

# the Gender Fairness Strategies Project

*The National Association of Women Judges • The National Judicial College • The National Center for State Courts  
American Bar Association Commission on Women in the Profession • The National Judicial Education Program*

Steering Committee

January 1999

Honorary Chair  
Judge Marilyn Loftus  
New Jersey Superior Court  
Appellate Division (ret.)

Chair  
Judge Betty Weinberg Ellerin  
Associate Justice, Appellate Division  
Supreme Court of New York

## THE GENDER FAIRNESS STRATEGIES PROJECT Implementation Resources Directory

Vice-Chair  
Judge Sheila Murphy  
Presiding Judge (ret.)  
Sixth Municipal District  
Markham, Illinois

Judge Martha Craig Daughtrey  
United States Court of Appeals  
for the Sixth Circuit  
Nashville, Tennessee

Justice Christine Durham  
Utah Supreme Court  
Salt Lake City, Utah

Hon. Susan Finlay  
South Bay Judicial Court (ret.)  
Chula Vista, California

Hon. Judith McConnell  
Superior Court  
San Diego, California

Hon. Percy R. Luney, Jr.  
Past President  
National Judicial College  
Reno, Nevada

Lynn Hecht Schafran  
Director  
National Judicial Education Program  
New York, New York

Judge Mary Schroeder  
United States Court of Appeals  
for the Ninth Circuit  
Phoenix, Arizona

Hon. Shirley A. Tolentino  
Superior Court  
Newark, New Jersey

Roger Warren  
President  
National Center for State Courts  
Williamsburg, Virginia

Dr. Norma J. Wikler  
Consultant and Former Director  
National Judicial Education Program  
Grecia, Costa Rica

Hon. Barbara A. Zuniga  
Contra Costa County Superior Court  
Martinez, California

On behalf of the five organizations cosponsoring the Gender Fairness Strategies Project, the National Judicial Education Program announces publication of the *Gender Fairness Strategies Project Implementation Resources Directory*. Developed under a grant from the State Justice Institute, the Directory provides an annotated list of actions taken and materials available to address gender bias in state courts that can be replicated or adapted in other jurisdictions.

Documentation of deeply embedded gender bias in the courts and initiatives to eliminate it on a state-by-state basis is one of the most profound court reform efforts of this century. Since 1982 when the New Jersey Supreme Court convened the first task force on gender bias in the courts, more than forty states have in some way studied the nature and depth of gender bias in their courts and made specific recommendations to alleviate it. A wide spectrum of implementation strategies has begun to be instituted, e.g., amendments to judicial codes of conduct and court rules, sexual harassment training, legislation prompted by the task force findings, development of gender neutral court materials, training for court personnel, and judicial education.

Five national organizations—the National Association of Women Judges, the National Judicial College, the National Center for State Courts, the American Bar Association Commission on Women in the Profession and the National Judicial Education Program\* are cosponsoring the *Gender Fairness Strategies Project* under a grant from the State Justice Institute. The project's intent is to promote states' efforts to eliminate gender bias in the courts, and to define an agenda for moving this vital court reform effort forward in the next decade.

\*A Project of the NOW Legal Defense and Education Fund in cooperation with the National Association of Women Judges.

The **Implementation Resources Directory** was compiled based on a nationwide survey of the committees charged with implementing the recommendations of the forty state supreme court task forces on gender bias in the courts. This 230-page Directory is divided into three segments. The first segment is an annotated list of the products developed by the Implementation Committees or at their suggestion (*e.g.* bench books, educational materials, legislation, employment policies). The second segment covers the substantive law areas to which these products relate. The third segment describes collaboration between Implementation Committees and other legal and non-legal entities. Each topic presented contains a full annotated list of relevant products and projects. The Directory also provides information about how to obtain copies of these materials.

The Implementation Resources Directory is intended for multiple audiences. The projects and programs described can be replicated by:

- C Gender Bias Task Force Implementation Committees
- C Supreme Court Committees on Fairness
- C Court Administrators
- C Judicial Educators
- C Bar Associations
- C Prosecutors
- C Public Defenders
- C Court Watching Organizations
- C Judicial Nominating Commissions
- C Judicial Disciplinary Commissions
- C Attorney Disciplinary Commissions
- C Legislatures
- C Law Schools
- C Advocates Against Domestic Violence and Sexual Assault

We are pleased to provide this valuable resource for all those involved in this critical court reform effort.

***The Directory may be purchased for \$20.00 from the National Judicial Education Program, 395 Hudson Street, 5th Floor, New York, NY 10014; (212) 925-6635; Fax (212) 226-1066; E-mail: [njep@nowldef.org](mailto:njep@nowldef.org). Regular postage within the United States is included. If you are outside that area, postage will depend upon your location and postal preference, i.e. surface or air.***

the  
Gender Fairness Strategies Project

*The National Association of Women Judges • The National Judicial College • The National Center for State Courts  
American Bar Association Commission on Women in the Profession • The National Judicial Education Program*

**IMPLEMENTATION RESOURCES DIRECTORY**

**Directory Order Form**

**Contact Name:** \_\_\_\_\_

**Organization Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

\_\_\_\_\_

**Phone:** \_\_\_\_\_ **Fax:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Number of Books at \$20.00 each:** \_\_\_\_\_

**Please remit your enclosed payment in the amount of \_\_\_\_\_ to NOW Legal Defense and Education Fund, earmarked for NJEP. You may pay by check or credit card. If you wish to pay by credit card, please complete the following:**

Check one:     Visa             Mastercard             American Express

Card Number: \_\_\_\_\_ Exp. Date: \_\_\_/\_\_\_

Billing Address: \_\_\_\_\_

Signature: \_\_\_\_\_

Mail your order form and payment to:

**National Judicial Education Program  
395 Hudson Street, 5<sup>th</sup> Floor  
New York, NY 10014**

*Orders cannot be processed until payment is received. Our federal tax ID number, which you may need for ordering, is 23-7085442. Please allow two to three weeks for delivery. These prices include regular postage within the United States. If you are outside the United States, postage will depend on your location and postal preference, i.e., surface or air.*

For more information, contact the National Judicial Education Program at NOW Legal Defense and Education Fund at (212) 925-6635; Fax: (212) 226-1066, 395 Hudson Street, 5<sup>th</sup> Floor, New York, NY 10014-3684, njep@nowldef.org.