

DC Superior Court Hosts 2015 Juror Appreciation Week

By Herb Rouson, Director – Special Operations Division

Against the tragic backdrop of recent high-profile events that have taken place in our country, an intense focus has been placed on the issue of “justice” and holding responsible parties “accountable.” What’s often lost in the discussion is the vital role that ordinary citizens play – through their service as jurors – in ensuring that our judicial system provides the necessary framework to deliver justice and accountability for our community and fellow citizens. Each year, the DC Superior Court calls over 30,000 residents, from across every Ward in the city, to serve as potential jurors. And each year, the residents of the District of Columbia “*answer the call*” to participate in our collective democracy by serving jury duty.

Juror Appreciation Week is the Court’s way of saying, “**Thank You!**” to the 30,000+ citizens that partner with us in the process of administering justice for the District of Columbia. Without the hard work of jurors, our democracy – complete with all of its Constitutional protections and guarantees – would be nothing more than just words on a page. Jurors bring our Constitution and democracy to life, through rendering decisions in cases that impact people’s lives in real and meaningful ways. Like anything worth having, protecting our freedoms through the judicial process, will cost something. In consideration of the important sacrifice that potential jurors make, and with an eye towards Goal 1(B)(5) of the DC Court’s Strategic

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Values and Leadership Principles Update

April Leadership Conference

As a follow up to the December 2014 Leadership Conference, gathering in one meeting for the first time all managers and supervisors at the DC Courts, the Courts’ Executive Team hosted a follow up workshop on April 17, 2015. The vision for the April meeting was to initiate the discussion among all court leaders to understand what the court leadership principles mean in practice.

Five leadership principles were established in order to create a shared understanding of what it means to be a manager and leader at the DC Courts.

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The Executive Team — Executive Officer Anne Wicks, Deputy Executive Officer Cheryl Bailey and Court of Appeals Clerk Julio Castillo—shared thoughts as a panel at the April 2015 Leadership Conference.

Open To All Trusted By All Justice For All

Security Awareness Month: If you see something, say something

On Friday, April 24th, in celebration of Security Awareness Month, the DC Courts hosted their annual Security Awareness Fair.

Under the theme of “Your Security: At Home, at Work, on the Street,” the event featured over 20 organizations representing court partners, local and federal law enforcement, criminal justice, and related agencies. Several hundred court employees, DC residents, and the public attended the fair.

Among the law enforcement agencies in attendance were: the US Marshals Service, the Metropolitan Police Department, Metro Transit Police, Park Police, Capitol Police, and the Federal Bureau of Investigation.

Court partners in attendance included: the Court Services and Offender Supervision Agency, the Pretrial Services Agency, US Attorney’s Office, the Office of the Attorney

General, and Akal Security – a company that partners with the US Marshals Service for security services in the DC Courts.

Special guest organizations included the Department of Health, Office of Disability Rights, and the Federal Trade Commission.



Save the Date

DC Courts Employee Awards Ceremony

Thursday,
September 17
2:30pm

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Courts in the Community

DC Superior Court Judges Speak at Citizens Advisory Meetings

By Michael Francis, DC Superior Court Community Court Coordinator

Community Court Judge O'Regan Keary Speaks at 1D Citizens Advisory Meeting



On Monday, May 5, 2015, Judge Ann O'Regan Keary, who since January 2015 has been presiding in the DC Superior Court (DCSC) First District Community Court and presided over the Mental Health Community Court from 2012 through 2014,

spoke at the First District Citizens Advisory Council Monthly Meeting. The meeting took place at the Metropolitan Police Department (MPD) First District Station located in SW, DC.

The First District Citizens Advisory Council (CAC) is an advisory panel that provides the MPD First District Commander "with information and recommendations from the community on the public's safety problems and police service needs." Monthly CAC meetings allow community residents to meet and discuss policing, crime, criminal and juvenile justice, and quality of life issues and also hear from a wide variety of people.

