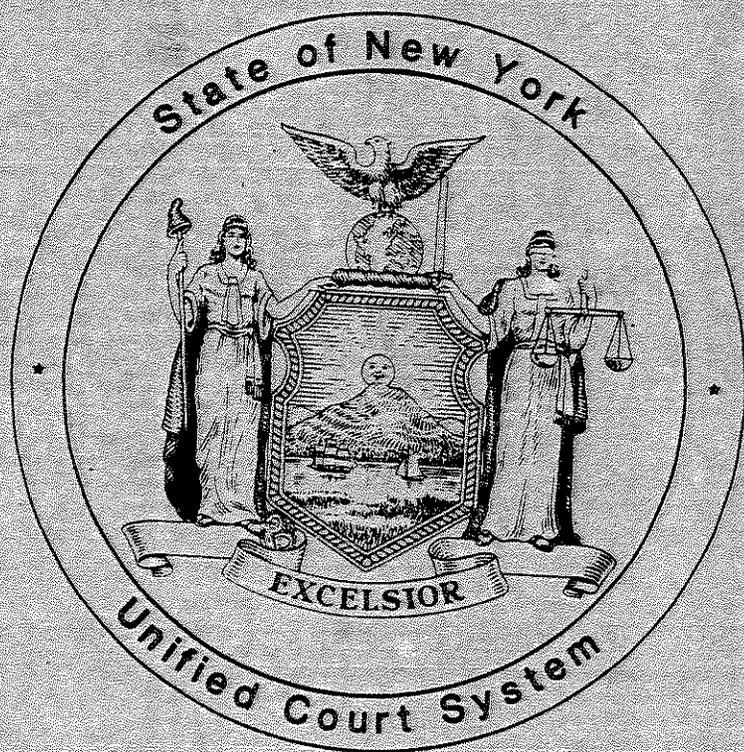


**FRANKLIN H. WILLIAMS  
JUDICIAL COMMISSION ON MINORITIES**



**Fourth Annual Report - 1995**



Franklin H. Williams  
*Judicial Commission On Minorities*

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Hon. Lewis L. Douglass, Chair  
Judge, Court of Claims

Hon. Nicholas Figueroa, Vice Chair  
Justice of the Supreme Court

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Judiciary Committee, Chair  
Asian American Bar  
Association of New York

Hon. William J. Davis  
Associate Justice  
Appellate Term,  
First Department

Lenore Kramer, Esq.  
Herman & Kramer

Hon. Yvonne Lewis  
Justice of the Supreme Court  
Second Judicial District

Rene Myatt, Esq.

Hon. Cesar H. Quinones  
(Retired)

Dr. Maria Ramirez  
International P.A.C.E.  
Albany, NY

Robert M. Reaves, Chief Clerk  
Surrogate's Court, New York County

Hon. Rose H. Sceniars  
Justice of the Supreme Court  
Eighth Judicial District

Hon. Charles L. Willis  
Administrative Judge,  
Seventh Judicial District

Hon. Douglas S. Wong  
Judge of the Criminal Court

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Joyce Hartfield, Esq.  
Executive Director

Linda Lane  
Secretary

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## INTRODUCTION

The Franklin H. Williams Judicial Commission on Minorities was appointed by the Chief Judge in 1991 to develop strategies to improve the role of minorities in the judicial system. Besides developing new strategies, the Commission is also charged with monitoring and assisting the implementation of recommendations made by the Commission's predecessor study group, the New York State Judicial Commission on Minorities.

The Commission consists of thirteen members. The chair is the Honorable Lewis L. Douglass and the vice chair is Hon. Nicholas Figueroa. One of our commission members, the Hon. William J. Davis was recently appointed to the Appellate Term, First Department. Other Commission members are Hon. Yvonne Lewis, Hon. Cesar H. Quinones, Hon. Rose H. Sconiers, Hon. Charles L. Willis, the administrative judge of the seventh judicial district and Hon. Douglas S. Wong, who was appointed in December, 1995.

The Commission has three private practitioners, Lenore Kramer of the firm Herman & Kramer, Christopher E. Chang, chair of the Judiciary Committee of the Asian American Bar Association of New York and Renee Myatt. The other representatives on the Commission are Robert Reaves, the Chief Clerk of Surrogate's Court, New York County and Dr. Maria Ramirez, the Executive Director for the International Programs in Academic and Cultural Exchanges in Albany, New York.

The Executive Director is Joyce Y. Hartsfield, Esq. and the secretary is Linda Lane.

The Commission meets monthly in New York City and in other cities throughout the State. The Chairman and individual Commission members meet periodically with the Chief Administrator of the Court, and the full Commission meets annually with the Chief Judge.

The Commission would like to thank the Appellate Division's 1st Department, Associate Justice Peter Tom for his tireless dedication in assisting the Commission with its many projects and initiatives.

This is the Commission's fourth annual report.

## **Highlights of the Commission's activities during 1995**

1. A program by the Commission on diversity issues has become an established presentation at the annual judicial seminar. The Commission has also been involved at training sessions held for new Town Justices.
2. Participation in a diversity seminar for Town and Village Justices.
3. The Commission participated in a program for the training of the Unified Court System's new judges.
4. The Speaker's Bureau continues to reach out to the community by arranging for judges and lawyers to address community groups. The Commission presented an eight week seminar on various legal topics at the High School of Economics and Finance in New York City.
5. The Commission undertook an outreach program to encourage more fiduciary assignments to minority attorneys and to minority nursing/geriatrics specialists who qualify under Article 81 Mental Hygiene Law.
6. The Commission held public hearings in Suffolk County.
7. Biennial newsletters were published by the Commission.
8. Commission members assisted in the planning and as faculty members for the First National Conference on Eliminating Racial and Ethnic Bias in the Courts held in Albuquerque, New Mexico.

9. Commission members participated in the Seventh Annual National Consortium of Task Forces and Commissions on Racial and Ethnic Bias in the Courts.

**MINORITY AND WOMEN'S BAR ASSOCIATIONS**  
**1995 - 96**

African American Legal Defense Fund  
c/o Hon. Hansel McGee, President  
851 Grand Concourse  
Bronx, NY 10451  
Membership: 50  
718-590-3793

Bronx Women's Bar Association  
6052 Riverdale Avenue  
Bronx, NY 10471  
President: Marian Doherty  
Membership: 100  
(718) 796-2210

Asian American Bar Association of  
New York  
Ben Limb, President  
c/o Abraham & Silver  
500 Fifth Avenue - Suite 1610  
New York, NY 10010  
Membership: 225  
(212) 768-7060

Brooklyn Women's Bar Assoc., Inc.  
Brooklyn Bar Building  
123 Remsen Street  
Brooklyn, NY 11201  
President: Deborah Kaplan  
Membership: 200  
(718) 875-1611

Association of Black Lawyers of  
Westchester County  
270 North Avenue, Suite 202  
New Rochelle, NY 10801  
President: J. Roger Rice  
Membership: 50  
(914) 633-9200

Capitol District  
Black Bar Association  
P.O. Box 2420  
Empire State Plaza  
Albany, NY 12220  
President: Randolph Treece  
Membership: 90  
(518) 473-9521

