

SoC23

Summit on Children 2023



PARTICIPANT MATERIALS

Creating a Culturally Responsive Dependency Court

March 17, 2023

Chief Justice Darlene Byrne

Diversity, Equity, and Inclusion: What is Your Court's Response?

Travis County



For Children and Families

TRAVIS COUNTY MODEL COURT



FOR CHILDREN AND FAMILIES

Darlene Byrne, Chief Justice 3rd Court of Appeals, Texas, Ohio Children's Summit, March 2023

1



Learning Objectives

Judicial Leadership:

- Build Community
- Build Common Language around DEI
- Build DEI into your Court's daily practices and policies

2



3

Build a Foundation – Court Collaborative

1

You Are Not Alone

2

Build Collaborations

3

Build on Strengths of Others/Build Structure

4

Champion Leadership in Others

4



My Collaborative

- Family
- Court Family
- Judicial Family
- Model Court Collaborative
- TX Children's Comm'n
- NCJFCJ

5



My Court Partner and Successor

6

Your Collaborative



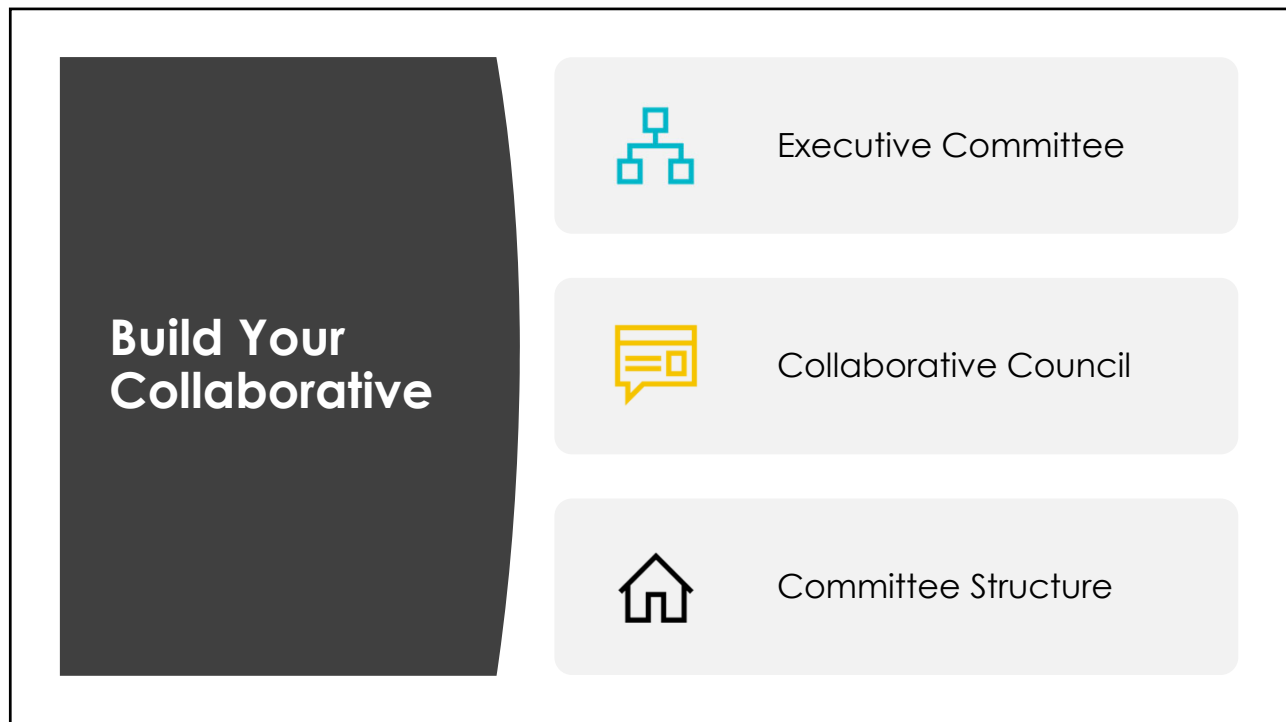
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Nurture Each Partnership in your Collaborative

