



Judicial Council of California

Advisory Committee on Providing
Access & Fairness

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**ADVISORY COMMITTEE ON PROVIDING ACCESS AND
FAIRNESS**

MINUTES OF OPEN MEETING WITH CLOSED SESSION

April 16, 2026

12:15-1:15 p.m.

Zoom

Advisory Body Members Present: Hon. Victor Rodriguez (Cochair), Hon. Kevin Brazile (Cochair), Hon. Jose Castillo, Ms. Shelly Caterino, Hon. Thomas Delaney, Hon. Esther Kim, Hon. Victoria Kolakowski, Ms. Shirley Luo, Hon. Lia Martin, Ms. S. Lynn Martinez, Ms. Julie Paik, Mr. Michael Powell, Hon. Mickie Reed, Hon. Michael Rhoads, Ms. Fariba Soroosh, and Ms. Katy Van Sant.

Advisory Body Members Absent: Ms. Morgan Baxter, Hon. Monica Diaz, Hon. Rebekah Evenson, Hon. Amy Guerra, Hon. Clare Keithley, Hon. Cynthia Loo, Hon. Elizabeth Macias, Ms. Nina Magno, Hon. Laura Walton, and Hon. Julie Weng-Gutierrez.

Others Present: Hon. Kathy Ciuffini, Ms. Sarah Davis, Mr. Douglas Denton, Hon. Candice Garcia-Rodrigo, Ms. Elizabeth Hom, Mr. Cyrus Ip, Hon. Jacqueline Jackson, Ms. Eunice Lee, Mr. Russell McGregor, Ms. Amanda Morris, Ms. Sylvia Nam, Ms. Cristina Resendiz-Johnson, Ms. Chio Saepanh, Ms. Melanie Snider, Ms. Elizabeth Tam-Helmuth, Mr. Greg Tanaka, Mr. Rodney Trevino, and Hon. Monica Wiley.

OPEN MEETING

Call to Order and Roll Call

The chair called the meeting to order at 12:15 p.m. and took roll call.

Approval of Minutes

The advisory body reviewed and approved the open session minutes of the February 19, 2026, Advisory Committee on Providing Access and Fairness meeting and the March 24, 2026, action by email. Judge Lia Martin moved to approve the minutes. Justice Jose Castillo seconded that motion. With no objections or abstentions, the motion carried.

DISCUSSION AND ACTION ITEM (ITEM 1)

Item 1

State Bar Council on Access and Fairness: Diversity Brief on Artificial Intelligence and Bias in Recruitment and Hiring in the Legal Profession

Presenter: *Ms. Elizabeth Hom, Program Director, Office of Access and Inclusion, The State Bar of California* and *Ms. Sylvia Nam, Senior Program Analyst, Office of Access and Inclusion, The State Bar of California*

Ms. Elizabeth Hom and Ms. Sylvia Nam presented to the committee their work on access and fairness in regard to the use of Artificial Intelligence in recruitment and hiring processes in the legal profession. The California State Bar Association's Council on Access and Fairness has conducted research on methods firms use to utilize AI in hiring practices and how that has shaped the industry. They found that employers inaccurately assume AI is more objective than humans, and that automated processes lack adequate oversight and result in perpetuated hiring biases and reduced transparency. Research is ongoing.

A D J O U R N M E N T

There being no further open meeting business, the meeting was adjourned at 12:47 p.m.

C L O S E D S E S S I O N

Approval of Minutes

The advisory body reviewed and approved the closed session minutes of the February 19, 2026, Advisory Committee on Providing Access and Fairness meeting.

Item 1

Changes to Remote Meeting Procedures

Presenter: *Ms. Cristina Resendiz-Johnson, Attorney, Center for Families, Children & the Courts*

The committee received an update for procedural changes to remote advisory body meetings that focus on making the process more inclusive and accessible to all.

Adjourned closed session at 1:01 p.m.

Approved by the advisory body on enter date.