

**DESTINATION:**  
CONVERSATIONS AND GROWTH IN DIVERSITY,  
EQUITY, AND INCLUSION

MACM 2022



**Wednesday, October 12, 2022**

<b>8:00 am to 9:00 am</b>	<b>Registration and Continental Breakfast</b> <i>(Mayo Civic Center – Grandy Lobby)</i>
<b>9:00 am to 9:15 am</b>	<b>Presentation of Flags and Pledge of Allegiance</b> <i>(Mayo Civic Center – Plenary Space Suites 102 to 105)</i>
<b>9:15 am to 9:30 am</b>	<b>Announcements and Welcome</b> <i>(Mayo Civic Center – Plenary Space Suites 102 to 105)</i> Jenny Miller, MACM President, Fourth Judicial District Court
<b>9:30 am to 10:00 pm</b>	<b>State Court Administrator’s Address</b> <i>(Mayo Civic Center – Plenary Space Suites 102 to 105)</i> Jeff Shorba, State Court Administrator
<b>10:00 am to 10:15 am</b>	<b>Morning Break</b>
<b>10:15 am to 11:45 am</b>	<b>Opening Plenary: Diversity, Equity and Inclusion</b> <i>(Mayo Civic Center – Plenary Space Suites 102 to 105)</i> Daniel Shannon
<b>12:00 pm to 1:15 pm</b>	<b>Lunch</b>
<b>Breakout Sessions 1:15 pm to 2:30 pm</b>	 <b>What’s Happening in the Interpreting World?</b> <i>(Mayo Civic Center – Suite 113)</i> Polly Ryan, State Court Administration, Sara Russell, and Abby Gilmore 3rd District Session Description: Join us for a special session on various interpreter program developments throughout Minnesota. Session will include: An introduction to the Minnesota Interpreter and

Scheduling Specialist Team (MISST); An updated snapshot of court interpreter demand and a demonstration of the Power BI Interpreter Data Reports.

**✚ Opening Plenary Deeper Dive** *(Mayo Civic Center – Suite 111)*

Daniel Shannon

*Session Description: Coming Soon!*

**✚ From Policy to Practice, Charting a Path for Hearings (OHI)** *(Mayo Civic Center – Suite 112)*

Aaron Lauer, Kirsten Maiko, Kate Malmon, Suzanne Mateffy, Wally Wallestad

Session Description: This session will provide attendees an overview of OHI and its recent work efforts. It will share data on the impact of Policy 525 on hearings. Session attendees will also have an opportunity to share their own district's experiences, innovations, and ideas to better inform OHI around the statewide integration of remote hearings and improvements to in-person proceedings.

**✚ Residential Programming for Serious & Chronic Male Youth** *(Mayo Civic Center – Suite 110)*

Jim Shaffer, Red Wing Juvenile Facility

Session Description: An overview of the youth served by MCF-Red Wing and the program's key components, characteristics, treatment planning process, and services.

**✚ Managing Workload Balance While Maximizing Employee Performance** *(Mayo Civic Center – Suite 109 )*

Connie Gackstetter and Jessica Gadbow and Sara Kujawski

Session Description: This session will focus on three common issues to help you and your staff thrive and feel confident about their ability to navigate heavy workloads while delivering high quality.

**2:30 pm to 3:00 pm**

**Afternoon Break**

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**Breakout Sessions  
3:00 pm to 4:15 pm**

	Session Description: This session will focus on three common issues to help you and your staff thrive and feel confident about their ability to navigate heavy workloads while delivering high quality.
<b>4:30 pm to 6:30 pm</b>	<b>Vendor Show and Putt Putt Golf</b> (Kahler Grand – Heritage Hall)
<b>7:00 pm to 10:00 pm</b>	<b>Networking Suite</b> - Hosted by the First Judicial District MACM Members (Kahler Grand – Regency Room)