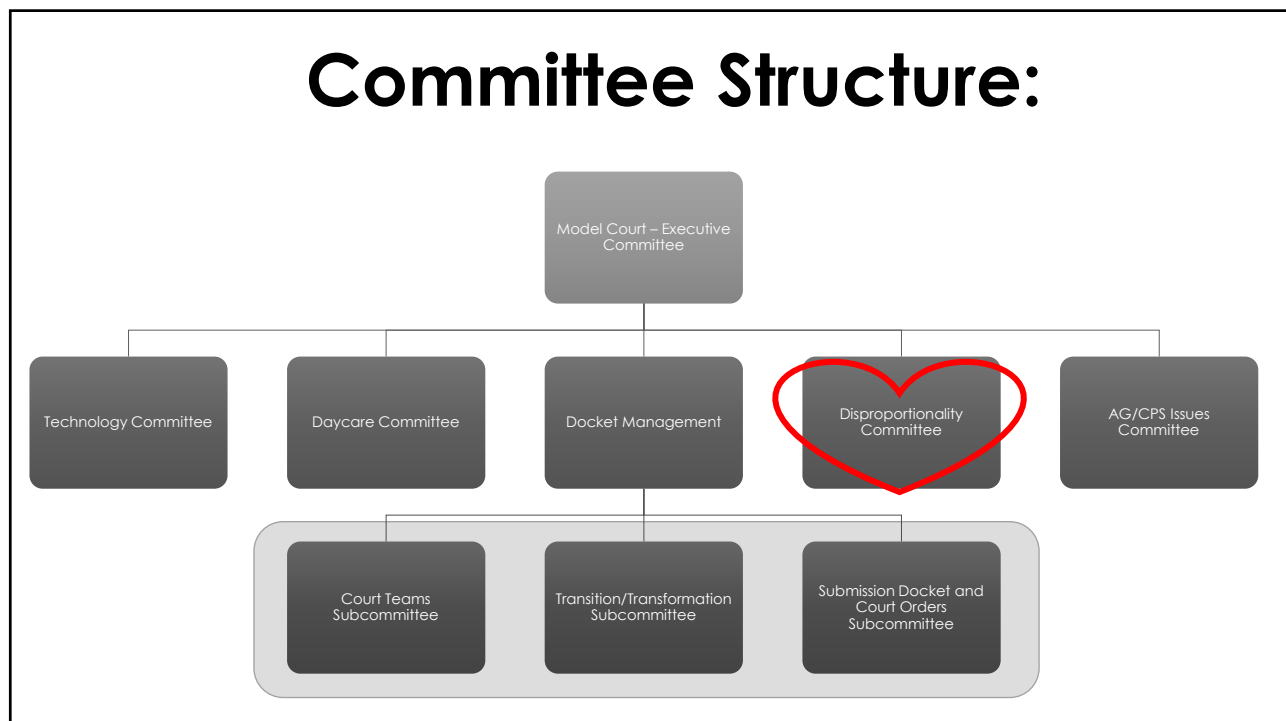
- Let all partners know you value their time and contributions
- Make realistic requests for their participation
- Facilitate **active participation** at meetings
- Offer **co-learning opportunities** (with credit hours) for partners



8



9



10

Model Court Principles

Model Courts Are:

- Committed to Implementing "Promising Practices"
- Laboratories for systems change
- Advocates for change and models for change
- Open to review and self-assessment

Model Courts Are Not:

- Reflections of Perfection

11

Institutionalize a Culture of Change

Encourage	Encourage Others to Follow Your Lead and Eventually You will have a Culture that Embraces Change
Bring Forward	Bring Forward System Change Ideas based on Data
Break	Break into Subcommittees for Detail Work
Create	Create Written Protocols
Document and Institutionalize	Document and Institutionalize Procedural Changes
Approval	Bring back to Executive Committee for Approval

12

Remember - You Can't Do Transformative Work Alone

Your Collaborative takes on a **sustainable** life of its own when **others** feel invested enough to help **lead**.