Community Court Judge Macaluso Speaks at 6D Citizens Advisory Meeting

On Monday, May 11, 2015, Judge Judith Macaluso, who since January 2014 has been presiding in the Superior Court Sixth District (6D) Community Court, spoke at the Sixth District Citizens Advisory Council



Monthly Meeting. The meeting took place at the MPD Sixth District Station located in NE, DC.

Similar to other districts, the Sixth District CAC is an advisory panel that provides feedback to the MPD Sixth District Commander. Monthly CAC meetings allow community residents to meet and discuss public safety issues and establish a dialogue about policing services in the community.

Judge Macaluso stated that it was a pleasure to be returning to speak with Sixth District residents and at the 6D CAC meeting in particular, since she spoke last year at one of their meetings. As part of her thoughtful and insightful presentation, Judge Macaluso provided and discussed with attendees a document (produced by her office) that: "...represented a two week snapshot of the new cases appearing in the 6D Community Court for initial status hearing. It showed the relative number of different types of crimes, and mapped the locations of those arrests by type of crime.

Other charts looked at the characteristics of 6D Community Court defendants, illustrating that a high proportion are in need of mental health or addiction services, and that many of those arrested do not live in the sixth police district. Finally, it showed the different ways that the cases were ultimately resolved, demonstrating that a high number of defendants take advantage of the opportunity for some type of diversion agreement.

Attendees expressed that they found the document and discussion very interesting and informative. 6D CAC Chairperson Linda Jo Smith extended to Judge Macaluso the 6D CAC's deepest gratitude for speaking with members.

Judge Keary's and Judge Macaluso's presence at the District Citizens Advisory Council Meetings is an example of the DC Courts ongoing commitment to achieve Strategic Plan Goal 5(B) to "actively work to enhance public understanding of the judicial branch and educate the community about the Courts' role."

DC Superior Court New Clerk of Court



DC Superior Court Chief Judge Lee Satterfield and DC Courts Executive Officer Anne Wicks announced the appointment of James D. McGinley as Clerk of the Superior Court, effective June 8, 2015. As Court Clerk, Mr. McGinley will over-

see all Superior Court operations, including Civil, Criminal, Domestic Violence, Family Court, Multi-Door Dispute Resolution (Mediation), Probate, Special Operations (including Interpreter Services and the Jurors' Office) and Tax Divisions, as well as the Crime Victims Compensation Program.

Mr. McGinley has a combination of senior leadership experience as both a seasoned litigator and a career military officer. Formerly a partner in the civil litigation firm of Hiepler & Hiepler, Mr. McGinley also served as a *Pro Tem* Judge for the Superior Court of the State of California, County of Ventura. He possesses extensive experience in complex civil litigation, international negotiation, enterprise-wide leadership, and the management of multi-agency projects.

In 2013, Colonel McGinley retired after a 30-year career as a naval aviator in the United States Marine Corps. A veteran with three combat tours, Colonel McGinley served as the Director of the al Anbar Provincial Joint Coordination Center, and the Deputy Commander of both the Iraq Assistance Group and Expeditionary Strike Group Five. During his career, he led service members from diverse backgrounds, trained Iraqis at the highest level of government, and served in the Pentagon on the Joint Staff. His combat decorations include the Legion of Merit and the Bronze Star.

A dynamic speaker, Mr. McGinley has been featured at several conferences, including the Society of Chief Medical Examiners, the Nevada Trial Lawyers Annual Meeting, and was the chairman and keynote speaker at the Mealey's HMO Liability conference in Phoenix, Arizona. Mr. McGinley's trial work fighting bad faith insurance practices has been highlighted in a *Time* magazine cover story and a lead story on *60 Minutes*.

A published legal author, Mr. McGinley was the California Survey Editor of the *Pepperdine Law Review* and a peer reviewer of the *Journal of National Security Law and Policy*.

