/20/2016 1:48 PM
37	Yes, we are interested in continuing this. It would be helpful to have the contact information for those in attendance or at least those who had a speaking part.	12/20/2016 1:40 PM
38	I hope to see the videos so I may share them. Hoping you will send out a link. I may have missed the announcement if made during the meeting. I have relayed the content and my experience with attorneys whom I work with.	12/20/2016 1:32 PM
39	Yes, I am working with the 20 service centers as part of the TEA and UT partnership on Restorative Practices. The power points used would be good to share with them.	12/20/2016 1:08 PM
40	Yes. Just continued information.	12/20/2016 1:07 PM
41	Absolutely. Just marching orders	12/20/2016 12:43 PM
42	Yes	12/20/2016 12:27 PM

**Q5 Please share any additional information about your experience at the Beyond the Bench Summit.**

Answered: 30 Skipped: 16

#	Responses	Date
1	I was beyond impressed at the Texas Supreme Court took on this important issue. They were able to bring in community members who otherwise might not have attended. I was very pleased with the location, which gets us out of the typical places that lawyers, outside of public lawyers, attend.	1/20/2017 8:26 PM
2	The participants were broad based and that was good and those participating really felt they were honored to be there.	1/17/2017 10:35 PM
3	It was great.	1/17/2017 10:43 AM
4	I was a panelist and would be interested and willing to serve again from the educational perspective.	1/14/2017 7:54 PM
5	Please feel free to contact me if you ever need someone to crusade for the cause. This work is very important. Reverend Kyev Tatum, 8717 Garden Springs Drive Fort Worth, Texas 76123, 817-966-7625, kptatum1@gmail.com, Code True, USA Champions of Compassion Community Challenge: <a href="https://vimeo.com/181653336">https://vimeo.com/181653336</a>	1/14/2017 10:52 AM
6	Need to do more	1/13/2017 5:59 PM
7	Really enjoyed the entire Summit, every session was powerful and meaningful. Thank you!	1/13/2017 4:24 PM
8	My experience at the Summit was one of delight, educational. We each come from various places, backgrounds but each have lots to add to the world around us. One thing that I was most impressed by was at our table discussion. One of the questions asked was how could we contribute to changing some of the bias. My response was until we can begin to be honest with ourselves and others. In safe environments and to speak freely nothing we do will really change. To my surprise and I think others at the table. One individual spoke freely and I believe or hope that it was a relief for the individual something that maybe they had been dealing with a long time and was finally able to express it. This was an experience I will never forget. It was heavy and I pray for the person who shared this very personal story will grow from this experience.	1/3/2017 12:42 PM
9	Very enlightening. I enjoyed every aspect of the Summit.	1/3/2017 10:25 AM
10	I am looking forward to the "big ideas" feedback.	1/2/2017 2:59 PM
11	Chief Art Acevedo was awesome and supportive to the community and using his power to help raise the conversation higher	12/22/2016 12:11 PM
12	Community organizer and mobilizer.	12/21/2016 2:21 PM
13	So impressive! Outstanding work by the Commission and the Planning Committee. I learned so much and am most grateful for the opportunity to participate.	12/21/2016 1:40 PM
14	Thank you all for the opportunity to participate both in the planning of and the Beyond the Bench Summit. It was an amazing event that I believe will lead to further discussions and actions by participants to examine and address disproportionality and disparities.	12/21/2016 11:35 AM
15	PQC a great venue!	12/21/2016 11:25 AM
16	Overall, it was a positive experience. I left with a better understanding of what we need to do to enhance our justice system. There is a lot of work still to do.	12/21/2016 11:04 AM
17	I was impressed by the careful attention to every detail of the summit, which indicated to me that the sponsors, the Supreme Court and the Court of Criminal Appeals, are approaching this issue seriously.	12/21/2016 9:34 AM
18	Awesome	12/21/2016 9:23 AM
19	Thank you for this great opportunity	12/21/2016 7:40 AM
20	One part of the meeting that was very meaningful was the breakout allowing groups to interact. These discussions could have gone on for a much longer time.	12/20/2016 5:30 PM
21	Very happy to be a part of it.	12/20/2016 4:10 PM
22	The panelists, speakers and presenters were all great and I truly loved the event.	12/20/2016 3:39 PM