13

Get on the Same Page about DEI

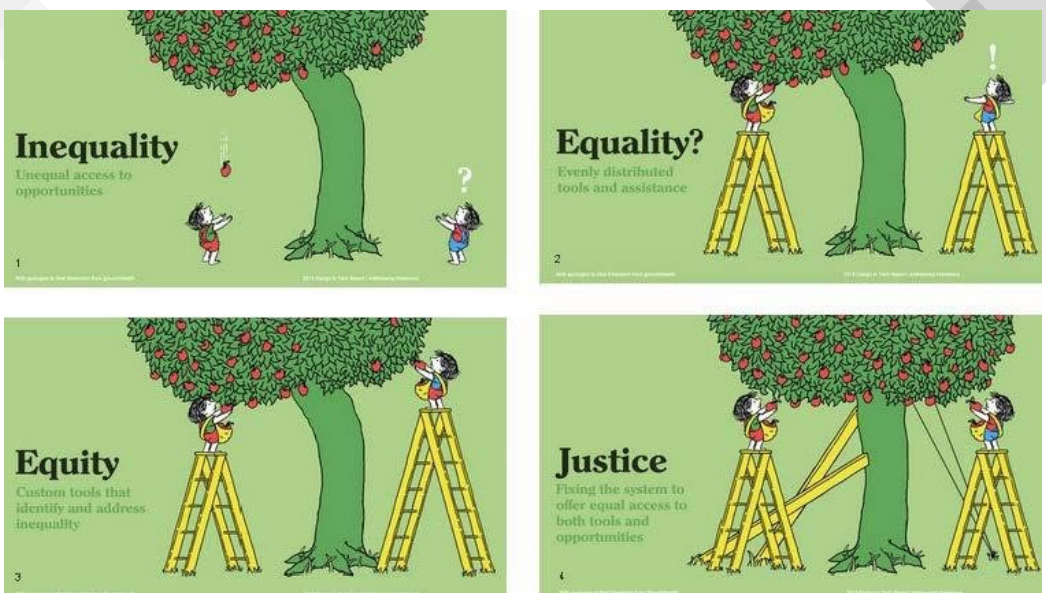
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DEI and Vision

- As a Judicial Leader you must **keep your vision clear** and be able to **communicate the big picture**.
- Leadership is all about first seeing...and then helping others see and work toward a brighter and better future.
- Ask questions to help develop **your vision!**



15



1 Inequality
Unequal access to opportunities

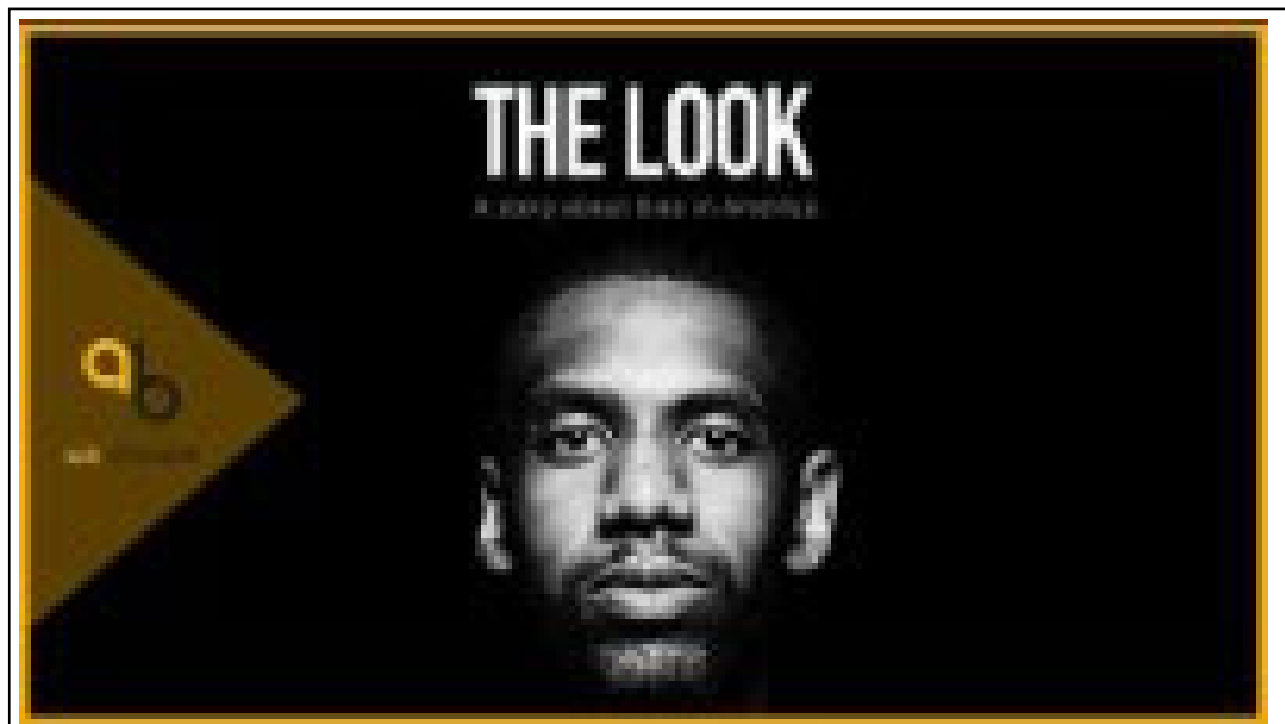
2 Equality?
Evenly distributed tools and assistance

