

A photograph of a courtroom interior. The walls are covered in dark wood paneling. A row of wooden chairs with green seats is arranged in a semi-circle. The chairs are numbered 5 through 14. A wooden railing with decorative balusters is in the foreground. A small wooden box sits on the chair numbered 7. The lighting is warm and comes from a chandelier in the upper left.

# And justice for all

THE PENNSYLVANIA INTERBRANCH COMMISSION FOR GENDER, RACIAL, AND ETHNIC FAIRNESS | 2005 ANNUAL REPORT



*“In my view, I believe that we are on the verge of a historic moment in the history of Pennsylvania. This is an extraordinary moment in time because this commission has the opportunity to accomplish something substantive for the people of Pennsylvania.”*

*Hon. Ralph J. Cappy, Chief Justice of Pennsylvania  
First Interbranch Commission Chair*



*Commission members debate the issues during the quarterly meeting in Philadelphia, March 2006.*

## TO MY FELLOW PENNSYLVANIANS

On behalf of the Supreme Court of Pennsylvania and our sister branches of government, I am pleased to share with you the first annual report of the Pennsylvania Interbranch Commission for Gender, Racial, and Ethnic Fairness, entitled *And Justice for All*.

Over the past year, I have had the privilege of serving as the first chair of the Interbranch Commission. From the drafting of the bylaws and statement of purpose to the production of a pamphlet with safety tips for victims of domestic violence, the year has been filled with hard work, as we defined our mission and began to take the first steps in accomplishing our goal of implementing the recommendations of the *Final Report of the Supreme Court Committee on Racial and Gender Bias in the Justice System*.

To my knowledge, the Interbranch Commission is the first of its kind in the nation to join all three branches in the effort to address inequities in the legal system, and so we are forging a new path as we proceed with implementing the report's recommendations.

I want to thank the members of the commission, as well as the commission staff, for all of their hard work during this first year of the commission's operation. I am very proud of what they have produced in such a brief period. Although I will no longer hold the position of commission chair, I look forward to continuing to support the commission's work in every manner I can. The pursuit of fair and equal justice is indeed a noble cause, and I am certain that this work will not only enhance the reputation of the Commonwealth of Pennsylvania throughout the country, but will help inspire in its residents that critical sense of trust in their system of justice that is fundamental to any civilized society.

Very truly yours,

Ralph J. Cappy



Hon. Ralph J. Cappy  
Chief Justice of Pennsylvania  
First Interbranch Commission Chair

## History and organization of the commission

*...the report contained 14 chapters, each devoted to a specific topic of study, and 173 recommendations designed to address inequities within the system.*

The genesis of the Interbranch Commission was the appointment of a Supreme Court Committee by then-Chief Justice John P. Flaherty in the fall of 1999. The nine Committee members were asked to conduct a study to determine if women and minorities were receiving equal justice in courtrooms around the Commonwealth. After an intensive three-year effort, the Committee presented the Supreme Court with a report of its findings. Entitled the *Final Report on Racial and Gender Bias in the Justice System*, it contained 14 chapters, each devoted to a specific topic of study, and 173 recommendations designed to address inequities within the system.

Determined to ensure that its work would not be consigned to a remote shelf within the Court's archives, the Supreme Court Committee urged the Court to appoint a commission to advance its work to the next phase: implementation of the recommendations set forth in the *Final Report*.



Less than two years later, the Court announced the establishment of a permanent commission whose mission was to be the implementation of the Supreme Court Committee's recommendations. Referred to as the Interbranch Commission for Gender, Racial, and Ethnic Fairness, the commission is a unique fusion of all three branches of government in a joint mission to address these issues. It is considered a model among states who have undertaken similar efforts. The commission also operates under the auspices of the Court's Judicial Council, an advisory body that assists the Court in managing the commonwealth's unified judicial system.

The commission consists of 24 members, whose appointments were divided equally among the three branches of government. Drawn from around the commonwealth, the members are racially and ethnically diverse and include judges, attorneys, legislators, and community advocates. The bylaws provide each of the three branches of government with an opportunity to direct the work of the commission through the power of appointing commission officers on a rotating basis. The Chief Justice of Pennsylvania, the first chair of the commission, served for this first year of the life of the commission. At the end of 2005, the chairmanship rotated to an appointee of the executive branch, Attorney Burrell A. Brown. He will serve for two years, at which time the leadership will rotate to an appointee of the legislative branch, and so on.

Relying on the considerable research already completed by the Supreme Court Committee as a basis for its work, the key function of the commission is to review and select recommendations for implementation from the Supreme Court Committee's study. The commission's secondary goals are to raise awareness of the impact of gender, race, and ethnicity on the fair delivery of justice in Pennsylvania; to increase public confidence in the fairness of state government; and to investigate and implement new initiatives not addressed by the study.

The commission began its work in earnest in March of 2005, when it held its first meeting of all members in Harrisburg. At that time, the members ratified the commission bylaws and established two types of committees to facilitate its work: implementation committees and standing committees. The function of the implementation committees is to prioritize and select for implementation recommendations relevant to their topic of study from the *Final Report*. The standing committees operate as internal committees to set rules and policy for the commission.

