

APPENDIX A

LIST OF RECOMMENDATIONS

Rec. #	Description	Implementation Status
1-1 <i>(See page 107 of this report)</i>	Oregon Supreme Court should publish its response to the Task Force recommendations, appoint an implementation committee, require the committee to report annually on implementation progress and publish progress reports.	<ul style="list-style-type: none"> On June 15, 1994, the Chief Justice appointed an eight-person Implementation Committee (IC). This IC report is the annual report on implementation progress. For yearly updates and ongoing monitoring, the IC proposes the establishment of a standing implementation committee.
2-1 <i>(See page 33 of this report)</i>	Judicial Department should prepare a document and videotape for the public that explains in simple terms the civil and criminal justice system. Both materials should be translated into most common foreign languages.	IC has developed a blueprint for an informational booklet and the SCA is committed to implementing a translation project during the 1995-97 biennium based on IC's recommendation.
2-2 <i>(See page 26 of this report)</i>	<ul style="list-style-type: none"> Commonly used court forms should be translated into other languages. In counties with large numbers of non-English-speaking persons, court signs should be translated. 	The IC has completed a survey of all 36 trial courts and five legal services offices regarding translation efforts, needs and concerns. The IC has developed a forms translation strategy based on the survey. The SCA is committed to using the IC's strategy to undertake a translation effort in the 1995-97 biennium. Regarding court signs, the IC discovered that many courts have Spanish/English "No Weapons" signs and some have bilingual signs of direction. The IC recommends that courts with high numbers of non-English-speaking consumers install translated signs that direct these individuals to bilingual staff or translated information.
2-3 <i>(See page 87 of this report)</i>	Trial courts should increase the number of bilingual and bicultural employees.	<ul style="list-style-type: none"> OJD uses applications with a preference for bilingual ability. OJD authorizes trial courts to pay costs of language classes for staff and judges. See R 3-2 below.

Rec. #	Description	Implementation Status
2-4 <i>(See page 19 of this report)</i>	<ul style="list-style-type: none"> • Implement interpreter certification program. • Draft an interpreter code of ethics. 	<ul style="list-style-type: none"> • SCA is working with the National Center for State Courts and three other states to develop a shared testing program. In November, the E-Board approved \$40,000 for the program. First test administered in November 1995. • Code of Ethics approved on May 19, 1995.
2-5 <i>(See page 20 of this report)</i>	Raise interpreter fees to \$32.50/hour for certified interpreters.	Requires internal policy change. SCA supports idea but it is subject to budget.
2-6 <i>(See page 20 of this report)</i>	OSB Committee on Jury Instructions should draft instructions re: use of interpreted testimony.	<ul style="list-style-type: none"> • OSB Comm on Crim JI has drafted instruction for use in criminal context (see UCrJI No. 1001A). • OSB Comm on Civil JI is considering.
2-7 <i>(See page 21 of this report)</i>	Governmental agencies should provide interpreters in administrative proceedings.	<ul style="list-style-type: none"> • SB 864 (not enacted). • HB 2441, sections 2 - 7 (not enacted). • HB 2284 (not enacted).
2-8 <i>(See page 22 of this report)</i>	Interpreters should be provided in court supervised arbitration and mediation.	<ul style="list-style-type: none"> • SB 865 (not enacted). • HB 2441, section 1 (not enacted).
3-1 <i>(See page 82 of this report)</i>	Judicial selection committees should include diversity as a factor in making judicial appointment recommendations to the Governor.	• Judicial selection committees are committed to diversity in the judiciary. Recently, two new minority judges were recommended and elected.
3-2 <i>(See page 87 of this report)</i>	The Judicial Department should seek to reach more minority applicants.	<ul style="list-style-type: none"> • OJD sends job announcements to all Employment Division (ED) offices statewide and to over 100 minority organizations. • OJD will include job notices in the ED's new electronic kiosk system. • OJD is implementing a training program for supervisors to teach them the techniques of community outreach recruitment. • OJD periodically reviews applications and has developed a standardized recruitment manual.
3-3 <i>(See page 88 of this report)</i>	The Judicial Department should train presiding judges and administrators in how to attract qualified minority applicants.	• See R 3-2 above.

