

**MINNESOTA SUPREME COURT  
TASK FORCE  
FOR  
GENDER FAIRNESS IN THE COURTS**

**INTERIM REPORT**

**October, 1988**

## Acknowledgements

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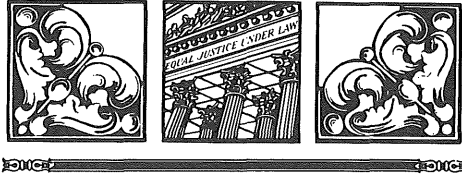
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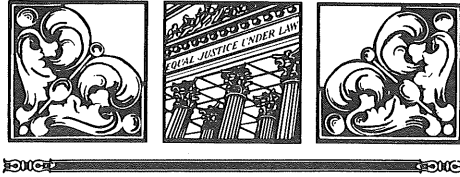
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## INTRODUCTION

The strength of the American legal system is the belief that courts reach just decisions and deal fairly with litigants, victims, witnesses, jurors, lawyers, and the public. Minnesotans have been particularly proud of the state's traditions of justice and fairness in governmental processes. However, within the last twenty years, significant social and cultural changes have challenged assumptions about the fairness of judicial and governmental systems in dealing with gender issues. In response to these challenges, a number of state judiciaries and bar associations have undertaken an examination of the extent of gender bias in the system and possible remedies. The Minnesota Supreme Court Task Force for Gender Fairness in the Courts, established in 1987, is among the earliest of these efforts.

The social and cultural changes that have challenged the legal system include women's increased participation in the labor force, increased educational and professional opportunities for women, changes in the structure of the American family, redefinition and increased reporting of sexual and domestic violence, and the rapid increase of women in law schools, law practice, and the judiciary. These changes both caused and were reflected in changes in Minnesota law in the 1970's and 1980's: restructured divorce laws, new approaches to property division and maintenance, revision and recodification of criminal sexual assault laws, and major legislation on domestic abuse. These legislative and cultural changes, together with a growing concern about the courts' ability to absorb them, provide the impetus for the Minnesota Task Force.



## THE ORIGIN OF THE TASK FORCE

Twenty-six states have established task forces to examine similar questions. New Jersey, New York, and Rhode Island were the first. In 1985 Minnesota foundations funded a manual used as a basic resource tool to organize and operate gender bias studies in other states, but initially Minnesota judges and bar leaders did not believe a study was needed here. Minnesota's commitment to gender fairness had been demonstrated by its leadership in marital dissolution reform, revision of criminal laws, passage of The Domestic Abuse Act, and judicial appointments by a governor with a clear commitment to diversity in the judiciary. But as the results of studies in other states became available, it became clear that the questions at stake were much more comprehensive and subtle than those addressed by specific legal reforms. These studies showed that in a delicately balanced system of justice, relying heavily on judicial discretion, residual gender bias could circumvent the intent of law reform. The early study results described hardships on individuals and a negative effect on their perception of justice, and suggested that gender bias has a widespread effect on all individuals involved with the court system and on the potential for just results. Minnesota clearly was not exempt from having to deal with these issues.



## THE FORMATION OF THE TASK FORCE

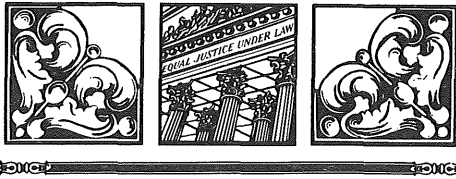
The first steps to establish the Minnesota Task Force followed Chief Justice Douglas K. Amdahl's attendance at a session describing the work and early results of the existing task forces at the 1986 Annual Conference of Chief Justices. A series of discussions on the subject were held among Supreme Court Justice Rosalie E. Wahl, Court of Appeals Judges Susanne

C. Sedgwick and Harriet Lansing, and State Court Administrator Sue Dosal. The group was expanded in early 1987 to include Richard Pemberton, then President of the Minnesota State Bar Association; Thomas Tinkham, Secretary of the Minnesota State Bar Association; Judge Robert Schiefelbein, President of the Minnesota District Judges Association; Judge Cara Lee Neville, representing the National Association of Women Judges; Ann Huntrods, then President of Minnesota Women Lawyers; and Aviva Breen, Executive Director of Minnesota's Commission on the Economic Status of Women. Dr. Norma J. Wikler, Professor of Sociology at the University of California at Santa Cruz and a pioneer in the field of judicial education on gender bias issues, worked with the group. Dr. Wikler ultimately was appointed as advisor to the Minnesota Task Force.