The six implementation committees include committees on Interpreter Services, Jury Service, Domestic Violence and Sexual Assault Victims, Employment and Appointments, Criminal Justice, and Grievance Process. The standing committees include the Communications and Government Relations Committee, and the Bylaws Committee. The committees function throughout the year by means of regular conference calls, and occasional personal meetings, directed by the executive director and committee chairs. The details of the implementation committees' initiatives over the past year are presented later in this report.

Since its first meeting in March 2005, the commission has held four meetings of the full membership. Among its four quarterly meetings per year, the commission schedules one which is open to the public. Each public meeting includes the presentation of an annual report detailing the work of the commission during the previous year. The public meeting is designed to provide the citizens of the commonwealth with an opportunity to learn about the commission's activities and to provide feedback on the effectiveness of its initiatives.

This year, the commission's public meeting is being held on June 15 in Pittsburgh and will feature the presentation of this report, the commission's first annual report, to the public-at-large, and to the leaders of the state, local, legal, and legislative communities.

*The commission began its work in earnest in March of 2005, when it held its first meeting of all members in Harrisburg.*

Members of the standing committees:

### **Communications and Government Relations Committee**

Burton D. Morris, Esq., Chair  
Michael P. Edmiston, Esq.  
Hon. Renée Cohn Jubelirer

### **Bylaws Committee**

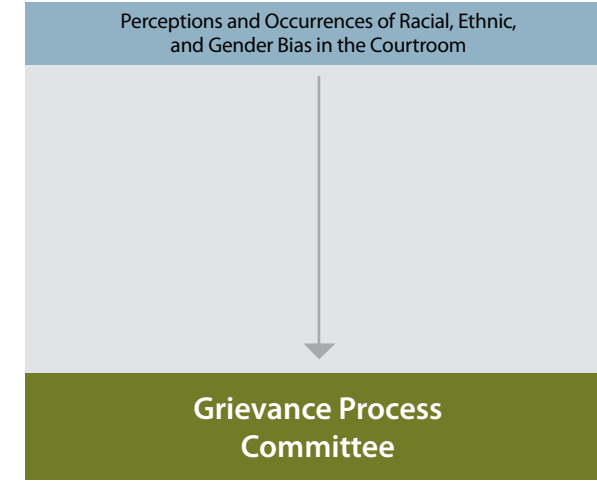
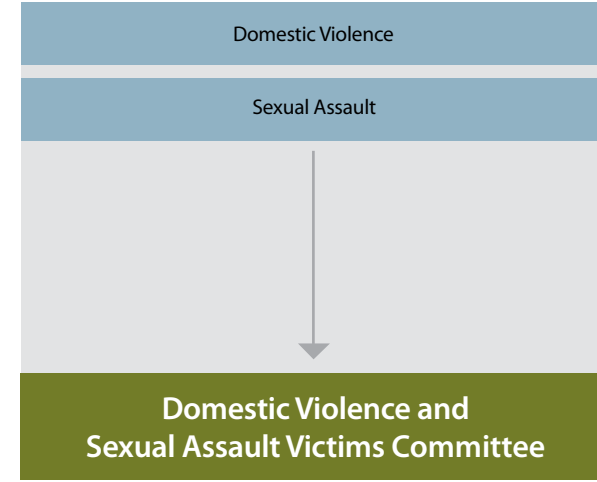
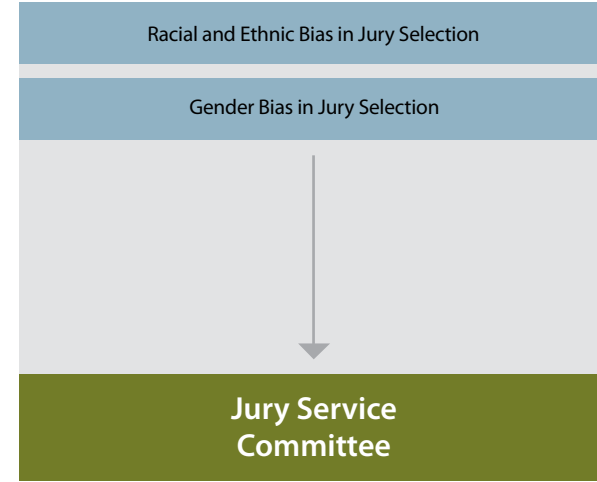
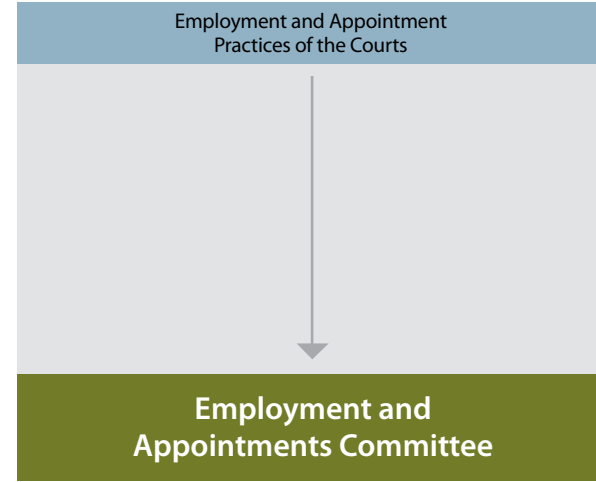
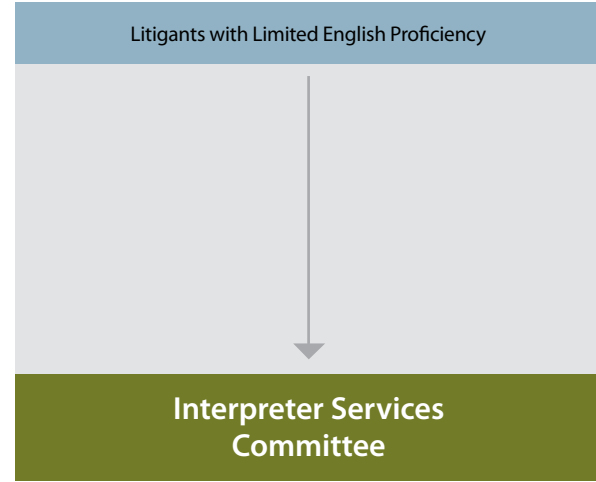
Hon. Maureen E. Lally-Green  
Samuel S. Yun, Esq.  
Kathleen D. Wilkinson, Esq.