Rec. #	Description	Implementation Status
<p>3-4 <i>(See page 90 of this report)</i></p>	<p>Judges, administrators and all court personnel must be convinced, through education, of the need for and value of increasing diversity of the work force at all levels.</p>	<p>In April 1995, OJD implemented a four-hour diversity training module for all OJD staff and judges. It offered 16 training sessions at six locations statewide. OJD also provided managers and supervisors specific information on how to manage a diverse work force.</p>
<p>3-5 <i>(See page 90 of this report)</i></p>	<p>OJD should establish an ongoing cross-cultural awareness training for judges and court staff.</p>	<ul style="list-style-type: none"> • See R 3-4 above. • Oregon Judicial Conference Judicial Education Committee (JEC). JEC provides in-state judicial training or the reimbursement of tuition at out-of-state trainings and is attempting to weave fairness issues into all course offerings to accomplish one of its five goals: to “preserve the integrity and impartiality of the judicial system through eliminating bias and prejudice and the appearance of bias and prejudice.” • The American Inns of Court. Recently, the Portland, Salem, Eugene and Bend chapters conducted programs on issues of racial fairness. • The National Judicial College. Oregon judges attended courses concerning racial fairness in 1992, 1993 and 1994. • Other Judicial Education Organizations. In the last year, Oregon judges attended two national conferences on racial fairness.
<p>3-6 <i>(See page 87 of this report)</i></p>	<p>OJD should increase its efforts to train and attract bilingual employees.</p>	<p>See R 2-3 above.</p>
<p>3-7 <i>(See page 115 of this report)</i></p>	<p>Each court and the OSCA should appoint an ombudsperson to investigate complaints against staff relative to allegations of racial bias.</p>	<ul style="list-style-type: none"> • IC reviewed with the Chief Justice and the SCA and proposed that the SCA appoint one person in the OSCA to serve as an ombudsperson for all trial courts and the OSCA.
<p>3-8 <i>(See page 115 of this report)</i></p>	<p>The Chief Justice should appoint an ombudsperson to investigate complaints against judges and administrators relative to allegations of racial bias.</p>	<ul style="list-style-type: none"> • See R 3-7 above.

Rec. #	Description	Implementation Status
3-9 <i>(See page 87 of this report)</i>	The Chief Justice (CJ) and the State Court Administrator (SCA) should monitor the efforts to diversify court staffing and develop standards to measure the effectiveness of its diversification effort.	The CJ and the SCA were initially more concerned about implementing the necessary diversification programs. Now that implementation efforts are underway, the CJ and the SCA are committed to improving OJD's monitoring efforts. The IC also serves a monitoring role and will work with OJD to develop a formal monitoring system for the "Phase 2" implementation effort.
3-10 <i>(See page 95 of this report)</i>	The Supreme Court, the Chief Justice and the State Court Administrator should adopt a canon for judges and administrative rules for staff that explicitly prohibit the manifestation of racial bias.	<ul style="list-style-type: none"> • Judicial Canon: The Supreme Court is developing a canon for judges that will prohibit the manifestation of racial and gender bias. • Administrative Rules: OJD's personnel policy prohibits discrimination on any basis.
3-11 <i>(See page 95 of this report)</i>	Canon 2 of the Code of Judicial Conduct should be amended to provide: "A judge should not engage in conduct, on or off the bench, that reflects or implements bias on the basis of race, sex, religion, ethnic or national origin, or sexual orientation (including sexual harassment)."	See R 3-10 above.
4-1 <i>(See pages 45 - 47 of this report)</i>	BPSST and the State Police should ensure that all state, city and county police officers receive cross cultural awareness training. BPSST should make such training a prerequisite to certification.	<ul style="list-style-type: none"> • See chapter two. • BPSST mandates cross cultural training as part of Police Academy curriculum. • The State Police also trains new recruits on cultural issues. • LALEA and BPSST are cooperatively engaged in a community policing project designed to improve the relationship between Hispanic communities and local law enforcement.
4-2 <i>(See page 89 of this report)</i>	All law enforcement agencies should implement a hiring program designed to attract minority and bilingual police officers.	The State Police and county and city police departments are committed to implementing (or improving an existing one) an aggressive minority recruitment campaign, request information on an applicant's bilingual ability and provide language training or pay for language classes.
4-3 <i>(See pages 109 -12 of this report)</i>	District Attorneys should be required to collect and report to the Criminal Justice Council data on the variable of race in all charging decisions.	<ul style="list-style-type: none"> • SB 866 (not enacted). • See R 4-12 below.