Mr. McGinley holds a Bachelor of Arts in Political Science (International Relations) from California State University, Long Beach; a Juris Doctor from Pepperdine University School of Law, Malibu, California; and a Master of Laws in National Security Law and a Certificate in International Arbitration and Dispute Resolution from Georgetown University Law Center, Washington, DC.

Values and Leadership Principles Update from front cover

The five leadership principles are:

- Create an environment that is a Great Place to Work
- Promote excellence in service and the administration of justice
- Develop employees to contribute their full potential
- Collaborate across the organization and encourage innovation
- Establish a vision and goals for the future

Leadership, in conjunction with living the Courts' values of Accountability, Excellence, Fairness, Integrity, Respect and Transparency, is a strategic priority. Leadership and values influence and drive employee engagement and set the climate for productivity and fulfilling the Courts' mission of administering justice.

The April 17 meeting was the first step in an ongoing process of dialogue and change for court leaders. DC Courts Execu-

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tive Officer Anne Wicks said: "A consistent leadership approach is critical to creating a Great Place to Work. Today is intended to be a starting point in building a shared leadership approach."

QuickStart Management Training

One of the key goals discussed in the December 2014 Leadership Conference is to develop a shared understanding of the leadership principles and apply them consistently across the organization. As a direct result of this goal, all managers and supervisors have been asked to participate in the QuickStart Management Development Program.

QuickStart is a module-based and instructor-led management development course designed for all managers at the DC Courts. There are nine modules in the course, and each module is three hours long. The purpose of the program is to build skills and develop a more consistent leadership approach throughout the Courts. The program was designed by Change Fusion to include the DC Courts' values and leadership principles. Senior leaders are currently completing the training and all managers and supervisors are expected to complete the program within the next year.