## The six implementation committees of the Interbranch Commission

The blue bars shown below list topics of study found in the *Final Report of the Supreme Court Committee on Racial and Gender Bias in the Justice System*.

The six committees of the commission, shown below in green, were created to implement the recommendations that emerged from the study on these topics.

*The commission members, drawn from around the state, are racially and ethnically diverse and include judges, attorneys, legislators, and community advocates.*



Committee Members



Lazar H. Kleit, Ida K. Chen, Pedro Cortés, Jennifer Ann Wise



Jacqueline D'Angelo, Helen E. Casale, Samuel T. Cooper, Cathy Bissoon



Burton D. Morris, Lynn Marks, Michael Edmiston, Ted V. Kondrich



Rosemary Liebenberg, Leslie Marsh, Heidi Winkelman



Mary Jo White, Gladys Miller-Russell, Burrell A. Brown, Renée Cohn Jubelirer, Khadija T. Diggs, Elizabeth A. Doyle



Kathleen D. Wilkinson, Samuel S. Yun, Maureen E. Lally-Green





*Maria A. Kenna (on right), founder of Spanish Unlimited LLC, meets with her client in the courtroom of Judge Donna Jo McDaniel. Ms. Kenna provides interpretation services for the Allegheny County Court of Common Pleas. The Interpreter Services Committee is working to improve access among litigants of limited English proficiency to interpreter and translation services in the commonwealth's courts and administrative agencies.*

## Interpreter Services Committee

### Breaking language barriers in the courtroom

The Interpreter Services Committee has spent its first year in operation conducting a review of the status of language interpretation services in the justice system throughout the commonwealth. Hence, the committee interviewed numerous local court and municipal officials in Philadelphia County who provide interpreter services to Philadelphia residents. The committee also met with officials of state administrative agencies to learn about the availability of language interpretation services and services for the hearing impaired. To assist in this effort, the committee engaged a statistician to design a survey to obtain that data from all Pennsylvania administrative agencies. The survey responses, due in June, should provide the committee with information from which to identify best practices among the agencies for the provision of language interpretation services. Throughout the

year, the committee also met with Osvaldo Aviles, Administrator of the new Interpreter Services Program, situated within the Administrative Office of Pennsylvania Courts (AOPC), to discuss his plans for the program and to determine how the committee can support the program's initiatives.

The committee also tracked three important pieces of proposed legislation that are expected to directly affect the provision of interpreter services in the commonwealth. A contingent from the committee is planning several informational meetings with key legislative members to inform them of the commission's existence, its mission, and its support for programs that may be initiated as a result of the passage of the legislation.

The committee also submitted comments on behalf of the commission to the Supreme Court's Domestic Relations Procedural Rules Committee. The comments recommended that the notices and court orders issued pursuant to the Protection from Abuse Act be translated into languages spoken by certain immigrant communities within the commonwealth.

Finally, the committee met with the various Governor's Advisory Commissions to advise them of the commission's interest in working with them to disseminate information to their constituents about the courts' interpretation service programs when they are initiated.

#### Languages in Pennsylvania (2000)

	Estimate	Percentage
Population of Pennsylvania 5 years or older	11,555,538	100.0%
English only	10,583,054	91.6%
Language other than English	972,484	8.4%
Speak English less than "very well"	368,257	3.2%
Spanish	356,754	3.1%
Speak English less than "very well"	140,502	1.2%
Other Indo-European languages	428,122	3.7%
Speak English less than "very well"	138,542	1.2%
Asian and Pacific Islander languages	143,955	1.2%
Speak English less than "very well"	76,183	0.7%
Other languages	57,990	0.5%
Speak English less than "very well"	14,041	0.1%





*Frank Walker is a staff attorney with the new Office of Conflict Counsel of the Allegheny County Court of Common Pleas. His responsibilities include managing court appointments of private attorneys to represent indigent criminal defendants. Attorney Walker's hiring is part of the Allegheny County courts' effort to increase diversity within their workforce and among their court appointments.*

