

Full Court Press

Newsletter of the District of Columbia Courts

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Open To All, Trusted By All, Justice For All

UNITED STATES MARSHAL FOR THE DISTRICT OF COLUMBIA COURTS, MICHAEL HUGHES

By Tom Feeney Jr., Communications Assistant, Executive Office

On January 13, 2012, Michael Hughes was sworn in as United States Marshal for the District of Columbia Courts. He was joined by his colleagues old and new in the Ceremonial Courtroom of the Historic Courthouse, but most notably Hughes was joined by his family. Mom, Dad, aunts, uncles, and cousins filled the first four rows of the courtroom, with not an inch to spare between them. If just by presence alone, it was easy to see that family support has influenced Marshal Hughes' successful career.

Hughes was born in Wallington, New Jersey, a 1-square mile working-class borough of Bergen County just 15 miles from Manhattan, New York. It was in Wallington that Hughes was raised by his parents, John and Thomasina Hughes. His father owned and operated a computer company, and mother stayed at home to raise him, his brother and sisters. Hughes is the third of four children. At Wallington High School Hughes was a member of the football team, as well as a member of the track and field team. Hughes says he learned important lessons learned on the field through teamwork, practice, and performance. Later, he went on to study the Martial Arts for more than ten years earning rank in several disciplines.

Hughes graduated from Montclair University in 1990. It was during college he made his decision to join the U.S. Marshals Service, driven by a desire to follow a path of civic duty. "In high school and in college I either



United States Marshal Michael Hughes addresses the audience at his swearing in ceremony at the Historic Courthouse.

Photo by Tom Feeney Jr.

wanted to become a lawyer or law enforcement officer," Hughes said. So the opening to join the U.S. Marshals Service was too hard to pass up. "I was very fortunate, and pretty lucky to be offered a position right out of college," Hughes said.

Hughes first assignment was Deputy U.S. Marshal in the Eastern District of New York. He was responsible for the production and transport of prisoners in criminal cases. His most memorable experi-

ence there was being a part of the team that escorted infamous criminal John Gotti during his 1992 trial. After New York, Hughes served as a Deputy U.S. Marshal in Newark, New Jersey. He was the initial U.S. Marshal's representative on the FBI's Safe Streets Task Force, and was responsible for planning and conducting criminal investigations on violent felons.

Hughes was later promoted to Inspector for the Witness Security Program. He supervised teams of criminal investigators assigned to witness security and personal protection assignments. The people he protected were important government witnesses with testimony of extraordinary value. Hughes transferred from New Jersey to Miami, Florida, working on witness security details in the same role.

In 2000 Hughes moved to the District of Columbia, and has lived here ever since. He was promoted to Supervisory Inspector, playing a more senior managerial role in the Witness Security Program. But soon after September 11th, 2001, Hughes role changed in the U.S. Marshal Service. He was assigned to establish the protection detail to provide protective services to the U.S. Deputy Attorney General and his family. "It had a huge impact on me, seeing how the attacks changed our society forever," Hughes said. "My obligations changed, but more

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EMPLOYEE VIEWPOINT SURVEY REVEALS DC COURT EMPLOYEES WORK HARD, ACHIEVE RESULTS, AND CONSIDER WORK IMPORTANT

By Leah Gurowitz, Director of Intergovernmental and Public Affairs, Executive Office

The federal government conducts an annual government-wide survey to measure employees' perceptions of whether, and to what extent, conditions that characterize successful organizations are present in their agencies. This survey provides general indicators of how well human resource management systems are running. It serves as a tool to assess progress on strategic management of human capital. And it gives senior managers critical information to answer the question: What can I do to make my agency work better?

The DC Courts participated for the first time in 2009. The 2011 survey was conducted on-line anonymously this fall, 72% of court employees and judges participated, and the results are being analyzed. Ten percent of respondents were judges, the other 782 were permanent, full-time court employees.