The planning group recommended establishment of a Task Force and made suggestions for its structure, membership, and focus. Seeking to achieve gender, geographic, racial, and disciplinary diversity in its membership, the group recommended more than 100 individuals for appointment. Those persons represented a wide range of occupational, social and academic groups. On June 8, 1987, Chief Justice Amdahl, by formal order, created the Task Force and appointed its thirty members. The charge of the Task Force is to:

1. Explore the extent to which gender bias exists in the Minnesota State Court System, by ascertaining whether statutes, rules, practices or conduct work unfairness or undue hardship on women or men in our courts;
2. Document where found the existence of discriminatory treatment of women or men litigants, witnesses, jurors, and of women judicial, legal, and court personnel;
3. Recommend methods to eliminate gender bias in the courts including the development and provision of necessary judicial education, the passage of legislation and the promulgation of court rule and policy revisions;
4. Report the findings of its investigation to this Court by June 30, 1989; and
5. Monitor, thereafter, the implementation of approved reform measures and evaluate their effectiveness in assuring gender fairness in our courts' processes.





## THE STRUCTURE OF THE TASK FORCE

The 30 individuals who gathered at the first meeting of the Task Force on September 23, 1987, included state appellate and district court judges, a member of the federal court, a state senator, the state court administrator, practicing lawyers, bar leaders, members of the academic community, and citizen leaders.

The Task Force has organized its work by establishing six committees. Three of the committees focus on particular subject areas: Family Law; Civil, Criminal, and Juvenile Justice; and Court Administration, Courtroom Interaction, and Judicial Education. The Task Force considered whether to make domestic violence a separate subject of investigation, but recognizing its pervasive nature, determined that its thorough examination required study by each of the subject area committees. A fourth committee, Data Collection and Evaluation, has the substantial task of integrating the work of the committees and supervising the collection and evaluation of data. The Executive Committee assists the Task Force Chair in directing the work of the Task Force. The Editorial Committee is responsible for coordinating production of the Task Force's interim and final reports.

The Task Force chose as its staff attorney Mary Grau, an attorney with experience in several of the areas under investigation by the Task Force, including family law, domestic violence, and juvenile law.



## THE WORK OF THE TASK FORCE

Defining the Task Force's scope of activity has proven to be complex. An essential element of the process is to describe the boundaries of gender-based discrimination. Other groups have defined such discrimination as:

stereotypical attitudes about the nature and roles of men and women, including cultural perceptions of their relative worth and myths and misconceptions about the economic realities encountered by both sexes;

attitudes and behavior based on stereotypical beliefs about the nature and roles of the sexes rather than upon independent evaluation of individual ability and life experiences; and

any situation in which a decision is made or an action taken because of weight given to preconceived notions of sexual roles rather than upon a fair and neutral appraisal of merit to each person or situation.

The Task Force has not settled on one precise definition. Its name, however, suggests the nature of the inquiry. The title, The Minnesota Supreme Court Task Force for Gender Fairness in the Courts, reflects a positive approach to informed investigation of the issues and a commitment to positive solutions.

Task Force members began their work with an intensive literature review. By the time of the first Task Force meeting, its members had already begun an extensive self-education process of reading, discussion, and observation. Members had available the work product of other states, scholarly books and articles, and their own observations as a basis for the Task Force work. The substantive committees also began their work with a review of the literature in their respective fields. Special emphasis was placed on research studies and reports that addressed gender fairness issues in the context of the Minnesota judicial system. Individual

Task Force members and staff also consulted with the authors of some of these studies. With this background, on September 23, 1987, the Task Force officially began its work, which is carried out through meetings of the full Task Force, committee meetings, public hearings, lawyers meetings, and specialized research studies and surveys.

### **Task Force Meetings**

The meetings of the whole Task Force serve as opportunities to formulate policy, disseminate information to the members, and provide an active forum for discussion of gender fairness issues. The entire Task Force meets quarterly at various locations in the Twin Cities area. The meetings include plenary sessions, committee reports, and special working group sessions.

Plenary Task Force sessions include policy discussions and general information exchanges. Committee reports inform the general membership of progress, projects, and plans. Working group sessions include both committee-of-the-whole and smaller working group discussions of Task Force business.