## Employment and Appointments Committee

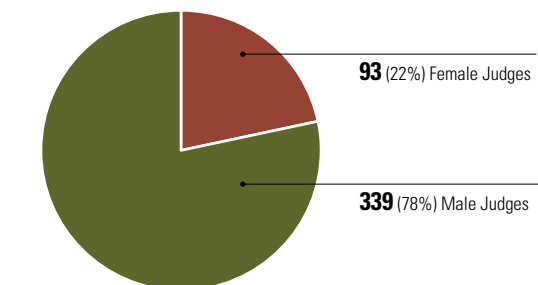
### Seeking a more diverse workforce

The Employment and Appointments Committee selected the issue of increasing diversity in court employment and appointments as its first priority during the past year. Its first task was to conduct an extensive search of sources throughout the country for the recruitment of minority job candidates. The committee's search yielded a variety of sources, including job fairs, Web sites, publications, minority bar associations, and minority law student organizations. Having completed that stage of the task, the committee proceeded to the second phase of the project—gathering information on model employee diversity programs initiated by the private sector, the federal government, courts and municipalities throughout the country. The committee added the results of this best practices research to the information gathered on recruitment resources. Both sources of data have been incorporated into a publication entitled *Diversity Recruitment Resource Manual*. The commission expects to publish the manual

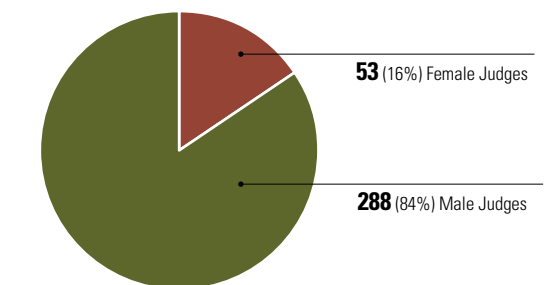
in June 2006, and distribute it to each judicial district administrator and judge in the commonwealth. The plan is for the judicial districts to use the manual in support of their efforts to diversify their staff and their court appointments.

In addition to producing the manual, the committee is in the process of collecting information on training programs currently employed by the private and public sectors in implementing their diversity recruitment programs. One such program, the New York State Courts' manual for conducting interviews with prospective job candidates, already has been identified by the committee. Work on this initiative will continue throughout the year. Ultimately, the committee plans to produce a series of training sessions for the Pennsylvania courts, based upon the model programs identified through its research.