Judicial Leadership Adopts Resolution on Court Values

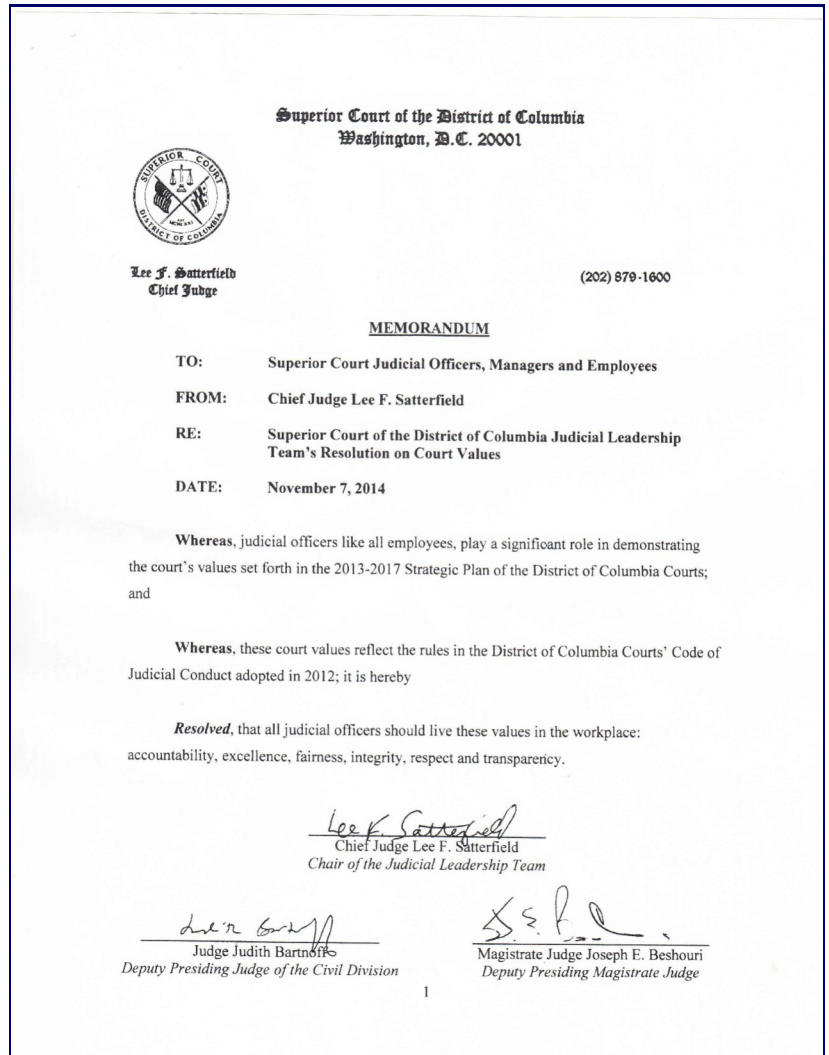
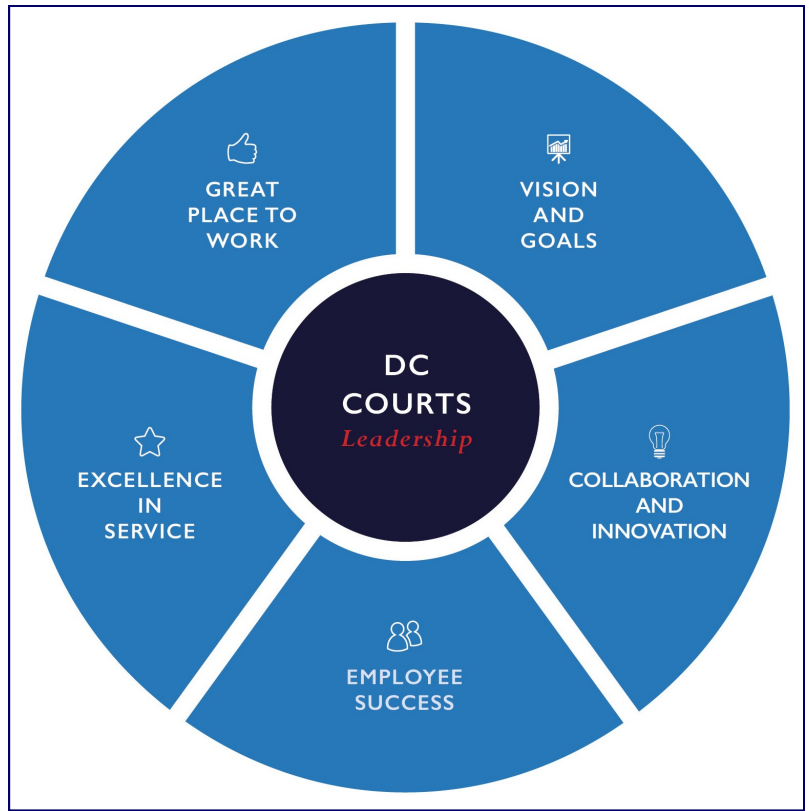
The DC Superior Court Judicial Leadership Team, led by Chief Judge Lee Satterfield, adopted a resolution stressing the importance of living out the Courts' values.

The resolution reads as follows:

Whereas, judicial officers like all employees, play a significant role in demonstrating the court's values set forth in the 2013-2017 Strategic Plan of the District of Columbia Courts; and

Whereas, these court values reflect the rules in the District of Columbia Courts' Code of Judicial Conduct adopted in 2012, it is hereby

Resolved, that all judicial officers should live these values in the workplace: accountability, excellence, fairness, integrity, respect and transparency.



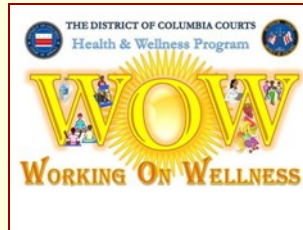
Working on Wellness (WOW) Committee Corner

Meditation Sessions

The DC Courts recently took another step toward achieving their goal of becoming a Great Place to Work. In response to one employee's simple request for a dedicated space for mindfulness, the Working on Wellness (WOW) Committee was given the go-ahead to begin hosting meditation sessions for all court staff. The first session was strategically timed to align with the Courts' Public Service Recognition Week (May 3- 9), as a way to acknowledge the hard work and dedication of its employees.