Among the most noteworthy results: **Ninety-six percent of all court employees and judges responding to the survey believe the work they do is important and are willing to put in extra effort when needed to get the job done.** More than 90% are looking for ways to do their jobs better. Nearly 90% understand how their work relates to the Courts' goals and priorities and reported that they are held accountable for achieving results. Eighty-five percent like the kind of work they do, know what is expected of them and believe the workforce has the knowledge and skills needed to accomplish the Courts' goals. More than three-quarters of employees say the work done by their division is good or very good, they have enough information to do their job well, and that their work gives them a feeling of personal accomplishment.

The survey also showed a dramatic improvement in employees' views of the health and wellness program – there was a 25 percentage point increase in people who responded positively about such programs compared to the 2009 survey. This is encouraging news, since a major reason the wellness initiative was implemented as a result of responses expressed in the earlier survey.

Nearly three quarters of those taking the survey agree that their supervisors support their need to balance work and other life issues. In addition, there were increases in positive responses about job-readiness to accomplish organizational goals, opportunities to demonstrate leadership skills, supervisory commitment to diversity in the workplace and an understanding of, and feeling of fairness about, performance appraisals. There were a few areas in which the Courts see the need for improvement – communications and performance management- for example.

We will again look at the areas in which DC Courts employees reported that they were not as satisfied, and work to make improvements. The efforts of the Working on Wellness initiative, the Work-Life Balance Committee and other initiatives launched in response to the 2009 survey demonstrate very clearly that staff throughout the courts not only read the survey results, but worked together to make appropriate changes to address concerns. All of this is part of a DC Courts effort to make our workplace a Great Place to Work. We are clearly well on our way to that goal!