**Pennsylvania Judiciary by Gender (2005)**

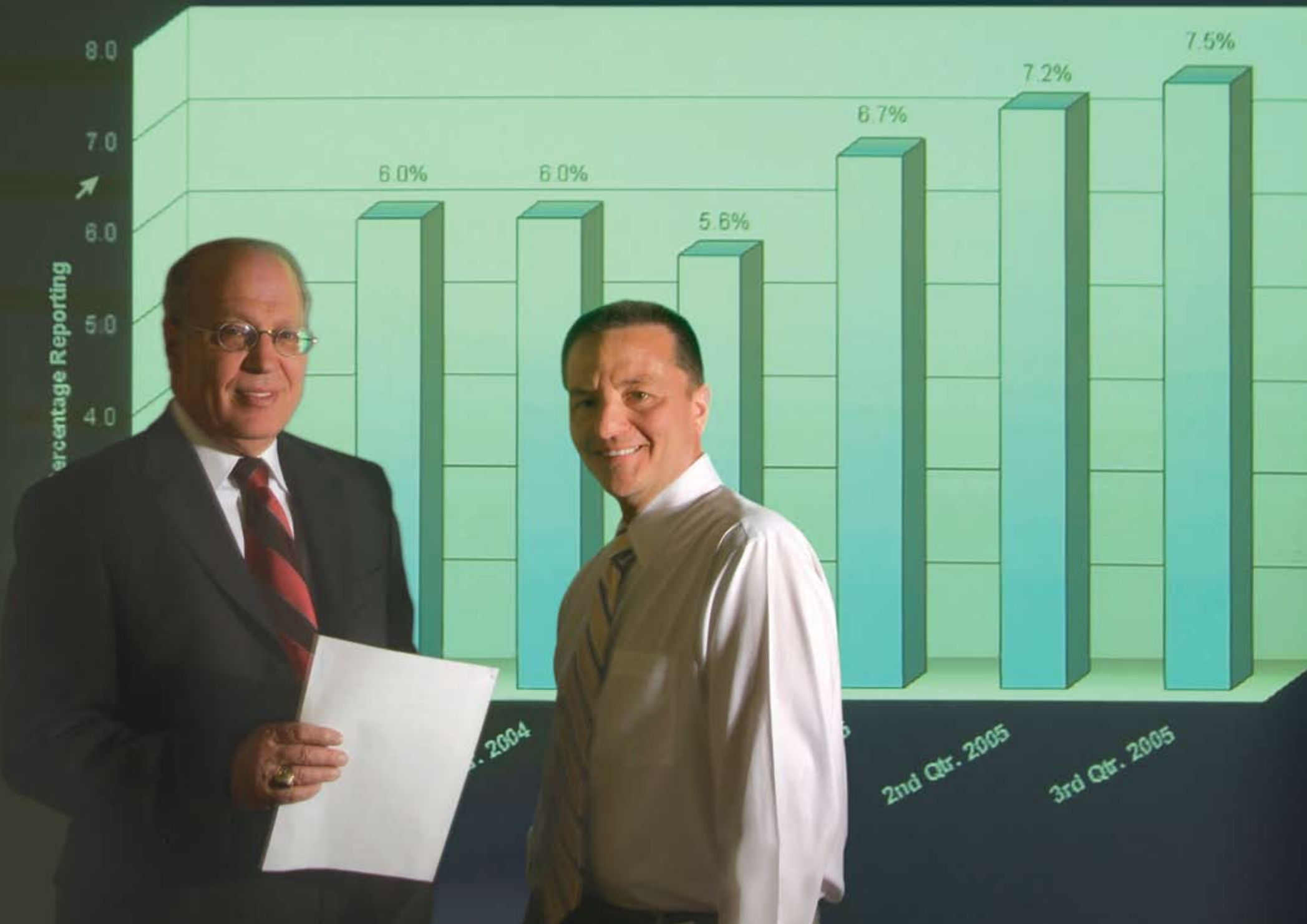


**Pennsylvania Judiciary by Gender Excluding Philadelphia County (2005)**





## Percentage of African-Americans Reporting for Service 2004-2005 & Quarterly Report



*President Judge Joseph James and District Court Administrator Ray Billotte have spearheaded the effort of the Allegheny County Court of Common Pleas to increase the racial diversity of its juries. Their efforts over the past two years have increased the percentage of African-Americans reporting for service on Allegheny County juries from 4.57 percent in 2001 to 7.5 percent in 2005.*

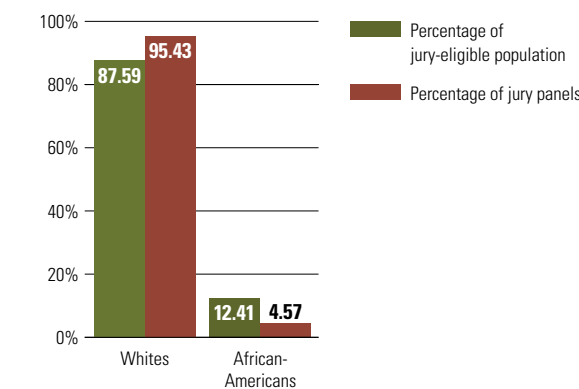
*The Jury Service Committee has initiated a series of seminars statewide for local judges and court administrators to share strategies for selecting more representative juries. The committee plans to produce a template for statewide standardization of the jury selection process.*

## Jury Service Committee

### Moving toward a more representative jury

The Jury Service Committee chose to focus its efforts this past year on the issue of increasing diversity and public participation on juries throughout the commonwealth. To that end, the committee decided to hold a series of five regional seminars around Pennsylvania for local judges, district court administrators, jury commissioners, and legislators, as well as representatives of the minority community. The purpose of the seminars is twofold: first, to provide a forum for local judges and court administrators to share information on successful strategies they have developed to address this problem; and second, to advise the committee about nuances in the jury selection process in their particular localities. The counties invited to each seminar are grouped according to their geographic region and their status as urban, suburban, or rural communities. The groupings are intended to ensure that the presentations are focused upon jury selection problems common to the participants.

#### Demographics of Allegheny County versus Jury Selection in Allegheny County (2001)



The first program was held in Pittsburgh on November 10, 2005, for Allegheny, Westmoreland, Erie, Beaver, Blair, Cambria, and Washington counties. A panel of experts provided brief introductory remarks before the floor was opened up for discussion. The attendees' active participation in the discussion produced a significant amount of information for the committee's final report.

The second seminar in the series was held on March 29, 2006, in Philadelphia and included representatives from Philadelphia, York, Lancaster, Chester, and Dauphin counties. The committee currently is planning its third regional seminar, to be held in Allentown in the summer of 2006. This session will focus on the jury selection process in counties with smaller cities in the eastern region of the state, such as Easton, Bethlehem, and Reading.

At the conclusion of the last seminar in the series, a compact disc and a report will be produced, summarizing the findings and recommendations from the seminars. The report will be submitted to the Supreme Court and distributed to all judicial districts in Pennsylvania. The goal is the production of a template for the Court's use in standardizing the jury selection process across the commonwealth.