The objective of the sessions is to offer a quiet, welcoming space to employees who might need to take a few moments to breathe, focus, and regain a sense of calm. With guidance from Elizabeth Lloyd, who teaches yoga to court employees three days per week as part of the Courts' Health and Wellness initiative, furniture in the meditation space was arranged to support quiet and thoughtful introspection. Studies have shown that when practiced regularly, meditation can help us regulate our stress levels, improve productivity, think more creatively, and perhaps become more empathetic. Since most divisions of the Court have direct contact with the public, having calm, empathetic employees assist court users in resolving issues and conflict is good business practice. In promoting on-site meditation for its employees, the Courts join a number of major organizations such as Apple, AOL Time Warner, Google, Nike, Proctor & Gamble, and HBO that are already supporting employees' efforts to improve their overall health and well-being as well as their own productivity.

So what is meditation, anyway? Is it tuning out? Is it trying to control all the thoughts, ideas and worries that constantly run through our minds? Does it take a lot of time? Is it difficult? Is it all of the above? Actually, meditation isn't about controlling our thoughts but more about deciding how much weight to give to those thoughts. It can be as simple as being mindful of our breathing; which is why most people begin the process of medita-



tion by inhaling and exhaling in measured breaths. Others may choose to focus on an image, or to repeat a mantra. Whatever it is we choose as our focus, with continued practice, we will eventually be able to experience a sense of stillness, clarity and awareness. These periods of awareness are referred to as "gaps". The more we meditate, the more time we will be able to spend in these "gaps" of consciousness and awareness. Ms. Lloyd, our yoga instructor, likens meditation to the blossoming of a lotus flower, which blooms in muddy water. The lotus (symbolizing awareness and enlightenment) rises and blooms from its murky environment (the thoughts, worries and constant dialogue in our heads).

So come join us. Don't tune out; tune in; breathe; get centered. Spend fifteen minutes with us or spend the entire half-hour; it's up to you. Bring your own music and ear buds, or listen to our playlist. Emerge a calmer, more focused, energized you.

Sessions are held on Wednesday mornings from 10:30am-11:00am in Room 3300.





Special Operations Division Director Herb Rouson (far right) and the Jurors' Office staff welcome the jurors.

Plan – “Improving the efficient use of jurors by examining new approaches for verifying trial readiness, calling jurors for service, and assembling panels” – the Jurors’ Office has made great strides in ensuring that its business processes maximize the jurors’ sacrifice in time (and sometimes money).



Superior Court Chief Judge Lee Satterfield welcomes the jurors.

For the past two years, the Court has posted impressive juror utilization rates (the rate at which jurors are used) of 80% and 79% respectively. Our goal is to ensure that each person who answers the call to report for jury duty will have had the opportunity to participate in at least one *voir dire* (jury selection process).

As you can imagine, predicting the **exact** number of jurors that will be needed each day is not a precise science. However, the Jurors’ Office works collaboratively with the Court’s Jury Management Committee as well as individual judges and their respective staffs, in an effort to strike the right balance for the number of jurors to summon each day. To the extent that the Court is able to maintain higher than average juror utilization rates, we can also work towards extending the frequency that residents are called for jury duty beyond two years.

Much of the Jurors’ Office work is making sure that the “juror experience” is efficient, effective, and rewarding. The Court provides free child care services as well as interpreter services that aid in alleviating any impediments that citizens might have in fully participating in jury duty. We offer free WiFi access, a Business Center, Lactation Room, eJuror Online Services, Jury Live Chat-line, as well as a Jury Help email box. Additionally, in June 2015 the Jurors’ Office is excited to be rolling-out its new Juror Debit Card program – giving jurors convenient and secure access to their travel subsidies and payments for service.



Judge Robert Morin welcomes the jurors.

The DC Courts value the tremendous effort, contribution, and role that our jurors play in helping us fulfill our mission “to protect rights and liberties, uphold and interpret the law, and resolve disputes peacefully, fairly and effectively in the District of Columbia”. Juror Appreciation Week is our way of acknowledging their “Public Service” to the community.