3 Equity
Custom tools that identify and address inequality

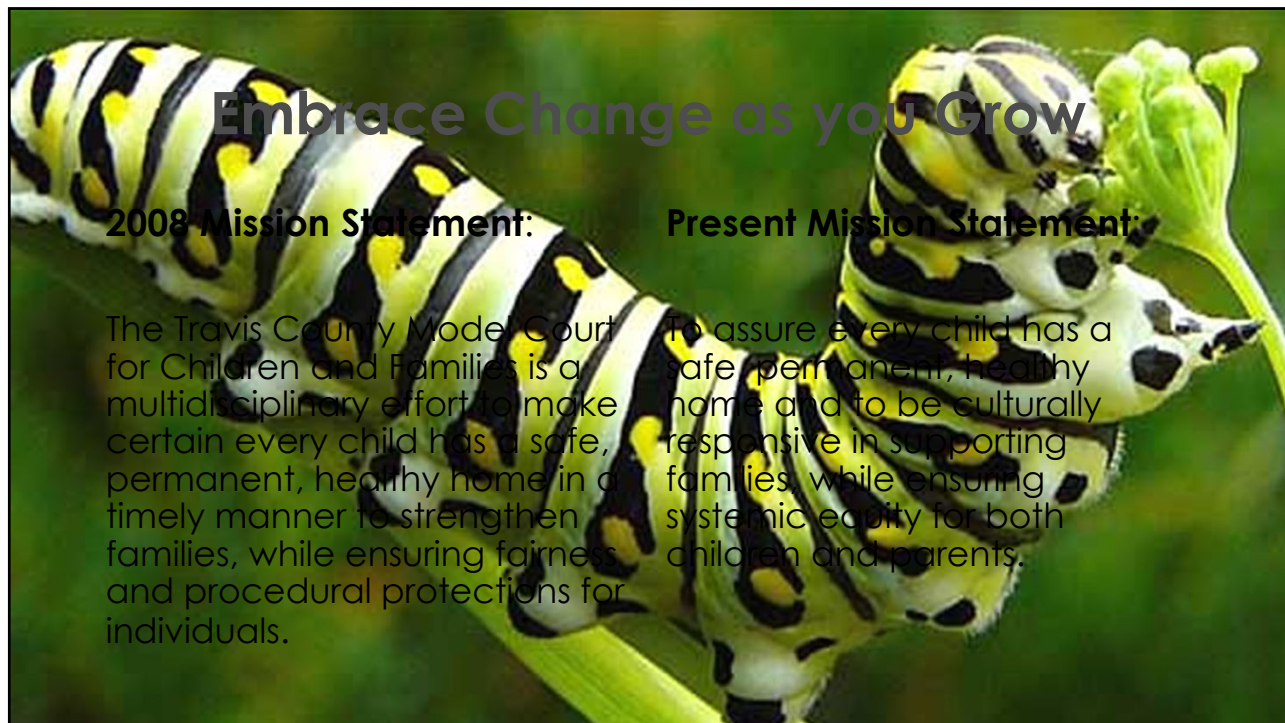
4 Justice
Fixing the system to offer equal access to both tools and opportunities

Equality, Equity and Justice Source: Tony Ruth from Maeda (2019)