*Police Officer Jeff Brock, of Zone 3, City of Pittsburgh Police Department, holds a copy of the pamphlet entitled Domestic Violence—Safety Tips for You and Your Family, produced by the Domestic Violence and Sexual Assault Victims Committee.*

*Forty thousand copies of the pamphlet have been distributed throughout the commonwealth to local police departments, court administrators, magisterial district judges, local affiliates of the Pennsylvania Coalition Against Domestic Violence, and local offices of the Department of Public Welfare. Police officials plan to distribute copies of the pamphlet to their officers for use in responding to domestic violence calls.*

## Domestic Violence and Sexual Assault Victims Committee

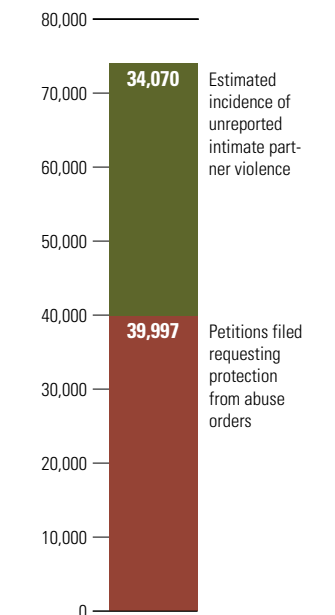
### Keeping victims safe and informed

Increasing understanding among judges and the public about the nature of domestic violence was the focus of the Domestic Violence and Sexual Assault Victims Committee this past year. Its main accomplishment was the production of a pamphlet entitled *Domestic Violence—Safety Tips for You and Your Family*, as part of its education program for victims. Forty thousand copies of the pamphlet were distributed throughout the commonwealth. Recipients included district court administrators, magisterial district judges, and law enforcement officials, as well as the Pennsylvania Coalition Against Domestic Violence (PCADV). The pamphlet also was copied onto compact discs and distributed to the local affiliates of PCADV to enable them to continue to reproduce it in large quantities.

The pamphlet is particularly popular with magisterial district judges and with law enforcement officials, many of whom have requested additional copies for distribution. The committee is currently working to procure an additional 20,000 copies of the pamphlet for law enforcement officials who plan to distribute them to all members of their forces for use in responding to domestic violence calls. Other entities slated to receive the pamphlets include local offices of the Department of Public Welfare, State Police barracks, physicians' offices, schools, and turnpike rest stops.

During the past year, the Pennsylvania Legislature amended the Protection from Abuse Act (the Act), strengthening sections of the Act that authorize the removal of firearms from abusers. In response, the committee began collaborating with PCADV on the development of a training session for all state trial judges this summer on the changes in the Act, as well as on increasing judicial understanding of cultural issues in domestic violence cases. In the coming year, the Act amendments will be incorporated into the committee's pamphlet on domestic violence, and the text will be translated into Spanish and other languages for distribution to immigrant communities throughout the commonwealth.

**Total Incidence of Intimate Partner Violence in Pennsylvania (2004)**







*Aubrey Jones, a student at the University of Pittsburgh Law School, is interning with the Allegheny County Office of Public Defender. The Criminal Justice Committee hopes to encourage more law school graduates to pursue careers as public defenders by establishing a loan forgiveness program for public defenders statewide. The Final Report of the Supreme Court Committee found that public defender offices throughout the state were severely understaffed, resulting in unmanageable caseloads and poor representation of clients.*

## Criminal Justice Committee

### Improving indigent criminal defense representation

The Criminal Justice Committee chose the establishment of a loan forgiveness program for public defenders as its priority recommendation in the area of indigent defense. The committee reasoned that by increasing the number of public defenders in the system, it could reduce the caseloads of existing public defenders and improve the adequacy of representation in the indigent criminal defense system.

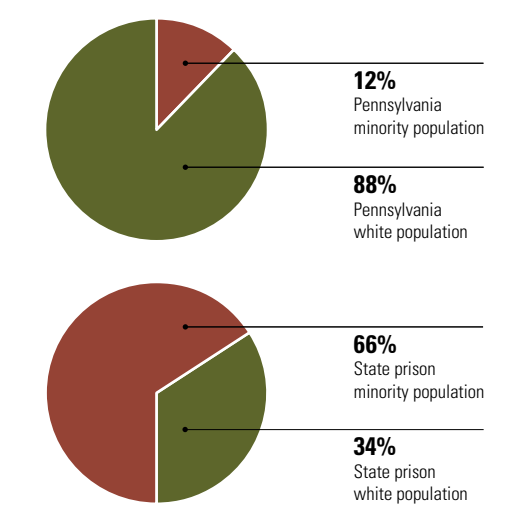
Informed of the existence of a Pennsylvania Bar Association (PBA) Task Force on Loan Forgiveness, the committee began working in collaboration with the task force to seek inclusion of public defenders in the existing loan forgiveness program operated by the Pennsylvania Higher Education Assistance Agency (PHEAA). The committee held several meetings with PHEAA officials to discuss plans for working collaboratively to establish such a program. In addition, the committee collected information on similar loan forgiveness programs in other states and on sources of private and public funding. The committee has continued to work on this complicated effort throughout the year and is awaiting the production of an extensive report from the PBA Task Force on Loan Forgiveness that will further inform its work on this project.

The committee's second initiative is the development of a system of data collection on death penalty cases. In support of this initiative, the committee obtained the data collection form used in the past by the AOPC to record information on death penalty cases.

In addition, the committee has gathered information on other states' death penalty data collection systems, as well as on Pennsylvania's new computerized system of collecting data on criminal cases. The goal is to expand the collection of data on death penalty cases under the new system in Pennsylvania.