Association of Black Women  
Attorneys, Inc.  
134 West 32nd Street, Suite 602  
New York, NY 10001  
President: Adrienne Williams  
Membership: 50  
(212) 244-4270

Central New York Women's Bar  
Association  
P.O. Box 1842  
Syracuse, NY 13201-1842  
President: Therese Dancks  
Membership: 70  
(315) 474-7571

Black Bar Association of Bronx County  
C.P.O. Box 1519  
Bronx, NY 10451  
President: Darcel Clark  
Membership: 200  
(718) 590-2425

Greater Rochester Association for  
Women Attorneys  
P.O. Box 14150  
Rochester, NY 14614-0150  
President: Elaine Z. Cole  
Membership: 200  
(716) 238-8242

Hispanic National Bar Association -  
Region I  
33 Walt Whitman Road, Suite 310  
P.O. Box 744  
Melville, NY 11747  
President: Wilfredo Caballero  
Membership: 1400  
(516) 424-8142

Lesbian & Gay Law Association of  
Greater N.Y.  
799 Broadway, Suite 340  
New York, NY 10003  
President: Paul Simon  
Membership: 600  
(212) 353-9118

Macon B. Allen Black Bar Association  
(Queens)  
P.O. BOX 814 /  
St. Albans, NY 11412  
118-35 Queens Blvd.  
President: Christopher Renfroe  
Membership: 200  
(718) 575-8552

Metropolitan Black Bar Association  
1204 Third Avenue - Suite 141  
New York, NY 10021  
President: Kim Adair Wilson  
Membership: 1000+  
(718) 330-0387

Metropolitan Women's Bar Association  
12 Westwood Drive  
West Hill, NY 11743  
President: Helen Blank  
Membership: 400  
(718) 647-1200

Minority Bar Association of  
Western New York  
P.O. Box 211  
Niagara Square Station  
Buffalo, NY 14202  
President: Kevin Robinson  
Membership: 100  
(716) 847-7608

Nassau County Women's Bar  
Association  
P.O. Box 7629  
Garden City, NY 11530  
President: Christine Capitolo  
Membership: 150  
(516) 222-4900

National Bar Association  
1225 11th St. N.W.  
Washington, D.C. 20001  
President: Keith Watters  
Membership: 16,000  
(202) 842-3900

New York Women's Bar Association  
245 Fifth Avenue - Suite 2103  
New York, NY 10016  
President: Martha E. Gifford  
Membership: 800  
(212) 889-7873

Puerto Rican Bar Association, Inc.  
c/o New York County Lawyers Bldg..  
14 Vesey Street  
New York, NY 10007  
President: Ramon Cintron  
Membership: 400  
(212) 435-6792  
(718) 802-6671

Mid-Hudson Women's Bar  
Association  
P.O. Box 5216  
Poughkeepsie, NY 12602  
President: Pace Lockhart  
(914) 334-5288

Queens County Women's Bar  
Association  
P.O. Box 585  
Boro Hall Station, NY 11424  
President: Kathleen Ward  
Membership: 175  
(718) 544-6104

Rockland County Women's Bar  
Association  
151 S. Main Street  
New City, NY 10956  
President: Mindy R. Zlotogura  
Membership: 70  
(914) 639-9200

Staten Island Women's Bar Association  
One Edgewater Plaza  
Staten Island, NY 10305  
President: Roberta Asher  
Membership: 50  
(718) 720-1500

Suffolk County Women's Bar  
Association  
P.O. Box 1357  
Smithtown, NY 11787  
President: Isabel Buse  
Membership: 150  
(516) 724-6948

Westchester Women's Bar Association  
2001 Palmer Avenue - Suite 205  
Larchmont, NY 10538  
President: Karen E. Bell  
Membership: 400  
(914) 834-2302

Women's Bar Association of  
Orange & Sullivan Counties  
155 Main Street  
Goshen, NY 10924  
President: Rachel Kretser  
Membership: 70  
(914) 294-3139

Women's Bar Association of the State  
of New York  
245 Fifth Avenue - Suite 2103  
New York, NY 10016  
President: Doris Hoffman  
Membership: 2900  
(212) 889-7813

## TOWN AND VILLAGE JUSTICES

### Results of Survey Concerning Lack of Interpreters and Attorneys

At public hearings which the Commission regularly holds in cities throughout the state, speakers suggested that proceedings before Town Justices were sometimes delayed because of the unavailability of interpreters or attorneys. Often relatives or others who happened to be in the courtroom, were utilized rather than professional court interpreters.

Consequently, the Commission disseminated a questionnaire to determine the frequency of adjournments due to the unavailability of either interpreters or attorneys.

Two thousand three hundred (2,300) questionnaires were mailed to all Town Justices in the state of New York. Approximately half (989) of the Justices responded. Eight hundred eighty five (885) replied that they "hardly ever" found it necessary to adjourn a case because of the unavailability of either interpreters or lawyers.

Fifteen (15) found that in the three months before the survey, it was necessary to adjourn a case five to ten times because of the unavailability of interpreters. The court was forced to use friends, relatives or persons who happened to be in the courtroom. Six (6) Justices reported that co-defendants had served as interpreters.

The use of friends and relatives or other persons who are not officially authorized by the Court system impacts negatively on the system in at least two ways. First, the practice raises questions about the accuracy of interpreters. Secondly, it diminishes the importance of the proceedings. Since the courtrooms of Town Justices are located in areas outside of major

cities, local citizens are apt to get a distorted view of justice in action. All courtrooms should have assigned official court interpreters. This would enhance the perception of justice, and respect for the courts.

Appreciating the need for interpreters, Justice Deborah Koppestein, of Southampton, has successfully persuaded Suffolk County to reimburse the town pursuant to Judiciary Law Section 287 and 390 for the cost of providing a Spanish interpreter twice a month.

Accordingly, Justice Paul B. Phinney, III of Orangeburg, also suggested that the legislature should consider raising the fees of interpreters.

### **Attorneys**

The immediate availability of attorneys in Town Justice Courts continues to be a problem. In the three months before the survey a reported thirty four arraignments were delayed because no attorney was available.

Several judges reported they routinely adjourn a case for one or two weeks pending assignment of either a public defender or to a pro-bono attorney. On the other hand, Justice Karen Morris, of Brighton, New York has an expeditious approach in that she does not delay the arraignment, but rather enters a not guilty plea and then adjourns the case for the assignment of an attorney. Town Justice Sara McGinty, of Rosedale, makes the point that a full time public defender would be cheaper and a more effective counsel for indigents. Private practitioners who render pro bono service to clients tend to give their paying clients priority.

## Training Session

Members of the Commission have held training sessions at the annual meeting of Town and Village Justices and Faculty Preparation Meetings. (See Exhibit A) for documents prepared and distributed at that meeting.

## WORKFORCE DIVERSITY

The Commission on Minorities is pleased to note Chief Judge Judith S. Kaye's appointment of Jonathan Lippman as Chief Administrative Judge of the Unified Court System of the State of New York. Since the early days of the Commission, as the former Deputy Chief Administrator, Judge Lippman has been a staunch supporter of the Commission's workforce diversity goals. We are further pleased to note that his former duties will now be undertaken by Judge Barry A. Cozier, his successor as Deputy Chief Administrative Judge. Judge Joan B. Carey succeeded Judge Cozier as Deputy Administrative Judge of the New York City Courts.