Courtwide Conference Diversity Workshop — continued from back cover

important concept. Ms. Burello explained synergy through diversity as agreeing to search for ways to collaborate, even if you don’t necessarily agree or understand the way that others view or interact within the workplace.

Ms. Burello put these theories into practice during this highly interactive workshop by giving workshop attendees “diversity dialogues” - case studies and specific questions for group discussion geared towards gaining awareness of specific groups or people. These dialogues covered a variety of topics that we see in every workplace, including how to handle work-life balance, how to address a “loud” coworker within

the office, and how to make sure that coworkers who might be uncomfortable speaking during meetings still have an opportunity to get their opinions heard. The diverse group of attendees was able to work out solutions and come to synergy for each of the case studies presented, which can be applied to similar situations within the workplace.

Ms. Burello was able to draw a direct line from this concept of synergy through diversity to the DC Courts Strategic Plan, and attendees were able to see specific tenants within our goals and values. Her parting thought was that synergy through diversity is the highest standard of conduct, especially in the workplace.

2015 Courtwide Conference

By Kiah Dixon

Keynote Speaker on Blending our Multigenerational Workforce

The 2015 Courtwide Conference focused on the theme of “Blending a Multigenerational Workforce.” Conference keynote speaker Seth Mattison delivered both a morning and an afternoon address speaking directly about this topic, and specifically connecting it to our unique environment here at the District of Columbia Courts. As the founder and Chief Movement Officer of FutureSight Labs, Mr. Mattison has dedicated his study to understanding the uniqueness of each generation and how they contribute to both cultural and organizational shifts.



translate into a synergistic workplace. He characterized Baby Boomers as productive, professional, having excellent follow through, and thorough. Generation Xers are efficient, smart, adaptable, honest, transparent, and trustworthy. Millennials are seen as genuine, accessible, relatable, informal, and dependable.

He urged conference attendees to keep these generational differences in mind when communicating with colleagues of different generations within workplace settings. The key, as he put it, is to be flexible, and to strive to communicate with others in the way in which they want to be communicated with.

Mr. Mattison is a dynamic speaker, and used an interactive style, comedic undertones, and media references to underscore his main points. His overarching theme of breaking generational stereotypes was a message that all attendees subscribed to. Mr. Mattison sought to explain the differences between generations by explaining the historical events that shaped them during their formative years (ages 14 through 24). He touched on important aspects of the three generations that currently comprise today's workforce: Baby Boomers, Generation Xers, and Millennials. Instead of perpetuating generational stereotypes, Mr. Mattison focused on how differences between generations should be celebrated and can

Mr. Mattison closed his keynote with three main takeaways. First, he urged everyone to cultivate courage. Second, he urged our organization to shine a light on the unwritten rules of hierarchy. Third, he urged us to see the greatness in another generation.

Many of the employees who attended appreciated Mr. Mattison's candor, comedic influence, speaking style, and pertinent information. His relevant information and real-world takeaways are things that each employee can apply within the workplace, and will help to further blend our workforce.

Courtwide Workshop Strives to Impart Synergy through Diversity

As part of the 2015 Courtwide Conference, several workshops were offered to conference-goers on a variety of topics of interest. As the name suggests, one such workshop entitled “Synergy through Diversity” focused on how diverse groups within the workplace can come to synergy. Facilitator Kelly Burello has a previous working relationship with the Center for Education and Training, and returned for this workshop with fresh perspectives and innovative ideas.

Ms. Burello started by providing a working definition of synergy. Synergy, as she put it, is the “state in which two or more things work together to work better than they would as individuals.” Diversity consists of the differences and mixtures between personalities, generations, abilities, and cultures. Ms. Burello suggested that diversity is something that cannot be mandated, per se - that is, you cannot mandate understanding. This is especially true of the workplace, which is why synergy through diversity is such an

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