Rec. #	Description	Implementation Status
<p>4-4 <i>(See pages 47 - 48 of this report)</i></p>	<p>Legislature should instruct the Criminal Justice Council to develop uniform charging standards that specify, at a bare minimum, that race, religion, nationality, gender, occupation or economic class are improper bases for charging.</p>	<ul style="list-style-type: none"> • The IC drafted legislation, met with the affected entities and determined that strong opposition to a legislative mandate to create such standards made implementation unrealistic at this time. • HB 2441, section 11 (not enacted). • IC proposes that Oregon District Attorneys Association develop their own uniform charging standards.
<p>4-5 <i>(See page 111 of this report)</i></p>	<p>The Chief Justice should require trial judges to use uniform pretrial release forms that include defendant's race.</p>	<ul style="list-style-type: none"> • IC met with Chief Justice and SCA. • IC proposes a working group to study issue and link needs with Oregon Criminal Justice Commission.
<p>4-6 <i>(See page 110 of this report)</i></p>	<p>The legislature should direct the Criminal Justice Council to study whether a defendant's race affects the outcome of a pretrial release decision.</p>	<ul style="list-style-type: none"> • SB 866 (not enacted). • See R 4-12 below.
<p>4-7 <i>(See pages 48 - 49 of this report)</i></p>	<p>Legislature should amend the pretrial release criteria of ORS 135.230(9) to include "the defendant's ability to provide cash, stocks, bonds or real property to secure a promise to appear in court."</p>	<p>The IC analyzed the recommendation and determined that the system was facially neutral and sound and that the problem was better addressed through judicial education efforts.</p>
<p>4-8 <i>(See page 51 of this report)</i></p>	<p>Judges should be aware of hidden racial stereotypes and refer to race only when necessary to the disposition of the case.</p>	<ul style="list-style-type: none"> • The OJD developed a diversity training module and provided it to all its employees. • Inns of Court have sponsored several symposiums on issues of racial bias in the courts. • The Oregon Supreme Court is considering an amendment to the canons of judicial conduct which would prohibit bias.
<p>4-9 <i>(See page 111 of this report)</i></p>	<p>The Chief Justice should require trial judges to use uniform judgment forms that include defendant's race.</p>	<ul style="list-style-type: none"> • IC met with Chief Justice and SCA. • IC reviewed Criminal Justice Council's "Felony Guidelines Sentencing Report." • In 1994, OJD's ISD developed and implemented the Uniform Sentencing Judgment computer system. Four counties are testing program. • IC proposes a working group to study the coordination of data collection needs. The working group's efforts will hopefully streamline the data collection process.