Increased minority participation in the critical job category of Officials and Administrators lies at the core of the Commission's workforce diversity efforts. Consequently, we were gratified to learn that Judge Lippman scheduled a meeting for April 24th to discuss the number of minority administrators within the Unified Court System (UCS).

Accordingly, we would be remiss in not recognizing the Office of Court Administration's (OCA) efforts in regard to workforce diversity as shown by several appointments since our last annual report. These include appointments of minorities to policy making positions within the Officials and Administrators category, such as Chief Clerks, Deputy Chief Clerks, and two Assistant Deputy Borough Chief Clerks.

## Officials and Administrators

The aforementioned appointments augur well in the court system's continuing efforts to remedy the under representation of minorities in the Officials and Administrators job category. Appointments to this critical job category shown slow, but steady progress. This is commendable. This rate of progress is graphically illustrated in the following chart.

### Officials and Administrators <sup>1</sup> Minority Participation

Rates	Total Positions	Number of Minorities	Percentages of Minorities
June 1989 * * *	521	17	3.3%
October 1993 * * *	585	33	5.7%
February 1995	619	50	8.1%
February 1996	601	54	9.0%

The incremental increases shown in the number of minorities in policy-making positions is more substantial than at first appears. This is especially true when consideration is taken of the incumbents who do not often vacate these positions except upon retirement. This makes openings for these positions relatively infrequent. This is partly borne out by noting in the above tabulation that the overall number of these positions decreased by 18 during the past 12 months. It is

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<sup>1</sup> Included in this job category are Chief Clerk; Chief Court attorney; Commissioners of Jurors; Deputy Chief Clerks I-IV; and OCA Directors, Deputy Directors, and Assistant Directors.

gratifying to note that notwithstanding this reduction, the number of minority incumbents actually increased by four. This is attributable to a large extent to workforce diversity programs administered by the Office of Court Administration, which utilizes predetermined goals and timetables for job categories in which minorities were under represented . These specific goals and timetables were fixed by a 1989 task force composed of various administrative judges.

It should also be mentioned that the above chart does not include the six Chief Clerks mentioned in our introduction, which would raise the listed percentage of minority Officials and Administrators to approximately 10%. This is a praiseworthy achievement considering that three years ago this figure was 5.7%.

Given this trend to minority participation in the Officials and administrators job category, it is not unreasonable to expect that by the turn of the century full minority participation of approximately 14% will be achieved. This 14% figure represents the percentage of qualified minorities in the civilian labor pool.

### **Minorities in the UCS Workforce**

The total number of minority employees throughout the Unified Court System has similarly increased during the past ten years to the level where the numbers of minorities in the non-judicial workforce is roughly equal to their percentage in the qualified civilian labor pool. The following chart illustrates the steady increase in the number of minorities employed by the Unified Court System in the past eleven years.

## Number and Percentage of Minorities in UCS Workforce

### Workforce Trend: 1985-1995

	<u>1986</u>	<u>1989</u>	<u>1995</u>	<u>1996</u>
<u>Total Employees</u>	11903	12613	13446	13281
<u>Minority Employees and Percentage</u>	2119 (17.8%)	2516 (19.9%)	2953 (22%)	2925 (22%)

The 1996 figures mark the first time in over a decade that there has not been a significant increase in the number of minorities employed within the Unified Court System. This was due to an overall reduction in the workforce. As the chart shows, the total workforce underwent a reduction of 165 workers, but only 28 workers, or 17% of the total were minorities. This indicates that percentage-wise, less minorities were lost than non-minorities.

There is yet further evidence of the upward trend of minority participation in the Unified Court System workforce. Consider that although the overall Unified Court System workforce increased only 12.5%, the minority work force increased 38% during the above 1986-1996 period. This increase, together with the aforementioned progress in the Officials and Administrators job category, is again highly probative of the proposition that programs geared towards attaining a diversified workforce have been successful. The day may not be far off when the term Workforce Diversity will have become obsolete when referring to the Unified Court System.

## **Fiduciary Assignments**

The Commission and the Westchester Black Bar Association met with Surrogate Albert J. Emanuelli regarding fiduciary appointments of minority attorneys by Surrogate's Court. This meeting was held in connection with the Commission's goal to assure equal opportunity in the distribution of all fiduciary assignments. The attendees were: Surrogate Emanuelli, Roger Rice, President of the Association of Black Lawyers of Westchester County, H. Hawthorne Harris, Hon. Lewis L. Douglass, Chair, Joyce Hartsfield, Executive Director, Frank Pezzella, Deputy Chief Clerk of the Surrogate's Court, Westchester County; Leroy Wilson, Jr., Jerice Miller, Lori Davis and Yvette S. Reid, Probate Clerk. At this meeting, Surrogate outlined steps he had taken with his Deputy Chief Clerk to assure fairness in assignments. He further explained that a person with relevant expertise who had previously completed assignments would more likely be considered for additional assignments. The Surrogate agreed that all competent attorneys should have an equal opportunity to receive assignments.

It was concluded, among other things, that more minority attorneys should emphasize those sections of the questionnaire relating to relevant work experience if they wished assignments.

The meeting was positive and the follow-up from attorneys who attended the meeting indicated that the Surrogate's more recent assignments involved legal issues of greater degrees of complexity.

## NATIONAL OUTREACH

### The National Consortium on Race and Ethnic Bias

In March, 1995, the National Center for State Courts held the First National Conference on Eliminating Racial and Ethnic Bias in the Courts. The Honorable Lewis L. Douglass was on the planning committee and the Honorable Yvonne Lewis participated as a faculty member.

There were delegations of four from every state and from each Federal District. The conference objective and goals included:

- Raising the awareness of judicial leaders towards the existence of bias in the judicial branch.
- Presenting an analytical framework for understanding how personal, institutional, and systemic racial and ethnic biases operate in the judicial environment.
- Providing a forum to assess the policy and management implications of both the existence and elimination of bias.
- Sharing with conference participants the adequacy of measures to eliminate bias from the courts.

Conference participants from New York State included the Hon. Barry A. Cozier, Deputy Chief Administrative Judge of New York City Courts, Alice Chapman, Director of Equal Employment Office, Juanita Diaz-Norman, Deputy Director of the Equal Employment Office, Hon. Charles Willis, Administrative Judge, Seventh Judicial District and Joyce Hartsfield,

Executive Director. We hope to continue our support of the National Consortium during their Eighth Annual Meeting in May 1996 in Atlanta, Georgia.

### **Task Forces on Racial and Ethnic Bias**

The National Consortium of Task Forces and Commissions on Racial and Ethnic Bias in the Courts completed one of its most successful meetings at the Hyatt Regency New Orleans on May 12 and 13. Judge Ulysses G. Thibodeaux and Judge Max N. Tobias Jr., were the hosts.

The keynote speaker, Louisiana Supreme Court Justice Bernette Joshua Johnson addressed the theme "Justice and Women of Color." At the conclusion of the meeting, a resolution was adopted on "Justice and Women of Color." See Exhibit A.

