

## **Item SP12-05 Response Form**

### **Title: Strategic Evaluation Committee Report**

The Strategic Evaluation Committee (SEC) was appointed by Chief Justice Tani G. Cantil-Sakauye in March 2011 to conduct an in-depth review of the AOC with a view toward promoting transparency, accountability, and efficiency. The Chief Justice received the report and recommendations on May 25. At its meeting on June 21, 2012, the Judicial Council accepted the report and directed that it be posted for public comment for 30 days. Comments received will be considered public and posted by name and organization.

**PLEASE NOTE that all comments will be posted to the branch web site at  
[www.courts.ca.gov](http://www.courts.ca.gov) as submitted by the commentator as soon as reasonably possible after receipt.**

#### **To Submit Comments**

Comments may be entered on this form or prepared in a letter format. If you are *not* submitting your comments directly on this form, please include the information requested below and the proposal number for identification purposes. Because all comments will be posted as submitted to the branch web site, please submit your comments by email, preferably as an attachment, to: [invitations@jud.ca.gov](mailto:invitations@jud.ca.gov)

Please include the following information:

**Name:** Michael Roosevelt    **Title:** Sr. Court Services Analyst

**Organization:** Center for Families, Children & the Courts

**Commenting on behalf of an organization**

*General Comment:*

*Specific Comment - Recommendation/Chapter Number (N/A)*

Over the years, I have had the pleasure of working with California judges, managers and court staff during conferences on judicial, gender, racial, staff and manager diversity, and know how much they value a branch and administration that is reflective of California's diversity.

However, an immediate unintended impact of the SEC report has been the disproportionate number of African Americans and Asian Americans laid-off during the first phase of the 29 layoffs: three Asian Americans and five African Americans. The most disturbing finding was that all laid-off African Americans employees were women. Moreover, the only two director level positions held by a Latino and an African American at the AOC: Director of Human Resources, a Latino, and the African American female Assistant Director of what was the regional office, have left the AOC\*. The SEC and all of us should be concerned with how, if its proposed recommendations are not carefully

**DEADLINE FOR COMMENT:** 5:00 p.m., Sunday, July 22, 2012

*All comments will become part of the public record.*

monitored, may be responsible for the disproportionate loss of African American, Asian and Hispanic employees. Therefore, the SEC needs to review racial, ethnic, gender and classification data on AOC employees to monitor if past or proposed layoffs disproportionately impacts certain groups of employees.

Some might see a less diverse AOC as an unintended consequence; I see it as an abandonment of what we should value most about our state: its diversity.:

\* I'm only here highlighting the optics of the disproportionate layoffs and resignations of African Americans, Asians and Latinos.

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