Rec. #	Description	Implementation Status
4-10 <i>(See page 111 of this report)</i>	All counties should be required to submit sentencing guidelines reports timely and in a complete manner.	See R 4-9 above.
4-11 <i>(See page 51 of this report)</i>	The Sentencing Guidelines Board should again consider amendments to the sentencing guidelines that establish a five-year sunset period for consideration of prior criminal history.	<ul style="list-style-type: none"> • The CJC Legislative Subcommittee examined the recommendation and two draft decay models and determined not to pursue implementation. • The IC reviewed the recommendation, discussed it with the affected entities and decided not to pursue legislative action. • HB 2441, section 13 (not enacted).
4-12 <i>(See page 110 of this report)</i>	The Criminal Justice Council should continue to study and report on racial disparities in sentencing.	<ul style="list-style-type: none"> • HB 2704 (now law) abolished the Criminal Justice Council and established the Oregon Criminal Justice Commission (OCJC). The OCJC's specific duties are not yet known, but IC proposes that the Chief Justice consult with the OCJC to ensure that sentencing studies continue and that OCJC implement other related data collection efforts.
4-13 <i>(See page 109 - 112 of this report)</i>	The Department of Corrections and the Criminal Justice Council should study whether race affects parole and other post-prison decisions.	<ul style="list-style-type: none"> • SB 866 (not enacted). • See R 4-12 above. • The DOC conducted studies in February 1994 and March 1995 that showed race was a significant factor in determining an offender's likelihood of being revoked to prison.
4-14 <i>(See page 54 of this report)</i>	The Department of Corrections should examine the entrance requirements of its educational, vocational and treatment programs to determine whether the requirements operate in a manner that systematically disfavors any racial or ethnic group.	<ul style="list-style-type: none"> • DOC is committed to addressing the issues identified by the Task Force. • On November 16, 1995, the DOC published a report entitled <i>Racial/Ethnic Issues in Oregon Corrections: An Update</i>. • DOC examined the entrance requirements and determined that the treatment and educational program requirements did not disfavor any racial group; however, it also concluded that the English-only nature of its vocational programs disfavored non-English-speaking inmates. It planned to meet with inmate minority groups to discuss the requirement and any others the groups felt were unfair and develop possible solutions. • The Prison Reform and Inmate Work Act of 1994 will change the nature of educational and vocational training programs. Vocational programs will be scaled back and educational programs will focus on work, rather than college preparation. DOC is committed to ensuring equal opportunity in its inmate work program.

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<p>4-15 <i>(See page 89 of this report)</i></p>	<p>The Department of Corrections (DOC) should develop a program designed for employees to enhance retention and promotional opportunities of minorities.</p>	<ul style="list-style-type: none"> • The DOC is implementing five innovative recruitment techniques and initiating 4 new programs to improve job retention and promotional opportunities for minorities. • The DOC recently has appointed two minorities as superintendents of two of Oregon’s nine correctional facilities.
<p>5-1 <i>(See pages 59 - 62 of this report)</i></p>	<p>The Commission should continue to develop and implement a comprehensive plan to reduce minority overrepresentation. The plan should focus on the following six areas: community-based alternatives, diversion programs, alternatives to confinement, after-care programs, cross-cultural training for juvenile justice personnel and the development of a systemic ongoing monitoring process.</p>	<p>The Commission has a comprehensive plan to reduce minority youth overrepresentation in secure facilities that includes a process and impact evaluation of three completed pilot projects, the funding of three new projects, a state-wide cross-cultural training program for all juvenile justice personnel, a study on how to improve system-wide data collection and a completed report with recommendations regarding the treatment of Native American youth in the system.</p>
<p>5-2 <i>(See page 23 of this report)</i></p>	<p>Interpreters should be provided to all non-English-speaking parents and care-givers in juvenile proceedings and for all encounters with juvenile system.</p>	<ul style="list-style-type: none"> • SB 865 (not enacted). • HB 2441, sections 8 - 10 (not enacted).
<p>5-3 <i>(See page 63 of this report)</i></p>	<p>The Commission, CSD and juvenile departments should develop a list of experts who are minorities or can evaluate the cultural background of minority youth and their families to be made available to juvenile court staff and practitioners.</p>	<p>The IC met with the Commission and NAPTI. The Commission agreed to pursue implementation of the recommendation but the contact person subsequently obtained a new job and left the state. Consequently, implementation is pending.</p>
<p>6-1 <i>(See page 28 of this report)</i></p>	<p>The Chief Justice should ask the appropriate body to consider a rule that would permit courts to accept foreign language documents if accompanied by certified English translations.</p>	<ul style="list-style-type: none"> • SB 192, section 1 (Governor signed on June 5, 1995 and became effective on September 9).
<p>6-2 <i>(See page 37 of this report)</i></p>	<p>OSB should translate “Tel-Law” tapes and other informational material into foreign languages and make these available in county courthouses.</p>	<ul style="list-style-type: none"> • “Tel-Law” tapes: OSB currently provides Spanish and Vietnamese translations of tapes. It offer 96 English, 26 Spanish and 10 Vietnamese selections. The general “Tel-Law” information pamphlet provides information on how to use the tapes in all three languages. OSB plans to translate two additional tapes. • Informational material: OSB is planning to translate the “On Your Own” booklet and the “Handbook for Jurors” into Spanish and Vietnamese.
<p>6-3 <i>(See page 36 of this report)</i></p>	<p>Legislature should amend the Oregon workers’ compensation laws to require employers to post notices and provide forms in foreign languages if necessary and to extend notice provisions if such notices are not posted.</p>	<ul style="list-style-type: none"> • SB 867 (not enacted). • HB 2440 (not enacted).

