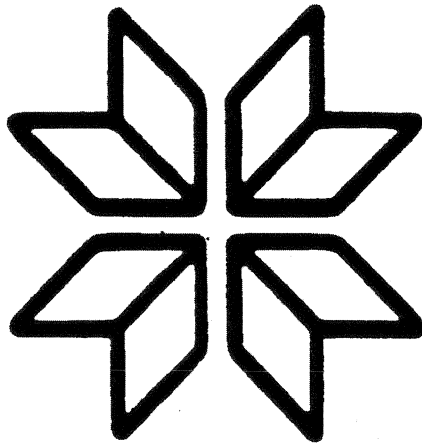


**FRANKLIN H. WILLIAMS
JUDICIAL COMMISSION ON MINORITIES**



1993 Annual Report

Franklin H. Williams
Judicial Commission On Minorities

270 Broadway
New York, New York 10007
(212) 417-2246
Fax No. 212-417-2299



Hon. Lewis L. Douglass, Chair
Justice of the Supreme Court

Hon. Nicholas Figueroa, Vice Chair
Justice of the Supreme Court

Christopher E. Chang, Esq.
Judiciary Committee, Chair
Asian American Bar
Association of New York

William J. Davis
Justice of the Supreme Court

Lenore Kramer, Esq.
Herman & Kramer

Hon. Yvonne Lewis
Justice of the Supreme Court

Hon. Cesar H. Quinones
Court of Claims

Maria Ramirez, Executive Director
Center for Multinational
and Comparative Education
N.Y.S. Department of Education

Robert M. Reaves, Chief Clerk
Surrogate's Court, New York County

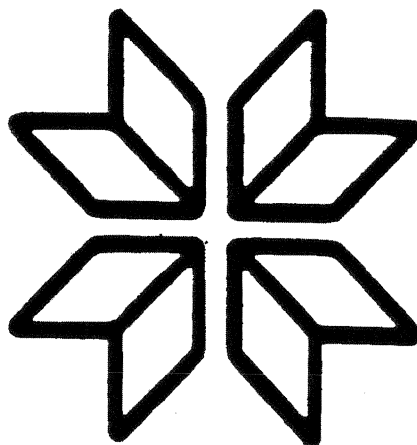
Hon. Rose H. Sconiers
Judge of the Supreme Court
Eighth Judicial District

Hon. Peter Tom
Associate Justice
Appellate Division
First Department

Hon. Charles L. Willis
Administrative Judge,
Seventh Judicial District

Joyce Hartfield, Esq.
Executive Director

**FRANKLIN H. WILLIAMS
JUDICIAL COMMISSION ON MINORITIES**



1993 Annual Report

LIAISON WITH MINORITY INTERESTS GROUPS

One of the primary activities of the Commission is to maintain continuous liaison with minority organizations and other organizations interested in insuring that the system fairly serves the various ethnic groups within the state.

In its effort to promote diversity in the New York State judiciary, the Commission coordinates its activities with various minority and women's bar associations. One such coordinated activity was the Commission's informal hearing on February 10, 1993 with Chester Straub, Esq., Chair of the First Judicial Department Screening Committee, regarding the criteria used by the committee in recommending candidates to the Governor for appointments to the Appellate Division, First Department. The bar associations present at that meeting included the Black Bar Association of Bronx County, Metropolitan Black Bar Association, the Puerto Rican Bar Association, the Asian American Bar Association of New York, the National Bar Association, the Hispanic National Bar Association, and the Association of Black Women Attorneys.

In working with these bar associations, the Commission found the membership of these bar associations to be significant and extremely active. For example, the Metropolitan Black Bar Association, the Asian American Bar Association of New York, and the Puerto Rican Bar Association has each recently entered joint membership programs with the New York County Lawyers' Association.

The Commission intends to continue to work closely with these bar associations, and will make every effort to promote their growth and development.

The following is a list of minority and women's Bar associations.

Association of Black Lawyers of
Westchester County
270 North Avenue, Suite 202
New Rochelle, NY 10801
President: J. Roger Rice
Membership: 25
(914) 633-9200

Association of Black Women
Attorneys, Inc.
134 West 32nd Street, Suite 602
New York, NY 10001
President: Adrienne Williams
Membership:
(212) 279-3870

Black Bar Association of Bronx County
C.P.O. Box 1519
Bronx, NY 10451
President: Gregory D. Harmon
Membership: 200
(718) 681-0900

Bronx Women's Bar Association
4465 Douglas Avenue, Apt. 3K
Bronx, NY 10471
President: Arlene Hahn
Membership: 100
(718) 601-2368

Brooklyn Women's Bar Assoc., Inc.
Brooklyn Bar Building
123 Remsen Street
Brooklyn, NY 11201
President: Barbara S. Odwak
Membership: 200
(718) 875-1611

Central New York Women's Bar
Association
P.O. Box 1842
Downtown Station

Syracuse, NY 13201-1842
President: Barbara Burnett
Membership: 70
(315) 443-2531

Greater Rochester Association for
Women Attorneys
P.O. Box 14150
Rochester, NY 14614-0150
President: Maureen A. Byrne
Membership: 200
(716) 263-1000

Hispanic National Bar Association -
Region I
33 Walt Whitman Road, Suite 310
P.O. Box 744
Melville, NY 11747
President: Wilfredo Caballero (201)
642-8951
Membership: 1400
(516)424-8142

Lesbian & Gay Law Association of
Greater N.Y.
799 Broadway, Suite 340
New York, NY 10003
President: Jim Williams
Membership: 500
(212) 353-9118

Macon B. Allen Black Bar Association
(Queens)
P.O. Box 8147
St. Albans, NY 11412
118-35 Queens Blvd.
President: Christopher Renfro
Membership: 200
(718) 575-8552

Metropolitan Black Bar Association
750 Lexington Avenue, 6th Fl.
New York, NY 10022
President: Andrew G. Maloney
Membership: 750
(212) 758-9393

Metropolitan Women's Bar Association
32 Court Street, Suite 707
Brooklyn, NY 11201
President: Andrea Hill
Membership:
(718) 624-0887

Mid-Hudson Women's Bar Association
P.O. Box 5216
Poughkeepsie, NY 12602
President: Lisa E. Rubenstein
Membership:
(914) 473-9377

Nassau County Women's Bar
Association
P.O. Box 7629
Garden City, NY 11530
President: Lea Ruskin
Membership: 150
(516) 248-0202

National Bar Association
1225 11th St. N.W.
Washington, DC 20001
President: Paulette Brown
Membership: 16,000
(201) 842-3900

New York Women's Bar Association
245 Fifth Avenue - Suite 2103
New York, NY 10016
President: Toby J. Pilsner
Membership: 800
(212) 889-7873

Puerto Rican Bar Association, Inc.
c/o New York County Lawyers Bldg.
14 Vesey Street
New York, NY 10007
President: Sandra B. Otero
Membership: 400
(212) 435-6792

Queens County Women's Bar
Association
P.O. Box 585
Boro Hall Station, NY 11424
President: Ilene Kass
Membership: 175
(212) 442-6800

Rockland County Women's Bar
Association
151 S. Main Street
New City, NY 10956
President: Bridget Casey
Membership: 60
(914) 634-3345

Staten Island Women's Bar Association
830 Howard Avenue
Staten Island, NY 10301
President: Karla Wolff
Membership:

Suffolk County Women's Bar
Association
P.O. Box 1357
Smithtown, NY 11787
President: Isabel Buse
Membership: 150
(516) 724-6948

Westchester Women's Bar Association
2001 Palmer Avenue - Suite 205
Larchmont, NY 10538
President: Karen E. Bell
Membership: 400
(914) 834-2302

Women's Bar Association of
Orange & Sullivan Counties
500 Route 17M
Goshen, NY 10924
President: Barbara Strauss
Membership: 70
(914) 294-2616

Women's Bar Association of the State
of New York
245 Fifth Avenue - Suite 2103
New York, NY 10016
President: Sandra C. Katz, Esq.
Membership: 2900
(212) 889-7813

Speaker's Bureau

The Commission arranges for minority judges, the Executive Director, Commission Members, and others to speak to organizations interested in the judicial system.

The Chairman or the Executive Director has spoken to the following organizations:

Association of the Bar of the City of New York, Committee on Minorities in the Court;

Association of Black Woman Attorneys;

Black Bar Association of Bronx County;

Coalition of Blacks in the Court;

Metropolitan Black Bar Association;

Network of Bar Leaders;

Puerto Rican Bar Association;

Tribune Society;

Westchester Alliance for Juvenile and Criminal Justice;

~~Lower~~ Manhattan Youth Violence Prevention and Advocacy Coalition.

Judicial Seminars

At the Judicial Seminars, Commissioner Maria Ramirez did a presentation on the importance of judges understanding multicultural differences.

Advisory Committees

To understand first hand the problems faced by minority lawyers, the Commission has established Advisory Committees of lawyers whose primary practices involve specific courts. Individual Commissioners assume responsibility for working with particular advisory committees.

Civil Court Committee	Commissioner William Davis and Lenore Kramer, Co-Chairs
Family Court Committee	Commissioner Cesar Quinones
Criminal Court Committee	Commissioner Rose H. Sconiers
Up-State Committee	Commissioner Rose H. Sconiers

Newsletter

The Commission publishes a quarterly newsletter focusing on issues concerning the minority community and the Unified Court System. A copy of the fall/winter newsletter is attached as Exhibit A.

National Outreach

Currently there are seventeen commissions on ethnic and gender bias across the country. Because New York undertook the most extensive study on the issues of the treatment of minorities in the courts and since the New York's Commission was one of the first to become a permanent part of the Judicial system, it has therefore been used as a model for many states across the country that are considering creating similar commissions.

The Chairman of the New York Commission is a member of a twenty person planning committee that has received a grant from the State Justice Institute, a federally funded research entity that is planning a national conference on Eliminating Race, Gender Bias, and Ethnic Bias in the Courts that is to be held in March 1995.

The National Center of State Courts serves as a clearing house for the Consortium of Commissions on Racial and Ethnic Bias.

The sixth annual National Consortium of Task Forces and Commissions on Racial and Ethnic Bias in the Courts will be held May 14, 1994 in Atlanta, Georgia.

JURY POOLS

One of the concerns of the Commission is to insure that jury pools outside New York City, more reasonably reflect the ethnic makeup of the surrounding community. The Commission therefore, conducted a survey among state Commissioners of Jurors to determine whether these commissioners use any special techniques to increase the number of minorities in the pools.

The survey revealed, among other things:

30% of the state Commissioners of Jurors believed it would be beneficial to change the current prospective juror questionnaire to add a question to ascertain the race of prospective jurors as is the federal practice.

37% increased ~~the~~ the number of mailings to zip codes with prospective minority jurors.

74% prepared special mailings to minority civic organizations.

The Chairman presented these findings to the annual meeting of the state Commissioners of Jurors. Full report attached as Exhibit B.

The Commission is withholding submission of legislation on jury reform until the report of the Jury Committee study created by the Chief Judge and chaired by Colleen McMahon, Esq. Commissioner Rose H. Sconiers serves as a member of that committee.

Jury Project

The Jury Project, consisting of some 30 lawyers, jury commissioners, judges and laypersons has been hard at work since September 1993. The project has been broken down into three smaller subcommittees: (1) Summoning and Qualification; (2) Jury Selection & Utilization; and (3) the Jury Experience. The Project expects to issue a full report detailing suggested efforts at reform, including specific legislative and regulatory recommendations by early Spring.

During the fall and winter of 1993, the Project held public hearings in New York City, Buffalo, and Albany. The Project has also received literally hundreds of calls from citizens who have served as jurors through a newly established toll-free number. In addition, the Project has reviewed extensive literature, consulted with experts from all over the country, toured courthouses throughout the state, interviewed jury commissioners and engaged in spirited debate.

Because the Project is still actively researching and debating many matters, it is impossible to predict at this point how the Project will come out with respect to each and every issue under consideration, including the question of the adequacy of minority representation of New York juries. The Project, however, is considering various reforms that it believes would do much to ensure that New York juries truly represent "a fair cross-section of the community."

Informational Materials on Jury Duty

The Commission has prepared posters and brochures targeted to the minority community that both explain the jurors' role and encourages jury duty. A Copy of the poster and a partial printout of the brochures is attached as Exhibit C. The complete brochure is available at the office of the Commission.

The Commission in conjunction with the Unified Court System is arranging to place posters on buses and subways in New York City to help encourage people to serve on jury duty. In addition, four additional cities have been targeted for transit jury publications. They include, Albany, Buffalo, Rochester and Syracuse.

APPOINTMENTS OF FIDUCIARIES

In analyzing the total dollars paid to minority and women attorneys for various appointments such as Referees, Receivers and other Fiduciaries, the Commission found a startling difference between the amounts earned by minority lawyers and women and the amounts earned by majority male attorneys. In discussing this disparity with judges at the Judicial Seminar, it became clear that much of the problem is because judges are unaware of minority or women lawyers who are available to accept such appointments. Accordingly, the Commission has initiated a program to identify all qualified minority lawyers and to circulate those names to judges throughout the state. In addition, the Executive Director has met with the minority bar organizations to explain the appointment process to minority lawyers and to encourage their enrollment in training programs organized by the various local and state bar

associations.

In developing this program, the Commission wishes to acknowledge the advice and continuing support of Justice Kristen Booth Glen and Justice Karla Moskowitz.

WORKFORCE DIVERSITY PROGRAM

Chief Judge Judith Kay's appointment of E. Leo Milonas as Chief Administrative Judge in charge of the Office of Court Administration heralds a new phase in the Commission's efforts to diversify the Unified Court System's (UCS) workforce.

The continued cooperation and support of the Office of Court Administration (OCA), which Judge Milonas now heads, is an essential component of the Commission's efforts to fulfill its major mandate, the accomplishment of workforce diversity. In this regard, we must acknowledge the unstinting support of former Chief Judge Sol Wachtler, who created the original Commission on Minorities, and his Chief Administrator, Matthew T. Crosson, both of whom were unswerving in their adherence to the underlying principles of workforce diversity.

It was encouraging to discover that shortly after assuming office, in a memo to all UCS administrators, Judge Milonas, on his own initiative officially reaffirmed the Commission's implementation stratagems. Although these stratagems have now become accepted UCS practice, his memo called for renewed commitment to them, while setting forth concrete standards by which the workforce diversity efforts of UCS Administrators throughout New York State will be evaluated.

Judge Milonas' memo also promulgated some of his own innovations to catalyze the ongoing process of workforce diversity. For instance, to ensure continuous monitoring of implementation efforts, all UCS administrators are now requested to submit quarterly progress reports directly to Judge Milonas. These reports will set forth their progress in complying with goals and time tables known collectively as the Workforce Diversity Program. This program, which OCA officially adopted in 1990, targeted those job categories in which minorities were grossly underrepresented. In setting the tone, Judge Milonas' memo called on the Administrators for a "rejuvenation and renewed emphasis" of efforts in addressing underrepresentation in these targeted job categories.

The stratagems referred to in Judge Milonas' memo were the result of recommendations incorporated in the 1991 final report of our predecessor Commission, and sought to be carried out by the present Commission. Since most of these recommendations incorporate the heart and sinew of this Commission's past and future work it is helpful to refer to them as they appear in Judge Milonas' memo, with an update of the Commission's progress as to each of them. In drawing attention to one of the UCS's most critical shortcomings, the memo makes specific mention of the paucity of minority representation within the ranks of the Officials and Administrators job category. Reduction of this state-wide underrepresentation, according to Judge Milonas, would constitute "the most visible manifestation of our commitment."

Indeed, the pressing need for commitment was abundantly demonstrated in the 1991 final report. According to the figures (1989) then available, there were 512 positions in the

job category of Officials and Administrators. Only 13 of these were held by Blacks and two by Hispanics, and one each by an Asian and a Native American. This, notwithstanding that there were sufficient available minorities with necessary skills in the corresponding civilian labor pool to triple the number of minorities in these positions.

As the following statistics underscore, the lack of minorities in Supervisory and Administrative positions highlighted in Judge Milonas' memo remains one of the most pressing challenges confronting the Commission:

Officials and Administrators

	<u>Total Positions</u>	<u>Minorities</u>	<u>Participation Rate</u>
June 1989	512	17	3.3%
October 1993	585	33	5.7%

While the above increase in the minority participation rate to 5.7% is encouraging, it nevertheless falls far short of what the rate should be, which is over 14%. This 14% represents the percentage of qualified minorities in the available civilian labor pool with the necessary qualifications to fill these positions. (See Exhibit E for further analysis)

Appellate Division

Previously, mention was made of the Commission's reliance on the Office of Court Administration for implementation of its workforce diversity initiatives. The Commission depends on OCA to bridge the gap between the Commission and those UCS entities that it administers.

Because of the Appellate Divisions' administrative independence and virtual autonomy from the Office of Court Administration, an assessment of their progress on workforce diversity has received scant attention in the past.

Consequently, among the Commission's latest initiatives is an effort to address workforce minority underrepresentation within the four Appellate Divisions of the Supreme Court. Our consideration of their minority participation rates reveals a need to improve total diversity in their non-judicial workforce. This is especially true in the two upstate Appellate Divisions.

In the Appellate Divisions existing minority participation is largely confined to the First and Second Departments, which encompass the metropolitan area with its large concentration of minorities. Even here participation is largely confined to lower echelon positions such as those in the Office Clerical job category. Traditionally, this job level offers a limited career path with little hope of advancement to better positions, and virtually no chance of promotion to Technician, or Officials and Administrators job categories.

It is participation in this latter category, Officials and Administrators, which Judge Milonas focused on, and urged his administrators to do likewise to display UCS's commitment to workforce diversity.

Officials and Administrators

There is no minority representation at all in the policy making job category of Officials and Administrators in the 53 available positions within the four Departments, as of March 23, 1994.

There are 14 Officials and Administrators positions in the Officials and Administrators in the First Department; 18 in the Second Department; 8 in the Third and 9 in the Fourth Department.

It should be noted that while the void of minority participation in the Officials and Administrators category in the Appellate Divisions is startling, this condition is not unique to the Appellate Divisions. In point of fact these 53 positions constitute a small fraction of the 585 positions in the Officials and Administrators job category throughout the UCS. As a matter of further fact, this Appellate Division underrepresentation in this category is characteristic of the UCS as a whole, particularly in the upstate counties.

Office Clerical

On the other hand, while there is generally much greater minority participation in the First, and to a lesser extent, the Second Department, the overwhelming number of these positions are concentrated in lower level ministerial jobs, such as the Official Clerical job category discussed below. But even in this modest job category there is minuscule minority representation in the upstate Third and Fourth Departments. Note the following distribution of incumbents in this category.

Office Clerical*

Total	Native					
	Black	Hispanic	Asian	American	White	
First Dept.	71	20(28.2%)	12(16.9%)	3(4.2%)	0(0.0%)	36(50.7%)
Second Dept.	146	27(18.5%)	14(9.6%)	2(1.4%)	0(0.0%)	103(70.1%)
Third Dept.	46	1(2.2%)	0(0.0%)	0(0.0%)	0(0.0%)	45(97.8%)
Fourth Dept.	45	3(6.7%)	0(0.0%)	1(2.2%)	0(0.0%)	41(91.1%)

The preceding statistics, which lists Office Clerical incumbents according to race, illustrates the premise that while minority participation is absent in the Officials and Administrators job group, it nevertheless tends to be heavily concentrated in this lower level position.