In June, 1988, the Task Force voted unanimously to dedicate its final report to the late Judge Susanne C. Sedgwick, in recognition of her immeasurable contribution to gender fairness in the courts and her dedication to the work of the Task Force. Task Force member Laura Miles, together with Barbara F. Adams Schoettle and Marilyn Bryant, organized a memorial benefit for the Task Force in Judge Sedgwick's honor, raising over \$25,000 from the community for the work of the Task Force.

### **Committee Meetings**

The committees are the basic working units of the Task Force. They are assisted by the efforts of staff Mary Grau, Stephen Forestell, Michael Johnson, and others from the Office of the State Court Administrator. The Executive Committee consists of the Chair and Vice-Chair of the Task Force, the Chairs and Vice-Chairs of each of the committees, the State Court Administrator, and the Task Force Reporter. The Editorial Committee, chaired by the Task Force Vice-Chair, includes representatives from each of the subject area committees. The Task Force reporter also serves on this committee.

The subject area committees have reviewed the literature in their fields of emphasis, established priorities, identified areas in which further information about gender bias issues in the Minnesota court system would be helpful, and developed a number of research projects in those areas. The committees currently are implementing these projects, which are described

in detail in a subsequent section of the report. The scope of each of the committee's activities is set forth below.

The Civil, Criminal, and Juvenile Justice Committee is seeking to determine whether gender-based discriminatory treatment of litigants and victims may exist in the state court system. The emphasis is on issues arising within the courthouse itself. Examination of the processing of criminal domestic abuse cases was given first priority, followed by studies of gender-based disparities in civil damage awards and settlements. Sentencing disparities in both the adult and juvenile courts, as well as the impact of gender-based perceptions on criminal sexual assault cases, constitute much of the committee's work in the criminal area. In the civil area, the committee is examining the adequacy of remedies for employment discrimination, the handling of cases involving injuries suffered only by women, and accessibility of the civil justice system. The committee's work also extends to a study of the roles assigned to women lawyers and the impact of women lawyers in the courtroom.

The Court Administration, Courtroom Interaction, and Judicial Education Committee is investigating the role that gender bias may play in communication in the courtroom. It is seeking to determine whether men and women receive equal respect and attention when they appear in the courtroom as judges, lawyers, litigants, witnesses, and court personnel. The committee also is determining whether there are issues of gender fairness in the court system's treatment of its own employees or in the manner in which court administrators interact with the public. Finally, the committee hopes to identify questions of gender fairness which might be addressed by judicial education and to propose specific remedial programs.

The Family Law Committee has identified four priorities: 1) the economic consequences of divorce; 2) the effects of gender stereotyping on custody determinations; 3) domestic violence; and 4) access to the legal system in family law matters. Examination of the economic consequences of divorce includes the possible effects of gender stereotyping on the amount and duration of spousal maintenance awards, on divisions of property, on the application of the state child support guidelines, and on the extent to which child support awards are enforced. In the area of domestic violence, this committee is focusing on the approach of judges and court personnel towards applications for civil Orders for Protection.

The Data Collection and Evaluation Committee coordinates planning and execution of the various information gathering methods used by the Task Force. These include public hearings, meetings, and surveys, which are described in detail below.

## **Public Hearings**

The Task Force's six public hearings served to open the proceedings to Minnesota citizens and provided members an opportunity to obtain the perspective of those citizens regarding gender fairness in the courts.

Task Force members heard testimony from over sixty witnesses, including individual members of the public, representatives of interest groups, heads of commissions and agencies, and scholars. Witnesses testified both by invitation and as volunteers; a list of the witnesses is included with this report. Additionally, witnesses supplemented their oral testimony with written reports and documentation. Those witnesses unwilling or unable to testify personally were urged to communicate in writing with the Task Force. All written information submitted to the Task Force remains confidential. The public proceedings were tape-recorded, and the Task Force has prepared summaries of the testimony for all members.

## **Lawyers Meetings**

Lawyers meetings have been held in conjunction with the public hearings at three locations. These meetings were designed to elicit the perceptions of lawyers practicing in the state's courtrooms. Lawyers were invited to meetings in the Twin Cities on April 20, Rochester on April 26, and Duluth on May 10. To facilitate discussion, the Task Force prepared and distributed a series of questions used to guide the meetings. The meetings were well attended, and a number of lawyers who could not attend the meetings in person submitted written responses to the discussion questions. The lawyers meetings were tape-recorded and summaries of the testimony made available to Task Force members.