Rec. #	Description	Implementation Status
6-4 <i>(See page 41 of this report)</i>	The OSB should engage in an intense public relations campaign in minority communities re: the civil justice system.	In February 1995, the bar's PS&I Committee developed an action plan concerning how best to implement the recommendation.
6-5 <i>(See page 91 of this report)</i>	The Oregon State Bar (OSB) and the Supreme Court should require all lawyers to certify completion of at least three hours of cross-cultural diversity training during each MCLE reporting period.	In January 1995, the OSB's MCLE Committee reviewed R 6-5 and concluded that a mandatory requirement was not appropriate; however, it also decided to include language in the MCLE rules that highlights the importance of cultural awareness training and encourages attorneys to take at least three credit hours. The OSB will publish the policy statement in the 1996 bar directory.
6-6 <i>(See page 112 of this report)</i>	The State Court Administrator should develop forms asking all civil litigants in all cases to provide information, including race, for demographic statistical and record-keeping purposes.	<ul style="list-style-type: none"> • IC met with the Chief Justice and the SCA and were asked to analyze R 6-6. • IC characterized R 6-6 as low priority because the problem relating to bias in civil system could be effectively addressed by public education efforts and diversification of juries. • IC reviewed ORS 18.425 as possible means to collect data and concluded that a racial checkbox could be added to "Civil Action Data Form" without much additional work.
7-1 <i>(See page 121 of this report)</i>	Pursuant to ORS 10.215(1), the Chief Justice should increase the number of minorities on the source list and implement changes permissible under existing law.	<ul style="list-style-type: none"> • IC discussed with the Chief Justice and the SCA, independently reviewed the source list issue and determined that implementation was not necessary because the lack of minority representation on juries more directly related to the summons process and juror experience.
7-2 <i>(See page 121 of this report)</i>	The 1995 Legislative Assembly should consider legislation to change the method of selecting persons to be included in the "source list" for possible jury service in order to include more minorities in the jury pool.	<ul style="list-style-type: none"> • See R 7-1 above.
7-3 <i>(See page 124 of this report)</i>	The Chief Justice, presiding judges, State Court Administrator and trial court administrators should shorten jury terms and implement one-trial/one-day practices wherever practicable.	<ul style="list-style-type: none"> • Multnomah and Marion County Courts will implement one-trial/one-day practices in October 1995 and early 1996 respectively. • SCA encourages all trial courts to implement similar system and will provide assistance.
7-4 <i>(See page 125 of this report)</i>	ORS 10.060 should be amended to increase juror compensation.	<ul style="list-style-type: none"> • SB 189 (not enacted).