The compilations also make it clear that there is no underrepresentation in the First Department in the ministerial positions encompassed within the Office Clerical job group. In that job group they are adequately represented in accordance with their numbers surrounding civilian population area comprising the First Department. This is consistent with the prior conclusion that full or adequate minority participation tends to coalesce in the lower job categories, while being largely absent in the Officials and Administration job category or the more skilled or technical job groupings, such as the following Professional job category.

***All subsequent data relating to Appellate Division is as of March 10, 1992.**

Professionals

Total	Native					
	Black	Hispanic	Asian	American	White	
First Dept.	108	11(9.8%)	5(4.6%)	0(0.0%)	0(0.0%)	92(85.2%)
Second Dept.	161	11(6.8%)	2(1.2%)	1(0.6%)	0(0.0%)	147(91.3%)
Third Dept.	43	1(2.3%)	1(2.3%)	0(0.0%)	0(0.0%)	41(95.4%)
Fourth Dept.	66	0(0.0%)	0(0.0%)	0(0.0%)	1(1.5%)	65(98.5%)

The lack of minorities in the above mid-level Professional job category is singularly significant. These are positions with a future; jobs with an upward career path. The fact that minorities are underrepresented in this category may partly explain their complete absence in the Officials and Administrator category previously discussed.

EEO Division

Pursuant to the recommendations of the original Commission, the Equal Employment Opportunity office has been reorganized by the Office of Court Administration with the intention of giving the EEO Division a more active role in advising the administration on minority hiring. It is intended that this division will have a widened scope of authority, increased responsibilities and an enhanced status. Accordingly, the new EEO division headed by Alice M. Chapman, the recently appointed Deputy Director of Human Resources of EEO, will have increased autonomy, and will report

to the Director of Human Resources, Norma Meacham, Esq., and will have direct access to the Chief Administrators, Judge E. Leo Milonas, Jonathan Lippman, Deputy Chief Administrator for management support.

A key recommendation of the instant commission that is being considered by OCA calls for the establishment of a full-time EEO liaison representative in each of the four administrative divisions of the UCS. Currently, EEO liaison personnel perform this function as an additional duty to their regular jobs.

Consequently, they are limited in the time they can devote to EEO activities, thereby resulting in a corresponding loss of effectiveness. These new liaison would be responsible for the implementation of EEO policy within their geographic areas, and would report directly to the EEO administrator. It is foreseeable that the creation of these liaison positions would have a substantial impact in rectifying underrepresentation of minorities throughout the court system. Although funding for these positions has been requested in past and current budget requests, no appropriations have been granted. Certainly these additional positions would be consistent with prior Commission's recommendation that "additional resources are made available" and that the EEO office's scope of authority be strengthened.

Administrative Structure of the Court System

Exhibit D outlines the Management Support Structure within the Office of Court Administration. The Commission has analyzed the positions held by minorities within the Management Support structure and the judicial administrative positions held by minority judges within the State of New York.

In Exhibit E, the Commission has selected various titles within the Unified Court System and has analyzed data that will show the title, the number of minorities within that title, where located within New York City (NYC), outside NYC (ONY), Appellate Division (App.D.), Court of Appeals (App Ct.) and Office of Court Administration (OCA). In addition, Exhibit F shows the salary ranges for those titles.

Recruitment of Deputy Sheriffs

Outside of New York City security in courtrooms and detention centers is provided by sheriffs of the particular city. Because this is provided by contract with OCA, the sheriffs do not fall within the OCA Work Force Diversity Program. To increase the number of minorities employed by the sheriffs, the Chairman and Hon. Charles L. Willis opened discussion with the sheriffs in the 7th Judicial District and proposed that the sheriff visit campuses with large numbers of minority students majoring in criminal justice to encourage those students to become deputy sheriffs in various cities through New York State. On November 9, 1993, the Chair and Commissioner Charles L. Willis, attended a luncheon meeting in Rochester, New York with the sheriffs from eight upstate counties. The meeting was arranged by Judge Willis and convened by Sheriff Andrew Meloni of Monroe County. There was unanimous support by the Sheriffs present for expanding their recruiting efforts to attract minority applicants to fill vacancies as deputy sheriffs.

Sheriff Meloni thought that a statewide effort would be enhanced by involving the New York State Sheriff's Association. He agreed to contact that organization to arrange a meeting with the Commission.

Following the meeting with the sheriffs of the 7th district, the Chairman and Judge Willis were invited to make a presentation to the annual meeting of the NYS Sheriffs Association.

INTERPRETERS

During the public hearing held in connection with a regular monthly meeting of the Commission in Buffalo in June 1993, several speakers identified the shortage and lack of qualified interpreters in the Buffalo area. Following that meeting, the Commission met with the Chief Administrator who arranged for the hiring of two Spanish interpreters on a part-time basis and an additional two per diem interpreters. Additionally, Polish interpreters are planned in the future, as well as sign language interpreters.

The Office of Court Administration recognizes and fully supports having qualified court interpreters within the court system and have instituted additional standards for qualifying per diem interpreters.

YOUTHFUL OFFENDER STATUS

The Commission has submitted to a New York State Assembly committee a proposal to give discretion to trial judges to grant youthful offender status to persons up to twenty-one years who have been convicted of certain non-violent offenses.

Pursuant to Article 720 of the Criminal Procedure Law, and subject to the discretion of each judge, an eligible youth can be classified as a "Youthful Offender." However, the mechanism with which such a privilege is meted out falls short of providing an adequate alternative for thousands of

otherwise eligible youths. In fact, youths in New York are subjected to one of the harshest criminal sentencing guidelines available in the United States.

As used in Article 720, and as defined in Section 720.10, "Youth" means a person charged with a crime alleged to have been committed when he was at least sixteen years old and less than nineteen years old... Thus, youths between the ages of nineteen and twenty-one, a substantial portion of which are minorities, are left unprotected by Youthful Offender legislation, and are unable to pursue rehabilitation.

In at least four other states, the legislature, with great wisdom, has provided an alternate structure in which youths and society can better address the antisocial tendencies of such youths.

1) The Code of Georgia provides in Title 42, Chapter 7, Subsection 7, that;

"Youthful Offender" means any male offender who is at least 17 but less than 25 years of AGE at the time of conviction and who in the opinion of the department has the potential and desire for rehabilitation.

2) The General Statutes of North Carolina provides in Chapter 148, Article 3B, Section 148-49.11, that:

As used in this Article, a 'YOUTHFUL OFFENDER" is a person under twenty-one (21) years of AGE in the custody of the Secretary of Correction or a person under twenty-five (25) years of AGE who is in the custody of the Secretary of Correction...

3) The Statutes of Burns Indiana, in Title 11, Article 14, Chapter 1, Section 11-14-1-5, provides:

"Youthful Offender" means an offender ... who ... is less than twenty-five (25) years of AGE ...

4) The Code of South Carolina, Title 24, Chapter 19, Section 24-19-10, provides:

As used herein ... "Youthful Offender" means all male and female offenders who are seventeen but less than twenty-five years of AGE at the time of conviction.

Rather than overlook the problems of overcrowded prisons, the cost of incarceration, and the negative effect such as "adult treatment" will have on non-violent youths above the age of nineteen, we

should amend the Youthful Offender statute to increase the age requirement to twenty one years of age. Thereby allowing judges greater discretion for felonies are non violent in nature.

ASSESSMENT OF THE PROGRESS MADE ON SELECTED RECOMMENDATIONS
OF THE ORIGINAL STUDY

In 1989, the original Commission in its four volume study made many recommendations that would improve the condition of the courts and the perception of fairness toward minorities within the Court system.

Each year, in the Commission's annual report, there will be a discussion on selected recommendations.

Perceptions, Court Facilities, Treatment and Utilization

1. The City of New York must take prompt action to cure the crisis **regarding** the deteriorated facilities of the "ghetto courts" by implementing the 1989 Master Plan. The City should avail itself of funding mechanisms authorized by statute. At the very least, the crisis regarding the physical condition of deteriorated "ghetto courts" must be addressed by the avoidance of space allocations that crowd "ghetto court" facilities.

The Courts within New York City has not undergone any substantial change in appearance since the findings of the original Commission in 1991. Unfortunately, crowded ghetto court facility still exists.

However, the approval for the sale of \$414.5 million in bonds in December 1993 should facilitate the building of the following court projects within New York City over the next five years.

The following are the projects being financed by the bond sale:

Brooklyn - Criminal Court Annexes on State and Smith Streets; new wing for the Appellate Division, Second Department, on Monroe Place; Brooklyn Family Court building; Brooklyn Family Court agency building; Major renovations on Supreme Court building, Adams Street.

Bronx - Conversion of District Attorney's space to courtrooms, Grand Concourse; Housing Court - Grand Concourse - (under construction); Criminal Court building (Superblock I); Supreme/Criminal building (Superblock II)

Queens - Criminal Court Annex - Kew Gardens; Civil/Housing Court - Sutphin Blvd.; Family Court Annex - Parsons Blvd.; Family Court agency building.

Manhattan - Purchase and design of conversion to courthouse of 80 Centre Street, New York, NY.

2. To the extent that the Office of Court Administration has not set up programs of sensitivity training for judges and nonjudicial personnel, it should implement them. Training should include, as a critical component, a program of "cross-cultural competence, "which would include: (a) the

capacity to understand and appreciate different values, languages, dialects, cultures and life styles; (b) a capacity for empathy that transcends cultural differences; (c) avoidance of conduct that may be perceived as demeaning, disrespectful, discourteous or insensitive to persons from other cultural groups; and (d) a critical understanding of stereotyped thinking and a capacity for individualized judgement.

In all public hearings held by the Commission, it is constantly underscored that the Office of Court Administration should increase the depth and intensity of the cross cultural sensitivity training program both for judicial and non-judicial personnel.

3. The court system should be made more "user-friendly" by at least two means.

(a) First, there should be an Office of Ombudsperson in each court to help all persons in understanding court processes, to secure interpretations' services and to locate facilities (such as childcare facilities, where they exist). The Office of Ombudsperson would also notify all users of a court (i) that complaints about the court or about court personnel can be made to that office, and (ii) that the office would attempt to resolve all complaints expeditiously.

To date, there has not been any action taken on this recommendation. However an Ombudsperson office could help alleviate perceptions of unfairness and alienation that litigants feel when interacting with the Court system. In addition, the Ombudsperson's office could be a pivotal distributional center for all informational brochures on the various Courts and their jurisdiction.

(b) Second, information brochures, written in easily understandable English, and translated into Chinese dialects, Haitian Creole, Korean and Spanish, should be published and made available in each clerk's office and Office of Ombudsperson. These brochures should contain information relating to dispute-resolution entities other than the courts.

Chinese pamphlets for small claims court were published through efforts of the Commission in 1992. Further efforts should be made to publish informational brochures in other languages for litigants.

Legal Education

1. Attorneys who represent the indigent on an ongoing basis--public defenders, the Legal Aid Society and 18-B attorneys--should be certified for this representation. Certification would require completion of specified courses, including courses in criminal procedure and general litigation. A course in diversity sensitivity training should also be required. Commercial organizations, such as the Practicing Law Institute, should be encouraged to

provide these courses at reduced rates for those seeking certification, and for those who have been certified and are seeking renewal.

The screening panel for the First Department has undertaken the project of re-certification for all panel members on the Homicide, Criminal and Supreme Court Panels. This certification is underway now. In addition, the Advisory Committee for the Second Department has undertaken the re-certification of the panel members that represent indigent criminal defendants. The Second Department's certification will begin in the Fall of 1995 and will extend over a three year period with the intent of re-certifying one third of the panel each year. The Commission is unaware of any efforts for cross-cultural diversity and sensitivity training for panel members.

The Availability and Quality of Language Interpretations in the Courts

1. The Office of Court Administration should require local court administrators to maintain the data necessary to determine the interpreter needs of minority litigants within their respective jurisdictions and to allocate resources accordingly.
2. There should be a state office to prescribe the qualifications of full-time and per-diem interpreters; to ensure a uniform certification process; and to administer their training.

The Office of Court Administration has developed additional training for Court interpreters to improve the quality of interpreters within the Court system. Many screening ar

training programs have been developed for full-time and per diem interpreters. A Court Interpreters' Manual was written and distributed to all interpreters. The Manual, which standardizes interpreting procedures and contains a Statement of Ethics, is used by interpreters in performing their duties and serves as a training tool to upgrade interpreting skills. Together with video orientation and training materials developed, the Manual will form the foundation of a skills' workshop both full-time and per-diem interpreters.

Minority Contractors

1. The judges within the Unified Court System should use their discretionary ability to hire employees to diversify their own work force, for example, concerning the hiring of law clerks. See Exhibit G that gives the statistics on the number of minority law clerks.
2. The Unified Court System should adopt a complaint system to deal with complaints of discrimination within the Unified Court System, and promulgate and publicize a system of sanctions for this behavior.

A new EEO director and Deputy Director was hired by OCA and the Commission awaits the publication of their master plan for the changes within this office.

3. The Unified Court System should continue to review and develop alternatives to testing in job classifications requiring testing and to allow for the consideration of an individual's past performance. Whether nonjudicial employees are selected based on written examinations or the basis of other measures, cross-cultural competence should be one of the skills for which candidates are tested.

4. To the extent the OCA Minority and Women-owned Business Enterprises policy does not so provide, the following should be adopted:

- a) An information campaign should be instituted in minority business circles to inform prospective bidders of contracting opportunities.
Extensive use should be made of trade publications accessible to minority enterprises.
- b) Diversity training should sensitize UCS contractors to the need for minority participation and encourage them to include minority businesses on lists of potential contractors when bids are being solicited.
- c) There should be monitoring of the diversity program of all subcontractors whether private or municipalities and a "best efforts" requirement to diversify when contracting for security outside the New York City area.
- d) The OCA should identify and utilize minority-operated banks for monies received by UCS in the first instance.
- e) Officials should seek out minority professionals for consultation and personnel services contracts.
- f) OCA should actively solicit the participation of minority contractors in the construction of court facilities.

Increased efforts must be exhibited to fairly include minority contractors within all phase of construction. This is especially true with the approval for the sale of the 414.5 million dollar in bonds over the next five years for the building of new courts within New York City.

Franklin H. Williams
Judicial Commission on Minorities

Newsletter

EXHIBIT A



FRANKLIN H. WILLIAMS
JUDICIAL COMMISSION ON MINORITIES
Newsletter

VOLUME 1 No. 2

FALL/WINTER 1994

Message From the Chair

Recently there has been a spate of interest in developing strategies to make prospective juror pools more representative of our diverse communities, and jury duty itself less onerous and more efficient. This concern is exemplified by the Chief Judge's new committee and this November's report by the Joint Task Force on Jury Service of the N.Y. County Lawyer's Association, which alas, did not touch the issue of jury diversity.

Relevant to this interest we submit the results of our recent survey of the Commissioners of Jurors of each county in the State on page 3. Our questionnaire was designed to elicit their views concerning their past measures and future strategies and to increase minority representation on juries. Our survey has led to my being invited to speak at the annual meeting of the Commissioners of Jurors to review the survey findings and proposed strategies.

As an example of these strategies, Gloria Zinone, the Commissioner of Jurors for Monroe County, instituted a two-part program to encourage greater minority juror participation. She has instituted increased mailings to zip codes with large minority populations and she has also sent out thousands of forms to community organizations seeking volunteers. Commenting on the genesis of these innovations, Justice Charles Willis, the administrative judge of the seventh judicial district and a member of the Judicial Commission on Minorities, said: "The impetus for the project came from an African-American juror who was surprised to see what she felt were so few people of color in the Central Jury Room. Gloria Zinone met with this juror and followed her recommendation to meet with community agencies in Rochester."

Recognizing the need for closer scrutiny into jury service, the Chief Judge created the Jury Project Committee, whose 30 members included the Hon. Rose H. Sconiers, of Buffalo, a member of the Judicial Commission on Minorities. The Chief Judges'



Justice Lewis L. Douglass, Chair

committee will examine not only the question of racial diversity, but the broader question of how jury service can be made more attractive and fairer to jurors.

Our Commission has proposed legislation that would require that race be designated on the venire questionnaire, as is the federal practice, so that accurate calculations can be made concerning the level of minority representation on juries. Legislation has also been prepared that will reimburse unemployed jurors for child care fees while on jury duty.

Because many who do not receive jury notices are low income people, legislation was introduced last year to add names of persons on public assistance to the present venire lists used to solicit jurors. The Governor, however, vetoed that bill because a variety of federal regulations mandate that names of welfare recipients be kept confidential.

It must also be mentioned that despite the great effort to improve the jury system, the New York system, where everyone who registers to vote, pays taxes, or is registered with the Department of Motor Vehicles, receives a jury notice, it is probably the most comprehensive system in the country. Nevertheless, there is still a great momentum for improving the system and reaching the various minority communities within the state. The Commission has an office at 270 Broadway, Room 421, New York, New York 10007, (212) 417-2246, fax no. (212) 417-2299. The Executive Director is Joyce Hartsfield, Esq. and the secretary for the Commission is Linda Lane.

National Center for State Courts

The National Center for the State Courts has recently received a grant from the State Justice Institute to hold a national conference on Eliminating Race and Ethnic Bias in the courts.

The conference which is expected to be held in late 1994 or early 1995 will bring together representatives from court systems throughout the country. They will seek to develop strategies to improve the operation of the 16 Task and Ethnic Commissions now in existence. Ideally, the conference will assist in eliminating bias within the court structure and encourage other states throughout the country to create similar Judicial Commissions.

Honorable Veronica Simmons McBeth, a former chair of the Judicial Council of the National Bar Association chaired the initial planning committee which met for two days this summer in Chicago. Other members of the committee include Judge Lewis L. Douglass, chairman of the New York State Commission, Judge Charles Z. Smith, the coordinator of the National Association of State Committees on Bias, and Justice Paul J. Liaco, who is the Chairperson of the Discrimination in the Courts Committee of the Conference of Chief Justices.

Court Interpreters

The Commission held a hearing on June 10, 1993 in Buffalo. The hearing addressed whether there was adequate Spanish interpreters in the City courts, update of the workforce diversity program and other

issues that were of concern to the legal and civic community within the eighth judicial district. As a result of the hearing and the joint efforts of the administrators of the eighth judicial district, an announcement was posted for a full time position as Court Interpreter in the Buffalo City Court.



Hon. Rose H. Sconiers, First African-American Woman Elected to the Supreme Court in the 8th Judicial District

On February 19, 1993, the Honorable Judge Rose H. Sconiers was appointed to the Judicial Commission on Minorities by acting Chief Judge Richard D. Simons.

Since 1988, Judge Sconiers has served as a judge in Buffalo City Court. During her tenure, Judge Sconiers has been recognized for outstanding legal and civic service by many bar associations and community organizations. In 1984, Judge Sconiers was awarded the Lawyer of the year Award by the National Bar Association, Buffalo Chapter. Her legal career has varied from such positions as staff attorney with Niagara County Legal Aid Society, Inc., to managing partner in the law firm, Sconiers and Sconiers. After private practice, Judge Sconiers returned to the public sector where she worked until she was appointed to the bench. Judge Sconiers lives in

Buffalo with her husband Lester M. Sconiers, Esq., and her two children, Lisa Rose and Lester G., ages 15 and 12. Judge Sconiers is the only African American female judge in the eighth judicial district.