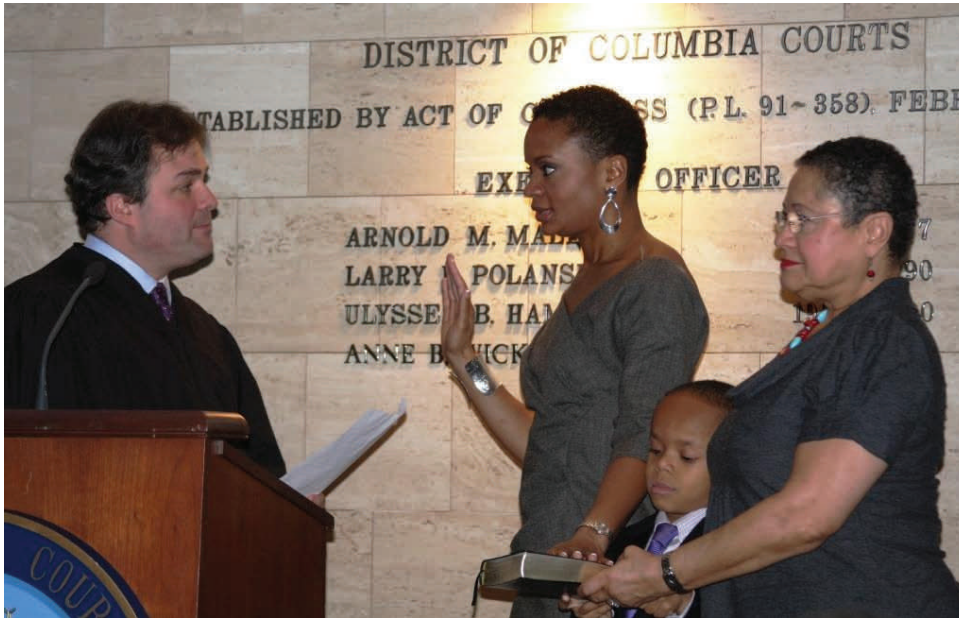


Many Voices, One Court: D.C. Courts' 2012 Strategic Planning Forums

WHY?	Our best ideas come from you! We need your ideas on the Courts' priorities and goals for the 2013-2017 Strategic Plan.	
WHAT?	<p>Two-hour sessions led by facilitators to maximize everyone's participation</p> <p>Hear results of Employee Viewpoint Survey, Judges' Survey, Court Participant Survey</p> <p>Wireless keypads are fun and allow for anonymous input</p> <p>Audience discussion on issues of interest</p> <p>2-for-1 training hours credit (advance registration required)</p>	
WHEN & WHERE?	Wednesday, February 22	
9:00 am - 11:00 am	Employees	Gallery Place, Atrium Room 613-611
12:00 noon - 2:00 pm	Employees	Moultrie, BOJ Conference Room 6405
2:30 pm - 4:30 pm	Branch Chiefs/Supervisors	Moultrie, BOJ Conference Room 6405
Thursday, February 23		
9:00 am - 11:00 am	Employees	Historic Courthouse, Multi-Purpose Room
2:30 pm - 4:30 pm	Senior Managers	Moultrie, BOJ Conference Room 6405
Friday, February 24		
9:00 am - 11:00 am	Employees	Moultrie, BOJ Conference Room 6405
12 noon - 2:00 pm	Employees	Moultrie, BOJ Conference Room 6405
HOW?	Advance registration will help us plan the event, get you a 2-for-1 training credit (four hours' credit for attending a two-hour session), and give you a chance to win a Free Prize. Register online via the Center for Education and Training Calendar. Of course, walk-ins are welcome.	

INVESTITURE OF JUDGE YVONNE WILLIAMS

By Tom Feeney Jr., Communications Assistant, Executive Office



Judge Todd Edelman administers the oath of office to Judge Yvonne Williams with her son and mother by her side.

Photo by Tom Feeney Jr.

On December 16th, 2011, Judge Yvonne Williams took her place on the stage of the Moultrie Courthouse third floor atrium. With her son and mother by her side and with direction from Judge Todd Edelman, Judge Williams recited the oath. The ceremony may have appeared routine to most. But those who joined her at the podium, son, mother, and colleague, symbolize the events which shaped Judge Williams' path to the bench.

"At an early age my mother provided me with a sense of social justice," Judge Williams said. Julia Burgess, Judge Williams' mom, was a single mother and was Judge Williams' earliest mentor. Julia Burgess ran a youth center in Chicago where Judge Williams was raised. Judge Williams' mother also earned her masters degree in social work from the University of Michigan. From an early age Judge Williams' mother provided her with the pillars of education and dedication to the greater good. "She was always looking for ways to respond to others' needs, and always looking for ways to improve the community," Judge Williams said.

After graduating from Whitney M. Young Magnet High School, Judge Williams moved to California to attend University of California at Berkeley where she received her Bachelor of Arts degree in Sociology. With her mother in mind, Judge Williams found herself working in the impoverished neighborhoods of Oakland, tutoring and providing any resources to the people of the city. "While in college and in law school, I was always trying to find some connection to the greater community," Judge Williams said. Immediately after graduating from Cal Berkeley, Judge Williams attended Northeastern University School of Law.

Upon graduation from law school, Judge Williams received a National Association of Public Interest Law (now Equal Justice Works) Fellowship to work at the NAACP Legal Defense and Educational Fund ("LDF") for two years. As an attorney at LDF, Judge Williams represented plaintiffs in class action employment discrimination cases throughout the

country. She also investigated the impact of the passage of the Personal Responsibility and Work Opportunity Act, which ended the Aid to Families with Dependent Children Program, on the employment opportunities of low-income African American workers. Judge Williams said that during this time she followed the footsteps of "brilliant mentors" who shared the same passions and visions.

In 1999, Judge Williams became a staff attorney in the Trial Division of the Public Defender Service for the District of Columbia (PDS). There, she represented indigent clients charged with serious felony, misdemeanor, and juvenile offenses in the same courthouse where she is now a judge. Judge Williams also worked for a year in the PDS Appellate Division, where she wrote appellate briefs and argued several cases before the District of Columbia Court of Appeals.