Rec. #	Description	Implementation Status
<p>7-5 <i>(See page 122 of this report)</i></p>	<p>The Judicial Department should promulgate guidelines for stricter enforcement of excuse and deferral rules. Excuses should be the exception not the rule and if granted, service should be deferred rather than excused altogether.</p>	<ul style="list-style-type: none"> • The IC reviewed the summons process and recommended improvements with the Chief Justice and the SCA and concluded that while a stricter process is necessary, improvements to the juror experience took priority. • The IC also proposed that trial courts inexpensively tighten the summons process by sending the public a message of compliance.
<p>7-6 <i>(See page 123 of this report)</i></p>	<p>The State Court Administrator or trial court administrators should implement a follow-up procedure to contact jurors who do not respond to the subpoena.</p>	<ul style="list-style-type: none"> • See R 7-5 above.
<p>7-7 <i>(See page 126 of this report)</i></p>	<p>The Oregon State Bar, in cooperation with the State Court Administrator, should lead an intensive public relations and education effort regarding the importance of jury service.</p>	<ul style="list-style-type: none"> • In February 1995, the OSB’s Public Service & Information Committee developed an implementation strategy that emphasized wider distribution of its “Handbook for Jurors.” • The IC proposes the development of a short public service announcement for radio and that Marion and Multnomah counties implement recommendation H of the MBA 1993 Jury Pool Report.
<p>7-8 <i>(See page 129 of this report)</i></p>	<p>Every potential juror should receive an orientation (perhaps by videotape) that not only describes the jury process, but that also includes a succinct statement regarding the necessity of revealing bias.</p>	<ul style="list-style-type: none"> • Courts generally use three orientation tools: SCA Juror Orientation videotape, verbal orientation by court clerk and OSB’s “Handbook for Jurors.” • The IC concluded that while the tools effectively communicated the importance and logistics of jury service, none specifically addressed the necessity of disclosing bias. • The IC proposed that the “Handbook for Jurors” should be rewritten at an eighth-grade reading level and should contain a statement on a juror’s duty to disclose bias during voir dire. • The IC also proposed that the SCA postpone the addition of a similar statement to the video until the current Chief Justice retires and his introductory statement will need revision.
<p>7-9 <i>(See page 131 of this report)</i></p>	<p>The oath given to potential jurors should include a specific reference to the duty to disclose to the court, during the jury selection process, a juror’s racial bias and the duty to decide the case free of bias.</p>	<ul style="list-style-type: none"> • The IC proposed a rule governing the substance of the juror oath on voir dire be added to chapter six of the Uniform Trial Court Rules.

Rec. #	Description	Implementation Status
7-10 <i>(See page 131 of this report)</i>	Prior to voir dire, when requested by a party or in the court's discretion, a judge should conduct an initial voir dire of potential jurors to determine if any of the potential jurors are racially biased.	<ul style="list-style-type: none"> The IC supports the flexibility and discretion inherent in the current system and encourages judges to be aware of potentially biased jurors and exercise their authority to question them if necessary.
7-11 <i>(See page 133 of this report)</i>	The legislature should amend ORCP 57 D to establish a specific, actual cause to challenge a juror based on any statement made by the prospective juror that showed prejudice on part of the juror based on race or ethnicity.	<ul style="list-style-type: none"> Senate Bill 868 (signed by the Governor on July 19, 1995 and became effective on September 9, 1995).
7-12 <i>(See page 133 of this report)</i>	The Judicial Department should propose legislation designed to amend ORCP 57 to prohibit explicitly the use of peremptory challenges solely on the basis of race or ethnicity.	<ul style="list-style-type: none"> Senate Bill 869 (signed by the Governor on July 17, 1995 and became effective on September 9, 1995).
7-14 <i>(See page 97 of this report)</i>	The Oregon State Bar (OSB) and the Supreme Court should develop disciplinary rules making it unethical to use peremptory challenges solely on the basis of race.	In March 1995, the OSB's Legal Ethics Committee developed a draft rule that would make it professional misconduct to exercise a peremptory challenge "for reasons judicially determined to be constitutionally impermissible." After comment and review by other groups, the Committee will seek the Board of Governor's approval in August 1995.
7-15 <i>(See page 95 of this report)</i>	The Oregon State Bar (OSB) should develop a rule of professional responsibility prohibiting lawyers from manifesting, by words or conduct, bias based upon race, sex or socioeconomic status.	In March 1995, the OSB's Legal Ethics Committee developed a draft rule that would prohibit the manifestation of bias or prejudice based on "race, color, creed, gender, national origin or sexual orientation." After comment and review by other groups, the Committee will seek the Board of Governor's approval in August 1995.
8-1 <i>(See page 71 of this report)</i>	Oregon law schools should intensify their efforts to recruit more minority students, especially Hispanic students.	<ul style="list-style-type: none"> All Oregon law schools target minority students for recruitment using the CRS, personnel contacts and participation in law forums in regions with many minorities. Each school recruits from colleges in the Southwest that enroll many Hispanic students. Willamette hosted an event to encourage Hispanic youth to pursue a legal career.
8-2 <i>(See page 73 of this report)</i>	Organizations that provide funding for minority scholarships should increase their efforts to provide funds to Oregon law schools.	For years, the Oregon Law Foundation (OLF) has had a minority law student scholarship program. OLF hopes to increase the fund by improving its collection system and implementing an active contribution program.