Jury Panels

Judge Rose Sconiers has appointed John V. Elmore, Esq. of Buffalo as chairman of the regional sub-committee on "Minority Participation on Jury Duty." The purpose of the committee will be to canvass judges and lawyers who are willing to speak to various organizations on the importance of jury duty and how to register for jury duty if they have never been contacted by the Commissioner of Jurors. Judge Sconiers has also suggested Paul Volcy, Esq. as a member of this committee. Mr. Volcy, an attorney in private practice has conducted extensive research on jury selection.

The Commission also has Speakers Bureau that will reach out to community groups and other organizations to expound on the importance of jury duty. The Commission recognizes that all persons must be encouraged to participate in this jury process in order for the system to be truly reflective of the communities that they serve. Notices have been sent by the Commission to various community groups to ascertain if they are interested in having a speaker. If you wish your group to have a speaker, please contact Linda Lane of the Commission.

Survey Results from Commissioners of Jurors

Recently, the Franklin H. Williams Judicial Commission on Minorities received and analyzed a survey questionnaire from the Commissioners of Jurors regarding the selection process, how minorities are recruited, and other initiatives for jury duty on a statewide basis. The level of response to our survey questionnaire was over-whelmingly gratifying. Fifty (81%) Commissioners of Jurors participated in the survey. Of those counties responding, 54% have minority populations of 3% or more. Their chief suggestions and recommendations were as follows: 1) 30% suggested it would be beneficial to inquire as to "race" on the proposed qualifying form and/or juror questionnaire in order to determine whether sufficient proportionate responses are received from the minority community. Consequently, the Commission has proposed legislation to amend the Judiciary Law to permit the disclosure of race on the questionnaire; 2) 19% responded that jurors should be paid full wages by employers for all time spent on jury duty and where employers do not cover wages, legislation should be enacted to require payment; 3) 7% responded that the State should increase jury fees to parallel the federal system of forty-five dollars (\$45.00) per day and twenty-six cents (.26) per mile travelled; 4) 11% responded that unemployed jurors should receive child care fees, if they are the primary caretakers of minor children; 5) 37% of the Commissioners recommended an increase in the number of mailings to prospective minority jurors; 6) 74% suggested sending

prepared special mailings to minority organizations, churches, etc; 7) 18% had already met with minority organizations in an attempt to encourage minorities to participate on jury duty; 8) 22% of the Commissioners indicated that in those areas with a large Spanish speaking population, requests for relief from jury duty by Hispanics, had to do with their lack of comprehension and speaking ability of the English language; 9) 11% of the Commissioners felt that the State should sponsor public announcements regarding jury duty on television, radio and bulletin boards; 10) 74% stated they had increased the number of qualifying forms to the minority community. Overwhelming, the Commissioners suggested conducting seminars at high schools, senior citizens centers and churches regarding the importance of jury duty.

Most of the Commissioners of Jurors, with sizable minority populations within their counties, recognize the need for increasing the participation of minority jurors within the jury pool. They stated that until we deal with lack of child care facilities, full payment of wages by all employers, inadequate fees, language deficiencies, improving the education process, the confidentiality of Social Service records and better treatment of those jurors who do participate, than efforts to eradicate these problems will occur slowly.

It is important that we encourage all persons to take time out and participate in what may well be one of the greatest decision making occasions of a lifetime.

Annual Report

The 1993 Annual Report will be available at the office of the Commission in January 1994.

Summer Interns

The Commission, through the assistance of Alan Rothstein, General Counsel for the New York City Bar Association, was able to work with two law students from the Association's Practicing Attorneys for Lawyers Student program (PALS). They were Mario A. Joseph, a second year student at Benjamin N. Cardozo School of Law and Melissa E. Bolalides, a second year student at Brooklyn Law School. Each student was responsible for one of the following projects: Workforce Diversity, Fiduciary assignments, Youthful Offenders statutes in other jurisdiction, and Jury Survey and Posters.

1993 Judicial Seminars

The Franklin H. Williams Judicial Commission on Minorities participated this summer in judicial seminars held in Rochester, NY, Garden City, N.Y., Albany, N.Y., and White Plains, N.Y. Commission members addressed issues regarding litigants who do not speak English, fiduciary assignments, increasing minority judges and non judicial personnel in management positions and other projects of the Commission.

Justice Ivan Warner

Over 600 persons on October 6, 1993, including Mayor David Dinkins were on hand at the Eastwood Manor to pay tribute to an outstanding jurist and community leader. The Judicial Commission on Minorities was only one of many who paid tribute to Judge Ivan Warner by presenting him with a plaque.

OCA and the Workforce Diversity Program

The Workforce Diversity Program is the vehicle through which OCA has attempted to eliminate under representation of women and minorities in various non-judicial titles.

As the new administration assumes its duties, E. Leo Milonas, the Chief Administrative Judge, has recently sent a memo to the administrative judges of the judicial districts indicating "renewed emphasis" has been placed on the Workforce Diversity Program. This renewed emphasis will include the following initiatives: a) Establishment of Unified Court System management trainee program in conjunction with one or more graduate schools of Public Administration; b) Creation of test preparation programs targeted to key competitive titles; c) Outreach to students as potential employers; d) Full time staff for Court Tours program; e) Reinstating the law clerk internship program and; f) Central location within EEO office for information on various programs. In order to accomplish this renewed emphasis, and to send a message that the program has the support at the highest levels, the administrative judges will report directly to the Hon. Milonas on a quarterly basis on the progress of the program related initiatives.

Election vs. Merit Selection of Judges

The Judicial Friends and the Association of Hispanic Judges in conjunction with the New York County Lawyers'

Association will sponsor a forum on Election vs. Merit Selection of judges in New York State. The forum is scheduled to be held January 27, 1994, 5:30 p.m. to 8:00 p.m. at the New York County Lawyers' Association, 14 Vesey Street, New York, N.Y. 10007. Keep your calendar open for what should prove to be an informative discussion of this issue.

On The Move

Congratulations are in order for Hon. Carmen Beauchamp Ciparick, appointment to the Court of Appeals; Hon. Peter Tom, Hon. Milton Williams, appointed to the Appellate Division, 1st Dept.; Hon. Myriam Altman, Hon. Anita Florio, Hon. William Friedman, Hon. Gloria Goldstein, Hon. Edward Hart, Hon. Gabriel Krausman, appointed to the Appellate Division, 2nd Dept.; Christopher E. Chang, Esq. of Doar Devorkin & Rieck named to the Franklin H. Williams Judicial Commission on Minorities; Hon. Priscilla Hall, Hon. Larry Martin, both elected to the Supreme Court, 2nd judicial district; Hon. Fern Fisher-Brandveen, Hon. Sheila Abdus-Salaam; Hon. Phyllis Gangel-Jacob, elected to Supreme Court 1st judicial district. Hon. Katherine Smith was elected to the Civil Court, Kings County; Hon. Eduardo Padro; Hon. Troy Weber; Hon. Faviola Felix-Soto, Civil Court, NY County. Judge Ivan Warner was honored for 42 years of public service at the Eastwood Manor on October 6, 1993; Hon. Kenneth N. Browne was honored by the Tribune Society which held its 25th anniversary dinner dance at the Marino Del-Ray. Also honored by the Tribune Society was the Hon. Milton L. Williams, Deputy Administrative Judge, NYC; Bruce Kenney, First Deputy, Queens Supreme Court and; Commission member Robert Reaves, Chief Clerk, Surrogate's County, NY. The guest speaker was the Honorable Judith Kaye.

The Franklin H. Williams Judicial Commission on Minorities and Staff

Hon. Lewis L. Douglass, Chair
Judge, Court of Claims

Hon. Nicholas Figueroa, Vice
Chair
Justice of the Supreme Court

Christopher E. Chang, Esq.
Judiciary Committee, Chair

Hon. William J. Davis
Justice of the Supreme Court

Lenore Kramer, Esq.
Herman & Kramer

Hon. Cesar H. Quinones
Court of Claims

Maria Ramirez
Executive Director
Center for Multinational and
Comparative Education
N.Y.S Dept. of Education

Robert M. Reaves
Chief Clerk
Surrogate's Court, NY County

Hon. Rose H. Sconiers
Judge of the City Court

Hon. Peter Tom
Justice of the Supreme Court

Hon. Ivan Warner
Justice of the Supreme Court

Hon. Charles L. Willis
Administrative Judge
Seventh Judicial District

Joyce Hartsfield
Executive Director

Linda Lane
Secretary

Franklin H. Williams
Judicial Commission on Minorities

Survey of Jury Commissioners

EXHIBIT B

November 1, 1993

**The Franklin H. Williams
Judicial Commission on Minorities**

Commissioner of Jurors Survey

Recently, the Franklin H. Williams Judicial Commission on Minorities mailed a survey questionnaire to the Commissioner of Jurors to collect selection process information for jurors and other initiatives on a statewide basis.

The level of participation to our survey questionnaire was overwhelmingly successful. Fifty (81%) Commissioner of Jurors responded. Of those counties responding, 54% had minority populations 3% or greater. Of this pool, highlights of the Commissioners of Jurors suggestions and recommendations were:

1. 30% stated it would be beneficial to have "Race" as an item on the jurors qualifying form and/or questionnaire in order to identify whether sufficient responses are received from the minority community which parallels the proposed legislation of the Commission to amend the Judiciary Law allowing the asking of "Race" on the questionnaire.

2. 19% stated jurors should be paid full wages by employees for all jury time and where employers do not pay full wages, legislation should be enacted to mandate payment of wages for jury duty.

3. 7% stated that the State should increase jury fees to parallel the federal system of forty-five dollars (\$45.00) per day and twenty-six cents (26¢) per mile travelled.

4. 11% stated that unemployed jurors should receive child care fees if they were the primary caretakers of minor children.

5. 37% increased their number of mailings to prospective minority jurors.

6. 74% prepared special mailing to minority organizations, civic groups, churches, etc., 74% of those responding also wanted to participate in the Speakers Bureau established by the Commission.

7. 18% have met with minority organizations and in order to increase minority participation on jury duty.

8. 22% of the Commissioners indicated that in areas that had a large population of Spanish speaking persons, their request for relief from jury duty had to do with their lack of comprehension and speaking ability of the English language.

9. 11% of the Commissioners felt that the State should sponsor public announcements regarding jury duty on television, radio and bulletin boards.

The Commissions outlined the most frequent reasons given why minority jurors requested to be excuse from jury duty included:

a) language barrier; b) financial hardships; c) responsibility for child care; and d) felony convictions.

Overwhelming, the Commissioners suggested conducting seminars at high schools, senior citizens centers and churches regarding the importance of jury duty.

Most of the Commissioner of Jurors, that had sizable minority populations within their counties, recognized the need for increasing the participation of minority jurors within the jury pool. Until we can deal with the lack of child care facilities, payment of wages by employers, inadequate fees, failure of employers to pay more than three days for jury duty, language deficiencies, the education process and the confidentiality of Social Service records, efforts to eradicate these problems will occur slowly.

Attached are charts for each county that responded with an accompanying list of explanation to their responses.

The Commission would like to thank the Equal Employment Office for the assistance of Clema Walters in the preparation of the tabulations and charts for the Initiatives on Jury Selection Process Report.

Franklin H. Williams Judicial Commission on Minorities

Explanation of Questionnaire Responses
(Albany through Cortland Counties)

ALBANY

- Q3: Contacted minority congregation leaders, questionnaire available to congregation; put coupons ads in newspaper.
Q5a: Do not know reasons given; excuses handled by phone.

ALLEGANY

- Q2: Minimal number of minorities, less than 10%.

BRONX

This county has a large % of minority jurors.

BROOME

This county had no explanations or comments.

CATTARAUGUS

- Q2: County has more American Indians. Cannot ask questions regarding ethnicity.
Questionnaires sent to cross-section of people.
Q5a: Responses same as other jurors, medical, student, etc.
Q6e: Above suggestion would be discriminatory, might be possible in large metropolitan areas.

CAYUGA

- Q3: Met with NAACP area president; distribute juror questionnaires to organizations; make presentations to interest groups.
Q4: Estimated 6% minorities reside, has one zip code.
Q6e: Continue to promote interest.

CHAUTAUQUA

- Q6a: Cannot identify minorities.

CHEMUNG

This county had no explanations or comments.

CHENANGO

This county has no explanations or comments.

CLINTON

COLUMBIA

- Q3: Previously mailed questionnaires to areas where minorities reside.
Q6a: Primarily work related.
Q6e: Targeted areas with questionnaires with little success.

CORTLAND

- Q4: Percentage is minimal.

Exhibit B

Franklin H. Williams Judicial Commission on Minorities

Explanation of Questionnaire Responses
(Delaware through Herkimer Counties)

DELAWARE

- Q2: Percentage of minorities in jury pool is reasonable.
Q5a: Most requests are from people who feel they cannot read/write the English language well.

DUTCHESS

- Q6a: Increased mailings once may create a deficiency later.

ERIE

- Q1: Minority population based on 1990 census, African American: 109,852; Asian 10,220; 22,249 (Hispanic Origin), and Native Americans 5,600. Percentages not given.
Q6c: Sent approximately 200 letter to community groups, school districts, senior centers, state/local officials, church leaders, etc., to speak and recruit volunteers. State sponsored prime time commercials about jury duty.

ESSEX

- Q5a: 1,051 African Americans, 977 reflect prison population.
Q7: 1990 census data attached.

FRANKLIN

- Q3: African American figures include prison inmates. Native American population divided, those who follow the law are in the jury pool, the others are not.

FULTON

- Q2: Average for this area.
Q5a: Self employed, ill and other legal exemptions.
Q6e: Do not deal with large groups of minorities, therefore, does not apply.

GENESEE

GREENE

This county has no explanations or comments.

HAMILTON

This county has smallest population in the state. Only dozen minorities if that many; hard to single out.

HERKIMER

- Q5a: Ethnic question not on questionnaire.

Exhibit B

Franklin H. Williams Judicial Commission on Minorities

Explanation of Questionnaire Responses
(Jefferson through Oneida Counties)

JEFFERSON

- Q2: Increased population; opened a military base and 2 correctional facilities.
Q3: Military population disqualified from jury duty. Some minorities are qualified, percentage will not be high due to military base.
Q5a: Do not understand the English language in regards to Court procedures.

KINGS

- Q5: No reason to believe it exceeds average percentage.
Q6e: Good idea to instill a spirit of service.

LEWIS

- Q6a: County has very few minorities in the area.

LIVINGSTON

- Q2: Minorities in jury pool are representative of percentage in surrounding community.
Q5: No minorities request relief from jury duty.

MADISON

- Q2: Comparable for African American, Asian & Hispanic.
Q5a: Most Native Americans claim exemption; not citizen.
Q6e: Courses set up in high schools addressing jury service.

MONROE

- Q3: Target mailings to large minority population; design volunteer juror forms; follow-up for non-compliance.
Q5a: Hispanics & Latinos based on language limits.
Q6e: Require employers to pay employees regular wages.
Q7: Meet all Commissioner of Jurors Association at annual meeting.

MONTGOMERY

- Q3: Media, club, phone directory for mailing to Hispanics.
Q6c: Coupon ads in local paper for interest jury service.

NASSAU

- Q1: 1990 Census state Hispanics are also counted in other categories.

NEW YORK

- Q5a: County Clerk has a detailed letter of how he would address the issue. (attached)

NIAGARA

- Q2: Combined other categories 1%. Estimate approximately 4% minorities on file.
Q5a: Self employed, ill and other legal exemptions.
Q6e: Do not deal with large groups of minorities, therefore, does not apply.

ONEIDA

Franklin H. Williams Judicial Commission on Minorities

Explanation of Questionnaire Responses
(Onondaga through Saratoga Counties)

ONONDAGA

Q3: Send twice as many questionnaires to areas that have a larger population of minorities; conduct seminars.

Q5a: Language barriers, financial hardship, under 16, and felony convictions.

Q6a: Cannot identify minorities.

ONTARIO

Q5a: Illiterate, below 5th grade education; never return questionnaire.

ORANGE

ORLEANS

Q5a: No breakdown or computers. Office in Erie County.

Q6e: Have questionnaires available in the schools.

OSWEGO

Q2: No way of knowing if someone is a minority.

Q3: There are no particular concentrations of minorities in Oswego County which to target.

Q4: As long as these steps do not interfere with random jury selection.

OTSEGO

Q3: Questionnaires sent out by computer from Albany, random selection; cannot tell who is a minority.

Q5a: If anyone is excused, that person is postponed to a later term. Records do not list minorities.

Q6e: Why should certain people be singled out for special mailings? It is already a random selection.

PUTNAM

Q5a: 99% of postponements are done by phone or mail.

QUEENS

This county had no explanations or comments.

RENSSELAER

RICHMOND

ROCKLAND

SARATOGA

Q1: Need to check minority population.

Q3: Sent extra questionnaires to areas heavily populated by minorities.

Franklin H. Williams Judicial Commission on Minorities

Explanation of Questionnaire Responses
(Schenectady through Washington Counties)

SCHENECTADY

- Q2: Reasonable to assume percentage are within normal range.
Q5a: Child care, religious reason, etc.

SCHOHARIE

SCHUYLER

This county had no explanations or comments.

SENECA

- Q3: Commissioner speaks to groups, including minorities, questionnaires are distributed.
Q5a: Lack of education; non-citizen.
Q6a: No large minority group in Seneca County.
Q6b: Number of minorities must increase.

ST. LAWRENCE

- Q3: Have no idea, when scoring prospective jurors, what is their nationality.
Q6e: Suggest if minorities feel they are being discriminated against for jury service, volunteers are welcome. "Let them initiate their willingness in regard to this".

STEUBEN

- Q2: Population is smaller.
Q3: Population is not similar to surrounding area.
Q5a: Very few in pool at present.

SUFFOLK

SULLIVAN

- Q3: Do not believe in targeting any particular area.
Q6c: Questionnaires placed in post offices, SS offices, etc.
Q7: Input from a subcommittee to include Commissioners of Jurors.

TOMPKINS

- Q3: Increased mailings, not targeted to minority areas.
Q5a: Work related; family members in criminal justice system.
Q6d: People avoid jury service. Black leaders held forum, good attendance, no volunteers.

ULSTER

- Q5a: Cannot afford to miss a days pay.
Q6c: Money.

WARREN

WASHINGTON

Franklin H. Williams Judicial Commission on Minorities

Explanation of Questionnaire Responses
(Wayne through Yates Counties)

WAYNE

- Q2: Data not available to determine status of jury pool, race/ethnicity not on questionnaire.
- Q3: Difficult to target specific areas, minorities are not concentrated in specific locations.
- Q5a: Cannot determine member of a minority groups; race not indicated on juror questionnaire.
- Q6a: Minority populations distributed in several towns, but each town has only one zip code.

WESTCHESTER

- Q6a: Occupation, religious and do not believe in the system.
- Q6e: Automatic fines for non-response to questionnaire/summons.