At this meeting the following committees were formed: The Funding Committee, Evaluation Committee, Videotape Committee, Justice and Women of Color Committee, Separate But Never Equal, and Intellectual Property Rights.

A dedication was made to Judge Motley, the first woman of color to be appointed to the federal judiciary. See Exhibit B.

### **1995 Judicial Seminar**

The Franklin H. Williams Judicial Commission on Minorities participated in the judicial seminar held in Tarrytown, New York. The topic was "The Treatment of Minority Attorneys within the Courts." The panel of attorneys included Azalia Torres, Ted Del Valle, Gail Ricketts,

Alex Mondesir, Richard Pu, Afua Afriye Opetubo, Phyllis Cherebin, Chanwoo Lee and  
Commissioners Christopher Chang and Lenore Kramer.

## **SPEAKER'S BUREAU**

The Commission participated in an eight part seminar on "The Court System and the Law" at the High School of Economics and Finance in New York City. The schedule for the program was:

Hon. Lewis L. Douglass and Patricia Parker, "Court Structure and The Importance of Jury Duty";

Hon. Yvonne Lewis and Rene Myatt, Esq., "Criminal Law";

Hon. Cesar Quinones, "Juvenile Justice and Family Law";

Robert Deves, Chief Clerk and Louise Harshbarger, Clerk of Court, "The Judiciary

Employment Opportunities in the Court System";

Clifford Murphy, "Stay In School";

Ken Ramsuer, Esq. and Alvin Mass, Esq., "Careers";

Hon. Nicholas Figueroa, "Stay In School and Enjoy Learning";

Lenore Kramer, Esq., "Civil Law";

Linda Lane, "Office Technology and Communications".

**Members of the Commission have also spoken to the following organizations:**

Pace Law School, Westchester, New York

Career Day, St. John's University

P.S. 292, New York City

SUNY at Stony Brook

Hamilton College, Clinton, New York

Vanguard High School, New York City

## ORGANIZATIONS WITHIN THE COURT - 1995 UPDATE

### The Tribune Society, Inc.

The Tribune Society, Inc., is a fraternal organization of African-Americans and other minority court personnel. Founded in 1968, by a group of peace officers, its chief objectives are to constantly improve the administration of justice, and to ensure equal opportunity for all who work in or who are served by New York State's Unified Court System.

The Tribune Society provides forums, many of which are geared for young people. Tribune members are actively involved in programs that contribute to the growth of youths in minority communities. For instance, in September 1995 the Tribune Society's executive board members instituted plans for a mentor program. The focus of this program is to shepherd freshman high-school students through a four-year comprehensive academic and a support core curriculum. The core curriculum will include enhancement of self esteem, providing positive role models, conveying civil rights and civil liberties information, and providing scholarship and financial aid information. To ensure a cooperative working relationship, parental participation is mandatory. The academic component of the program includes math and English tutoring for eight weeks. One hundred students are scheduled to attend a course taught by Princeton Review instructors at Martin Luther King Jr. High School in New York City on March 23, 1996.

In celebration of Black History Month and the promotion of education, the Tribune Society sponsors two significant events: the Alphonso B. Deal Scholarship Dance and a Black

History Month Program. The Alphonso B. Deal Scholarship Award was established in 1992 to honor Mr. Deal, a Senior Court Clerk and Tribune member, who lost his life while protecting his community. Each year two college students are selected by a screening committee to receive a scholarship at the annual Alphonso B. Deal Dance. The Black History Month program features prominent guest speakers and is open to the general public. This year's guest speaker was Professor Derrick Bell of New York University Law School.

During the year-end holidays, the Tribune Society's annual Christmas Toy Drive donates toys to children's centers and homeless shelters throughout the City.

The Tribune Society remains in the forefront of the effort to attain the constitutional ideal of "equality and justice for all."

### **The Guardians Association of the New York State Courts, Inc.**

The Guardian Association of the New York State Courts, Inc., is a non-profit fraternal organization of African-Americans in law enforcement founded in 1986. The Association membership includes court officers, and court clerks who were former court officers. The organization is affiliated with the Grand Council of Guardians, the Federation of African-American Civil Service Organizations, NOBLE- The National Organization of Black Law Executives; COBIC- The Coalition of Blacks in the Courts, and the National Black Police Association (NBPA).

The Guardians reported that they realized many of their objectives and goals in 1995

thusly: We developed a spirit of brotherhood and good fellowship amongst our membership by participation in two parades; the Annual Martin Luther King, Jr. Parade at Rye, Playland was a huge success as was our Annual Toy Drive. The Guardians were able to engender good will and respect in our community by participating in a community outreach program during the last day of Harlem Week. They provided information on upcoming exams in the NYS Unified Court System and also conducted voter registration. This year, the Guardians are going to provide a mentoring and tutorial program for candidates applying for the Court Officer exam in October, 1996. They encouraged their members to thoroughly familiarize themselves with prescribed, authorized, and accepted law enforcement procedures, in order to serve the courts and the community in a more courteous, intelligent, and efficient manner. The Guardian's membership attended and participated in the NBPA's 23rd education and training conference held in Orlando, Florida. The theme was "Crime and Violence, The Role of the Police, The Courts, and Corrections."

For 1996, they have already commenced our tutorial program for high school juniors, in association with the Princeton Review. "WordSmart" and MathSmart" are prep courses for the SAT, which are presently being conducted at one of our city high schools. The Guardians Association of the New York State Courts, Inc., will continue, throughout the years, to serve our community and become role models for our youth."

Franklin H. Williams

Judicial Commission on Minorities

Town and Village Justices  
Diversity Training Seminar

EXHIBIT A

## TOWN AND VILLAGE JUSTICES DIVERSITY TRAINING SEMINAR

### Most Judges Try To Be Fair Without Regard To Ethnicity Or Economic Conditions

or

(I don't need this, I know I'm fair)

Like everyone else, judges may harbor controversial views about such social issues as gun control and newly arrived immigrants. Notwithstanding their personal commitment to treat everyone fairly, judges are human. They are vulnerable in varying degrees to opinion molding influences, such as the press, T.V. and their next door neighbor. Consequently, subtle and imperceptible influences may affect their conduct.

Add to these influences the fact that in cities with sizable minority populations, judges are affected by the stress emanating from the disproportionate numbers of minorities appearing on their calendars. The result is a mix which may lead to exasperation and curtness, which in turn may be interpreted as unfairness. Regardless of how much judges strive to be fair and set a tone of dignity and impartiality, these values are difficult to implement in the face of heavy case loads. Paradoxically, judges must resist appearing judgmental when dealing with minorities.

What's more, Judges face the additional challenge of not only being fair, but insuring that their support staff do likewise.

Encompassing the above considerations is the sincerely held belief of most jurists that they are impartial. When questioned, most jurists will without hesitation immediately declare

their complete impartiality. Others will ponder the ramifications of the question. We primarily address this program to the judges in the first category.

### **JUDGES SET THE TONE**

or

(Judges take the weight for everything)

Because the tone in the courtroom is set by the court, judges must take the lead in developing an appropriate technique to insure the perception of fairness and equal treatment. How staff relates to the public is directly attributable to this tone. If the judge tolerates crude humor, or loud shouting by court personnel, this suggests condonation.