16



17



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20

Cross-Education with Other Judges

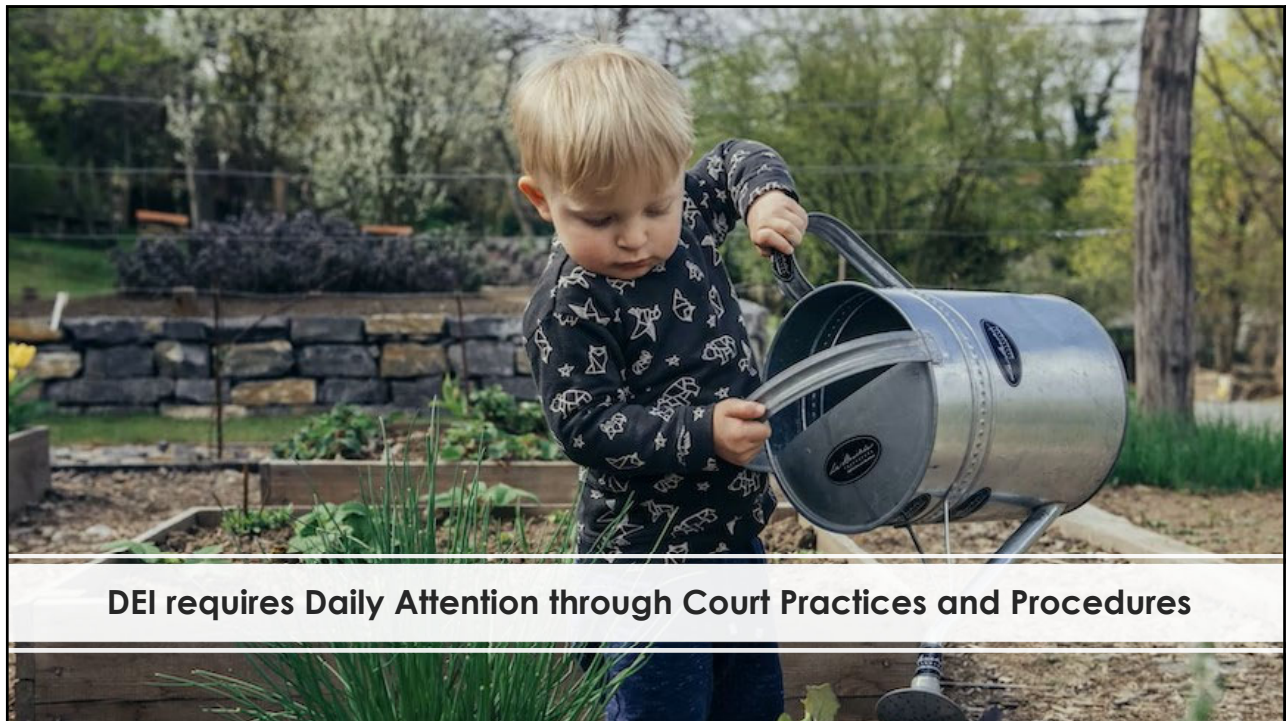
Cross-Education of your fellow judges is **critical**

Inform, Consult, Involve,
Collaborate with them!

Keep them **regularly** up-to-date on the “state of the dependency dockets”

Make sure any requests for resources are **anticipated** and not a surprise.

21



DEI requires Daily Attention through Court Practices and Procedures

22

DEI: Just the way we do business

- Develop Team Action Plans
- Develop Your Court's Mission Statement on DEI
- Document Your Journey
- Do Not Fear Change
- Help Your Collaborative Partners Become More Diverse
- Self Reflection/Awareness



23



Document and Broadcast Your Commitment to DEI

- Travis County's Child Welfare Race Equity Collaborative – est. 2018
- **Mission:** With a focus on racial inequities within the child welfare system, we will confront and acknowledge the racial disparities in our community through building awareness, providing education, advocacy and holding systems accountable for equitable practices and policies.
- **Vision:** Assuring anti-racist work is prevalent throughout the Travis County community to end institutional racism and racial bias that has resulted in disproportionate outcomes for African American and Hispanic children.

24



25

Recap: The Basics of DEI Court transformation

- | | |
|----------|---|
| 1 | Know Your Data |
| 2 | Build A Collaborative Community |
| 3 | Educate and Cross Educate Your Collaborative Team |
| 4 | Constantly Improve/Adjust/Don't Fear Change |
| 5 | Self Assess Implicit and Explicit Bias |
| 6 | Remember Who You are Doing This For |

26

Questions?

- Thank You for your attention and time. Take care of yourself.
- For More on the Travis County Child Welfare Equity Collaborative visit <https://www.traviscountycps.com/cwrec>
- Thanks to Judge Aurora Martinez Jones for her leadership in this area.
- Contact me at Darlene.Byrne@txcourts.gov if I can help.