WYOMING

- Q5: Not that many minorities in this area.

YATES

- Q2: No idea how many minorities in jury pool. Do not know race until juror appears.
- Q6c: In the process of posting signs in local high schools.

Frank H. Williams Judicial Commission on Minorities
Commissioner of Jurors - Questionnaire

	ALBANY	ALLEGANY	BRONX	BROOME	CATTARAUGUS	CAYUGA	CHAUTAUQUA	CHEMUNG	CHENAB
Q1. Are you aware of the % of minorities within your jurisdiction?	Y	N	Ø	Y	Y	Y	N	Y	N
If yes, present percentage									
% African-American	8.4%			2.0%	1.0%	4.5%		.055%	
% Asian	1.7%			1.7%	0%	.5%		.007%	
% Hispanic	1.8%			1.2%	1.0%	1.0%		.015%	
% Native American	.2%			.2%	2.0%	0%		.002%	
Q2. If no to question # 1, % of minorities in jury pool vs community pool.	N	Ø		NR	Y	N		N	
Q3. If no to question # 2, do you take any special steps to increase the minority jury pool?	Y	NR		NR	N	Y	Y	N	N
Q4. If no to question #3, do you believe steps would be appropriate?	Y	NR		Y	N	Y	NR	N	N
Q5. Can you estimate the % of minorities in your area who request relief?	N	NR		N	N	N	NR	N	I
5a. Reason stated?	Y	NR		NR	Y	NR	Y	NR	I
Q6. Appropriate Remedies									
a. zip codes	N	NR		N	N	Y	Y	N	I
b. min. org. mailings	Y	NR		N	N	Y	Y	N	I
c. suggestions	Y	NR		N	N	Y	Y	N	I
d. speakers bureau	Y	NR		N	N	Y	Y	N	I
e. other	NR	NR		NR	Y	NR	NR	NR	I
Q7. Meet with Exec Director to discuss complex or lengthy suggestions?	Y	NR		N	N	N	N	N	

CODES: blank column = not returned Ø = see explanation * = percentage minimal Y = Yes N = No N/A = not available NR = not returned
May, 1993

Page 1 of 7

Clema Walters

Exhibit B

Franklin H. Williams Judicial Commission of Minorities
Commissioner of Jurors - Questionnaire

	CLINTON	COLUMBIA	CORTLAND	DELAWARE	DUTCHESS	ERIE	ESSEX	FRANKLIN	FULTON
Q1. Are you aware of the % of minorities within your jurisdiction?		Y	Y	Y	Y	Y	Y	Y	Y
If yes, present percentage:									
% African-American		4.5%	NR	1.0%	8.40%	109,852	3.0%	4.0%	1.0%
% Asian		NR	NR	<1.0%	2.25%	10,220	.003%	.02%	5.0%
% Hispanic		NR	NR	1.0%	3.76%	22,249	.02%	NR	8.8%
% Native American		NR	NR	<1.0%	0.14%	5,600	.002%	0.5%	2.0%
Q2. If no to question # 1, % of minorities in jury pool vs community pool.			N	0	N	Y	NR		Y
Q3. If no to question # 2, do you take any special steps to increase the minority jury pool?			N	NR	N	NR	N/A	N	NR
Q4. If no to question #3, do you believe steps would be appropriate?		Y	N	NR	N	NR	N/A	N	NR
Q5. Can you estimate the % of minorities in your area who request relief?		33%	N	<1.0%	N	N/A	N/A	N	33%
a. Reason stated?		Y	NR	0	NR	NR	Y	Y	Y
Q6. Appropriate Remedies									
a. zip codes		Y	N	N	N	N	N	N	N
b. min. org. mailings		Y	N	N	Y	Y	N	N	Y
c. suggestions		N	N	N	N	Y	N	N	N
d. speakers bureau		Y	Y	N	Y	Y	N	N	Y
e. other		Y	NR	NR	NR	NR	NR	Y	Y
Q7. Meet with Exec Director to discuss complex or lengthy suggestions?		NR	N	N	Y	NR	N	N	N

CODES: blank column = not returned 0 = see explanation * = percentage minimal Y = Yes N = No N/A = not available NR = no response
May, 1993 Page 2 of 7

Clema Walters, OCA/EDD

Franklin H. Williams Judicial Commission on Minorities
 Commissioner of Jurors - Questionnaire

	GENESEE	GREENE	HAMILTON	HEPLICMER	JEFFERSON	KINGS	LEWIS	LIVINGSTON	MADISON
Q1. Are you aware of the % minorities within your jurisdiction?		N	0	N	Y	Y	N	Y	Y
If yes, present percentage									
% African-American				NR	5.0%	35.0%	NR	1,513	NR
% Asian				NR	.008%	NR	NR	323	NR
% Hispanic				NR	3.0%	20.0%	NR	975	NR
% Native American				NR	.003%	NR	NR	188	NR
Q2. If no to question # 1, % of minorities in jury pool vs community pool.		NR		NR	0	Y	NR	Y	0
Q3. If no to question # 2, do you take any special steps to increase the minority jury pool?		N/A		NR	0	NR	N	NR	N
Q4. If no to question #3, do you believe steps would be appropriate?		N		N	NR	NR	N	NR	Y
Q5. Can you estimate the % of minorities in your area who request relief?		NR		0%	NR	0	0%	0%	50 - 75%
a. Reason stated?		NR		0	0	NR	NR	0	Y
Q6. Appropriate Remedies									
a. zip codes		N		N	NR	N	N	Y	N
b. min. org. mailings		N		N	NR	N	N	Y	Y
c. suggestions		N		N	NR	N	N	Y	Y
d. speakers bureau		N		N	NR	Y	N	Y	Y
e. other		NR		NR	NR	NR	0	NR	0
Q7. Meet with Exec Director to discuss complex or lengthy suggestions?		N		N	NR	Y	N	N	N

CODES: blank column = not returned 0 = see explanation * = percentage minimal Y = Yes N = No N/A = not available NR = no response
 May, 1993 Page 3 of 7

Clema Walters, OCA/EED

Frank H. Williams Judicial Commission on Minorities
Commissioner of Jurors - Questionnaire

	MORRIS	MONTGOMERY	NASSAU	NEW YORK	NIAGARA	ONEIDA	ONONDAGA	ONTARIO	ORANGE
Q1. Are you aware of the % of minorities within your jurisdiction?	Y	Y	Y	N	Y		Y	N	
If yes, present percentage									
% African-American	11.9%	.85%	8.6%	NR	5.0%		11.0%	NR	
% Asian	1.8%	.04%	3.1%	NR	NR		N/A	NR	
% Hispanic	3.7%	5.20%	6.0%	NR	NR		N/A	NR	
% Native American	.3%	.02%	0.1%	NR	0		N/A	NR	
Q2. If no to question # 1, % of minorities in jury pool vs community pool.	Y	NR	Y	N/A	N		N	NR	
Q3. If no to question # 2, do you take any special steps to increase the minority jury pool?	Y	Y	NR	NA	Y		0	N	
Q4. If no to question #3, do you believe steps would be appropriate?	Y	Y	N	Y	Y		Y	Y	
Q5. Can you estimate the % of minorities in your area who request relief?		75%	NR	NR	NR		40.0%	65.0%	
a. Reason stated?	Y	Y	NR	0	N		0	0	
Q6. Appropriate Remedies									
a. zip codes	Y	Y	N	N	Y		Y	Y	
b. min. org. mailings	Y	Y	Y	Y	Y		Y	Y	
c. suggestions	Y	Y	N	Y	Y		Y	N	
d. speakers bureau	Y	Y	Y	Y	Y		Y	Y	
e. other	0	NR	NR	0	NR		NR	NR	
Q7. Meet with Exec Director to discuss complex or lengthy suggestions?	Y	N	N	Y	Y		Y	N	

CODES: blank column = not returned 0 = see explanation * = percentage minimal Y = Yes N = No N/A = not available NR = no response
May, 1993

Clena Walters, OCA/EDD

Franklin H. Williams Judicial Commission on Minorities
 Commissioner of Jurors - Questionnaire

	ULSTER	WARREN	WASHINGTON	WAYNE	WESTCHESTER	WYOMING	YATES
Q1. Are you aware of the % of minorities within your jurisdiction?	Y			Y	Y	N	Y
If yes, present percentage							
% African-American	4.8%			4.0%		NR	.06%
% Asian	1.9%			.5%		NR	.003%
% Hispanic	4.13%			2.0%		NR	.11%
% Native American	0.28%			.3%		NR	.002%
Q2. If no to question # 1, % of minorities in jury pool vs community pool.	Y			Y	NR	NR	0
Q3. If no to question # 2, do you take any special steps to increase the minority jury pool?	NR			Y	N	N	0
Q4. If no to question #3, do you believe steps would be appropriate?	NR			N/A	Y	Y	NR
Q5. Can you estimate the % of minorities in your area who request relief?	50.0+%			N	N	N	Y
a. Reason stated?	0			Y	0	NR	0
Q6. Appropriate Remedies							
a. zip codes	N			0	N	Y	0
b. min. org. mailings	Y			Y	Y	NR	N
c. suggestions	0			N	NR	NR	Y
d. speakers bureau	Y			Y	Y	NR	N
e. other				NR	0	NR	NR
Q7. Meet with Exec Director to discuss complex or lengthy suggestions?	Y			N	NR	N	N

CODES: blank column = not returned 0 = see explanation * = percentage minimal Y = Yes N = No N/A = not available NR = no response
 May, 1993

Clema Walters, OCA/EDD

Franklin H. Williams Judicial Commission on Minorities
 Commissioner of Jurors - Questionnaire

	SCHENECTADY	SCHENARIE	SCHUYLER	SENECA	ST LAWRENCE	STEUBEN	SUFFOLK	SULLIVAN	TOMPKINS
Q1. Are you aware of the % of minorities within your jurisdiction?	Y		Y	Y	Y	Y		N	Y
If yes, present percentage									
% African-American	2.0%		1.8%	NR	.2%	.019%			3.3%
% Asian	.5%		1.8%	NR	.2%	.050%			.3%
% Hispanic	1.5%		1.8%	NR	.3%	.090%			5.5%
% Native American	0		1.8%	NR	.4%	NR			.7%
Q2. If no to question # 1, % of minorities in jury pool vs community pool.	Y		Y	N	N	0		N	N
Q3. If no to question # 2, do you take any special steps to increase the minority jury pool?	Y		NR	0	0	0		N	0
Q4. If no to question #3, do you believe steps would be appropriate?	Y		N	Y	Y	N		N	Y
Q5. Can you estimate the % of minorities in your area who request relief?	60%		N	1 - 2%	N	N		N	N
a. Reason stated?	Y		NR	Y	NR	0		N/A	Y
Q6. Appropriate Remedies									
a. zip codes	Y		N	N	N	N		N	Y
b. min. org. mailings	Y		N	Y	N	Y		N	Y
c. suggestions	N		N	Y	Y	N		Y	NR
d. speakers bureau	Y		N	Y	N	N		Y	0
e. other	NR		NR	NR	*	NR		NR	NR
Q7. Meet with Exec Director to discuss complex or lengthy suggestions?	NR		N	N	N	NR		Y	NR

CODES: blank column = not returned 0 = see explanation * = percentage minimal Y = Yes N = No N/A = not available NR = no response
 May, 1993 Page 6 of 7

Cleopatra Walters, OCA/EDD

Franklin H. Williams Judicial Commission on Minorities
Commissioner of Jurors - Questionnaire

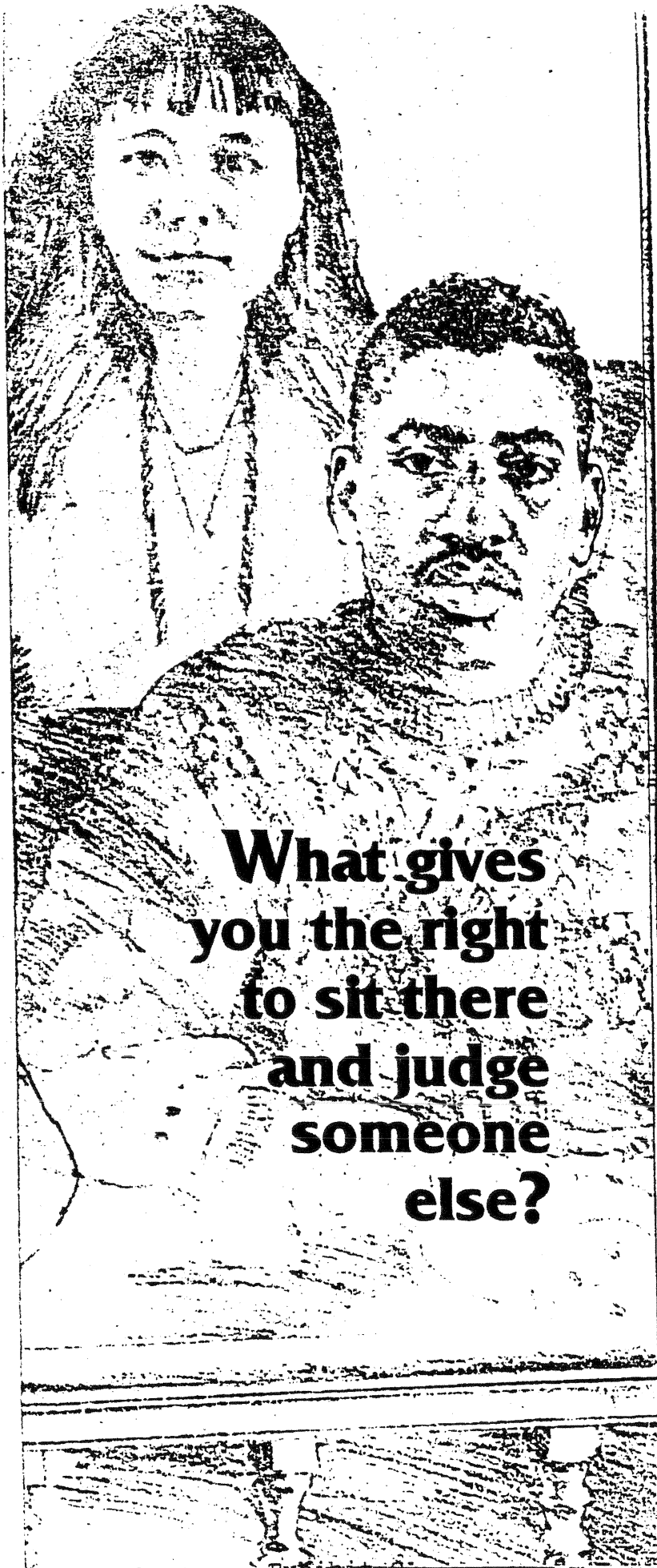
	ORLEANS	OSWEGO	OTSEGO	PUTNAM	QUEENS	RENSSELAER	RICHMOND	ROCKLAND	SARATOGA
Q1. Are you aware of the % of minorities within your jurisdiction?	Y	Y	Y	Y	N				Y
If yes, present percentage									2,278
% African-American	6.6%	.5%	1.3%	1.01%	NR				1,388
% Asian	.5%	.3%	.5%	0.90%	NR				1,951
% Hispanic	2.4%	.2%	1.2%	2.68%	NR				176,903*
% Native American	.4%	.4%	.2%	0.14%	NR				
Q2. If no to question # 1. % of minorities in jury pool vs community pool.	Y	0	N	NR	NR				NR
Q3. If no to question # 2. do you take any special steps to increase the minority jury pool?	NR	0	0	NR	0				0
Q4. If no to question #3. do you believe steps would be appropriate?	NR	0	NR	N	N				NR
Q5. Can you estimate the # of minorities in your area who request relief?	N	N	NR	NR	N/A				NR
a. Reason stated?	0	NR	0	0	NR				NR
Q6. Appropriate Remedies									
a. zip codes	N	N	N	N	N				Y
b. min. org. mailings	Y	Y	N	N	N				Y
c. suggestions	N	N	N	N	N				NR
d. speakers bureau	N	Y	N	N	Y				Y
e. other	0	NR	0	NR	NR				NR
Q7. Meet with Exec Director to discuss complex or lengthy suggestions?	N	N	N	N	N				NR

OOSES: blank column = not returned 0 = see explanation * = percentage minimal Y = Yes N = No N/A = not available NR = no response
May, 1993

Franklin H. Williams
Judicial Commission on Minorities

Copy of Jury Brochures and Posters

EXHIBIT C



**What gives
you the right
to sit there
and judge
someone
else?**

Exhibit C

When you serve on a jury, you use your mind, your common sense and experience to right a wrong.

If you're like most people, jury service will be the most powerful personal role you'll ever play in government.

The law says that no one — not the rich, not the famous, not the experts, not the officials — is better at deciding court cases than you.

Jury service is a right you can't afford to give up if you want to make New York a better place to live.

**Jury service:
Seize the power!
Exercise your right!**

Visit a court, see a trial. They're open and they're free. You can also arrange to have a judge talk to your community group.

- Outside New York City, call your local court for information about court tours or the court speakers bureau.
- Within New York City, call Ms. Patricia Parker, of the Court Communications Office, (212) 417-5900.
- Or call the Franklin H. Williams Judicial Commission on Minorities Speakers Bureau, (212) 417-2246.

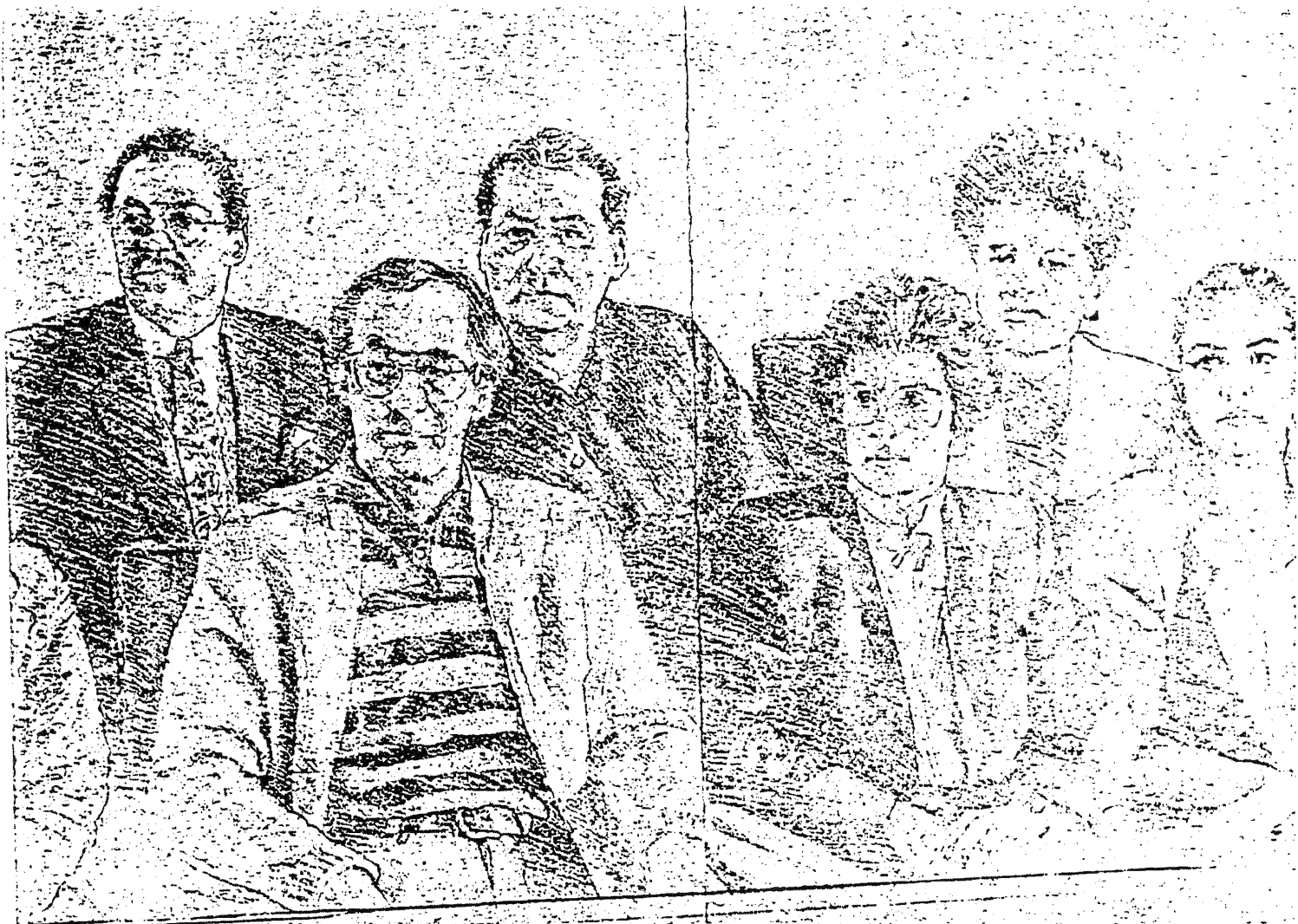


What gives
you the right
to sit there
and judge
someone
else?

