



**ANNUAL REPORT
OF
THE NEW YORK JUDICIAL COMMITTEE
ON
WOMEN IN THE COURTS**

NOVEMBER 1994



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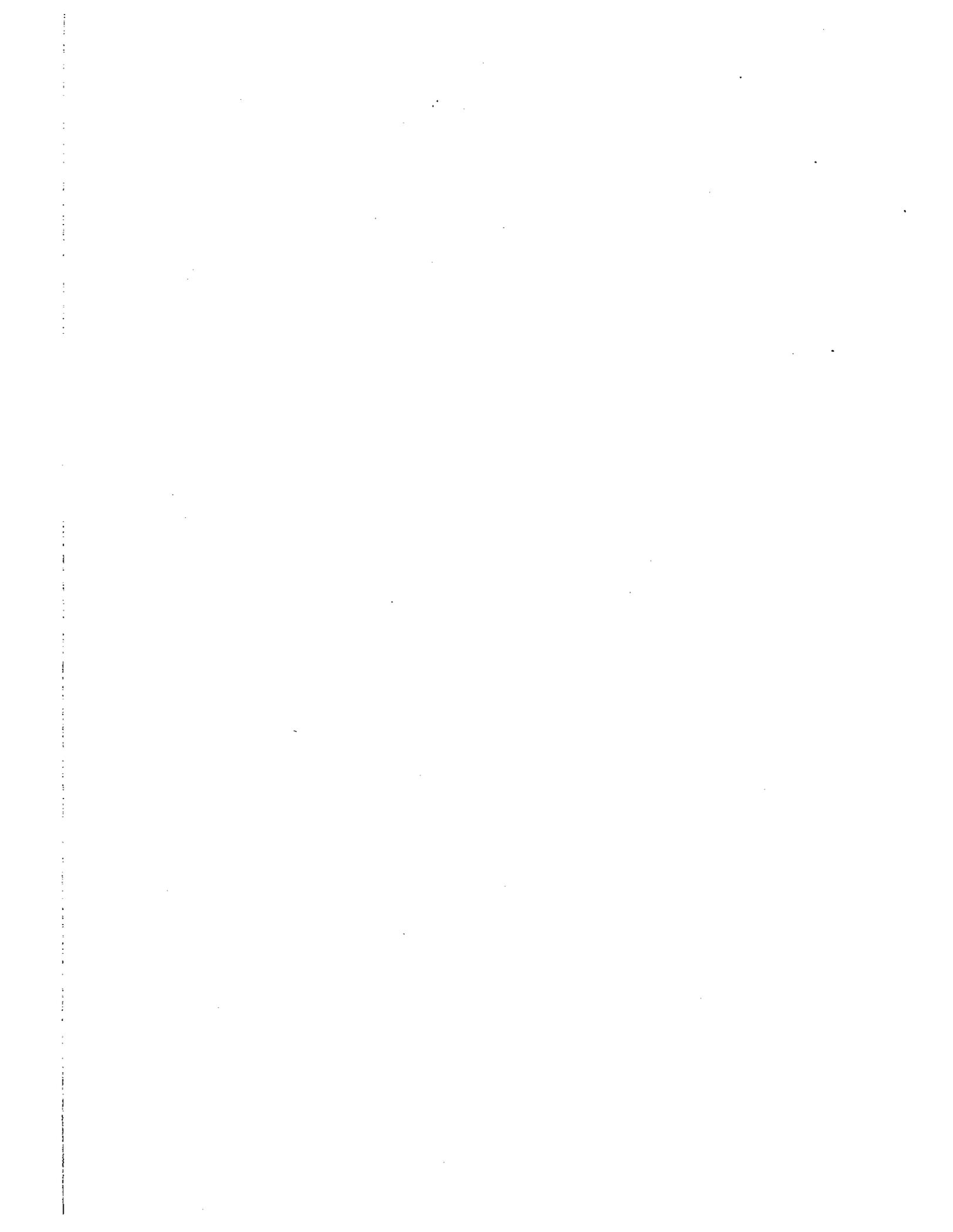


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ANNUAL REPORT OF THE NEW YORK JUDICIAL COMMITTEE ON
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1994

INTRODUCTION

During the past year the New York Judicial Committee on Women in the Courts has continued the steady work started ten years ago when New York's judicial leaders began to focus in a systematic way on gender bias in the courts. In the spring of 1984 the New York Task Force on Women in the Courts ["Task Force"] was appointed and asked to determine whether gender bias existed in New York State's courts, and, if so, what should be done about it. Within the Task Force's purview were the problems of women employed by the courts, women who come to the courts as litigants, women attorneys whose professional lives depend on them, and all the other women who appear as witnesses or whose work brings them to New York courts. When the Task Force reported two years later that "gender bias [in the courts] ... is a pervasive problem with grave consequences,"¹ the Committee² was appointed initially to address the Task Force's specific recommendations. But the Committee's broader mandate was

¹ Report of the New York Task Force on Women in the Courts, March, 1986, reprinted in 15 Fordham Urban Law Journal 1, 15 (1986-87).