## **Surveys**

The role of lawyers and judges as sources of information on gender fairness is so significant that the Task Force resolved early to survey all of the judges and attorneys in the state. In addition to providing the Task Force with valuable information, the surveys will increase awareness of gender-related issues. The surveys will question lawyers and judges on their observations and perceptions on gender fairness in the Minnesota courts. The attorneys survey covers subject areas such as courtroom interaction, family law, criminal law, employment law, and domestic violence, as well as general attitudes and perceptions concerning gender bias.

The attorneys survey was distributed to all attorneys registered to practice law in Minnesota. A random sample of approximately 4,000 respondents to the survey will be intensive-

ly analyzed. Canvassing all attorneys in the state and following up on a smaller random sample will allow the Task Force to combine the educational benefits of a statewide survey with specific analysis of a scientifically drawn sample. The results of the survey will be available in summary form to respondents, legislators, attorneys, judges, and interested citizens.

The survey instrument was designed with the assistance of Task Force member Professor Nancy Zingale, of the College of St. Thomas Political Science Department. Her work builds upon that of Professor Barbara Nelson of the Humphrey Institute, whose research skills and experience were effectively applied in chairing the Data Collection committee during the Task Force's first year. Professor Zingale is an expert in social science research and has published extensively in the area of voter behavior. She has worked closely with the Task Force committees and with Professor Norma Wikler, advisor to the Task Force, to plan, develop, and distribute the survey. The survey data will be analyzed under the direction of Professor Zingale and Wayne Kobbervig, Director of Research & Statistics for the Office of the State Court Administrator, in late 1988.

The Task Force also will survey all state court judges. This survey instrument is now in the final stages of preparation. Professor Zingale and Mr. Kobbervig have worked with the substantive committees and with Professor Wikler in designing this survey instrument. At the state judges' conference held in Duluth in June, 1988, a brief preliminary questionnaire was distributed soliciting recommendations for topics to be covered by the survey. Suggestions received in response to this questionnaire are being incorporated into the survey. Indications are that the judges survey will receive the enthusiastic cooperation of the bench.

### **Public Interaction**

The Task Force recognizes its continuing responsibility to inform the judiciary, members of the bar, and members of the public of its work. Both the Minneapolis and St. Paul print media have published news stories about the creation of the Task Force and the public hearings. Task Force members have appeared on several local radio programs to respond to caller questions about the Task Force's work. Members have presented status reports at the state judges' conferences held in December, 1987, June and September, 1988, and at the Minnesota State Bar convention in June, 1988. Task Force members have also appeared before a variety of professional organizations and community groups to discuss the Task Force's purpose and goals.



## ISSUES UNDER EXAMINATION

The Task Force is still in the information gathering phase of its work. The following list of issues that have been raised in the course of public hearings, lawyers meetings, literature review, and observation, suggests the scope of the Task Force's work. This list does not include all the issues addressed by the Task Force, and may be expanded as research in the second year develops additional data. The Task Force has reached no conclusions concerning any of these issues.

### Domestic Violence

- \* Whether judges issue mutual Orders for Protection (OFP) in situations where only one party has petitioned for the order and there is no evidence of mutual abuse.
- \* Whether requests for supervised visitation are given adequate consideration when raised in the context of an OFP petition.
- \* Whether judges order the parties in custody disputes into mediation when there is a history of abuse, in spite of Minnesota law exempting victims of domestic violence from custody mediation.
- \* Whether prosecution, court, and law enforcement personnel apply the same standards to prosecution and sentencing of domestic assault cases that they apply to other assaults.
- \* Whether adequate prosecutorial resources are committed to domestic abuse cases.

### Family Law

- \* Whether courts allocate sufficient resources to the area of family law.
- \* Whether gender-based stereotypes affect the amount of child support awards.
- \* Whether child support awards are adequately enforced.
- \* Whether spousal maintenance awards reflect an understanding of the economic realities facing people who have been out of the labor force for many years.
- \* Whether gender-based stereotypes affect custody determinations.
- \* Whether both spouses are treated as equal partners in the marriage when property is divided upon divorce.

### **Access to the Courts**

- \* Whether the state court system is equally accessible to women and men.
- \* Whether a reluctance of judges to make adequate interim and final attorney fee awards in marriage dissolution cases affects the economically disadvantaged spouse's ability to obtain adequate legal representation.
- \* Whether existing case law limiting attorney fee awards in contingent fee situations disproportionately disadvantages women or men.