It was also at PDS that Judge Williams forged strong relationships with her colleagues that last to this day, and have translated to the DC Courts' bench. Judge Williams began work at PDS on the same October day as did DC Court of Appeals Judge Cori Beckwith, Superior Court Judges Jennifer DiToro and Maribeth Raffinan, and Magistrate Judges Errol Arthur and Lloyd Nolan. Judge Edelman, who administered Judge Williams' oath of office, worked two doors away at PDS.

After six years at PDS, Judge Williams entered private practice. In 2005 she joined the law firm of Miller & Chevalier as a Senior Associate. There, she conducted and managed internal investigations for mid-size and multi-national corporations. She also defended corporations against allegations of breach of fiduciary duty under the Employee Retirement Income Security Act and claims of employment discrimination. She defended individuals in matters involving allegations of defamation, government contracting fraud, insider trading, conspiracy, and other fraud-related allegations.

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FATHERING COURT GRADUATION CEREMONY 2012

By Tom Feeney Jr., Communications Assistant, Executive Office

On January 27th, 12 fathers dressed in graduation robes walked down the aisle of the jurors lounge at the 2012 Fathering Court Graduation Ceremony. Each father walked proudly, as family, friends, judges, and court employees applauded.

The Fathering Court is now in its fourth year. Over that time, the program has graduated more than 50 fathers, and each graduate has overcome the lowest of lows: they were all incarcerated, they were all separated from their children during that time, they all owed child support and they returned to no job and a lot of doors closed to them.

The Fathering Court enables fathers to support and connect with their families. The program was created in response to studies that found that *one in four* adults returning to the community in DC owed court-ordered child support. This program works to help fathers reconnect with their children, not just financially, but emotionally.

"I could not be happier for the commitment to responsible fatherhood made by the graduates," Judge Milton Lee said of this year's graduating class. Judge Lee presides over the Fathering Court program. "Their efforts will make a real contribution to the success of their children."

Angelisa Young from the Office of the Attorney General Child Support Services Division received the Wilbert J. Parker Award at this year's ceremony. The



2012 Fathering Court Graduate Darnell Morris and his three-year-old son.

Photo by Tom Feeney Jr.

award is presented from the courts to dedicated persons who possess a passionate, unwavering, and long-term dedication to the Fathering Court program.

Motivational speaker James Worthy of Legal-Shield spoke to the graduates about the importance of fatherhood, and showed both the graduates and audience members an inspirational television clip that shined a light on the pain a child feels when his or her father is absent. Worthy congratulated the graduates for not giving up when they were at their lowest moments.

After the speaker, Judge Lee presented each graduate with his graduation award. Both Judge Lee and the graduates' social worker told individual stories about each graduate, providing insight to the significant efforts made by each of the fathers.

The Fathering Court program combines needs-assessment, skill development opportunities, case management, peer support, completion of a mandatory curriculum and putting non-custodial parents in contact with community resources -- with an emphasis on employment -- to give those returning from prison the ability to meet the needs of their children. Other Fathering Court services include housing assistance and referrals, substance abuse treatment and counseling, mediation services, referrals for legal assistance and any other assistance necessary. In four years and over 50 graduates, only two participants have been rearrested, an astounding success rate.

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In May 2007, Judge Williams went to work for Wilson, Sonsini, Goodrich & Rosati, where she managed and conducted internal investigations for multi-national corporations involving alleged violations of the International Traffic in Arms Regulations and the Foreign Corrupt Practices Act.

In late 2008, Judge Williams returned to Miller & Chevalier as Counsel, and remained there until her appointment to the bench. Judge Williams said there was "was always a pull to improve the community," and it was the same pull that led her back to the Superior Court.

At her Senate Confirmation hearing in June 2011, Judge Williams said that during her time at law school, and during her 14 years as an attorney, she has always been committed to doing what she can to help improve and enrich the lives of others. While this may be true in the courtroom, it also applies to her relationship with her 7-year-old son, Kendall. "He's the love of my life," Judge Williams said.