What gives you the right
to give this one freedom,
send that one to jail,
to tell them to do or to pay,
to stop or to start,
when you say so?

What gives you the right
to make them clean up
the air, the ground,
the water, their act?

Exhibit C



How come all of them —
politician or plumber,
powerful or poor —
must prove things to you
beyond a doubt?

What gives you the right
to hear the evidence,
to hear all sides,
to demand the facts,
to demand the truth?

And who told you
to leave home or work,
to weigh, to decide
who is wrong
and who is right?

And who elected you?
And what gives you the right?

Exhibit C

The Constitution
and your jury notice
they give you
the right.

When you get
that notice to serve,
don't throw away
your right!

Jury service:
Seize the power!
Exercise your right!

If you would like to volunteer for jury service or receive more information:

- In New York City, call the County Clerk in your borough.
- Outside New York City, call the Commissioner of Jurors in your county.

Exhibit C

Franklin H. Williams
Judicial Commission on Minorities

United Court System
Administrative Structure

EXHIBIT D

UNITED COURT SYSTEM
ADMINISTRATIVE STRUCTURE

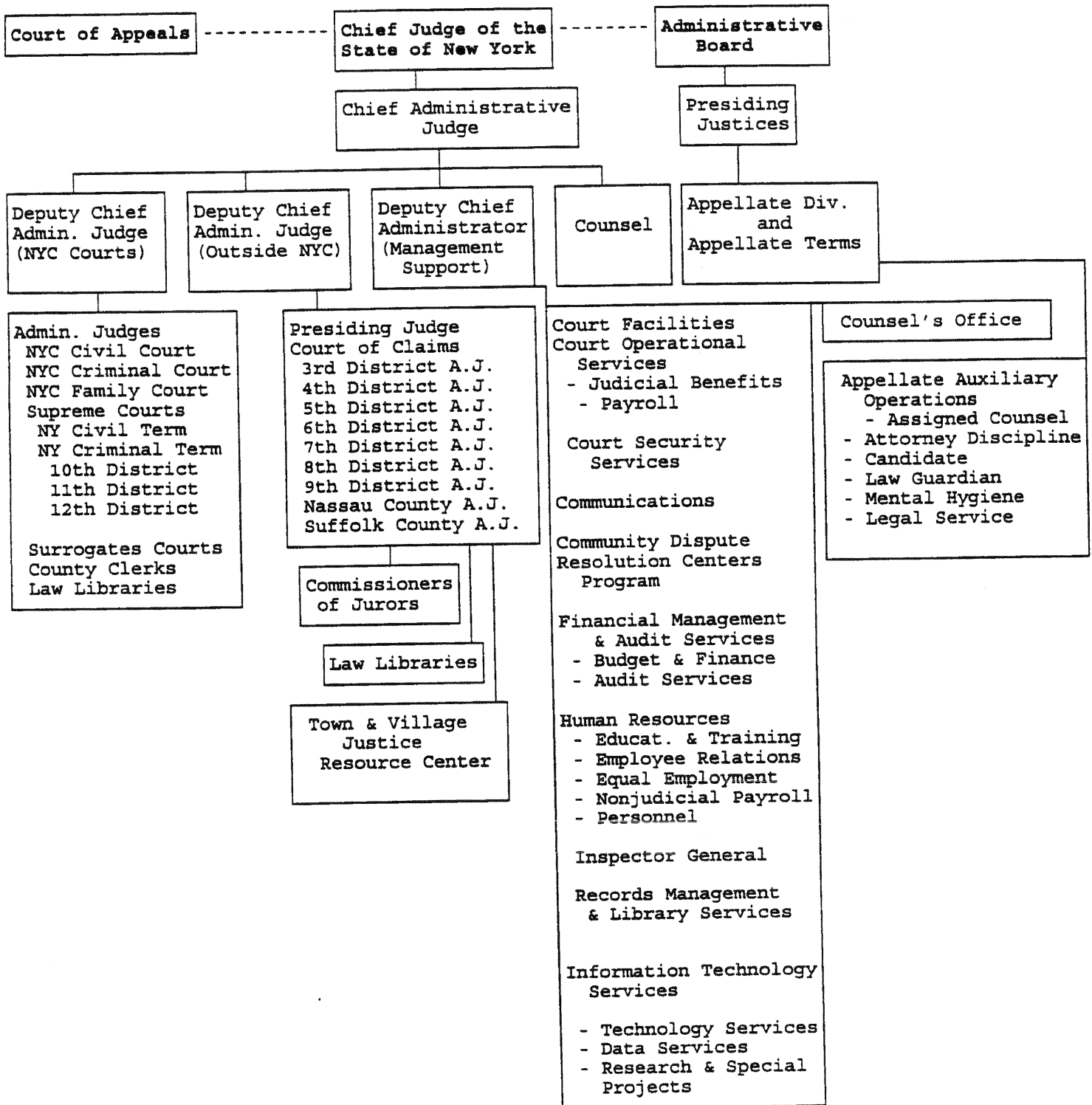
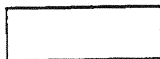


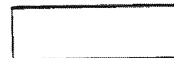
Exhibit D

TOTAL NON-JUDICIAL TOP MANAGEMENT PERSONNEL

O C A



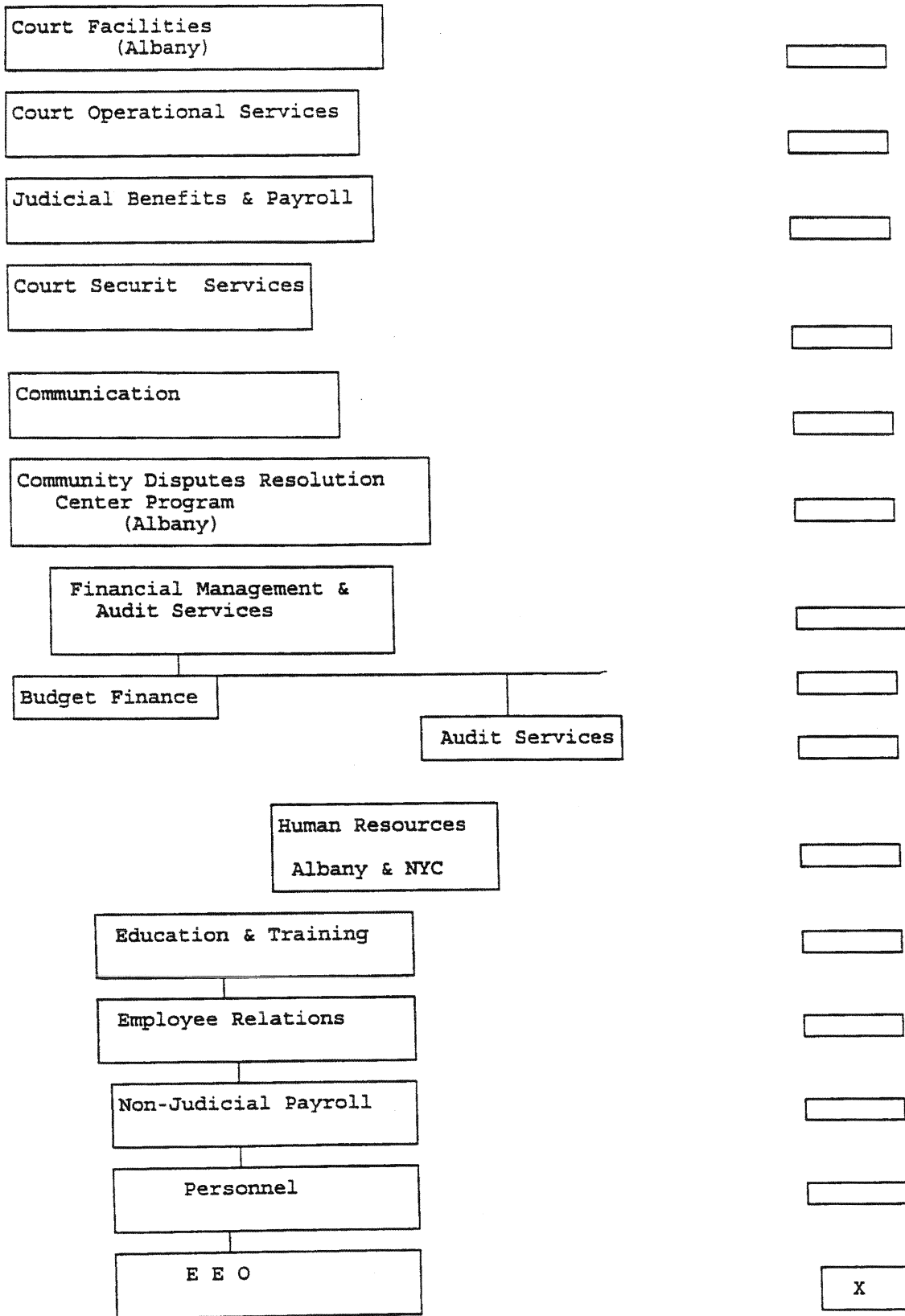
11*



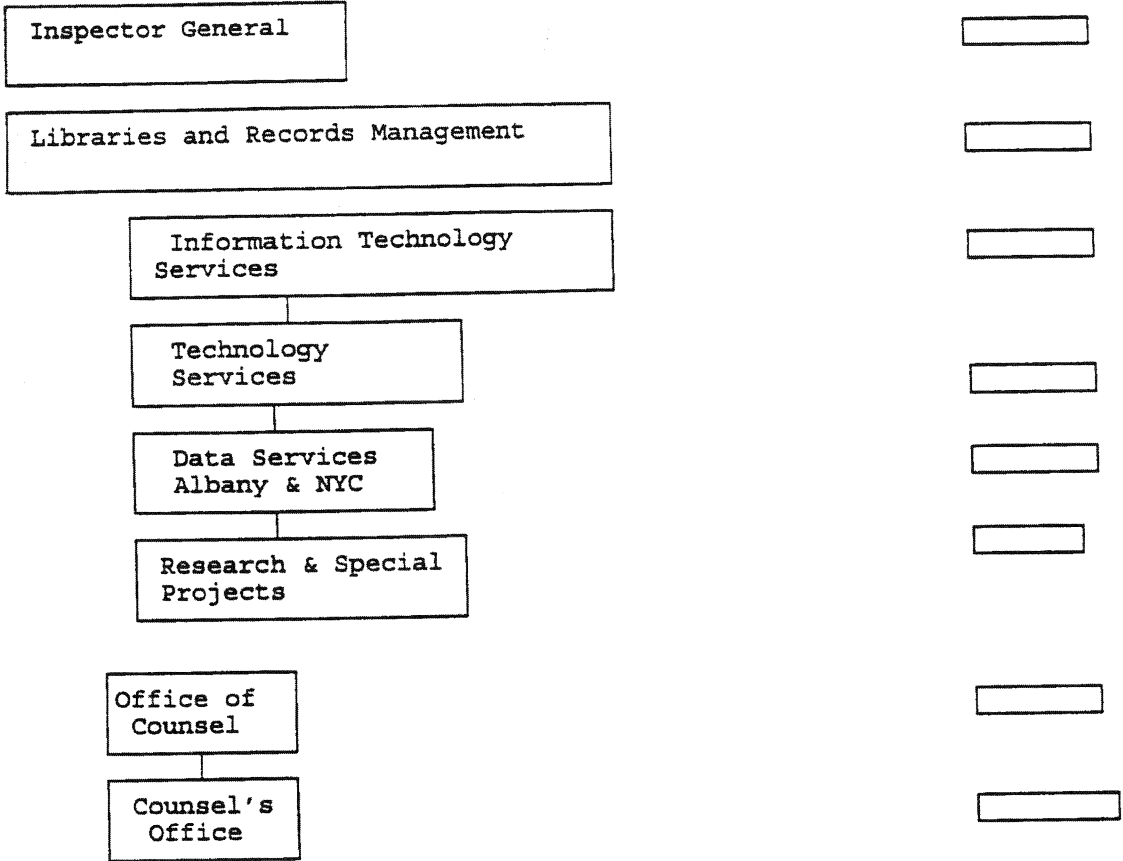
0

*Not any of these top management level positions are held by a minority.

Exhibit D



Where X appears in the box, position is filled by a minority.



Where X appears in the box, position is filled by a minority.

Exhibit D

TOTAL ADMINISTRATIVE & SUPERVISORY JUDGES

Statewide - Administrative Judges	<input checked="" type="checkbox"/> *
Total 14	
Citywide Administrators	<input type="checkbox"/>
Total 3	
Supervisor Judges, Family, Criminal, & Civil	<input checked="" type="checkbox"/> **
Total 13	
Deputy Chief Administrator Management	<input type="checkbox"/>
Deputy Chief Administrative Judge Outside NYC	<input type="checkbox"/>
Deputy Chief Judge NYC Courts	<input checked="" type="checkbox"/>
Chief Administrative Judge	<input type="checkbox"/>
Chief Administrator	<input type="checkbox"/>
Deputy Chief NYC	<input checked="" type="checkbox"/>
Deputy Chief Outside NYC	<input type="checkbox"/>
Deputy - Management State	<input type="checkbox"/>

*One Administrative Judge within the statewide administrative judges positions.

** Minority supervisor, Civil Court NY County

Where X appears in the box, position is filled by a minority.

Administrators

FIRST JUDICIAL DISTRICT
2 Positions

SECOND JUDICIAL DISTRICT
1 Position

THIRD JUDICIAL DISTRICT
1 Position

FOURTH JUDICIAL DISTRICT
1 Position

FIFTH JUDICIAL DISTRICT
1 Position

SIXTH JUDICIAL DISTRICT
1 Position

SEVENTH JUDICIAL DISTRICT
1 Position

EIGHTH JUDICIAL DISTRICT
1 Position

NINTH JUDICIAL DISTRICT
1 Position

TENTH JUDICIAL DISTRICT
2 Positions

ELEVENTH JUDICIAL DISTRICT
1 Position

TWELFTH JUDICIAL DISTRICT
1 Position

COURT OF CLAIMS
1 Position

CIVIL COURT OF THE CITY OF NEW YORK
1 Position

CRIMINAL COURT OF THE CITY OF NEW YORK
1 Position

FAMILY COURT - ADMINISTRATOR
1 Position

Where X appears in the box, position is filled by a minority.

Exhibit D

APPELLATE DIVISION

P. J. First Department	<input type="checkbox"/>
P. J. Second Department	<input type="checkbox"/>
P. J. Third Department	<input type="checkbox"/>
P. J. Fourth Department	<input type="checkbox"/>

APPELLATE TERM

P. J. First Department	<input type="checkbox"/>
P. J. Second Department	<input type="checkbox"/>

CIVIL COURT OF THE CITY OF NEW YORK

Supervisors	New York County	<input checked="" type="checkbox"/>
	Kings County	<input type="checkbox"/>
	Bronx County	<input type="checkbox"/>
	Queens County	<input type="checkbox"/>
	Staten Island County (Acting)	<input type="checkbox"/>
	Total	4

FAMILY COURT OF THE CITY OF NEW YORK

Supervisors	New York County	<input type="checkbox"/>
	Kings County	<input type="checkbox"/>
	Bronx County	<input type="checkbox"/>
	Queens County	<input type="checkbox"/>
	Staten Island County	<input type="checkbox"/>
	Total	4

Where X appears in the box, position is filled by a minority.

CRIMINAL COURT OF THE CITY OF NEW YORK

Supervisors	New York County	1	<input type="checkbox"/>
	Arraingment	1	<input type="checkbox"/>
	Kings County	1	<input type="checkbox"/>
	Bronx County	1	<input type="checkbox"/>
	Queens County	1	<input type="checkbox"/>
	Staten Island County	1	<input type="checkbox"/>
	Total	5	

Where X appears in the box, position is filled by a minority.