Rec. #	Description	Implementation Status
<p>8-3</p> <p><i>(See page 71 of this report)</i></p>	<p>Law schools should commit more of the money they obtain from their fund raising efforts to programs targeting minority students and applicants.</p>	<p>All Oregon law schools are committed to R 8-3 but face financial challenges. Each school uses money for minority scholarships and programs. Northwestern dedicated funds to employ a full time director for its minority program and develop a summer law camp for minority middle school youth.</p>
<p>8-4</p> <p><i>(See page 67 of this report)</i></p>	<p>Law schools should increase their efforts to enlarge to pool of Oregon minorities interested in a legal career.</p>	<ul style="list-style-type: none"> • All schools participate in the annual Minority Law Day and recruit from local colleges. • Northwestern and UOSL operate programs in which law students teach law to high school youth. • In 1995, Northwestern operated a summer law camp for local middle school minorities. • UOSL organizes and participates in a “professional school” career fair and operates a mentoring program between minority law and undergraduate students. Two minority law professors taught college courses. • Willamette facilitated the participation of law schools in the James DePreist Multi-cultural College Fair for high school students and hosted “Project Summit—A Program to Encourage Hispanic Youth to Pursue a Legal Career.”
<p>8-5</p> <p><i>(See page 74 of this report)</i></p>	<p>Law schools should address the lower graduation rates among minority law students.</p>	<p>Each law school recognizes this as a problem and is realigning its academic support program to address it. See R 8-6 above.</p>

Rec. #	Description	Implementation Status
<p>8-6 <i>(See page 74 of this report)</i></p>	<p>Law schools should guarantee academic support for all minority students who need it, including bar courses.</p>	<ul style="list-style-type: none"> • All three law schools promote mentoring relationships between minority students and professors. • Northwestern provides three related services: (1) an eight-day Summer Institute; (2) a first-year skills building program; and (3) a Bar Support Program. • UOSL provides two services: (1) a week-long summer orientation; and (2) a first-year skills building program. UOSL is strategizing on how to provide second- and third-year academic support. • Willamette offers three services: (1) a three-day summer orientation; (2) a first year skills building program; and (3) an Academic Circles Program. Willamette is also collaborating with the bar and the other two Oregon schools to provide all minority law students with more academic and bar support.
<p>8-7 <i>(See page 71 of this report)</i></p>	<p>Each law school should consider weighing bilingual skills in the admissions process.</p>	<p>Each law school appreciates the growing need for bilingual skills in the practice of law and is considering R 8-7. UOSL is developing a strategy to weigh bilingual ability in the admissions process. Its Director of Admissions contacted Law Services to discuss the possibility of obtaining information on an applicant's bilingual ability via the LSAT.</p>
<p>8-8 <i>(See page 78 of this report)</i></p>	<p>Law professors should attempt to weave more legal issues affecting minorities into their curriculum.</p>	<p>The deans from each law school agree with R 8-8. Each school provides courses addressing racial bias in the law; however, they are also attempting to institutionalize cross-cultural issues into their law school's culture so that bias issues are a natural part of all courses.</p>
<p>8-9 <i>(See page 78 of this report)</i></p>	<p>Law schools should offer more lectures focusing on how cultural differences affect legal rights and should require attendance by nonminority faculty and students.</p>	<ul style="list-style-type: none"> • See R 8-8 above. • UOSL plans to provide a series of "Cultural Enhancement Lectures" and offer two courses of special concern to minority students.