### **Civil Litigation**

- \* Whether gender-based stereotypes affect damage awards for pain and suffering, disfigurement, loss of future earning capacity, and for recovery of the economic value of lost homemaker services.
- \* Whether judges give the same level of consideration to gender-based claims of employment discrimination and sexual harassment that they give to other discrimination claims.
- \* Whether counsel appeal to gender-based stereotypes as a defense in employment discrimination cases.
- \* Whether the presence of women attorneys in the courthouse is limited by subject area in a way that perpetuates gender-based stereotypes.

### **Criminal Law**

- \* Whether there are gender-based disparities in sentencing practices.
- \* Whether male and female offenders have equal access to treatment facilities and programs.
- \* Whether gender-based stereotypes affect the prosecution and sentencing of criminal sexual conduct cases.

### **Juvenile Law**

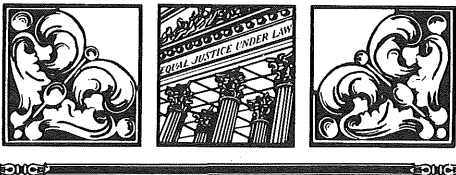
- \* Whether gender influences the decision to charge juveniles with status offenses such as incorrigibility or truancy.
- \* Whether gender has an effect on detention practices and dispositional outcomes for juvenile offenders.

### **Courtroom Interaction and Court Administration**

- \* Whether judges afford the same degree of credibility to the testimony of women witnesses as they do to that of men.
- \* Whether gender plays a role in the choice of expert witnesses or in their perceived credibility.



- \* Whether judges and courtroom personnel treat male and female lawyers with the same degree of respect and courtesy.
- \* Whether male judges treat their female colleagues with the same degree of respect and courtesy that they afford to their male colleagues.
- \* Whether gender stereotypes affect the ways in which male attorneys treat their female colleagues in the courtroom and in court-related proceedings.
- \* Whether gender affects the composition of jury panels or plays a role in determining who is excused from jury duty.
- \* Whether opportunities for advancement within the state judicial system are comparable for male and female employees.
- \* Whether procedures for dealing with claims of sexual harassment are in place in all of the state's judicial districts.
- \* Whether the written materials prepared for use in the state court system — for example, jury instructions and informal brochures — are gender neutral in language and content.

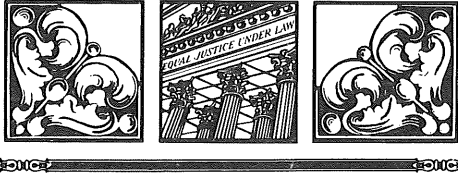


## CONTEMPORANEOUS ACTIVITIES

A number of other individuals and organizations currently are engaged in work that complements the Task Force's efforts. Of these, the following are especially relevant to the Task Force's inquiries:

- \* The Legal Assistance to the Disadvantaged (LAD) Committee of the Minnesota State Bar Association is studying the nature and extent of the unmet need for legal representation in family law cases. The results of this study will be shared with the Task Force.
- \* Minnesota Women Lawyers is undertaking a study of the rate and reasons for job changes among male and female lawyers in Minnesota. Thomas Tinkham and Aviva Breen of the Task Force are serving on the study's technical advisory board. The results of the study will be made available to the Task Force.
- \* The Minnesota State Bar Association has formed a committee to review the status of women in the legal profession. Marsha Freeman and Thomas Tinkham of the Task Force are members of this committee. Again, the findings of the committee will be shared with the Task Force.

- \* Professor Kathryn Rettig of the University of Minnesota's Department of Family Social Science, and Lois Yellowthunder, aide to Ramsey County Commissioner Ruby Hunt, are conducting a longitudinal study of the economic consequences of divorce on women and children in the state of Minnesota. The results of the first phase of this study will be available to the Task Force in the spring of 1989.
- \* Professor Barry Feld of the University of Minnesota recently completed a study of Juvenile Courts in Minnesota which includes an analysis of the effects of gender on juvenile detention outcomes. Professor Feld's final report will be made available to the Task Force.
- \* The Attorney General's Task Force on the Prevention of Sexual Violence Against Women is studying a number of issues relating to prosecution and sentencing in criminal sexual conduct cases. This group's report will be made available to the Task Force.



## **ADDITIONAL TASK FORCE PROJECTS**

In addition to the activities already described, the Task Force will be undertaking the following projects during the next six months.