Exhibit D

Franklin H. Williams
Judicial Commission on Minorities

Race and Ethnicity of
Selected Titles

EXHIBIT E

STATE OF NEW YORK UNIFIED COURT SYSTEM
 RACE/ETHNICITY OF SELECTED TITLES
 JANUARY 1994

Title/ Region		Asian	Black	Hispanic	Native American	White	Total
BDGT ANAL							
OCA	DATA		1			4	5
	TOTAL		1			4	5
	% ROW		20			80	100
AST CT ANAL							
ONYP	DATA	1	3	3		24	31
OCA	DATA		4	4		19	27
NYC	DATA		9	1		8	18
APP	DATA		1			7	8
	TOTAL	1	17	8		58	84
	% ROW	1	20	10		69	100
CT ANAL							
ONYP	DATA					21	21
OCA	DATA	1	7			12	20
NYC	DATA		5	1		7	13
APP	DATA			1		7	8
	TOTAL	1	12	2		47	62
	% ROW	2	19	3		76	100
CHF CLK I							
ONYP	DATA					15	15
	TOTAL					15	15
	% ROW					100	100
CHF CLK III							
ONYP	DATA		1		1	93	95
	TOTAL		1		1	93	95
	% ROW		1		1	98	100
CHF CLK IV							
ONYP	DATA					32	32
NYC	DATA					1	1
	TOTAL					33	33
	% ROW					100	100
CHF CLK V							
ONYP	DATA					20	20

Exhibit E

STATE OF NEW YORK UNIFIED COURT SYSTEM
 RACE/ETHNICITY OF SELECTED TITLES
 JANUARY 1994

Title/ Region -----	Asian -----	Black -----	Hispanic -----	Native American -----	White -----	Total -----
CHF CLK V						
TOTAL					20	20
% ROW					100	100
CHF CLK VI						
ONYC DATA					19	19
NYC DATA		1			4	5
TOTAL		1			23	24
% ROW		4			96	100
CHF CLK VII						
ONYC DATA					2	2
NYC DATA		2			6	8
TOTAL		2			8	10
% ROW		20			80	100
PRIN BDGT ANAL						
OCA DATA					4	4
TOTAL					4	4
% ROW					100	100
PRIN CT ANAL						
ONYC DATA					8	8
OCA DATA	1	6	1	1	16	25
NYC DATA		4			8	12
APP DATA					2	2
TOTAL	1	10	1	1	34	47
% ROW	2	21	2	2	72	100
SR CT ANAL						
ONYC DATA		1			17	18
OCA DATA	1	5			17	23
NYC DATA		2			11	13
APP DATA			1		3	4
TOTAL	1	8	1		48	58
% ROW	2	14	2		83	100
CLK CT, AP DIV						
APP DATA					4	4

Exhibit E

STATE OF NEW YORK UNIFIED COURT SYSTEM
 RACE/ETHNICITY OF SELECTED TITLES
 JANUARY 1994

Title/ Region		Asian	Black	Hispanic	Native American	White	Total
-----		-----	-----	-----	-----	-----	-----
CLK CT, AP DIV							
	TOTAL					4	4
	% ROW					100	100
DEP CLK CT, AP DIV							
	APP DATA					6	6
	TOTAL					6	6
	% ROW					100	100
CNTY CLK							
	NYC DATA					5	5
	TOTAL					5	5
	% ROW					100	100
CHF BDGT ANAL							
	OCA DATA					1	1
	TOTAL					1	1
	% ROW					100	100
CHF MNGT ANAL							
	OCA DATA					4	4
	TOTAL					4	4
	% ROW					100	100
CHF PRSNL ANAL							
	OCA DATA					1	1
	TOTAL					1	1
	% ROW					100	100
DEP CHF CLK I							
	ONYC DATA					5	5
	TOTAL					5	5
	% ROW					100	100
DEP CHF CLK II							
	ONYC DATA			1		18	19
	TOTAL			1		18	19
	% ROW			5		95	100

STATE OF NEW YORK UNIFIED COURT SYSTEM
 RACE/ETHNICITY OF SELECTED TITLES
 JANUARY 1994

Title/ Region	Asian	Black	Hispanic	Native American	White	Total
DEP CHF CLK II						
DEP CHF CLK III						
ONYC			1		20	22
	DATA		1		20	22
	TOTAL		5		91	100
	% ROW		5			
DEP CHF CLK IV						
ONYC			1		20	21
	DATA		4		4	8
NYC			5		24	29
	DATA		17		83	100
	TOTAL					
	% ROW					
DEP CHF CLK V						
ONYC					3	3
	DATA				14	17
NYC			2	1	17	20
	DATA		2	1	85	100
	TOTAL		10	5		
	% ROW					
FRST DEP CNTY CLK, NYC						
NYC					6	6
	DATA				6	6
	TOTAL				100	100
	% ROW					
SCND DEP CNTY CLK, NYC						
NYC					2	2
	DATA				2	2
	TOTAL				100	100
	% ROW					
EX AST DP CHF ADM JDG						
OCA					3	3
	DATA				3	3
	TOTAL				100	100
	% ROW					
SPVR DST PRNTG OPRNS						
ONYC					1	1
	DATA				1	1
	TOTAL				100	100
	% ROW					

Exhibit E

STATE OF NEW YORK UNIFIED COURT SYSTEM
RACE/ETHNICITY OF SELECTED TITLES
JANUARY 1994

Title/ Region -----	Asian	Black	Hispanic	Native American	White	Total
-----	-----	-----	-----	-----	-----	-----
SPVR DST PRNTG OPRTNS						
CHF CLK II						
ONYC					44	44
					44	44
					100	100
DEP CHF CLK (ARR PRT)						
NYC		2			6	8
		2			6	8
		25			75	100
FRST DEP CHF CLK						
NYC		2			5	7
		2			5	7
		29			71	100
CT AST						
ONYC		13	3	1	183	200
NYC	1	97	21		115	234
APP					1	1
	1	110	24	1	299	435
	0	25	6	0	69	100
CT CLK						
ONYC		6	2	1	153	162
		6	2	1	153	162
		4	1	1	94	100
SR CT CLK						
ONYC		5	7		184	196
NYC	6	220	48		619	893
	6	225	55		803	1089
	1	21	5		74	100
PRIN CT CLK						
ONYC					19	19
NYC	1	2	6		60	69

STATE OF NEW YORK UNIFIED COURT SYSTEM
RACE/ETHNICITY OF SELECTED TITLES
JANUARY 1994

Title/ Region -----	Asian -----	Black -----	Hispanic -----	Native American -----	White -----	Total -----
PRIN CT CLK						
		1	2	6	79	88
TOTAL		1	2	7	90	100
% ROW						
APP CT CLK						
			5	2	12	19
APP DATA			5	2	12	19
TOTAL			5	2	12	19
% ROW		26	11		63	100
SR APP CT CLK						
			1	1	16	18
APP DATA			1	1	16	18
TOTAL			1	1	16	18
% ROW			6	6	89	100
PRIN APP CT CLK						
			1		12	13
APP DATA			1		12	13
TOTAL			1		12	13
% ROW			8		92	100
CT CLK-SPCLST						
					5	5
ONYC DATA					5	5
NYC DATA		4	2		27	33
APP DATA					12	12
TOTAL		4	2		44	50
% ROW		8	4		88	100
PRIN SUR CT CLK						
					5	5
ONYC DATA					5	5
NYC DATA	1	2			8	11
TOTAL	1	2			13	16
% ROW	6	13			81	100
ASC CT CLK						
			4	2	93	99
ONYC DATA			4	2	93	99
NYC DATA			32	15	253	300
TOTAL			36	17	346	399
% ROW			9	4	87	100

STATE OF NEW YORK UNIFIED COURT SYSTEM
 RACE/ETHNICITY OF SELECTED TITLES
 JANUARY 1994

Title/ Region		Asian	Black	Hispanic	Native American	White	Total
ASC SUR CT CLK							
ONYC	DATA		1			8	9
NYC	DATA		6	2		12	20
	TOTAL		7	2		20	29
	% ROW		24	7		69	100
SURR CT CLK							
ONYC	DATA					4	4
	TOTAL					4	4
	% ROW					100	100
SR SURR CT CLK							
ONYC	DATA					5	5
NYC	DATA		6	3		12	21
	TOTAL		6	3		17	26
	% ROW		23	12		65	100
FAM CT HRNG EXMR AST							
ONYC	DATA	1	3	1		52	57
	TOTAL	1	3	1		52	57
	% ROW	2	5	2		91	100
CT REPTR							
ONYC	DATA		8	1		233	242
NYC	DATA		67	12	1	149	229
	TOTAL		75	13	1	382	471
	% ROW		16	3	0	81	100
SR CT REPTR							
ONYC	DATA	2	6	2	1	279	290
NYC	DATA		56	6		310	372
	TOTAL	2	62	8	1	589	662
	% ROW	0	9	1	0	89	100
CT OFFR							
ONYC	DATA		14	8	1	222	245
NYC	DATA	6	136	76	2	642	862
	TOTAL	6	150	84	3	864	1107
	% ROW	1	14	8	0	78	100

STATE OF NEW YORK UNIFIED COURT SYSTEM
RACE/ETHNICITY OF SELECTED TITLES
JANUARY 1994

Title/ Region		Asian	Black	Hispanic	Native American	White	Total
CT OFFR							
SR CT OFFR							
ONYC	DATA		7	5	1	251	264
NYC	DATA	5	166	72		628	871
	TOTAL	5	173	77	1	879	1135
	% ROW	0	15	7	0	77	100
DATA ENTRY CLK							
ONYC	DATA		15		1	28	44
OCA	DATA		7	4		7	18
NYC	DATA		74	15		16	105
	TOTAL		96	19	1	51	167
	% ROW		57	11	1	31	100
SR DATA ENT CLK							
ONYC	DATA					5	5
OCA	DATA	1	4			1	6
NYC	DATA		4	2		3	9
	TOTAL	1	8	2		9	20
	% ROW	5	40	10		45	100
LW LIBRN							
ONYC	DATA					9	9
NYC	DATA		3			2	5
	TOTAL		3			11	14
	% ROW		21			79	100
SR LW LIBRN							
ONYC	DATA		1			3	4
NYC	DATA		2			6	8
APP	DATA					1	1
	TOTAL		3			10	13
	% ROW		23			77	100
PRIN LW LIBRN							
ONYC	DATA			1		4	5
NYC	DATA	1				3	4
APP	DATA					2	2

Exhibit E

STATE OF NEW YORK UNIFIED COURT SYSTEM
 RACE/ETHNICITY OF SELECTED TITLES
 JANUARY 1994

Title/ Region		Asian	Black	Hispanic	Native American	White	Total
PRIN LW LIBRN							
	TOTAL	1	1			9	11
	% ROW	9	9			82	100
PRIN LW CLK JGE							
ONYP	DATA					222	222
NYC	DATA	2	24	2		162	190
	TOTAL	2	24	2		384	412
	% ROW	0	6	0		93	100
PRIN LW CLK AP DIVJUS							
APP	DATA		3			44	47
	TOTAL		3			44	47
	% ROW		6			94	100
MHIS ATTY							
APP	DATA		4	1	1	40	46
	TOTAL		4	1	1	40	46
	% ROW		9	2	2	87	100
SR MHIS ATTY							
APP	DATA	1	1			31	33
	TOTAL	1	1			31	33
	% ROW	3	3			94	100
ASC MHIS ATTY							
APP	DATA		2			10	12
	TOTAL		2			10	12
	% ROW		17			83	100
FAM CT HRNG EXMR							
ONYP	DATA	3	3	1		53	60
NYC	DATA		5	1		21	27
	TOTAL	3	8	2		74	87
	% ROW	3	9	2		85	100
PRI LW CK NYC FAM CT*							
NYC	DATA	1	2	1		8	12

STATE OF NEW YORK UNIFIED COURT SYSTEM
 RACE/ETHNICITY OF SELECTED TITLES
 JANUARY 1994

Title/ Region	Asian	Black	Hispanic	Native American	White	Total
PRI LW CK NYC FAM CT*						
TOTAL	1	2	1		8	12
% ROW	8	17	8		67	100
SR CT ATT (TP)ACT JSC						
NYC DATA					1	1
TOTAL					1	1
% ROW					100	100
ASC CT ATT(TP)ACT JSC						
NYC DATA		2	1		5	8
TOTAL		2	1		5	8
% ROW		25	13		63	100
PRN CT ATT(TP)ACT JSC						
ONYC DATA					2	2
NYC DATA	1	2	2		84	89
TOTAL	1	2	2		86	91
% ROW	1	2	2		95	100
CT ATTORNEY (TP)						
ONYC DATA					9	9
NYC DATA	2	6	1		45	54
TOTAL	2	6	1		54	63
% ROW	3	10	2		86	100
CT ATTORNEY (TP) PT						
ONYC DATA		1			48	49
NYC DATA					4	4
TOTAL		1			52	53
% ROW		2			98	100
SR CT ATTORNEY (TP)						
ONYC DATA		2			8	10
NYC DATA		6	4		60	70
TOTAL		8	4		68	80
% ROW		10	5		85	100

Exhibit E

STATE OF NEW YORK UNIFIED COURT SYSTEM
 RACE/ETHNICITY OF SELECTED TITLES
 JANUARY 1994

Title/ Region		Asian	Black	Hispanic	Native American	White	Total
ASC CT ATTORNEY (TP)							
ONYC	DATA					29	29
NYC	DATA		8	2	1	52	63
	TOTAL		8	2	1	81	92
	% ROW		9	2	1	88	100
CT ATTORNEY CT APPLS							
APP	DATA			1		4	5
	TOTAL			1		4	5
	% ROW			20		80	100
SR CT ATTORNEY CT APL							
APP	DATA	1				2	3
	TOTAL	1				2	3
	% ROW	33				67	100
SR DP CHF CT ATT CTAP							
APP	DATA					2	2
	TOTAL					2	2
	% ROW					100	100
CHF CT ATTY CT APLS							
APP	DATA					1	1
	TOTAL					1	1
	% ROW					100	100
CT ATTORNEY							
ONYC	DATA		1			8	9
NYC	DATA	2		2		7	11
	TOTAL	2	1	2		15	20
	% ROW	10	5	10		75	100
CT ATTORNEY PT							
ONYC	DATA					1	1
NYC	DATA					1	1
	TOTAL					2	2
	% ROW					100	100

STATE OF NEW YORK UNIFIED COURT SYSTEM
 RACE/ETHNICITY OF SELECTED TITLES
 JANUARY 1994

Title/ Region -----	Asian -----	Black -----	Hispanic -----	Native American -----	White -----	Total -----
SR CT ATTORNEY						
ONYC DATA					12	12
NYC DATA		5	2		16	23
TOTAL		5	2		28	35
% ROW		14	6		80	100
ASC CT ATTORNEY						
ONYC DATA					21	22
NYC DATA					46	49
TOTAL					67	71
% ROW					94	100
PRIN CT ATTORNEY						
ONYC DATA					12	12
NYC DATA					14	14
TOTAL					26	26
% ROW					100	100
CHF CT ATTORNEY						
ONYC DATA					4	4
NYC DATA					4	4
TOTAL					8	8
% ROW					100	100
CT ATTORNEY-REFEREE						
ONYC DATA					5	5
NYC DATA		1			24	25
TOTAL		1			29	30
% ROW		3			97	100
AST APP CT ATTORNEY						
APP DATA	1		1		24	26
TOTAL	1		1		24	26
% ROW	4		4		92	100
APP CT ATTORNEY						
APP DATA		1			20	21
TOTAL		1			20	21
% ROW		5			95	100

Exhibit E

STATE OF NEW YORK UNIFIED COURT SYSTEM
 RACE/ETHNICITY OF SELECTED TITLES
 JANUARY 1994

Title/ Region		Asian	Black	Hispanic	Native American	White	Total
APP CT ATTORNEY							
SR APP CT ATTORNEY							
APP	DATA		3	1		19	23
	TOTAL		3	1		19	23
	% ROW		13	4		83	100
PRIN APP CT ATTORNEY							
APP	DATA		2	1		72	75
	TOTAL		2	1		72	75
	% ROW		3	1		96	100
CLK* NS							
ONYC	DATA		1			11	12
OCA	DATA					1	1
NYC	DATA	4	19	7		20	50
APP	DATA	2	2	4		9	17
	TOTAL	6	22	11		41	80
	% ROW	8	28	14		51	100

Exhibit E

Franklin H. Williams
Judicial Commission on Minorities

Salary Ranges of
Selected Titles

EXHIBIT F

STATE OF NEW YORK UNIFIED COURT SYSTEM
SELECTED TITLES - AVERAGE SALARIES

TTL-SHORT	Average Salary	Minimum Salary	Maximum Salary
APP CT ATTORNEY	49,290	47,638	57,621
APP CT CLK	54,953	49,578	59,677
ASC CT ATT(TP)ACT JSC	56,069	53,870	64,003
ASC CT ATTORNEY	76,198	59,860	81,469
ASC CT ATTORNEY (TP)	67,287	56,794	76,451
ASC CT CLK	55,748	42,335	71,067
ASC MHIS ATTY	66,199	56,983	69,350
ASC SUR CT CLK	53,953	41,422	61,263
AST APP CT ATTORNEY	41,463	40,450	44,262
AST CT ANAL	32,750	27,588	39,778
BDGT ANAL	58,029	54,239	60,932
CHF BDGT ANAL	84,056	84,056	84,056
CHF CLK I	39,727	34,283	41,233
CHF CLK II	42,202	32,657	45,863
CHF CLK III	47,788	36,312	51,657
CHF CLK IV	56,118	45,173	63,073
CHF CLK V	68,251	58,560	72,807
CHF CLK VI	84,089	68,842	88,378
CHF CLK VII	89,144	82,566	96,726
CHF CT ATTORNEY	86,861	76,420	92,823
CHF CT ATTY CT APLS	86,033	86,033	86,033
CHF MNGT ANAL	84,519	78,131	88,073
CHF PRSNL ANAL	85,936	85,936	85,936
CLK CT, AP DIV	106,814	106,399	107,128
CLK* NS	12	4	150
CNTY CLK	103,463	103,463	103,463
CT ANAL	37,561	30,923	44,270
CT AST	33,770	27,588	40,010
CT ATTORNEY	44,698	41,179	51,539
CT ATTORNEY (TP)	43,012	40,450	55,880
CT ATTORNEY (TP) PT	47,170	40,450	56,101
CT ATTORNEY CT APPLS	47,638	47,638	47,638
CT ATTORNEY PT	50,699	47,061	54,337
CT ATTORNEY-REFEREE	80,741	63,185	85,738
CT CLK	41,235	30,923	49,208
CT CLK-SPCLST	73,334	59,131	80,206
CT OFFR	33,600	27,833	46,605
CT REPTR	55,466	36,399	66,955
DATA ENTRY CLK	21,368	17,038	29,577
DEP CHF CLK (ARR PRT)	65,844	61,869	68,271
DEP CHF CLK I	33,242	30,384	41,233
DEP CHF CLK II	42,112	36,312	49,074
DEP CHF CLK III	54,663	42,719	59,677
DEP CHF CLK IV	66,987	55,734	73,546
DEP CHF CLK V	72,375	61,869	80,206
DEP CLK CT, AP DIV.	100,857	100,338	101,067

Exhibit F

STATE OF NEW YORK UNIFIED COURT SYSTEM
SELECTED TITLES - AVERAGE SALARIES

TTL-SHORT	Average Salary	Minimum Salary	Maximum Salary
EX AST DP CHF ADM JDG	93,816	86,960	97,609
FAM CT HRNG EXMR	69,608	69,248	69,977
FAM CT HRNG EXMR AST	34,598	27,588	40,252
FRST DEP CHF CLK	80,142	70,979	85,936
FRST DEP CNTY CLK, NYC	79,394	77,914	80,206
MHIS ATTY	45,965	39,055	52,393
PRI LW CK NYC FAM CT*	81,267	75,179	84,201
PRIN APP CT ATTORNEY	76,928	63,185	85,671
PRIN APP CT CLK	69,958	64,003	72,807
PRIN BDGT ANAL	71,402	65,044	77,185
PRIN CT ANAL	50,790	40,450	56,830
PRIN CT ATTORNEY	80,998	67,328	85,817
PRIN CT CLK	63,600	56,807	75,578
PRIN LW CLK AP DIVJUS	78,657	63,185	85,161
PRIN LW CLK JGE	76,823	62,456	86,001
PRIN SUR CT CLK	62,205	48,657	68,145
PRN CT ATT(TP)ACT JSC	73,527	62,746	84,201
SCND DEP CNTY CLK, NYC	52,310	49,554	55,066
SPVR DST PRNTG OPRTNS	39,778	39,778	39,778
SR APP CT ATTORNEY	56,477	53,870	59,735
SR APP CT CLK	63,984	57,512	66,026
SR CT ANAL	44,567	36,312	51,903
SR CT ATT (TP)ACT JSC	49,858	49,858	49,858
SR CT ATTORNEY	53,511	48,367	64,036
SR CT ATTORNEY (TP)	50,451	45,203	62,840
SR CT ATTORNEY CT APL	56,065	56,065	56,065
SR CT CLK	47,855	37,041	66,167
SR CT OFFR	41,552	33,405	51,288
SR CT REPTR	67,498	50,364	80,277
SR DATA ENT CLK	26,104	22,371	28,764
SR DP CHF CT ATT CTAP	79,298	75,134	83,462
SR MHIS ATTY	58,094	46,350	63,802
SR SURR CT CLK	44,718	37,041	54,324
SURR CT CLK	40,118	34,116	42,119