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<p>8-10 <i>(See page 77 of this report)</i></p>	<p>Minority alumni from all Oregon law schools should be encouraged to support minority law students.</p>	<ul style="list-style-type: none"> • Law Schools. All schools encourage mentoring relationships with minority alumni and students. The schools encourage their minority students to participate in the OSB’s mentoring program and help facilitate the OWLs program. Northwestern hosted a minority law student reception and is considering the development of a minority alumni newsletter. UOSL publishes a directory of minority lawyers in Oregon and distributes it to minority law students and attorneys. Willamette runs a mentoring program and hosted a luncheon with incoming minority law students and alumni. • The OSB. The OSB coordinates a Professional Partnership Mentoring Program that links minority law students with practicing attorneys. • Oregon Women Lawyers. OWLS coordinates a mentoring program in Portland, Eugene and Salem. The program established over 330 mentoring relationships.
<p>9-1 <i>(See page 67 of this report)</i></p>	<p>The Oregon State Bar, other bar organizations and attorneys should expose junior and high school minority students to the legal profession and the academic requirements.</p>	<ul style="list-style-type: none"> • The Classroom Law Project is an organization designed to educate grade, middle and high school students in civics studies. Because the Project involves legal issues and works with a diverse group of youth, it exposes many minority students to the legal profession. • The OSB helps the Classroom Law Project coordinate its mock trial competition. • The OSB New Lawyers Division conducts presentations of the “Drop Out Prevention” video to local high school students. • Northwestern and UOSL offer classes for law students in which the students teach law to high school students. • Northwestern conducted a summer law camp for minority middle school students. • Willamette hosted a program called “Project Summit —A Program to Encourage Hispanic Youth to Pursue a Legal Career.” • The Minority Law Student Associations at each Oregon law school coordinate mentoring programs with local middle schools.

Rec. #	Description	Implementation Status
<p>9-2 <i>(See page 67 of this report)</i></p>	<p>Law schools should encourage law students and faculty to volunteer in programs that encourage minority high school youth to consider a legal career.</p>	<p>The deans from each law school have distributed copies of the Task Force report to, and discussed it with, all faculty. Also, each school's minority student affairs committee has discussed the report and developed strategies to address the relevant recommendations. (See also R 9-1 above.)</p>
<p>9-3 <i>(See page 82 of this report)</i></p>	<p>Law firms, state agencies and other employers of lawyers should evaluate their hiring practices to avoid bias in the hiring process. The Oregon State Bar (OSB) should have a program to assist these organizations in ensuring that their hiring practices are free of racial bias.</p>	<p>Oregon's legal employers (public and private) have demonstrated a commitment to R 9-3. For example, over 30 public and private legal employers have participated in the OSB's minority law student employment programs. Also, in December 1994, nine of Portland's largest private law firms met with the IC and made a pledge to increase their firm's diversity at all levels. Part of these efforts includes a constant review of hiring practices to avoid bias. The OJD continuously reviews its hiring process to avoid bias and has accordingly enacted a policy to ensure uniform hiring practices statewide, trained supervisors in how to conduct bias-free recruitment and ensured that OJD applications are free of any requests for potentially discriminatory information. The Oregon Department of Justice likewise reviews its hiring practices and recently enacted three process improvements.</p>
<p>9-4 <i>(See page 100 of this report)</i></p>	<p>The Oregon State Bar (OSB) and other bar-related organizations should implement plans to involve more minority lawyers in positions of responsibility.</p>	<p>The following six groups have taken specific action to improve the diversity of bar committee positions or their groups:</p> <ul style="list-style-type: none"> • The Oregon State Bar • The Multnomah Bar Association • Oregon Criminal Defense Lawyers Association • The Three Minority Lawyer Associations • The Lane County Bar Association • Oregon Women Lawyers