### **Domestic Violence Study**

The Task Force has identified the subject of domestic violence as one of its major priorities.

In order to gather additional information on the problems associated with lack of successful prosecution of domestic assault cases, the Task Force is undertaking a tracking study of approximately fifty randomly selected misdemeanor domestic assault prosecutions from each of six areas of the state. The cases are being tracked from charging through final disposition. A critical focus of the study is the point at which case termination occurs and the reasons for termination, if any, stated in the record. Another focus is the impact of victim assistance or intervention projects. Three of the jurisdictions included in the study have such projects and three do not.

### **Meetings with Lawyers and Judges**

The Task Force will hold a fourth lawyers meeting in St. Cloud, a meeting with the membership of the Minnesota Minority Lawyers Association, and a meeting of the state's women judges. The meeting with MMLA will focus on the ways in which race and economic status may exacerbate problems of gender bias. Participants in the women judges meeting will address issues surrounding the appointment of women to the judiciary, courtroom interaction, and the treatment of women judges within the judicial system.

### **Study of Juror Composition**

The purpose of this study is to gather information on the gender composition of those called for jury duty, those excused from duty, and those who ultimately serve on juries. It will collect information concerning the policies of the different state judicial districts regarding excuses from jury duty. The Task Force also is preparing a preliminary study of the impact of peremptory challenges and challenges for cause on the gender composition of juries in different types of cases.

### **Survey of Court Administrators**

The Task Force will survey court administrators to obtain information concerning sexual harassment policies and problems, career paths for court administrators, the appointment of referees and attorney panels, and perceptions of courtroom bias from those administrators in smaller counties who spend time in the courtroom.

### **Survey of In-Court Personnel**

The Task Force will survey court employees who are regularly present in the courtroom, including court reporters, law clerks, and court clerks, regarding their observations of gender bias. The survey also will inquire about the role of judges in intervening and correcting gender-biased behavior in the courtroom.

### **Review of Forms, Brochures, Handbooks, and Juror Orientation Materials**

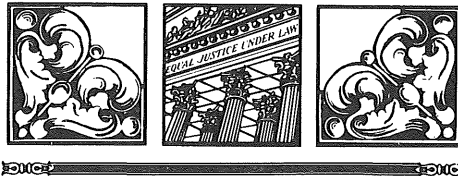
The Task Force will review a sampling of written materials disseminated by the state's courts for evidence of gender bias. The focus of this review will be on eliminating gender bias in the language and substance of court documents, and on determining whether some materials, such as juror orientation handbooks and jury instructions, might affirmatively seek to educate on gender fairness issues.

## **Review of Family Law Appellate Decisions and Dispositions**

A sampling of recent decisions of the Court of Appeals in the family law area will be reviewed and analyzed. A primary focus of the study will be the fate of cases that are reversed and remanded to the trial court level, with special emphasis on the substantive results on remand as well as on the length of time elapsing between remand and rehearing.

## **Review of Sentencing Data**

The Task Force is analyzing data prepared by the Minnesota Sentencing Guidelines Commission on the sentencing of adult criminal defendants in felony and gross misdemeanor cases to determine whether gender affects the severity or duration of sentences in these categories.



## **CONCLUSION**

In his June, 1987, charge, Chief Justice Amdahl directed the Task Force to document the existence of gender bias where found, to recommend methods for its elimination, and to monitor implementation of approved reform measures.

While the majority of the Task Force's recommendations must necessarily await completion of the fact-finding process, one recommendation can appropriately be made at this point. In order to ensure that the monitoring function is ultimately carried out as effectively as possible and that the desired level of continuity is maintained, the Task Force recommends that the Chief Justice appoint a committee in the near future that would oversee implementation of the Task Force's recommended reform measures.

The Task Force suggests that this committee be composed of seven to nine members, and that membership be drawn primarily, but not exclusively, from the existing Task Force. Because the major focus of the Task Force is on judicial attitudes and behavior, the state's judicial community should be well represented. Other possibilities for membership include the Director of Continuing Education for the State Courts, a representative from one of the

area's law schools, and the Director of the State Board of Continuing Legal Education. Although this committee would not begin its substantive work until after the Task Force's final recommendations are released, appointing the committee now would give the non-Task Force members ample time to familiarize themselves with the Task Force's current efforts and would ensure an orderly transition from the information-gathering to the implementation stages of the Task Force's work.