## Post-Event Survey: Beyond the Bench Summit, December 14, 2016

23	It was totally awesome!	12/20/2016 2:44 PM
24	I thoroughly enjoyed a day of absolute undivided attention given to the sessions by me. It was one for the record books.	12/20/2016 2:31 PM
25	Overall I loved the event and appreciate the invite to be a part of systematic change.	12/20/2016 2:16 PM
26	I congratulate the high courts for providing the leadership to hold such a constructive conference.	12/20/2016 1:48 PM
27	It was extremely well organized and the content was excellent. I would be honored to attend again.	12/20/2016 1:40 PM
28	The presentations opened eyes to "smart on crime" issues. How can we get more prosecutors, judges, and key staff involved in a change in culture? Many times prosecutorial "wins" or guilty plea numbers are a substitute for due process and actual justice being served.	12/20/2016 1:32 PM
29	I really enjoyed it and learned a lot.	12/20/2016 1:08 PM
30	Very meaningful, touching, eye opening, and inspiring.	12/20/2016 12:27 PM

*Injustice anywhere is a threat  
to justice everywhere.*

**- Dr. Martin Luther King, Jr.**

# Beyond the Bench

## Law, Justice, and Communities Summit

### Video Links

#### **Opening Remarks**

Chief Justice Nathan Hecht, Supreme Court of Texas

Presiding Judge Sharon Keller, Texas Court of Criminal Appeals

Justice Jeff Brown, Supreme Court of Texas

Justice Eva Guzman, Supreme Court of Texas

President Michael Sorrell, Paul Quinn College

<https://pbvideo.vids.io/videos/709bd1b4161be3c0f8/beyond-the-bench-law-justice-and-communities-summit-opening-remarks>

#### **Keynote Address**

Chief Art Acevedo, Houston Police Department

<https://pbvideo.vids.io/videos/189bd1b4161be3c290/beyond-the-bench-law-justice-and-communities-summit-chief-art-acevedo-houston-police-dept>

#### **Viewpoints: Life-Altering Moments (Testimonials)**

Chief Judge Eric Washington, D.C. Court of Appeals, Moderator

Richard Miles, Miles of Freedom

Arielle Clarkson, Paul Quinn College

Sergeant Willie Ford, Dallas Police Department

Emily Thompson, widow of Brent Thompson

Pastor Richie Butler, St. Paul's United Methodist Church

<https://pbvideo.vids.io/videos/d49bd1b4161be3c55c/beyond-the-bench-law-justice-and-communities-summit-viewpoints-life-altering-moments>

#### **When Intuition Fails: Mental Shortcuts and Unconscious Bias**

Dr. Jeffrey Rachlinski, Cornell Law School

<https://pbvideo.vids.io/videos/a09bd1b4161be7c028/beyond-the-bench-law-justice-and-communities-summit-when-intuition-fails-mental-shortcuts-and-unconscious-bias>

#### **Deconstructing Our Decision-Making (Beyond the Bench Panel)**

Judge Scott McCown, UT School of Law, Moderator

Caseworker: Tamara Hansen, Training Specialist, CPS

Principal: Joe LaPuma, Creekview High School

School Resource Officer: Chief Paul Thompson, West Rusk Co. Consolidated ISD

Back-up Officer: Judge Lawrence Lujan, Sergeant, El Paso Police Department and Tribal Judge

Prosecutor: Patricia Cummings, Patricia Cummings Law Firm

Mental Health Provider: Dr. Griselda Villalobos, Licensed Clinical Social Worker

Defense Counsel: Carmen Roe, Carmen Roe Law Firm

Judge: Cynthia Wheless, 417th District Court

Youth: Kevin Lee, Student, Paul Quinn College

Caregiver: Bishop Aaron Blake, Greater Faith Community Church

[https://pbvideo.vids.io/videos/a09bd1b4161ce6c628/beyond-the-bench\\_-law-justice-and-communities-summit-deconstructing-our-decision-making](https://pbvideo.vids.io/videos/a09bd1b4161ce6c628/beyond-the-bench_-law-justice-and-communities-summit-deconstructing-our-decision-making)

### **Closing Remarks and Looking Forward**

Dr. Tony Evans, Pastor, Oak Cliff Bible Fellowship

[https://pbvideo.vids.io/videos/489bd1b4161ce6c4c0/beyond-the-bench\\_-law-justice-and-communities-summit-closing-remarks-and-looking-forward](https://pbvideo.vids.io/videos/489bd1b4161ce6c4c0/beyond-the-bench_-law-justice-and-communities-summit-closing-remarks-and-looking-forward)