² The Committee originally was known as the Committee to Implement Recommendations of the New York Task Force on Women in the Courts. In 1990 its name was changed to its current title.

-- and remains today under Chief Judge Judith Kaye -- the elimination of vestiges of gender bias so that New York's courts serve the interests of women as fully as they serve men.

This report, like those of other years, serves multiple purposes. It chronicles the Committee's work and describes its projects and programs, but, as in the past, it also recounts visible progress on problems identified by the original Task Force, such as domestic violence, and continues to track benchmarks for measuring gains, such as the entry of women into the judiciary.

COMMITTEE CONCERNS AND PROJECTS

A. EDUCATION

The New York Task Force on Women in the Courts rightly placed great faith in the power of education to change attitudes and conduct. Although its impact defies direct measurement, education remains the best hope for profound and lasting change. Particularly critical is judicial education, not only because judges decide cases and make law, but also because they administer and shape the judiciary's institutional arrangements.

1. Judicial Education. Judicial seminars, planned by the judges themselves, have in recent years been the site of most of New York's judicial education. This year judges were invited to attend one of four seminars held in July, where topics important to

women were prominent in the seminar schedules.

Chief among these was domestic violence. At the urging of Committee member Honorable Betty Weinberg Ellerin, who chaired the Judicial Seminars' Civil Law Committee, an entire evening of each of the seminars was devoted to a panel on this topic. Honorable Joan Carey took the laboring oar in organizing and designing these programs. Speakers included criminal and family court judges and advocates for women. A videotape portraying the difficulties of battered women as they work to free themselves from abusive relations enriched the panel's discussion.

Building on the success of last year's theater performances on sexual harassment that were organized by the Committee, the Franklyn H. Williams Commission on Minorities arranged for the presentation of a short play on diversity called "People Like Them." This year's production which, like last year's, was presented by a professional theater company known as Plays for Living, explored workplace dilemmas involving race, ethnicity, gender, and their intersections. Commission Chair, Honorable Lewis Douglass, who served as a member of the advisory panel that worked with Plays for Living to produce the play, and Commission member Yvonne Lewis introduced the play and discussion.

While presentations directly on gender signal the court system's commitment to addressing bias, the Committee has encouraged the integration of issues important to women into the rest of the seminars' programs as well. Programs devoted to family law are a natural place to begin, and this year presentations and

materials on family law covered custody and recent legislation on family violence and paternity. Matrimonial law and equitable distribution merited presentations of their own. So did child support and child support enforcement. But less obvious topics also present opportunities for incorporating issues that matter to women, and materials for two presentations from this year's seminar demonstrate how well this can be done. The panel on "Psychiatric Evidence," chaired by Honorable Joan Lefkowitz, covered the admissibility of testimony on the battered women's syndrome. Also, Honorable Phylis Skloot Bamberger, who for the past several years has presented a program called "Nightmare on Court Street," chose the exclusion of black females from a jury as the first of three problems for consideration and included in the materials she distributed a discussion of the use of peremptory challenges motivated by gender.

For judges new to the bench, many of whom are elected in November, the Office of Court Administration holds a week-long orientation in early December, and the Committee has been invited to participate for the past several years. This year, the Committee used the opportunity to present the performance by Plays for Living that had been seen at the summer judicial seminar. Called "The Silent Contract," it explored the nature and ramifications of sexual harassment from the perspectives of victim, harasser, co-workers, and family. Gregg Ward, Associate Director of Plays for Living, led a discussion following the performance.

2. Other Education. Opportunities for nonjudicial education present themselves throughout the year. For example, the Appellate Division in the First Department organized training sessions on sexual harassment for nonjudicial and judicial personnel, at which Susan Brecher, Director of the EEO Studies Program at the Cornell University School of Industrial and Labor Relations, made two presentations on the nature, prevalence, and consequences of sexual harassment in the workplace.

Also, in September, the Committee participated in the Family Court Clerks Association Seminar. Asked by the Association to make a presentation on gender bias, the Committee decided to use the opportunity to discuss domestic violence. Counsel to the Committee, Jill Laurie Goodman, organized a program using a powerful documentary called "Defending Our Lives" to begin a discussion and explore implications of domestic violence for the Family Courts.

B. EMPLOYMENT

The Committee, responding to the Task Force's interest in the advancement of women employed in the courts, has monitored the movement of women into the system's higher-paid and more prestigious jobs and regularly reports on the number and percent of women in the court clerk and security series as well as in the court's higher salary grades. Also recorded have been appointments, made by the Office of Court Administration, to quasi-

judicial positions of Family Court Hearing Examiner and Housing Court judge. Together these are some indicia of how well the court system's personnel policies and practices serve women.

In the past year, women continued to make steady gains. They now hold 39.6% of the court clerk positions, up from 38.9% in 1993 and 37.4% in 1992.³ Their presence has increased in the higher-ranking titles, including Senior Court Clerk, Associate Court Clerk, and Principal Court Clerk.