### **MOST PEOPLE FORM OPINIONS ABOUT THE SYSTEM'S FAIRNESS BY WHAT THEY SEE IN YOUR COURTROOM**

or

(To the average person, you are the United States Supreme Court)

Appellate courts may issue guidelines for the administration of judicial proceedings, but whether these proceedings appear fair, depends on the perception gleaned inside busy courtrooms such as those presided by Town Justices.

Because the perception of fairness is nearly as important as fairness, it is appropriate

for judges (even those who view themselves as among the fairest of the fair), to periodically, take stock, and the inventory of the things they do which might create an impression of unfairness.

**PUT YOURSELF IN THE SHOES  
OF THOSE WHO COME  
BEFORE YOU**

Consider how the following individuals might feel in your courtroom.

1. An African-American litigant who lives in a town with a 3% African-American population.
2. A Hispanic parent who must rely on his 12 year old child to...
3. A recently arrived non-English Asian American speaking immigrant who has no idea of what happens in an American courtroom.
4. A person who because of poverty has never had any contact with the town's functioning, other than to perform menial work tasks.
5. An African-American guilty of a crime who, rightly or wrongly, thinks the police picked on him because he is black, and thinks that because the judge and staff are white he will not get a fair trial.
6. A 50 year old grandmother who works as a town domestic, and comes to court to find out why her grandson was arrested.
7. An African-American who holds a Masters in Chemistry and is in court to inquire about his recently arrested cousin and is told, "You know we're having problems with

your people.”

(Judges should be encouraged to give other examples of persons who might feel similarly intimidated or uncomfortable in their courtroom).

### **SOME OBVIOUS TIPS THAT WE SOMETIMES FORGET**

1. Address all parties by Mr., Mrs. or Ms.
2. Let all litigants complete their point, even when you already recognize the point they wish to make. Remember, if allowed to go on uninterrupted, most people cannot talk for more than two minutes.
3. When ministers or other civic leaders appear in court, encourage them to make statements.
4. Ask parents who come to court whether they have any questions. People find it satisfying to be able to talk to and get answers from the judge.
5. Avoid phrases that seem to suggest that all people in a given ethnic group are the same, e.g. “You people”. Avoid phrases that suggest you don’t have the time to fully hear the matter. For example, “Let’s get on with it.” “I’ve heard that before.”
6. Discourage support staff from using adjectives which dehumanize litigants, for example, referring to a crowded holding facility as “The zoo” or, as is sometime done in larger cities, referring to multi-defendant cases as “2 baggers.”

7. Don't make jokes while on the bench...Remember, to the litigants appearing in court this is a momentous event in their life.

8. When an acquaintance of yours appears in court, don't let litigants overhear your small talk. Even though innocent, it sounds as if the acquaintance may be mistaken as the opposing attorney, has some special advantage.

**Regarding Non-English speaking persons:**

9. There is a tendency to shout and speak slowly in an attempt to make yourself understood. Remember, the litigant is not deaf. He or she simply may not speak or understand English very well. Your good intentions may come across as anger rather than concern.

10. Allow sufficient time for translation and interpretation. Sometimes it takes longer to convey concepts, questions and legal terms in foreign languages.

11. If an adult is relying on a minor for translation purposes, there is a humiliating role-reversal factor to be considered with respect to the adult. Additionally, the interpreter may not be capable of providing accurate translations. Therefore, having a trained court interpreter will provide greater comprehension as well as fairness to the litigant.

12. Recognize that some defendants feel frustrated because they cannot express themselves in their native language and may seem vexed with the interpreter. Furthermore, the interactive nature of court proceedings between judges, lawyers, interpreters, clerks, etc. and the back

and forth pace accompanied by intermittent translations are all confusing for those new to our courts.

13. Remember that non-verbal communication could have negative implications for some cultural groups. Body language can convey an unintended message which may have negative connotations. Additionally, the litigant's demeanor may mistakenly convey arrogance, excitement or fear, when it is actually their way of trying to concentrate on what is happening. Some may appear restless, fidgety and feisty by talking with their hands excessively. The person is probably frustrated. Body language should be put in cultural contexts.

**Regarding cultural and religious differences:**

14. Signs of respect, particularly in Asian communities, are important. Do not believe that silence necessarily denotes agreement. It could be that the person merely feels it is inappropriate to speak up or respond.

15. Male/female roles should be considered in the content of their cultural values. Middle Eastern men, for instance, have been raised to see themselves as authority figures with women playing a lesser role. Therefore, when faced with female judges or public defenders, feelings of mistrust and insecurity may develop.

16. Young female Muslims who have been raised in the United States often find themselves in conflict with family religious beliefs and practices. Should she, for example, wish to become an emancipated minor, physical harm could result. How does the court decide? Will

the granting of emancipation place the girl in jeopardy? These are the types of questions the court must consider.

Franklin H. Williams  
Judicial Commission on Minorities

Resolution on Justice and  
Women of Color

EXHIBIT B

## *Resolution on Justice and Women of Color*

We used as a basis for our panel discussion [the] "La Placita Manifesto" passed at the First National Conference on Eliminating Racial and Ethnic Bias in the Courts at Albuquerque, New Mexico on March 5, 1995. At the conclusion of our New Orleans meeting, upon recommendation of a resolutions committee chaired by Kevin M. Kelly of Nevada, on May 13, 1995 we adopted unanimously a resolution on "Justice and Women of Color," a copy of which is enclosed.

While the concern of our Consortium over bias against women is an ongoing one, we recognize that gender bias in general is the principal concern of task forces and commissions established to pursue it. We cannot lose sight of the fact that the principal concern of the Consortium is to address the question of racial and ethnic bias in the courts. As our resolution indicates, we will continue to address "the distinct issues and barriers facing women of color in the justice system. . . ."

Participating in our Consortium in their individual capacity are persons whose primary professional interest is gender bias. We welcome this opportunity for interchange of ideas. The Washington State Minority and Justice Commission and the Washington State Gender Bias Commission have formally designated liaison representatives who regularly attend meetings of the other. This is a model we strongly recommend for other states. In fact, the Washington State Gender Bias Commission sent one of its members, Ms. Esther L. Ervin, to attend our Consortium meeting in New Orleans on May 13.

### *Funding Committee*

Judge Ken Kawaichi of California has agreed to chair our Funding Committee to investigate sources of funding. Ms. Joyce Hartsfield agreed to serve on the committee. Dr. Michelle Livojevic initially agreed, but discovered a conflict of interest and asked to be relieved. We will keep you advised concerning our efforts in this direction.

### *Evaluation Committee*

We asked Dr. Michelle Livojevic of Maryland to chair an Evaluation Committee. I met with her and H. Clifton Grandy by telephone conference call on May 26, 1995. We are pursuing possible funding for development of a two-stage evaluation plan. We will keep you advised concerning our efforts in this direction.

