



The Utah Judiciary Office of Fairness and Accountability



Charter

The Utah Judiciary belongs to the people of Utah. The work of the courts is to provide an open, fair, efficient, and independent system to advance access to justice under the law. Fairness is the basic premise of our system of justice. The goal is a fair process that produces a just result. The goal cannot be achieved in a system tainted by racism or any other form of bias.

The Utah judiciary understands the public's trust and confidence in the courts requires us to identify any part of our process or outcomes that contribute to or cause the unequal treatment of individuals based on factors such as race, ethnicity, socio-economic status, sexual orientation or gender. We understand we must take action to address inequities and hold ourselves accountable for equitable treatment for all.

The Office of Fairness and Accountability is created to organize and lead the Utah Courts in examining and addressing bias within the judicial system. The Office will work collaboratively, both within the courts and with individuals and entities outside our system, including the executive and legislative branches of government. The Office will focus on, among other items, outreach to marginalized communities; data collection and research; judicial officer and employee education; recruitment and selection of court commissioners and employees; interpreter and language access; and reporting.

Role

The Office of Fairness and Accountability, composed of a Director and additional staff will work collaboratively with other offices and departments in the judiciary, such as Data Services, Judicial Education, Human Resources, the State Law Library and Self-Help Center, and Information Technology Services. The Director will also collaborate with Judicial Council standing committees including: the Standing Committee on Judicial Outreach; the Standing Committee for Self-Represented Parties; the Standing Committee on Language Access; and the Standing Committee on Judicial Branch Education.

The Director will create and operationalize a strategic plan consistent with the charter.



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The strategic plan will include the following areas of focus:

- Identify and address racism and other forms of bias within the judicial system
- Community outreach
 - Network with community partners such as CCJJ, UCLI, Diversity Offices, universities, etc.
 - Partner on access to justice initiatives and projects
 - Develop a speakers bureau to reach K-12 schools statewide
- Data collection and research
 - Collaborate with national experts and thought leaders to identify, gather and analyze relevant data
 - Coordinate with Court Data Services and Information Technology Services to capture and report relevant data
 - Jury information including juror selection, service, and pools
- Education for judicial officers and employees
 - Coordinate with the Judicial Education Department
 - Cultural competency
 - Implicit bias, institutional and individual biases
 - Other relevant skill sets
- Recruitment and selection of court commissioners and employees
 - Collaborate with Human Resources to obtain and analyze data
 - Monitor Human Resources implementation of best practices for recruitment and retention
 - Collaborate with organizations such as the Utah State Bar, UCLI, and schools to encourage individuals from marginalized communities to apply for judicial openings
- Interpreter and language access program
- Reporting

Director Qualifications and Skills

The Director of the Office of Fairness and Accountability is established in the Administrative Office of the Courts under the direction of the State Court Administrator. The Director serves as a member of leadership in the Administrative Office of the Courts and works collaboratively with the leadership team to implement the strategic plan and advance the goals of the Office. Qualifications include:



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- At least a bachelor's degree or equivalent level of education in Criminal or Social Justice, Court Administration, Institutional Change Management, Public Administration, Business Administration or related education. Master's degree preferred.
- Six (6) or more years of professional experience and two (2) or more years in a supervisory or management capacity.
- Experience advancing diversity, equity, and inclusion in a complex organization.
- Knowledge and skill in both qualitative and quantitative data analysis methodologies, tools, and strategies.
- Ability to interface with diverse populations and various criminal/juvenile justice stakeholders.
- Ability to build strong professional relationships.
- Second language skills preferred but not required.