The committee's third priority issue, the expungement of records of delinquency convictions for indigent juveniles, is in the initial stages of research. The committee is seeking to prevail upon the public defender offices throughout the commonwealth to provide representation to indigent juveniles through that phase of the criminal process.

**Disparities Between Proportions of White and Minority Populations in Pennsylvania and in Pennsylvania's State Prisons (2000)**







*Attorney Rebecca Brammell, the newly elected President of the Westmoreland County Bar Association, is shown in the historic Westmoreland County Courthouse. Attorney Brammell is one of an increasing number of female attorneys to enter the profession in recent years.*

*The Grievance Process Committee has drafted a new policy and informal grievance procedure for the Supreme Court of Pennsylvania. The policy addresses discrimination on the basis of gender, race, ethnicity, age, and other factors by judges, lawyers, and court personnel.*

## Grievance Process Committee

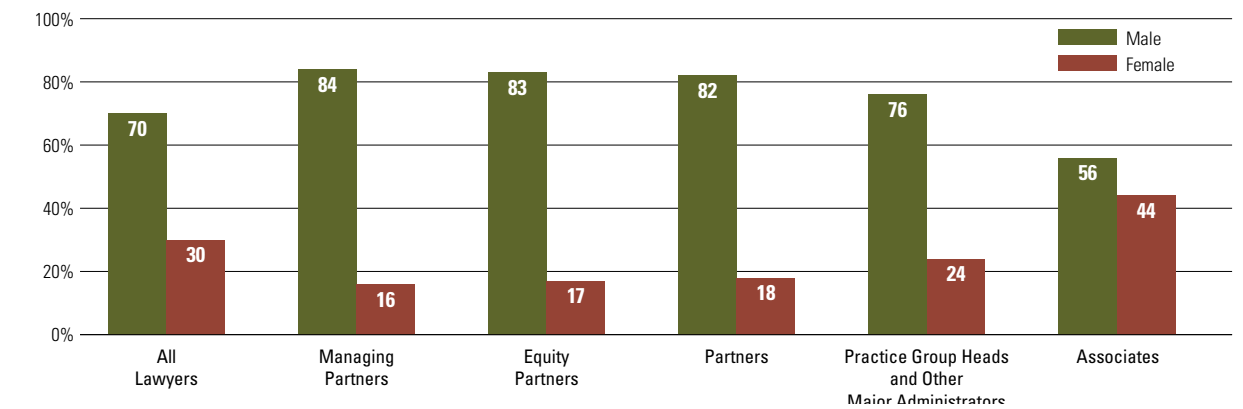
### A policy and a method for resolving bias complaints

The focus of this committee throughout the first year has been on drafting a statewide policy statement and suggested standard procedures for the judiciary branch of state government on equal employment opportunities and non-discrimination. The policy was modeled upon the existing executive branch policy and upon the best of the county policies throughout the commonwealth. The committee also drafted amendments, which specifically prohibit discriminatory conduct, to the existing codes of conduct for Pennsylvania attorneys and judges. The majority of the other states in the nation have such sections in their codes of conduct for attorneys and judges, and the committee's amendments were patterned on those. The committee also conducted research on codes of conduct for court employees throughout the country. It is collaborating with the AOPC on the development of a new code of conduct for court employees that specifically prohibits discriminatory

conduct. Both the policy statement and the disciplinary code amendments were completed this past year and, when approved by the Pennsylvania Judicial Council, will be presented to the Supreme Court of Pennsylvania for its consideration.

Finally, over the past year, the committee drafted a manual for publication entitled *The Pennsylvania Guidebook for Bias-Free Behavior*. The guidebook is in the final stages of editing and is expected to be produced later this year. When completed, it will be distributed to all judicial districts in the commonwealth for use by judges and court employees. The committee also plans to distribute the guidebook to bar associations and law schools for reference by attorneys and law students. The intention of the committee is to provide guidance to officers of the court on how to avoid behavior, that, even if not intended as such, is perceived as offensive or discriminatory by those who are subjected to it.

**Gender Disparities Within Pennsylvania Law Firms (2005)**





## A message from the executive director and current chairman



Lisette M. McCormick  
Executive Director

Burrell A. Brown  
Current Chairman

As the Interbranch Commission's first year in operation ends, we, as the chair and the director of the commission, are truly amazed by what has been accomplished since the Supreme Court first announced its intention to study these issues. From the appointment of the initial study committee in 1999 to the establishment of a statewide commission to implement the study recommendations, a mere five years has elapsed. Considering the fact that some states have taken longer than that to produce their initial studies, we are indeed proud of our court and of the efforts of the many advocates who worked so hard to arrive at this point.

Armed with our blueprint for action, the 550-page report that emerged from the committee's three-year study, the question for our new commission over the past year has been: where do we go from here? The report contains 173 recommendations for addressing the inequities in the system uncovered by the committee. Each one is as important as the next. We considered whether to take on the larger, more complex issues first, since they have the most significant impact on citizens' lives. Alternatively, we thought about proceeding in a piecemeal manner, beginning with the tasks that are more easily accomplished, and building upon each success to achieve the broader goal.