Franklin H. Williams

Judicial Commission on Minorities

Dedication made to the  
Honorable Constance Baker Motley

EXHIBIT C

## DEDICATION

The National Consortium of Task Forces and Commissions on Racial and Ethnic Bias in the Courts dedicates its seventh annual meeting in New Orleans, Louisiana on May 13, 1995 to the Honorable Constance Baker Motley, Senior Judge, United States District Court for the Southern District of New York.

Judge Motley, the first woman of color to be appointed to the federal judiciary, has since 1966 served on the District Court with great distinction. She was Chief Judge from 1982 until taking senior status in 1986. Prior to her appointment by President Lyndon B. Johnson, she similarly distinguished herself as a lawyer for the Legal Defense and Educational Fund of the National Association for the Advancement of Colored People, preparing and arguing significant cases, individually and with the late Justice Thurgood Marshall (later Justice of the United States Supreme Court). She was the first woman of color to serve as a New York State Senator (1964-1965) and as President of the Borough of Manhattan (1965-1966).

A native of Connecticut, Judge Motley graduated from Columbia University School of Law in 1946. She was the first woman of color to become a member of the Association of the Bar of the City of New York. While she has experienced an inordinate share of racial and gender discrimination, she has nevertheless, through her extraordinary intelligence, drive and confidence, risen above it all to become a beacon of hope to all Americans—women and men, persons of color and persons not of color—who share her faith in the ultimate fairness of our judicial system and its capacity to render equal justice to all persons.

We therefore dedicate this seventh annual session of the National Consortium of Task Forces and Commissions on Racial and Ethnic Bias in the Courts, meeting at New Orleans, Louisiana on May 13, 1995, in celebration of the theme "Justice and Women of Color," to the Honorable Constance Baker Motley.

Franklin H. Williams

Judicial Commission on Minorities

Minority Participation among  
Officials and Administrators

New York State Unified Court System  
1996

EXHIBIT D

**MINORITY PARTICIPATION AMONG  
OFFICIALS AND ADMINISTRATORS**

**NEW YORK STATE UNIFIED COURT SYSTEM  
1996**

Following is the list of titles which are classified as Officials and Administrators:

Administrator (NYC Family Court)	Counsel to Chief Judge
Chief Budget Analyst	Court Clerk Specialist
Chief Clerks	Deputy Chief Clerks I-VI
Chief Internal Audit Services	Deputy Counsel
Chief Court Attorneys	Executive Assistants
Chief Management Analyst	First Deputy Chief Clerks
Commissioners of Jurors	Hearing Examiners
Coordinator - Children's Centers	Supervising Court Reporters
Coordinator - Women & Minority Business Enterprises	OCA Directors, Deputy Directors, Assistant Directors
Counsel	

## MINORITY PARTICIPATION AMONG OFFICIALS AND ADMINISTRATORS

### NEW YORK STATE UNIFIED COURT SYSTEM 1996

Location	Total Employees	Minorities		Non-Minorities	
	N	N	%	N	%
OCA	52	8	15.4%	44	84.6%
NYC Civil	11	2	18.2%	9	81.8%
NYC Criminal	18	3	16.7%	15	83.3%
NYC Family	43	9	20.9%	34	79.1%
First Judicial District	11	3	27.3%	8	72.7%
Second Judicial District	7	2	28.6%	5	71.4%
Third Judicial District	47	1	2.1%	46	97.9%
Fourth Judicial District	63	0	0.0%	63	100.0%
Fifth Judicial District	44	2	4.5%	42	95.5%
Sixth Judicial District	56	1	1.8%	55	98.2%
Seventh Judicial District	47	2	4.3%	45	95.7%
Eighth Judicial District	61	2	3.3%	59	96.7%
Ninth Judicial District	58	6	10.3%	52	89.7%
Nassau (10th J.D.)	21	3	14.3%	18	85.7%
Suffolk (10th J.D.)	20	2	10.0%	18	90.0%
Eleventh Judicial District	9	3	33.3%	6	66.6%
Twelfth Judicial District	3	1	33.3%	2	66.6%
Surrogates	16	4	25.0%	12	75.0%
NYC County Clerks	14	0	0.0%	14	100.0%

Data as of February 1996

Franklin H. Williams

Judicial Commission on Minorities

Minority Participation in the  
Non-Judicial Workforce  
of the Unified Court System

EXHIBIT E

**MINORITY PARTICIPATION  
IN THE NON-JUDICIAL WORKFORCE  
OF THE UNIFIED COURT SYSTEM**

Occupational Group	% of Non-Judicial Workforce 1996	% Minorities Employed 1996
All Non-Judicial Employees	100.0%	22.0%
Office Clerical	26.8%	29.6%
Court Security	21.3%	20.2%
Court Clerks	14.1%	21.3%
Attorneys	.....	9.3%
Court Reporters	8.2%	15.1%
Officials & Administrators	4.6%	7.5%
Court Assistants	4.0%	27.1%
Analysts	3.1%	25.8%
Court Interpreters	1.2%	88.9%
Data Processing	.9%	19.2%
Paraprofessionals	.8%	21.8%
Other Occupational Groups & Positions	3.6%	23.6%

Data as of February 1996-Total UCS Workforce

Minority Employment in the New York State  
Unified Court System

1986-1996

	<u>1986</u>	<u>1996</u>	<u>Percent Change</u>
Total Workforce	11,808	13,281	+12.5%
Total Minorities Employed	2,119 (17.9%)	2,925 (22.0%)	+38.0%
Total Non-Minorities Employed	9,689 (82.1%)	10,356 (78.0%)	+6.9%

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Based upon workforce data as of June 1986 and February 1996.

Franklin H. Williams

Judicial Commission on Minorities

Minority Participation in the  
Court Security Series

EXHIBIT F

**MINORITY PARTICIPATION  
IN THE COURT SECURITY SERIES**

**NEW YORK STATE UNIFIED COURT SYSTEM**

1996

Job Group	Total Employees	Minorities		Non-Minorities	
		N	%	N	%
Court Officers & CO Sergeants	1342	283	21.1%	1059	78.9%
Senior Court Officers & SCO Sergeants	1407	277	19.7%	1130	80.3%
CU/SCO - Supervisors	83	12	14.5%	71	85.5%

Data as of February 1996  
Excludes Court of Appeals and Appellate Divisions

Franklin H. Williams

Judicial Commission on Minorities

Distribution of Judges by  
Gender and Ethnicity

EXHIBIT G

NEW YORK STATE UNIFIED COURT SYSTEM

Distribution of Judges by Gender and Ethnicity

January, 1996

COURT	FEMALES	MALES	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	TOTAL
SUPREME	78	424	442	45	14	1	0	502
COUNTY	5	62	65	2	0	0	0	67
FAMILY	0	0	0	0	0	0	0	0
SURROGATES	4	25	29	0	0	0	0	29
MULTI-BENCH	1	51	52	0	0	0	0	52
CITY & DISTRICT	84	269	302	31	15	4	1	353
INTERMEDIATE APPELLATE	15	52	59	7	0	1	0	67
COURT OF APPEALS	2	5	5	1	1	0	0	7
<b>TOTAL</b>	<b>229</b>	<b>962</b>	<b>1059</b>	<b>91</b>	<b>34</b>	<b>6</b>	<b>1</b>	<b>1191</b>