During the Senate hearing Judge Williams also said she was "trained to become a lawyer imbued with a commitment to principled advocacy and to the notion that, because injustice can exist anywhere, it is our responsibility as lawyers to use the law to advance and improve the lives of those whom we serve." It is these qualities Judge Williams has translated to both her career and her life, and are the same qualities she will bring to the bench.

COURT REPORTERS FROM OREGON BLAZE A TRAIL TO DC

By Nicole McGee, Executive Office Intern

In August 2011, the Oregon Court Reporters Association posted a picture of Kellie Humiston in their monthly newsletter with a caption that read “DC Drain Strikes Again.” In an extraordinary story of friendship and dedication, Kellie was following her colleagues Susan Walker, Sherry Lindsay, and Anne Gardener to the District of Columbia, and found her opportunity at the DC Courts.

The trailblazer, Susan, joined the DC Courts in 2010. Since moving to DC, Susan has made several trips back to Portland to visit her mother and her llama farm. Preserving her Portland roots, Susan brings llama fiber back to DC so that she may continue to spin and knit in her free time. Interestingly enough, Susan was the driving force in getting her three other colleagues to join her in the District. When Sherry, Anne, and Kellie moved to DC, each stayed with Susan as they transitioned.

Susan, was on the Board of Directors for the Oregon Court Reporters Association as was Sherry, Anne and Kellie. On one of Susan’s trips back to Portland, she encouraged Sherry to apply for a job opening at DC Courts. Sherry applied, flew in for the interview, and was hired for the position in August of 2010. Sherry immediately thrived in her new environment.

Sherry had been introduced to court reporting while in the Marines where she served as an avionics communications technician. After her service Sherry graduated from court reporting school and found a job as a freelance court reporter. When she moved to DC from Portland, Sherry left everything behind except her dog and cat.

Anne received an email from Sherry in October 2010 about another possible opening at the DC Courts. She applied and was interviewed for the position in December 2010. Anne began her career in 1988 as a deposition reporter in San Diego. In 1994 she moved to Portland and worked in the Oregon Circuit Court. She continued working as a freelancer until, in June 2011, she moved from Portland to DC.

On June 6, 2011 Anne officially started work as a court reporter at the DC Courts. Transitioning from Oregon to DC was a huge step for Anne. She rented her house in Oregon to friends, found homes for her four cats, and sent her beloved dog to live on



Left to right – Susan Walker, Sherry Lindsay, Anne Gardener, and Kellie Humiston.

Photo by Nicole McGee

her sister’s farm in Maine. Anne is a history buff, with particular interest in the Civil War. She is grateful to be able to live and work in a city that is intertwined with the history she loves. Anne has felt welcomed by the DC Courts family.

Kellie was the last of the Portland four to come to the DC Courts. Kellie was initially hesitant to pick-up and move across the country, but when Susan informed Kellie of a job opening at the DC Courts, she applied, and was hired in August 2011.

Kellie had worked as a court reporter for 22 years prior to joining the DC Courts. Kellie had served as President for the Board of Oregon Court Reporters Association (OCRA). She now holds the title of past president and will be attending the Greater Washington Official Court Reporters Convention to represent the state of Oregon, the last of Kellie’s responsibilities for OCRA.

Kellie plans to visit Oregon next spring. Like Susan, Sherry, and Anne, Kellie plans to retire here at the DC Courts. All agree that the DC Courts are a great place to work.

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BLACK HISTORY MONTH 2012 PREVIEW

By Tom Feeney Jr., Communications Assistant, Executive Office



The DC Courts kicked off their celebration of Black History Month 2012 with a step show on January 27. The event, officially titled, “Stepping Into Black History Month with the Divine Nine,” featured the Phi Beta Sigma Fraternity, Inc. from Morgan State University. Their performance inspired the crowd of court employees, who filled nearly all the rows in the Jurors Lounge.

Photo by Tom Feeney Jr.

Black History Month 2012: “Black Women Paving the Way to Greatness”

This year’s celebration of Black History Month at the DC Courts will honor the most influential African American women in our nations’ history. The DC Courts Black History Month committee urges all court employees to study and reflect on the value of African American women’s contribution to the nation by attending the weekly events and reading the daily posts on the intranet page.