## Thursday, October 13, 2022

<b>8:00 am to 9:00 am</b>	<b>Registration and Continental Breakfast</b> (Mayo Civic Center – Grandy Lobby)
<b>9:00 am to 10:15 am</b>	<p><b>Making a Difference Differently</b> (Mayo Civic Center – Plenary Space Suites 102 to 105) Sara Christianson</p> <p><i>Session Description: The current workplace landscape poses challenges none of us has experienced ever before. No matter if you are an executive, manager, supervisor or aspiring leader, this session will explore the skills you need to make a difference-differently.</i></p>
<b>10:15 am to 10:30 am</b>	<b>Morning Break</b>
<b>10:45 am to 11:50 pm</b>	<p><b>DE&amp;I Facilitated Discussion Groups</b> (Mayo Civic Center - Suites)</p> <p>Topic #1 – Suite 109 Topic #2 – Suite 110 Topic #3 – Suite 111 Topic #4 – Suite 112</p> <p><i>Choose one topic for 10:45 am to 11:15 am, 5-minute switch, then choose another from 11:20 am to 11:50 am</i></p>
<b>12:00 pm to 1:30 pm</b>	<b>Lunch &amp; Awards Ceremony</b> (Mayo Civic Center)
<b>Breakout Sessions 1:30 pm to 2:45 pm</b>	<p> <b>LGBTQIA – Intersectionality</b> (Mayo Civic Center – Suite 109) Shannon Townsend <i>Session Description: According to an HRC survey produced in 2021, as many as 50% of all people in the workplace are closeted members of the LGBTQIA+ community. So how does the court, as an organization, support colleagues as well as the diverse communities that we serve? The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group overlap and connect in more ways than one might think!</i></p> <p> <b>Understanding and Working with Tribal Communities and the Indian Child Welfare Act</b> (Mayo Civic Center – Suite 110) Judge Jamie Cork <i>Session Description: This breakout session will give a brief summary of Native American History Myth vs Reality, Historical Trauma including the Boarding School experience, and the Indian Child Welfare Act. What we are seeing from the bench and what Court Administration needs to know about ICWA cases!</i></p> <p> <b>DE&amp;I and the Felon Community</b> (Mayo Civic Center – Suite 111) Michael Vitt <i>Session Description: TRIGGER WARNING – This will be a thought provoking conversation around Diversity, Equity and Inclusion concerning individuals with felony records. Mr. Vitt spent ten and a</i></p>

half years in a federal maximum-security prison for a child sex offense. He has been on federal probation for nearly eight years and has valuable insights concerning treatment of felons, especially sex offenders. Come hear about his story before, during and after prison and explore DEI thoughts and questions from this unique perspective.

**✚ Navigating the Intersection of Talent, Culture and Performance** (Mayo Civic Center – Suite 112)

Sara Christianson

*Session Description: This session explores leadership solutions that drive alignment, engagement, personal accountability, collaboration, and performance. You will discover practical evidence-based workplace culture strategies that are proven to have a significant impact on talent retention and performance.*

**✚ Human Trafficking** (Mayo Civic Center – Suite 113)

Detective Kroshus

*Session Description: This session will provide an overview of human/sex trafficking trends in Minnesota. This will include identifying what human/sex trafficking is and the different types of cases occurring in Minnesota. This overview will include local/regional trafficking, illicit massage parlor trafficking, nationwide organizations, international victims, and organized crime.*

**2:45 pm to 3:15 pm**

**Afternoon Break**

**✚ LGBTQIA – Intersectionality** (Mayo Civic Center – Suite 109)

Shannon Townsend

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**✚ Understanding and Working with Tribal Communities and the Indian Child Welfare Act**

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**Breakout Sessions  
3:15 pm to 4:30 pm**

**✚ DE&I and the Felon Community** (Mayo Civic Center – Suite 111)

Michael Vitt

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<b>4:30 pm</b>	<b>Olmstead County Tour – Meet in Mayo Civic Center Grand Lobby</b>
<b>8:00 pm to 10:00 pm</b>	<b>Networking Suite</b> - Hosted by the First Judicial District MACM Members (Kahler Grand – Regency Room)

**Friday, October 14, 2022**

<b>7:30 am to 8:30 am</b>	<b>Registration and Hot Breakfast</b> ( <i>Mayo Civic Center</i> )
<b>8:30 am to 10:00 am</b>	<b>MACM Business Meeting and Officer Elections</b> ( <i>Mayo Civic Center – Plenary Space Suites 102 to 105</i> )
<b>10:00 am to 10:30 am</b>	<b>Break and Hotel Check Out</b>
<b>10:30 am to 11:45 am</b>	<p><b>Beyond Grit: Embracing Passion and Perseverance to Gain the High-Performance Edge</b>  <i>(Mayo Civic Center – Plenary Space Suites 102 to 105)</i>            Dr. Cindra Kamphoff  <i>Session Description: Get Clear on your purpose: The world’s best know why they do what they do. They keep their “why” front and center. This purpose keeps them motivated and hungry when the going gets tough. Dominate The Controllables: The world’s best dominate what they have control over – their attitude, preparation, and effort – instead of what they cannot. Choose Your Courage Zone: The world’s best feel uncomfortable regularly. When we stay in our comfort zone, we don’t grow. High performers know that magic happens outside of the comfort zone.</i></p>
<b>11:45 am to 11:55 am</b>	<b>Retiring of Flags</b> ( <i>Mayo Civic Center – Plenary Space Suites 102 to 105</i> )
<b>11:55 am to 12:00 pm</b>	<b>Closing Remarks and Adjournment</b> ( <i>Mayo Civic Center – Plenary Space Suites 102 to 105</i> ) Jennifer Miller, MACM President