**NEW YORK STATE UNIFIED COURT SYSTEM**

**COURT**

**JUDGES' CATEGORIES**

Supreme

All Justices and Acting Justices of the State Supreme Court and the Court of Claims

County

All Judges and Acting Judges of the County Court

Family

All Judges of the Family Court

Surrogate

All Judges of the Surrogate's Court

Multi-Bench

All Judges serving in two or more of the County, Family and/or Surrogate's Court

City & District

All Judges of the City Court, District Court, New York City Civil Court, and New York City Criminal Court

Intermediate Appellate Court

All Justices of the Appellate Divisions and the Appellate Terms of the State Supreme Court

Court of Appeals

All Judges of the Court of Appeals

**BIOGRAPHICAL DATA OF THE MEMBERS OF THE**

**FRANKLIN H. WILLIAMS JUDICIAL COMMISSION ON MINORITIES**

**APPENDIX ONE**

MEMBERS OF THE FRANKLIN H. WILLIAMS JUDICIAL  
COMMISSION ON MINORITIES

**Judge Lewis L. Douglass** was appointed to the Criminal Court in May of 1978.

In January 1982, he was appointed by the Governor as a Judge of the Court of Claims and then assigned to the Criminal Term of the Supreme Court, Kings County.

Immediately before his appointment as a Judge, he served as First Deputy to the N.Y.S. Department of Correctional Services, and has also served as Vice President of Black Enterprise Magazine, and as Executive Deputy Director of the Bedford Stuyvesant Restoration Program. He has taught at John Jay College of Criminal Justice, St. John's University and currently teaches at York College. In 1992 Judge Douglass became Chair of the Franklin H. Williams Judicial Commission on Minorities.

**Justice Nicholas Figueroa**, obtained his B.B.A. from CUNY in 1956; LLB, Brooklyn Law School in 1964 and was admitted to the New York bar in 1964. Judge Figueroa was an assistant district attorney, Borough of Bronx, New York from 1966 to 1969; Associate Counsel, Knapp Committee, New York City from 1970 to 1971; Assistant U.S. attorney, U.S. Justice Department (Southern District) New York City, 1972 to 1975; Deputy Police Commissioner, City of New York, 1977 to 1980; Criminal Court Judge State of New York, Bronx, 1980 to 1985.

He has served in the Bronx, as a member of the Mayor's Committee on Judiciary, New York City, 1976 to 1977; Trustee Board of Higher Education, New York City, 1976 to 1977, and is currently the Vice-Chair of the Franklin H. Williams Judicial Commission on Minorities, a position he also held with the producer commission. He now serves as a Justice of the Supreme Court, State of New York, New York City.

**Christopher Chang**, On July 29, 1993, Chief Justice Judith S. Kaye announced her appointment of Christopher E. Chang to the Franklin H. Williams Judicial Commission on Minorities. A 1978 graduate of Cornell Law School, Mr. Chang was formerly an Assistant District Attorney in Manhattan, and is an officer of the Asian American Bar Association of New York. Mr. Chang is now a partner of the firm of Doar Devorkin & Rieck in Manhattan, which engages in a general litigation practice.

**Justice William J. Davis**, received his bachelor's degree from City College of New York in 1955 and his law degree from Brooklyn Law School in 1957. He was appointed to the Criminal Court in March 1981 and became a Justice of the Supreme Court in January 1987. He served as the supervising Judge, New York County Criminal Court from 1983 to 1985. Recently Justice Davis was appointed as an Associate Justice of the Appellate Term, First Department.

Before his election to the bench, Justice Davis served as the Assistant Regional Administrator for Community Development for the United States Department of Housing and Urban Development from 1968 to 1981. From 1966 to 1968, Justice Davis was the Executive Director of the Bronx Small Business Development Corporation.

Justice Davis is a member of the Association of the Bar of the City of New York, and the Metropolitan Black Bar Association. He also served as a member of the American Arbitrator Association panel from 1961 to 1981. Presently, he is a member of the Board of Justices of the Supreme Court and Anti Bias Committee of the Supreme Court.

Justice Davis is also a member of the Board of Directors - New York County Lawyers' Association and the New York State Bar Association.

**Lenore Kramer** is a partner in the firm of Herman and Kramer located in New York

City. Ms. Kramer specializes in plaintiffs' personal injury and medical malpractice litigation. Ms. Kramer is a past president of the Woman's Bar Association of the State of New York, the Bronx County Bar Association and the Metropolitan Women's Bar Association. She currently serves as Chair of the Committee on Tort Litigation of the Association of the Bar of the City of New York. She is a Director Emeritus of the New York State Trial Lawyers Association and has served that organization as Chairperson of various committees.

Ms. Kramer is a commissioner on the Franklin H. Williams Judicial Commission on Minorities and member of the Office of Court Administration Advisory Committee on Civil Practice and its Committee on Case Management. She previously served as a member of the Mayor's Committee on The Judiciary and as one of only two attorney members of the Office of Court Administration Committee to study the IAS system.

Ms. Kramer has lectured frequently on trial practice and related topics for the New York State Trial Lawyers Associations, the Association of the Bar of the City of New York, New York County Lawyers Association and the Women's Bar Association of the State of New York and is a frequent commentator on the Court Television Network.

**Justice Yvonne Lewis**, graduated from the State University of New York College at Geneseo with a Bachelor of Science in Education in Secondary Social Studies. As a result, she taught in Buffalo high schools and did social work for the Erie County Welfare Department.

Returning to school three years after college, she received her Juris Doctor from the University of Buffalo, School of Law and Jurisprudence.

Justice Lewis was awarded a Regional Herbert Smith Fellowship and therewith

'landed' in New York City. She worked with Legal Services in several offices as a Staff Attorney, Unit Director, Director of Litigation and Managing Attorney. Additionally, she served with the Legal Services Corporation to help legal services offices both in compliance and technical assistance for the provision of services.

Before going to the bench, Justice Lewis taught as a Charles H. Revson fellow at City University of New York, City College and as an Associate Professor at Hofstra Law School.

She was elected to the Civil Court in 1986 - the first African-American female to sit in that Court. Justice Lewis was elected to the Supreme Court Bench in 1991. She is currently on the Advisory Committee of Judicial Ethics, the Committee on Automation & Technology for Judges, a member of the Board of Directors of the Metropolitan Black Bar Association, Association of the Bar of the City of New York's Steering Committee and the New York County Lawyers' Association Drug Policy Taskforce.

She presently sits in Kings County Supreme Court, Criminal Term.

**Rene Myatt**, is an attorney in private practice and of counsel to the law firm of Dunn & Smith. Ms. Myatt for four years was an attorney in the prestigious firm of Bower & Gardner and an adjunct professor at the college of New Rochelle where many of her students pursued law degrees. She spent six years as an Assistant District Attorney and Acting Supervisor of the Domestic Violence, Juvenile Homicide and Child Abuse Unit at the Bronx District Attorney's office.

In 1991, she was appointed Chairperson of the Coalition of Blacks in the Courts (C.O.B.I.C), an umbrella group of organizations representing various professionals within the Court system.