Exhibit F

Franklin H. Williams
Judicial Commission on Minorities

Minority Judges within the
Office of Court Administration

EXHIBIT G

MINORITY JUDGES IN THE UNIFIED COURT SYSTEM*
JANUARY 1994

Title	Cost Center	Data Type	Asian	Black	Hispanic	White	Total
ACT SUP CT JUS	CIVIL BRONX	JUDGES		1		8	9
ACT SUP CT JUS	CIVIL BRONX	% ROW		11		89	100
ACT SUP CT JUS	CRIMINAL NEW YORK	JUDGES		2		29	31
ACT SUP CT JUS	CRIMINAL NEW YORK	% ROW		6		94	100
ADMV JGE	JUSTICES 7TH DIST	JUDGES		1			1
ADMV JGE	JUSTICES 7TH DIST	% ROW		100			100
ASC JGE, CT APL	COURT OF APPEALS	JUDGES		1	1	4	6
ASC JGE, CT APL	COURT OF APPEALS	% ROW		17	17	67	100
ASC JUS, AP DIV	APP DIV 1ST DEPT JUSTICE	JUDGES			1	4	5
ASC JUS, AP DIV	APP DIV 1ST DEPT JUSTICE	% ROW			20	80	100
ASC JUS, AP DIV	APP DIV 2ND DEPT JUSTICE	JUDGES		1		5	6
ASC JUS, AP DIV	APP DIV 2ND DEPT JUSTICE	% ROW		17		83	100
ASC JUS, AP DIV	APP DIV 4TH DEPT JUSTICE	JUDGES		1		3	4
ASC JUS, AP DIV	APP DIV 4TH DEPT JUSTICE	% ROW		25		75	100
ASC JUS, AP DIV, TEMP	APP DIV 1ST DEPT JUSTICE	JUDGES	1	1		2	4
ASC JUS, AP DIV, TEMP	APP DIV 1ST DEPT JUSTICE	% ROW	25	25		50	100
ASC JUS, AP DIV, TEMP	APP DIV 2ND DEPT JUSTICE	JUDGES		1		10	11
ASC JUS, AP DIV, TEMP	APP DIV 2ND DEPT JUSTICE	% ROW		9		91	100
ASC JUS, AP DIV, TPCT	APP DIV 2ND DEPT JUSTICE	JUDGES		1		1	2
ASC JUS, AP DIV, TPCT	APP DIV 2ND DEPT JUSTICE	% ROW		50		50	100
ASC JUS, AP DIV, TPCT	APP DIV 4TH DEPT JUSTICE	JUDGES		1		3	4
ASC JUS, AP DIV, TPCT	APP DIV 4TH DEPT JUSTICE	% ROW		25		75	100
CNTY JGE	ROCKLAND CO SUPREME & CO	JUDGES		1		1	2
CNTY JGE	ROCKLAND CO SUPREME & CO	% ROW		50		50	100
CNTY JGE	WESTCHESTER CO SUPREME & CO	JUDGES		1		6	7
CNTY JGE	WESTCHESTER CO SUPREME & CO	% ROW		14		86	100
CRIM CT JGE NYC	CRIMINAL BRONX	JUDGES	1	2		6	9
CRIM CT JGE NYC	CRIMINAL BRONX	% ROW	11	22		67	100
CRIM CT JGE NYC	CRIMINAL KINGS	JUDGES		2		7	9
CRIM CT JGE NYC	CRIMINAL KINGS	% ROW		22		78	100

* Shows only those court locations with minority judges.

MINORITY JUDGES IN THE UNIFIED COURT SYSTEM*

JANUARY 1994

Title	Cost Center	Data Type	Asian	Black	Hispanic	White	Total
CRIM CT JGE NYC	CRIMINAL NEW YORK	JUDGES			2	16	18
CRIM CT JGE NYC	CRIMINAL NEW YORK	% ROW			11	89	100
CRIM CT JGE NYC	CRIMINAL QUEENS	JUDGES		3	1	6	10
CRIM CT JGE NYC	CRIMINAL QUEENS	% ROW		30	10	60	100
CT CLAIMS JGE	SUPREME BRONX	JUDGES		1	1	6	8
CT CLAIMS JGE	SUPREME BRONX	% ROW		13	13	75	100
CT CLAIMS JGE	SUPREME KINGS	JUDGES		1	2	6	9
CT CLAIMS JGE	SUPREME KINGS	% ROW		11	22	67	100
CT CLAIMS JGE	SUPREME NEW YORK CIVIL	JUDGES		1		6	7
CT CLAIMS JGE	SUPREME NEW YORK CIVIL	% ROW		14		86	100
CT CLAIMS JGE	SUPREME NEW YORK CRIMINAL	JUDGES		1	1	5	7
CT CLAIMS JGE	SUPREME NEW YORK CRIMINAL	% ROW		14	14	71	100
CTY CT JGE	BUFFALO CITY	JUDGES		2	1	7	10
CTY CT JGE	BUFFALO CITY	% ROW		20	10	70	100
CTY CT JGE	MT VERNON CITY	JUDGES		1		3	4
CTY CT JGE	MT VERNON CITY	% ROW		25		75	100
CTY CT JGE	ROCHESTER CITY	JUDGES		1		7	8
CTY CT JGE	ROCHESTER CITY	% ROW		13		88	100
CTY CT JGE	SYRACUSE CITY	JUDGES		2		3	5
CTY CT JGE	SYRACUSE CITY	% ROW		40		60	100
CVL CT JGE NYC	CIVIL BRONX	JUDGES		4	1	4	9
CVL CT JGE NYC	CIVIL BRONX	% ROW		44	11	44	100
CVL CT JGE NYC	CIVIL KINGS	JUDGES		3	2	24	29
CVL CT JGE NYC	CIVIL KINGS	% ROW		10	7	83	100
CVL CT JGE NYC	CIVIL NEW YORK	JUDGES		2	3	3	24
CVL CT JGE NYC	CIVIL NEW YORK	% ROW		6	9	9	75
CVL CT JGE NYC	CIVIL QUEENS	JUDGES		2	1	10	13
CVL CT JGE NYC	CIVIL QUEENS	% ROW		15	8	77	100
DST CT JGE NASSAU	NASSAU CO DISTRICT	JUDGES			1	21	22
DST CT JGE NASSAU	NASSAU CO DISTRICT	% ROW			5	95	100
DST CT JGE SUFFOLK	SUFFOLK CO DISTRICT	JUDGES			1	21	22

* Shows only those court locations with minority judges.

Exhibit G

MINORITY JUDGES IN THE UNIFIED COURT SYSTEM*
JANUARY 1994

Title	Cost Center	Data Type	Asian	Black	Hispanic	White	Total
DST CT JGE SUFFOLK	SUFFOLK CO DISTRICT	% ROW		5		95	100
FAM CT JGE	WESTCHESTER CO FAMILY	JUDGES		1		5	6
FAM CT JGE	WESTCHESTER CO FAMILY	% ROW		17		83	100
FAM CT JGE NYC	FAMILY KINGS	JUDGES		1	1	8	10
FAM CT JGE NYC	FAMILY KINGS	% ROW		10	10	80	100
FAM CT JGE NYC	FAMILY NEW YORK	JUDGES			2	11	13
FAM CT JGE NYC	FAMILY NEW YORK	% ROW			15	85	100
FAM CT JGE NYC	FAMILY QUEENS	JUDGES		2	1	7	10
FAM CT JGE NYC	FAMILY QUEENS	% ROW		20	10	70	100
HSNG CT JGE	HOUSING COURT BRONX	JUDGES	1	2	1	5	9
HSNG CT JGE	HOUSING COURT BRONX	% ROW	11	22	11	56	100
HSNG CT JGE	HOUSING COURT KINGS	JUDGES		2		5	7
HSNG CT JGE	HOUSING COURT KINGS	% ROW		29		71	100
HSNG CT JGE	HOUSING COURT NEW YORK	JUDGES			1	8	9
HSNG CT JGE	HOUSING COURT NEW YORK	% ROW			11	89	100
SUP CT JUS, CERT	JUSTICES 9TH DIST	JUDGES		1		1	2
SUP CT JUS, CERT	JUSTICES 9TH DIST	% ROW		50		50	100
SUP CT JUS, CERT	SUPREME BRONX	JUDGES		2		1	3
SUP CT JUS, CERT	SUPREME BRONX	% ROW		67		33	100
SUP CT JUS, CERT	SUPREME KINGS	JUDGES		3	1	6	10
SUP CT JUS, CERT	SUPREME KINGS	% ROW		30	10	60	100
SUP CT JUS, CERT	SUPREME NEW YORK CIVIL	JUDGES		1		3	4
SUP CT JUS, CERT	SUPREME NEW YORK CIVIL	% ROW		25		75	100
SUP CT JUS, CERT	SUPREME NEW YORK CRIMINAL	JUDGES		2		2	4
SUP CT JUS, CERT	SUPREME NEW YORK CRIMINAL	% ROW		50		50	100
SUP CT JUS, CERT	SUPREME QUEENS	JUDGES		4		7	11
SUP CT JUS, CERT	SUPREME QUEENS	% ROW		36		64	100
SUP CT JUS, DST 1	SUPREME NEW YORK CIVIL	JUDGES		4	2	10	16
SUP CT JUS, DST 1	SUPREME NEW YORK CIVIL	% ROW		25	13	63	100
SUP CT JUS, DST 1	SUPREME NEW YORK CRIMINAL	JUDGES		3		7	10
SUP CT JUS, DST 1	SUPREME NEW YORK CRIMINAL	% ROW		30		70	100

* Shows only those court locations with minority judges.

Exhibit G

MINORITY JUDGES IN THE UNIFIED COURT SYSTEM*
JANUARY 1994

Title	Cost Center	Data Type	Asian	Black	Hispanic	White	Total
SUP CT JUS, DST 1 AT	SUPREME NEW YORK CRIMINAL	JUDGES		1			1
SUP CT JUS, DST 1 AT	SUPREME NEW YORK CRIMINAL	% ROW		100			100
SUP CT JUS, DST 10	JUSTICES NASSAU CO	JUDGES		1		20	21
SUP CT JUS, DST 10	JUSTICES NASSAU CO	% ROW		5		95	100
SUP CT JUS, DST 10	JUSTICES SUFFOLK CO	JUDGES		1		17	18
SUP CT JUS, DST 10	JUSTICES SUFFOLK CO	% ROW		6		94	100
SUP CT JUS, DST 11	SUPREME QUEENS	JUDGES	2	1		28	31
SUP CT JUS, DST 11	SUPREME QUEENS	% ROW	6	3		90	100
SUP CT JUS, DST 2	SUPREME KINGS	JUDGES		6	1	34	41
SUP CT JUS, DST 2	SUPREME KINGS	% ROW		15	2	83	100
SUP CT JUS, DST 2	SUPREME RICHMOND	JUDGES		1		1	2
SUP CT JUS, DST 2	SUPREME RICHMOND	% ROW		50		50	100
SUP CT JUS, DST 2 AT	SUPREME KINGS	JUDGES		1		2	3
SUP CT JUS, DST 2 AT	SUPREME KINGS	% ROW		33		67	100
SUP CT JUS, DST 8	JUSTICES 8TH DIST	JUDGES		1		20	21
SUP CT JUS, DST 8	JUSTICES 8TH DIST	% ROW		5		95	100
SUP CT JUS, DIST 12	SUPREME BRONX	JUDGES		1	5	10	16
SUP CT JUS, DIST 12	SUPREME BRONX	% ROW		6	31	63	100

* Shows only those court locations with minority judges.

Exhibit G

STATE OF NEW YORK UNIFIED COURT SYSTEM
MINORITY JUDGES - JANUARY 1994

LAST NAME	FIRST NAME	TITLE	COST CENTER	RACE
ABDUSSALAAM	SHEILA	SUP CT JUS, DST 1	SUPREME NEW YORK CRIMINAL	B
ALLESSANDRO	FRANCIS	CVL CT JGE NYC	CIVIL BRONX	H
ALVARADO	EFRAIN	CRIM CT JGE NYC	CRIMINAL QUEENS	H
ARCHER	MAXINE	CVL CT JGE NYC	CIVIL KINGS	B
BADILLO	GILBERT	HSNG CT JGE	HOUSING COURT BRONX	H
BAYNE	BERNADETTE	CRIM CT JGE NYC	CRIMINAL QUEENS	B
BELL	HOWARD	SUP CT JUS, CERT	SUPREME NEW YORK CRIMINAL	B
BENITEZ	PETER	CRIM CT JGE NYC	CRIMINAL NEW YORK	H
BOWMAN	JANICE	CVL CT JGE NYC	CIVIL BRONX	B
BRANDVEEN	ANTONIO	CT CLAIMS JGE	SUPREME BRONX	B
BROWNE	KENNETH	SUP CT JUS, CERT	SUPREME QUEENS	B
CALLENDER	CARL	HSNG CT JGE	HOUSING COURT BRONX	B
CARRO	JOHN	ASC JUS, AP DIV	APP DIV 1ST DEPT JUSTICE	H
CHAN	HOWARD	CVL CT JGE NYC	CIVIL NEW YORK	A
CHINBRANDT	DOROTHY	CVL CT JGE NYC	CIVIL NEW YORK	A
CIPARICK	CARMEN	ASC JGE, CT APL	COURT OF APPEALS	H
CLARK	LEONARD	DST CT JGE NASSAU	NASSAU CO DISTRICT	B
COLLAZO	SALVADOR	ACT SUP CT JUS	CIVIL BRONX	B
CORDOVA	ALMA	FAM CT JGE NYC	FAMILY NEW YORK	H
COVINGTON	GEORGE	SUP CT JUS, DST 1	SUPREME NEW YORK CRIMINAL	B
COZIER	BARRY	SUP CT JUS, DST 2	SUPREME KINGS	B
CROPPER	DOROTHY	CT CLAIMS JGE	SUPREME NEW YORK CIVIL	B
DABIRI	GLORIA	FAM CT JGE NYC	FAMILY QUEENS	B
DANIELS	GEORGE	CRIM CT JGE NYC	CRIMINAL KINGS	B
DAVIS	REUBEN	ASC JUS, AP DIV, TPCT	APP DIV 4TH DEPT JUSTICE	B
DAVIS	WILLIAM	SUP CT JUS, DST 1	SUPREME NEW YORK CRIMINAL	B
DEGRASSE	LELAND	SUP CT JUS, DST 1	SUPREME NEW YORK CIVIL	B
DIAZ	FRANK	CT CLAIMS JGE	SUPREME BRONX	H
DOUGLASS	LEWIS	CT CLAIMS JGE	SUPREME KINGS	B
DYE	LUTHER	SUP CT JUS, DST 11	SUPREME QUEENS	B
ENG	RANDALL	SUP CT JUS, DST 11	SUPREME QUEENS	A
FIGUEROA	NICHOLAS	SUP CT JUS, DST 1	SUPREME NEW YORK CIVIL	H
FIGUEROA	RAUL	CTY CT JGE	BUFFALO CITY	H
FISHERBRANDVEEN	FERN	SUP CT JUS, DST 1	SUPREME NEW YORK CIVIL	B
FLOYD	MARQUETTE	SUP CT JUS, DST 10	JUSTICES SUFFOLK CO	B
GOLAR	SIMEON	SUP CT JUS, DST 11	SUPREME QUEENS	B
GONZALEZ	LUIS	SUP CT JUS, DIST 12	SUPREME BRONX	H
GRAJALES	DONALD	CT CLAIMS JGE	SUPREME KINGS	H
GREEN	SAMUEL	ASC JUS, AP DIV	APP DIV 4TH DEPT JUSTICE	B
HALL	L	SUP CT JUS, DST 2	SUPREME KINGS	B
HINKSON	ELBERT	SUP CT JUS, CERT	SUPREME BRONX	B
HUFF	CAROL	SUP CT JUS, DST 1	SUPREME NEW YORK CIVIL	B
HUNTER	ALEXANDER	ACT SUP CT JUS	CRIMINAL NEW YORK	B
HUTCHERSON	JAMES	SUP CT JUS, DST 2	SUPREME KINGS	B
JACKSON	M	SUP CT JUS, DST 2	SUPREME KINGS	B

STATE OF NEW YORK UNIFIED COURT SYSTEM
MINORITY JUDGES - JANUARY 1994

LAST NAME	FIRST NAME	TITLE	COST CENTER	RACE
JOHNSON	DIANA	HSNG CT JGE	HOUSING COURT KINGS	B
JOHNSON	TERESA	CTY CT JGE	ROCHESTER CITY	B
JONES	THEODORE	SUP CT JUS, DST 2	SUPREME RICHMOND	B
JOY	DANIEL	ASC JUS, AP DIV, TEMP	APP DIV 2ND DEPT JUSTICE	B
LAU	LAURIE	HSNG CT JGE	HOUSING COURT BRONX	A
LAWRENCE	CHARLES	ASC JUS, AP DIV, TPCT	APP DIV 2ND DEPT JUSTICE	B
LEACH	LESLIE	CRIM CT JGE NYC	CRIMINAL KINGS	B
LEVISTER	WENDELL	CRIM CT JGE NYC	CRIMINAL BRONX	B
LEWIS	DANIEL	CRIM CT JGE NYC	CRIMINAL QUEENS	B
LEWIS	YVONNE	SUP CT JUS, DST 2	SUPREME KINGS	B
LOPEZTORRES	MARGARITA	CVL CT JGE NYC	CIVIL KINGS	H
LOTT	PLUMMER	CRIM CT JGE NYC	CRIMINAL QUEENS	B
LOWE	RICHARD	SUP CT JUS, DST 1	SUPREME NEW YORK CIVIL	B
MARTIN	LARRY	SUP CT JUS, DST 2	SUPREME KINGS	B
MARTINEZ	CIRA	FAM CT JGE NYC	FAMILY QUEENS	H
MCGEE	HANSEL	SUP CT JUS, DIST 12	SUPREME BRONX	B
MCKINNEY	LANGSTON	CTY CT JGE	SYRACUSE CITY	B
MILLER	EDITH	SUP CT JUS, DST 1 AT	SUPREME NEW YORK CRIMINAL	B
MILLS	DONNA	CVL CT JGE NYC	CIVIL BRONX	B
MODESTO	PHILIP	SUP CT JUS, DIST 12	SUPREME BRONX	H
NELSON	WILLIAM	CNTY JGE	ROCKLAND CO SUPREME & CO	B
NEWMAN	PETER	DST CT JGE SUFFOLK	SUFFOLK CO DISTRICT	B
NEWTON	JUANITA	CT CLAIMS JGE	SUPREME NEW YORK CRIMINAL	B
OCONNOR	WILFRED	CVL CT JGE NYC	CIVIL NEW YORK	B
OLIVER	EUGENE	CRIM CT JGE NYC	CRIMINAL BRONX	B
OWENS	THADDEUS	SUP CT JUS, CERT	SUPREME KINGS	B
PADRO	EDUARDO	CVL CT JGE NYC	CIVIL NEW YORK	H
PATTERSON	MICHELLE	SUP CT JUS, DST 2 AT	SUPREME KINGS	B
PAYNE	KIBBIE	CVL CT JGE NYC	CIVIL NEW YORK	B
PEARCE	CLAIRE	FAM CT JGE NYC	FAMILY KINGS	B
PEREZ	MYRNA	FAM CT JGE NYC	FAMILY NEW YORK	H
PHILLIPS	JOHN	CVL CT JGE NYC	CIVIL KINGS	H
QUINONES	CESAR	CT CLAIMS JGE	SUPREME KINGS	H
RAMIREZ	GILBERT	SUP CT JUS, CERT	SUPREME KINGS	H
RAMOS	CHARLES	SUP CT JUS, DST 1	SUPREME NEW YORK CIVIL	H
RIOS	JAIME	CVL CT JGE NYC	CIVIL QUEENS	H
RIVERA	REINALDO	SUP CT JUS, DST 2	SUPREME KINGS	H
RIVERA	RICHARD	CVL CT JGE NYC	CIVIL KINGS	H
ROBBINS	ALFRED	SUP CT JUS, DST 10	JUSTICES NASSAU CO	B
ROBINSON	JAMES	SUP CT JUS, CERT	SUPREME QUEENS	B
RODRIGUEZ	JOSE	HSNG CT JGE	HOUSING COURT NEW YORK	H
RUSSELL	ROBERT	CTY CT JGE	BUFFALO CITY	B
RUTLEDGE	RICHARD	SUP CT JUS, CERT	SUPREME QUEENS	B
SAMPSON	FREDERICK	CVL CT JGE NYC	CIVIL QUEENS	B
SAMUELS	DEBRAROSE	CVL CT JGE NYC	CIVIL NEW YORK	B
SANTAELLA	IRMA	SUP CT JUS, DIST 12	SUPREME BRONX	H