After some consideration, we chose to proceed by blending both approaches. We first selected the topics we considered to be the most critical to address, such as criminal justice reform, the jury selection process, and establishing a grievance procedure for victims of discrimination, and we set up committees to review the report recommendations relevant to each. We then prioritized the recommendations, choosing to work first on those we were most likely to accomplish.

Without a doubt, this process has taken up most of our time this first year. In the meantime, however, a couple of our committees have managed to complete several substantive initiatives they had selected as their first priorities. For instance, the Grievance Process Committee drafted a policy for the Supreme Court of Pennsylvania on equal employment opportunity and non-discrimination. The goal was to provide those who are treated unfairly in the justice system with a standardized policy and procedure to bring their concerns to the attention of the courts in a more discreet manner, without risking their jobs or careers. The committee also drafted proposed amendments to the codes of conduct for judges and attorneys in Pennsylvania that specifically prohibit discriminatory conduct. When approved by the Judicial Council, the policy and amendments will be presented to the Supreme Court for implementation.

Similarly, the Domestic Violence and Sexual Assault Victims Committee produced a pamphlet for victims with simple, straightforward directions on what to do to protect themselves and their children in their homes or in their workplaces. The pamphlet also includes information on how to seek the protection of the courts. Thus far, 40,000 copies of the pamphlet have been distributed statewide.

At the same time that the committees were working on these shorter-term initiatives, however, they also were devoting some of their time to conducting research on their longer-term projects. Thus, the members of the Criminal Justice Committee have spent part of this first year seeking practical ways to improve the adequacy of representation for indigent criminal defendants. Their efforts have included learning about the complexities of loan forgiveness programs, with the intention of establishing one for public defenders in Pennsylvania, and researching model data collection systems for death penalty cases for replication in the commonwealth.

Looking back on this first year of operation, we can see the genuine progress we have made. We have established a preliminary framework in which to perform our work and we are well on our way to implementing some of our priority recommendations. On that basis, we are optimistic about our prospects of fulfilling our mission in the coming years.

It is equally clear to us, however, that in order to achieve the sweeping goals set for this commission, we must have from the leaders of all three branches of government a demonstrable commitment to the equal treatment of all citizens, regardless of race, ethnicity, or gender. These leaders set the tone and the standards of conduct for their respective branches. When they conduct themselves in an exemplary manner and demand the same of those who work for them, the impact resonates throughout the entire system. Most importantly, their equitable treatment of all citizens supplies the credibility to government that is the lifeblood of a true democracy.

Lisette M. McCormick

Burrell A. Brown



## And justice for all: so much more work to be done

Commission Staff:

Lisette M. McCormick, *Esq.*, *Executive Director*

Christine Mawhinney, *Paralegal*

Rebecca Olds, *Intern*

The Interbranch Commission firmly believes that it cannot fulfill its mission without the full participation of its constituents—the citizens of the Commonwealth of Pennsylvania. There are many ways in which the public can contribute to the work of the commission. Among them are the following:

- the question and answer sessions at the commission’s annual public meetings
- educational seminars sponsored by the commission
- periodic informational sessions with selected committees of the commission
- responding to requests from the commission for information on a specific topic of study

Beyond its organized sessions, the commission is always interested in hearing from its constituents. Feedback from the public is critically important to the commission in evaluating the effectiveness of its initiatives and in setting priorities for the future. Thus, the commission encourages members of the public to contact its office at the following mailing address:

### **Interbranch Commission for Gender, Racial, and Ethnic Fairness**

Suite 3130, One Oxford Centre

Pittsburgh, PA 15219

The public can also learn more about the commission’s initiatives and events through its Web site at: [www.courts.state.pa.us/index/interbranchforfairness/](http://www.courts.state.pa.us/index/interbranchforfairness/)

#### **Source listing for charts by committee:**

**Interpreter Services Committee** page 10: U.S. Census Bureau, Census 2000, (December 2000)

**Employment and Appointments Committee** page 12: 2004/2005 Resource Guide to the Pennsylvania Bar Association, Surveys sent the beginning of January, 2005, to the 100 largest firms, District Attorneys and Public Defenders, PALAW 2004 Annual Report on the Legal Profession, 2005 PBA Lawyer’s Directory and Product Guide

**Jury Service Committee** page 14: John F. Karns, J.D., Ph.D., *Statistical Representativeness of a Sample of Persons Selected for Jury Duty in Allegheny County, Pennsylvania*, May 12, through October 11, 2001

**Domestic Violence and Sexual Assault Victims Committee** page 16: Administrative Office of Pennsylvania Courts (2004), National Coalition Against Domestic Violence, 1992 to 2000

**Criminal Justice Committee** page 18: Pennsylvania Department of Corrections, Annual Statistical Report 2000; U.S. Census Bureau, 2000

**Grievance Process Committee** page 20: 2004/2005 Resource Guide to the Pennsylvania Bar Association, Surveys sent the beginning of January, 2005, to the 100 largest firms, District Attorneys and Public Defenders, PALAW 2004 Annual Report on the Legal Profession, 2005 PBA Lawyer’s Directory and Product Guide



*“As I begin my term as chair of the Interbranch Commission, my advice to you is the following: work thoroughly, debate completely, accomplish much—keep your eye on the goal.”*

*Burrell A. Brown, Current Chair*





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