

Diversity and Judicial Hiring

2022 NAALJ Annual Conference

Moderators:

- Hon. Richard Goodwin,
Administrative Law Judge, US
Department of Health and Human
Services
- Hon. Syeeta Hampton-EL,
Executive Administrative Law
Judge and Deputy Director of
Operations, Maryland Office of
Administrative Hearings

Presenters:

- Hon. Robert S. Cohen, Administrative Law Judge, Florida Division of Administrative Hearings
- Hon. John Leidig, Executive Administrative Law Judge, Director of Operations, Maryland Office of Administrative Hearings
- Hon. Julian Mann, Administrative Law Judge (retired), North Carolina Office of Administrative Hearings
- Comm. Karen Clopton, Chair, San Francisco Human Rights

Presenters:

- Professor Vinay Harpalani,
University of New Mexico School
of Law
- Dean Alfred Mathewson, Former
Dean of University of New
Mexico School of Law

Outline:

- Defining Diversity
 - Race, Gender, Sexual Orientation, Location, Legal Experience
- ALJ/Judicial Hiring
 - Application Process, use of standard questions
- Describe appropriate Words used to describe applicants
- Appearance: hair, tattoos, etc
 - The CROWN Act passed in some states
- How to attract candidates from diverse backgrounds?
 - Online, area newspapers, local & specialty bar associations
- Pending US Supreme Court cases

Resources:

- The Memo: What Women of Color Need to Know to Secure a Seat at the Table, by Minda Harts.
- Journal of the National Association of Administrative Law Judiciary, Vol. 37, Issue 1, How a Diverse Administrative Law Judge Field Fosters Longevity and Public Confidence, by Judith A. Parker