

**United States Bankruptcy Court
Southern District of Florida
Diversity, Equity, and Inclusion Committee
Minutes of Meeting Held on October 7, 2022 (via Zoom)**

Members Present

Hon. Erik P. Kimball (co-chair)
Bernice Lee (co-chair)
Michael Bakst
Maite Diaz
Amy Carrington
Monique Hayes
James Moon
Dana Quick
Carlos Sardi
Nadine White-Boyd

Members Not Present

Hon. Laurel M. Isicoff, Chief Judge
Linda Leali

1. Call to Order

Ms. Lee called the meeting to order at 12:02 p.m.

2. Roll Call

A quorum was present with 10 members in attendance.

3. Minutes from September 1, 2022 Meeting

The minutes from the prior meeting were circulated before the meeting. Comments were solicited and none received. Motion to adopt minutes moved (Moon) and seconded (Bakst). The motion passed unanimously by show of hands.

4. Continuing Business

a. Programming – Unconscious/Implicit Bias

Ms. Lee provided the Committee with a list of potential presenters for this program along with additional information regarding background, prior groups presented to, and relative cost. The Committee discussed funding concerns, identified a preferred presenter, and addressed appropriate timing for a presentation. The Committee discussed how to make the presentation useful to bankruptcy practitioners including solo practitioners. The Committee also discussed online and third-party resources relevant to this issue. Ms. Lee will follow up with the preferred presenter.

b. Survey Regarding Bias

Ms. Hayes provided an update on her review of information relative to a proposed survey, including her review of model surveys available elsewhere. Ms. Hayes suggested an initial survey via email to attorneys and others who regularly appear in the Bankruptcy Court. Ms. Hayes circulated a proposed survey to the group and requested comments before the next meeting. Ms. Hayes recommended the survey be limited in length, and be anonymous but request key demographic information. The Committee discussed the proposed survey including logistical concerns.

c. Language / Accessibility

Mr. Sardi gave an update on his and Ms. Diaz's work to review available language tools. They have a meeting scheduled with personnel from the Clerk's office to discuss what is already available to debtors and other options that may exist. Ms. Lee noted that the Bankruptcy Court's website includes the embedded ability to translate text using Google Translate. The Committee discussed language concerns with the official bankruptcy forms and local forms used by the Chapter 13 trustees. Ms. White-Boyd advised that the Court's Pro Bono Committee is working with the Clerk's office on issues relating to language barriers and suggested that the Committee work with the Pro Bono Committee on such issues.

5. New Business

a. Law Clerks

For the next meeting, Ms. Lee asked Committee members to think about ways to encourage diverse applicants for law clerk positions.

b. Roadways to the Bench

Ms. Lee announced this event is occurring early in 2023 and encouraged Committee members to assist in getting the word out.

6. Next Meeting

The next meeting is moved to November 3, 2022, at 12:00 p.m. due to a conflict with the Florida Bar's annual View from the Bench event.

7. Adjourn

The meeting concluded at 1:00 p.m.

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