The Task Force's final report, which will be submitted to the Chief Justice on June 30, 1989, will contain a description of the methods used by the Task Force to investigate gender bias, the Task Force's findings and conclusions regarding the nature and extent of gender bias in the state's courts, and recommendations for reform. The report will be made widely available to the state's judges, members of the legislature, interested organizations, and members of the public.

The Task Force is pleased to report its progress towards defining the gender issues faced by Minnesota citizens, attorneys, judges, and court personnel in dealing with the court system. Because these issues are cultural as well as legal, personal as well as systemic, the work of the Task Force has been enlightening for individual members as well as for the judicial system. The Task Force remains committed to completion of its stated task, which will culminate in efforts to move the system towards a goal of gender fairness for all those who are touched by it.

**Appendix**

Public Hearing Witnesses .....18

Task Force Committee Membership .....20

## Public Hearing Witnesses

**St. Paul, Minnesota**

**March 29, 1988**

Nancy Jones, Staff Attorney to Minnesota Child Support Commission  
Susan Gaertner, Minnesota Women Lawyers  
Loretta Frederick, Minnesota Coalition for Battered Women  
Gerald Hendrickson, Chief Prosecutor, St. Paul City Attorney's Office  
Kathryn Rettig, Associate Professor, Department of Family Social Science, University of  
Minnesota  
Cheri Honkala, Women, Work & Welfare  
Debra Dailey, Director, Minnesota Sentencing Guidelines Commission  
Clayton Sankey, MSW, LP  
Connie Fanning, Minneapolis Domestic Abuse Project  
Marcella Mathias, J.U.S.T.I.C.E. (Justice under Scrutiny through Informed Consumer  
Education)  
Eugenie deRosier, Coalition of Mid-Life Women  
Richard VerHagen  
Margaret Doren, Ph.D., LCP  
Larry Milstroh

**St. Paul, Minnesota**

**April 19, 1988**

William Falvey, Ramsey County Public Defender  
Susan McPherson, National Jury Project  
Beverly Balos, Associate Professor, University of Minnesota Law School  
Stephen Cooper, Commissioner, Minnesota Department of Human Rights  
Thomas Johnson, Hennepin County Attorney  
Norma Jean Sims, Coalition of Mid-Life Women, American Association of University  
Women  
Toni Pomerene, Hennepin County Bar Association Family Law Section  
Tsippi Ray, Legal Aid Society of Minneapolis  
Donna Christensen, University of Minnesota graduate student, Department of Family  
Social Science  
Deb Ohman, R-Kids  
Richard Doyle, Men's Rights Association  
Mary Ann Olson, ACES (Association for Enforcement of Support)  
Charles VanDuzee, Divorce Reform, Inc.  
William McGaughey  
Joy Grogan, J.U.S.T.I.C.E.  
Joe LaFrance

**Rochester, Minnesota**  
**April 26, 1988**

Brenda Lovgren  
Tim Anderson, R-Kids  
Sandra Fisher  
Lavon Monnier  
Marcia Brown, Rochester League of Women Voters  
Lois Moore

**Duluth, Minnesota**  
**May 10, 1988**

Gary Landberg  
Jean DeRider, Women's Coalition  
Marcie Carper, Project SOAR  
Dave Hansen, R-Kids  
Ah-li Monahan, Women's Action Group  
Marie Stirling  
Jackie Dargatz  
Marcella Davis  
Rachel Rabine, Indian Legal Services

**Marshall, Minnesota**  
**May 24, 1988**

Kathleen Kusz, Assistant County Attorney, Lyon County  
Bill Wester, R-Kids  
Laurie Colbeck, Southwest Women's Shelter, Marshall  
Kathy Davis  
Brian Boysen, Western Minnesota Legal Assistance  
Audrey Miller-Strand, Shelter House, Willmar  
Tammy Pautzke  
Mary Press  
Marcia Swart

**Moorhead, Minnesota**  
**June 7, 1988**

Pat Fredley, Director, New Directions  
Steve Roiko, R-Kids  
Dianne Long, Director, Women's Crisis Center  
Sally Robertson, Attorney-at-law  
Cheryl Schrenk, Northwest Minnesota Legal Services  
Teresa L. Joppa, Assistant City Attorney, Moorhead  
Dan Toedter, R-Kids  
Beverly Koehnen  
Twillia Heil Schlader  
Gini Duval, Women's Network



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