Please come out and support the efforts of the Black History Month Committee. All events held in Jurors Lounge.

Friday, February 3 “A Celebration of Our Roots: A Hip Hop Retrospective”

Join the students of Thurgood Marshall Academy as they perform spoken word, dance, freestyle rapping. Students will also serve as MC for the event. In addition students will display original artwork. Event begins at **12:00 noon**, so bring your lunch!

Friday, February 10: The Honorable Laura D. Blackburne

At this Black History Month Event, the DC Courts will celebrate the first African American “mother-daughter” pair to ever join the bench in the United States: the truest celebration of “Black Women Paving the Way to Greatness.” Come see and listen to Judge Laura Blackburne, mother of our very own DC Court of Appeals Judge Anna Blackburne-Rigsby, describe her path to the bench. Like the prior Black History Month event, this event will begin promptly at **12:00 noon**.

Friday, February 17: Black History Month Variety Show

Last year’s variety show was a hit, and this year’s show promises to top it! Come out for the finale of Black History Month and see your fellow employees rock the stage. The Black History Month Committee is still looking for acts for the show. The committee is looking for single acts, duets, and groups, spanning various genres and artists from different eras. Please contact Linda.Boyd@dcsc.gov for more information. The Variety Show begins at **12:00 noon**.

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than that, it was a revelation for me, as it was for many other Americans, to step up and play a much more active role in public service.” After that detail, Hughes became the Acting Chief of Field Operations for the Witness Protection Program.

In 2002 Hughes received a U.S. Marshals Service, Department of Justice legislative fellowship through Georgetown University and was detailed to U.S. Senator Frank Lautenberg from New Jersey. He assessed legislative issues, met with constituents, and briefed the Senator on various initiatives. Hughes said he was honored by his time on the Hill, and was pleased to gain experience and insight into the Legislative branch of government, after spending time in the executive branch and having extensive experience with the judicial branch. After his fellowship was over, Hughes spent another year as a legislative affairs specialist, serving as the primary representative to members of congress and their staff.

Following his time with Congress, Hughes led a team of criminal investigators, special agents, and intelligence analysts in a multi-agency intelligence collection center called the “Fusion Center.” The fundamentals of teamwork, which Hughes learned as a young man, proved invaluable in the Fusion Center effort. He led the collection of drug, organized crime, financial, and terrorist information, and was tasked with making sure the information was uniformly shared amongst other federal law enforcement agencies.

The Fusion Center effort was successful because of teamwork, and it is the foundation of teamwork that Hughes hopes to continue to build on at the DC Courts. “The task of protecting the courts is a shared responsibility, no matter how you look at it,” Hughes said. “It involves constant collaboration with both our internal and external entities.”



DC Court of Appeals Chief Judge Eric T. Washington swears in United States Marshal Michael Hughes at the Historic Courthouse.

Photo by Tom Feeney Jr.

Hughes earned a Masters Degree in Public Administration from American University in 2007. He went on to work in the Human Resources Division for the U.S. Marshals Service, where he implemented national recruitment and retention efforts. He then became Chief of the Tactical Operations Division in the Office of Crisis Services.

On September 22, 2011, President Obama nominated Hughes for the position of U.S. Marshal for the DC Courts. “Throughout his career, Michael has demonstrated an unwavering commitment to justice,” said The President. “I am grateful for his continued willingness to serve and protect the American people.” The US Senate confirmed Hughes on November 18, 2011. He was officially appointed on November 29, 2011.

At his Senate confirmation hearing, Hughes said that he was looking forward to the opportunity to utilize his knowledge and practical skills which he acquired over the course of his career to lead with “honor and integrity while serving the residents of my community.” The DC Courts are in safe hands with Hughes as US Marshal, evidenced by an honorable career of public service, and an unwavering commitment to his post.



Don't forget
to
RECYCLE!