Ms. Myatt was appointed to the Franklin H. Williams Judicial Commission On Minorities in April 1994 by the Chief Judge of New York State, Honorable Judith Kaye.

Rene Myatt is a board member and secretary of the Women's Survival Space, a center that houses and counsels abused women and their families. She is a legal advisor to What It Takes, a non-profit organization that empowers and enlightens young kids and their parents to careers in math and science.

Ms. Myatt lectures on various legal issues. She believes in a pro-active aggressive approach.

**Judge Cesar M. Quinones**, graduated from City College of New York and Brooklyn Law School. He is an adjunct Professor of Law at St. John's University School of Law.

Judge Quinones was a partner in the law firm of Erazo & Quinones. He was appointed to the New York City Family Court by Mayor John V. Lindsay in 1970, reappointed by Mayor Abraham D. Beame in 1976 and by Mayor Edward I. Koch in 1986. He is a former Chairperson of the Board of the Bedford Stuyvesant Community Legal Services Corporation and past President of the Puerto Rican Lawyer's Association of Kings County.

Judge Quinones was appointed to the Court of Claims in January 1987. He is presently assigned to Kings County Supreme Court, Criminal Term.

**Maria Ramirez**, was appointed to the cabinet-level position of Executive Director of the New York State Education Department for Multinational and Comparative Education on November 8, 1985. As the Assistant Commissioner for General Education from 1977 to 1985, she supervised six divisions, four regional offices, thirty-two programs and subject areas in

elementary and secondary education governing 6,287 elementary and secondary schools in New York State. Ms. Ramirez administered programs amounting to \$950 million, and supervised four regional offices and a staff of 200. She was previously Chief of the Bureau of Bilingual Education and joined the Education Department in 1971 as an Associate in Bilingual Education. Under her leadership, the first State policy on bilingual education in the nation was developed in 1972.

Ms. Ramirez serves on the board of several national and international foundations and organizations. In January of 1988, she was appointed to the New York State Judicial Commission on Minorities, and the New York State Committee on Mentoring. She was assigned to the American Bar Association's Accreditation Committee in 1993. Ms. Ramirez works with twenty two countries throughout the world.

She is a Puerto Rican, Brooklyn born advocate for children, who received her Bachelor's degree from St. John's University in New York and her Master's degree from Middlebury College in Vermont, with additional studies at SUNY Albany in the School of Public Administration. In her office, she has written on her chalk board: "Be a builder of dreams, forget the occasional nightmares."

**Robert M. Reaves**, was appointed Chief Clerk of the Surrogate's court of the County of New York in April 1980. He is the state's first African-American Chief Clerk.

Mr. Reaves is a graduate of the Oakwood College Academy in Huntsville, Alabama, and the New York Institute of Technology (Magna Cum Laude) in criminal justice. Mr. Reaves is a member and past president of the Tribune Society, an organization of African-American and Hispanic court employees. He is also a 1980 recipient of the Bernard Botein Award presented by the Association of the Bar of the City of New York for outstanding contributions to the

administration of the courts. In January 1988, Chief Judge of the State of New York, Hon. Sol Wachtler, appointed Robert Reaves to the New York State Judicial Commission on Minorities.

In January 1992, he was also appointed to the Implementation Commission.

On October 14, 1994, Mr. Reaves was appointed to the Surrogate's Court Advisory Committee by Hon. E. Leo Milonas, Chief Administrative Judge.

**Hon. Rose H. Sconiers**, New York State Supreme Court Justice, Eighth Judicial District, is a former Judge of The City Court of Buffalo; former Executive Attorney of the Legal Aid Bureau of Buffalo, Inc., former Assistant Corporation Counsel for the City of Buffalo and a 1973 graduate of the State University of New York at Buffalo School of Law. She was admitted to the State Bar in 1974 and to the U.S. Federal District Court in 1975. In addition, she is admitted to the U. S. Court of Appeals for the Second Circuit and the U. S. Supreme Court.

Justice Sconiers is an emeritus member of the University of Buffalo Council and past President of the New York State Association of Council Members and College Trustee. She was appointed by the Chief Judge of New York State to the Unified Court System Advisory Committee on Criminal Law and Procedure and the Jury Project. Justice Sconiers is past President of the University of Buffalo Law Alumni Association, former member of the Board of Directors of the New York State Defenders Association, and a current member of the Board of Directors of the Erie County Bar Foundation and Children's Hospital.

**Justice Charles L. Willis**, Administrative Judge of the Seventh Judicial District was born and educated in New York City. He received his LL.B. from St. John's University in 1955. Justice Willis engaged in the private practice of law in New York and in Rochester, New York. He served in public office as a Monroe County Assistant District attorney, and that County's first

Public Defender and as Corporation Counsel for the City of Rochester. In 1971, he sat on the Rochester City Court Bench.

In 1972 he served as First Deputy Counsel to the New York State Special Commission on Attica (the McKay Commission).

In 1979 he was elected to the Monroe County Family Court and became Supervising Judge of that Court in 1984. In 1987 he was elected to the New York State Supreme Court and in 1991 was appointed as Administrative Judge of the Seventh Judicial District.

**Hon. Douglas S. Wong** was appointed to the Criminal Court in August 1992. He is only the second judge of Asian descent to be appointed to the Criminal Court in New York City.

Immediately before his appointment as a judge, he served as a Principal Court Attorney to a Supreme Court Justice by designation. He was a member of the Supreme Court Law Department in the Bronx for many years. He previously served as union representative for the Citywide Association of Court Attorneys.

Judge Wong is currently on the Board of Directors of the Network of Bar Leaders and is the Secretary of the Criminal Court Judges Association. He is also a member of the Anti-Bias Committee for the Criminal Courts in New York City.

Judge Wong is a member of the Asian-American Bar Association of New York, and is a past member of the Board of Directors. He is a member of the Association of the Bar of the City of New York and the New York County Lawyers' Association. He has served on a number of committees of both groups.

He is a member of the Criminal Law Planning Committee for the annual Judicial Seminars for the judges in New York State.

He has served as the President of the Association of Arbitrators (1992), and vice-president of that group (1991-1992).

**Joyce Hartsfield - Executive Director**

Ms. Hartsfield has served as the Executive Director for the Franklin H. Williams Judicial Commission on Minorities since October 1992.

MS. HARTSFIELD IS A graduate of Syracuse University School of Law and is a member of the Board of Directors for the Black Bar Association of Bronx County and the Bronx Bar Association, and a member of the Judicial Screening Committee for the Bronx Bar Association.

Ms. Hartsfield was appointed to the Indigent Defense Oversight Committee for the First Department as a representative from the Bronx Bar Association.

Ms. Hartsfield is a partner in the law firm of Hartsfield and McFarlane Vaughn, 4041 Baychester Avenue, Bronx, New York 10466.

**Linda Lane - Secretary**

Ms. Lane has been the secretary to the Franklin H. Williams Judicial Commission on Minorities since April 1993. Ms. Lane also teaches evening classes at the Murry Bergtraum Business and Adult Education Center.

Ms. Lane can be contacted at the Commissions' office for further information. The Commissions' office is at 270 Broadway, Room 513, New York, NY 10007, (212) 417-2246, fax number (212) 417-2299.