STATE OF NEW YORK UNIFIED COURT SYSTEM
 MINORITY JUDGES - JANUARY 1994

LAST NAME	FIRST NAME	TITLE	COST CENTER	RACE
SATTERFIELD	PATRICIA	CVL CT JGE NYC	CIVIL QUEENS	B
SCONIERS	ROSE	SUP CT JUS, DST 8	JUSTICES 8TH DIST	B
SCOTT	ARTHUR	HSNG CT JGE	HOUSING COURT KINGS	B
SCOTT	CLIFFORD	SUP CT JUS, CERT	SUPREME NEW YORK CRIMINAL	B
SCOTT	HUGH	CTY CT JGE	BUFFALO CITY	B
SHAW	JAMES	SUP CT JUS, CERT	SUPREME KINGS	B
SMITH	GEORGE	ASC JGE, CT APL	COURT OF APPEALS	B
SMITH	JOSCELYN	SUP CT JUS, CERT	SUPREME QUEENS	B
SMITH	KATHERYN	CVL CT JGE NYC	CIVIL KINGS	B
SOSALINTNER	GLORIA	FAM CT JGE NYC	FAMILY KINGS	H
SOTO	FAVIOLA	CVL CT JGE NYC	CIVIL NEW YORK	H
STATON	BETTY	FAM CT JGE NYC	FAMILY QUEENS	B
SUAREZ	LUCINDO	CVL CT JGE NYC	CIVIL NEW YORK	H
TEJADA	CHARLES	CT CLAIMS JGE	SUPREME NEW YORK CRIMINAL	H
THOMPSON	KENNETH	CVL CT JGE NYC	CIVIL BRONX	B
THOMPSON	WILLIAM	ASC JUS, AP DIV	APP DIV 2ND DEPT JUSTICE	B
TOLBERT	BRUCE	FAM CT JGE	WESTCHESTER CO FAMILY	B
TOM	PETER	ASC JUS, AP DIV, TEMP	APP DIV 1ST DEPT JUSTICE	A
TORRES	EDWIN	SUP CT JUS, DIST 12	SUPREME BRONX	H
TORRES	FRANK	SUP CT JUS, DIST 12	SUPREME BRONX	H
TOWNES	SANDRA	CTY CT JGE	SYRACUSE CITY	B
TURNER	PIERRE	HSNG CT JGE	HOUSING COURT BRONX	B
VISITACIONLEWIS	LAURA	CRIM CT JGE NYC	CRIMINAL NEW YORK	H
WADE	GEORGE	SUP CT JUS, CERT	SUPREME KINGS	B
WALKER	EDGAR	CVL CT JGE NYC	CIVIL BRONX	B
WALKER	SAM	CTY CT JGE	MT VERNON CITY	B
WARNER	IVAN	SUP CT JUS, CERT	SUPREME BRONX	B
WEST	JOSEPH	CNTY JGE	WESTCHESTER CO SUPREME & CO	B
WILLIAMS	MILTON	ASC JUS, AP DIV, TEMP	APP DIV 1ST DEPT JUSTICE	B
WILLIAMS	PATRICIA	ACT SUP CT JUS	CRIMINAL NEW YORK	B
WILLIS	CHARLES	ADMV JGE	JUSTICES 7TH DIST	B
WONG	DOUGLAS	CRIM CT JGE NYC	CRIMINAL BRONX	A
WOOD	HAROLD	SUP CT JUS, CERT	JUSTICES 9TH DIST	B
WRIGHT	BRUCE	SUP CT JUS, CERT	SUPREME NEW YORK CIVIL	B

Exhibit G

**BIOGRAPHICAL DATA OF THE MEMBERS OF THE
FRANKLIN H. WILLIAMS JUDICIAL COMMISSION ON MINORITIES**

APPENDIX ONE

MEMBERS OF THE FRANKLIN H. WILLIAMS JUDICIAL
COMMISSION ON MINORITIES

Judge Lewis L. Douglass was appointed to the Criminal Court in May of 1978.

In January 1982, he was appointed by the Governor as a Judge of the Court of Claims and then assigned to the Criminal Term of the Supreme Court, Kings County.

Immediately before his appointment as a Judge, he served as First Deputy to the N.Y.S. Department of Correctional Services, and has also served as Vice President of Black Enterprise Magazine, and as Executive Deputy Director of the Bedford Stuyvesant Restoration Program. He has taught at John Jay College of Crime Justice, St. John University and currently teaches at York College. In 1992 Judge Douglass became Chair of the Franklin H. Williams Judicial Commission on Minorities.

Justice Nicholas Figueroa, obtained his BBA from CUNY in 1956; LLB, Brooklyn Law School in 1964 and was admitted to the New York bar in 1964. Judge Figueroa was an assistant district attorney, Borough of Bronx, New York from 1966 to 1969; Associate Counsel, Knapp Committee, New York City from 1970 to 1971; Assistant U.S. attorney, U.S. Justice Department (Southern District) New York City, 1972 to 1975; Deputy Police Commissioner, City of New York, 1977 to 1980; Criminal Court Judge State of New York, Bronx, 1980 to 1985.

He has served in the Bronx, as a member of the Mayor's Committee on Judiciary, New York City, 1976 to 1977; Trustee Board of Higher Education, New York City, 1976 to 1977, and is currently the Vice-Chair of the Franklin H. Williams Judicial Commission on Minorities.

He now serves as a Justice of the Supreme Court, State of New York, New York City.

Christopher Chang, On July 29, 1993, Chief Justice Judith S. Kaye announced her appointment of Christopher E. Chang to the Franklin H. Williams Judicial Commission on Minorities. A 1978 graduate of Cornell Law School, Mr. Chang was formerly an Assistant District Attorney in Manhattan, and is an officer of the Asian American Bar Association of New York. Mr. Chang is now a partner of the firm of Doar Devorkin & Rieck in Manhattan, which engages in a general litigation practice.

Justice William J. Davis, received his bachelor's degree from City College of New York in 1955 and his law degree from Brooklyn Law School in 1957. He was appointed to the Criminal Court in March 1981 and became a Justice of the Supreme Court in January 1987. He served as the supervising Judge, New York County Criminal Court from 1983 to 1985.

Before his election to the bench, Justice Davis served as the Assistant Regional Administrator for Community Development for the United States Department of Housing and Urban Development from 1968 to 1981. From 1966 to 1968, Justice Davis was the Executive Director of the Bronx Small Business Development Corporation.

Justice Davis is a member of the Association of the Bar of the City of New York, the Metropolitan Black Bar Association and the Metropolitan Women's Bar Association. He also served as a member of the American Arbitrator Association Panel from 1961 to 1981. Presently, he is a member of the Board of Justices of the Supreme Court; Anti Bias Committee of Supreme Court - Chair, Membership Committee.

Justice Davis is also a member of the Board of Directors - New York County Lawyer's Association, Association of the Bar of the City of New York - Council on Judicial Administration.

Lenore Kramer is a senior partner in the firm of Herman and Kramer located in New York City. Ms. Kramer specializes in plaintiffs' personal injury and medical malpractice litigation. Ms. Kramer is a past president of the Woman's Bar Association of the State of New York, the Bronx County Bar Association and the Metropolitan Women's Bar Association. She currently serves as a member of the Board of Directors of the New York State Trial Lawyers Association and has served that organization as Chairperson of various committees. She is also the Chair of the committee on tort litigation of the Association of the Bar of the City of New York.

Ms. Kramer serves as one of only two attorney members of the Office of Court Administration Committee to study the IAS System and as a commissioner on the Franklin H. Williams Judicial Commission on Minorities. She is also a member of the Office of Court Administration Advisory Committee on Civil Practice, the Committee on Case Management and the Mayor's Committee on The Judiciary.

Ms. Kramer has lectured frequently on trial practice and related topics for the New York State Trial Lawyers Associations, the Association of the Bar of the City of New York, New York County Lawyers Association and the Women's Bar Association of the State of New York and is a frequent commentator on the Court Television Network.

Justice Yvonne Lewis, graduated from the State University of New York College at Geneseo with a Bachelor of Science in Education in Secondary Social Studies. As a result, she taught in Buffalo high schools and did social work for Erie County Welfare Department.

Returning to school three years after college, she received her Juris Doctor from the University of Buffalo, School of Law and Jurisprudence.

Justice Lewis was awarded a Regional Herbert Smith Fellowship and therewith 'landed' in New York City. She worked with Legal Services in several offices as a Staff Attorney, Unit Director, Director of Litigation and Managing Attorney. Additionally, she served with the Legal Services Corporation to help legal services offices both in compliance and technical assistance for the provision of services.

Before going to the bench, Justice Lewis taught as a Charles H. Revson fellow at City University of New York, City College and an Associate Professor at Hofstra Law School.

She was elected to the Civil Court in 1986 - the first African-American female to sit in that Court. Justice Lewis was elected to the Supreme Court Bench in 1991. She is currently on the Advisory Committee of Judicial Ethnics, the Committee on Automation & Technology for Judges, a member of the Board of Directors of the Metropolitan Black Bar Association, Association of the Bar of the City of New York's Steering Committee and the New York County Lawyers' Association Drug Policy Taskforce.

She presently sits in Kings County Supreme Court, Criminal Term.

Judge Cesar H. Quinones, graduated from City College of New York and Brooklyn Law School. He is an adjunct Professor of Law at St. John's University School of Law.

Judge Quinones was a partner in the law firm of Erazo & Quinones. Judge Quinones was appointed to the New York City Family Court by Mayor John V. Lindsay in 1970, reassigned by Mayor Abraham D. Beame in 1976 and reassigned by Mayor Edward I. Koch in 1986. He is a former Chairman of the Board of the Bedford Stuyvesant Community Legal Services Corporation and past President of the Puerto Rican Lawyer's Association of Kings County.

Judge Quinones was appointed to the Court of Claims in January 1987. He is presently assigned to Kings County Supreme Court, Criminal Term.

Maria Ramirez, was appointed to the newly created Cabinet-level position of Executive Director of the New York State Education Department for Multinational and Comparative Education on November 8, 1985. As the Assistant Commissioner for General Education from 1977 to 1985, she supervised six divisions, four regional offices, thirty-two programs and subject areas in elementary and secondary education governing 6,287 elementary and secondary schools in New York State. Ms. Ramirez administered programs amounting to \$950 million, and supervised four regional offices and a staff of 200. She was previously Chief of the Bureau of Bilingual Education and joined the Education Department in 1971 as an Associate in Bilingual Education. Under her leadership, the first State policy on bilingual education in the nation was developed in 1972.

Ms. Ramirez serves on the board of several national and international foundations and organizations. In January of 1988, she was appointed to the New York State Judicial Commission on Minorities, and the New York State Committee on Mentoring. She was assigned to the American Bar Association's Accreditation Committee in 1993. Ms. Ramirez works with twenty-two countries throughout the world.

She is a Puerto Rican, Brooklyn born advocate for children, who received her Bachelor's degree from St. John's University in New York and her Master's degree from Middlebury College in Vermont, with additional studies at SUNY Albany in the School of Public Administration. In her office, she has written on her chalk board: "Be a builder of dreams, forget the occasional nightmares."

Robert M. Reaves, was appointed Chief Clerk of the Surrogate's court of the County of New York in April 1980. He is the state's first African-American Chief Clerk.

A career court employee, Mr. Reaves has been a principal court clerk in the criminal branch of the Supreme Court for the First Judicial District (Manhattan and the Bronx) since May 1979.

Mr. Reaves is a graduate of the Oakwood College Academy in Huntsville, Alabama, and the New York Institute of Technology (Magna Cum Laude) in criminal justice. Mr. Reaves is a member of past president of the Tribune Society, an organization of African-American and Hispanic court employees. He is also a 1980 recipient of the Bernard Botein Award presented by the Association of the Bar of the City of New York for outstanding contributions to the administration of the courts. In January 1988, Chief Judge of the State of New York, Hon. Sol Wachtler, appointed Justice Warner to the New York State Judicial Commission on Minorities.

In January 1992, he was also appointed to the Implementation Commission.

Justice Rose H. Sconiers, of the New York State Supreme Court is the former Executive Attorney of the Legal Aid Bureau of Buffalo, Inc., former Assistant Corporation Counsel for the City of Buffalo and a 1973 graduate of the State University of New York at Buffalo School of Law. She was admitted to the State Bar in 1974 and to the U.S. Federal District Court in 1975. In May 1978, Judge Sconiers was named by the Governor to serve on the University of Buffalo Council and is a past President of the New York State Association of Council members and College Trustees.

She is a former member of the Grievance Committee and past Chairman of the Law Referral Service Committee and Law Day Committee for the Erie County Bar Association. In addition, she is a former member of the New York State Bar Association and served on the Committee on Legal Aid.

Justice Sconiers is past President of the Buffalo Chapter, National Bar Association. Besides serving on the Franklin H. Williams Judicial Commission on Minorities, Justice Sconiers serves on the Office of Court Administration's Advisory Committee on Criminal Law and Procedure and the Jury Project.

Justice Peter Tom, was a Judge of the Housing Part of the Civil Court of the City of New York from February 1985 through December 1987. In 1987, Justice Tom became one of the first Judges of Asian descent to be elected as a Civil Court Judge of the City of New York. Justice Tom was the presiding Judge of the Narcotics Eviction Part of the Civil Court from 1988 to 1990.

Prior to becoming a Judge, Justice Tom served as a legal advisor volunteering his services to different community organizations in the Asian community that were involved in various programs and projects for the elderly and indigent members of the community.

Justice Tom is active in several Bar Association and special committees including the New York State Judicial Commission on Minorities, the Asian Bar Association of New York and New York State Bar Association Sub-Committee on Courts and the Community.

In 1990, Justice Tom became one of the first Justices of Asian descent to be elected to the Supreme Court of the State of New York.

In December 1993, Justice Tom was designated an Associate Justice of the Supreme Court Appellate Division, First Judicial Department, the first Asian Appellate Justice in New York State. His term as an Appellate Justice became effective January 1, 1994.

Justice Ivan Warner, born in New York City he attended the College of the City of New York; American University, Washington, D.C., and New York Law School, from which he obtained his LL.B. degree.

In 1958, Justice Warner was elected to the New York State Assembly. In 1960, he was elected to the New York State Senate, the first African-American from Bronx County. During the 1965 session of the legislature he served as a Chairman of the Important Senate Committee on Education, and simultaneously, as Chairman of the Joint Legislative Committee on Housing and Urban Development. He served in the legislature until 1968.

He has served as Chairman of the Bronx County Democratic Committee and he was the first African-American District Leader in the Bronx County.

In November 1968, he was elected as Justice of the Supreme Court, First Department, and in November 1982, he was re-elected with the endorsement of all major political parties. He served in this capacity as a Senior Certified Member of the Court.

In January 1988, Chief Judge of the State of New York, Hon. Sol Wachtler, appointed Justice Warner to the New York State Judicial Commission on Minorities.

In January 1992, he was also appointed to the Implementation Commission.

Over the years, he has been significantly active with most of the reputable civic and legal associations of the Bronx County, including Life Member of the National Association for the Advancement of Colored People; Urban League of Greater New York; a founding member of 100 Black Men, Inc.; Member of the Bronx County Bar Association; Member of the New York State Bar Association; Founder of the Black Bar Association of the Bronx County; and the Supreme Court Justices' Association of the State of New York.

Judge Ivan Warner passed away in January of 1994.

Justice Charles L. Willis, Administrative Judge of the Seventh Judicial District was born and educated in New York City. He received his LL.B. from St. John's University in 1955. Justice Willis engaged in the private practice of law in New York and in Rochester, New York. He served in public office as a Monroe County Assistant District attorney, and that County's first Public Defender and as Corporation Counsel for the City of Rochester. In 1971, he sat on the Rochester City Court Bench.

In 1972 he served as First Deputy Counsel to the New York State Special Commission on Attica (the McKay Commission).

In 1979 he was elected to the Monroe County Family Court and became Supervising Judge of that Court in 1984. In 1987 he was elected to the New York State Supreme Court and in 1991 was appointed as Administrative Judge of the Seventh Judicial District.

Joyce Hartsfield - Executive Director

Ms. Hartsfield has served as the Executive Director for the Franklin H. Williams Judicial Commission on Minorities since October 1992.

Ms. Hartsfield is a graduate of Syracuse University School of Law and is currently on the Board of Directors for the Black Bar Association of Bronx County. She is a member of the National Bar Association, New York State Bar Association, American Bar Association and the Bronx County Bar Association.

Ms. Hartsfield is a partner in the law firm of Hartsfield and McFarlane Vaughn, 4041 Baychester Avenue, Bronx, New York 10466.

Linda Lane - Secretary

Ms. Lane has been the secretary for the Franklin H. Williams Judicial Commission on Minorities since April 1993.

Ms. Lane can be contacted at the Commissions' office for further information. The Commissions' office is located at 270 Broadway, Room 421, New York, NY 10007, (212) 417-2246, fax number (212) 417-2299.