In the security series, the number of women also has risen, to 17.5% in 1994, from 16.8% in 1993 and 16.9% in 1992.⁴ This increase has been in the Court Officer, Court Officer Sergeant, and Senior Court Officer titles, the three lowest ranks. Women continue to enter the field in substantial numbers. At the Court Officers Academy, where all officers train before taking posts in the courts, 46 out of 155, or about 30%, of the two most recent classes were female.

Women have made strides in the higher salary grades of JG 23 to JG 34 as well. They now comprise 45.9% of these positions, compared to 44.6% in 1993 and 43.4% in 1992.⁵

The presence of women among the ranks of Family Court Hearing Examiners and Housing Court Judges, whose appointments are made not

³ See Appendix A at 1-3 for figures on court clerk series for 1992-94.

⁴ See Appendix A at 4-6 for figures on the security series for 1992-94.

⁵ See Appendix A at 7-9 for figures on salary grades JG 23 to JG 34 for 1992-94.

through the constitutional provisions that govern judicial tenure but through the administrative offices of the courts, has remained steady. Women accounted for 40.0% of the Hearing Examiners in 1994, 38.8% in 1993, and 38.3% in 1992. In Housing Court, 27.3% of the judges were women in 1994, 29.4% in 1993, and 26.5% in 1992.

C. DOMESTIC VIOLENCE

Domestic violence, long a concern of the Committee, captured the attention this year of New York State legislators, who passed comprehensive reforms. Called The Family Protection and Domestic Violence Intervention Act of 1994,⁶ the legislation begins with a strong statement of legislative findings. These findings declare that "...there are few more prevalent or more serious problems confronting the families and households of New York than domestic violence..." and that "domestic violence...warrants stronger intervention than is presently authorized under New York's laws."⁷

The reforms strengthen the ability of the courts, the police, and the executive branch to respond to domestic violence. Under revised laws, victims may pursue cases simultaneously in Criminal Court and Family Court. Provisions require police to make an arrest without trying to mediate when a felony has been committed,

⁶ Ch. 222 L. 1994, signed on June 30, 1994. Other changes in laws concerning domestic violence can be found in Ch. 224 L. 1994 and Ch. 46 L. 1994.

⁷ Ch. 222 L. 1994, Sec. 1. See Appendix B for a copy of the act's legislative findings.

when orders of protection are violated, and -- unless the victim, unprompted, asks the police not to arrest -- when a misdemeanor that is a family offense is committed. The bill also expands the list of crimes that are family offenses and allows judges to impose stiffer sanctions, including fines and orders of protection that stay in effect for longer periods of time. Notice requirements are imposed on law enforcement authorities, prosecutors, the courts, and hospitals, so that victims have a chance to learn about their rights, for example, to request a police escort to a safe place and help retrieving personal effects. A statewide registry for orders of protection and warrants, a uniform domestic violence incident report form for police, and training for judges and law enforcement officials are among the other reforms instituted by the legislation.

The judiciary too has responded to the victims of violence within families, in part through education.⁸ In addition, Chief Judge Judith Kaye recently established a Task Force on Family Violence and named as co-chairs Honorable Sondra Miller, Associate Justice of the Appellate Division, Second Department, and Honorable Anthony Cardona, Presiding Justice of the Appellate Division, Third Department. A Domestic Violence Working Group has been formed within the judicial branch to review policies, operations, and regulations in light of the new legislation and its various mandates.

⁸ See pp. 3 and 5 of this report for descriptions of educational programs on domestic violence.

D. MATRIMONIAL LAW

After a number of years of discussion, the Committee's proposal for a form to collect data on the outcomes of matrimonial cases was adopted by the Administrative Board of the Courts in June. The form responds to the need, articulated by, among others, the Women's Bar Association of New York State, for data on how men and women fare under New York's laws on equitable distribution, maintenance, and child support. Although scattered data from other states show a drop in the standard of living for women and a rise for men following divorces⁹ and the little research available from New York tends to confirm this pattern,¹⁰ data, in general, is scant. As a consequence, New York policy makers have had no consistent means of tracking economic outcomes of divorce.

When the new administrative order went into effect on October 10, 1994, and the new form became mandatory for each divorce in New York, this changed. The form,¹¹ which will be completed by the parties or their attorneys, first asks preliminary background questions about the litigants, their marriage, and the divorce, such as the date of the marriage, the number of children, and whether the parties were represented during the proceeding. The heart of the form then requests financial data, including the

⁹ Marsha Garrison, *Good Intentions Gone Awry: The Impact of New York's Equitable Distribution Law on Divorce Outcomes*, 57 *Brooklyn L. Rev.* 621, 633-35 (1991).

¹⁰ Id. at 720-24.

¹¹ See Appendix C for a copy of the form.

incomes of the litigants, the amount and distribution of marital property, and the amounts of child support and maintenance. Family Courts will use a somewhat different version of the form for cases decided under the Child Support Standards Act.

When the data from these forms become available, New York may have a more complete picture of the economic consequences of divorce than any other state.

E. JUDGES

The number of women in New York's judiciary has almost doubled since the Task Force reported eight years ago. In 1986, the Task Force found that 106 judges were women, or 9.7% of the state's judiciary.¹² Women judges now number 208 and they make up 18.2% of the state's total.¹³

In the past year, notable progress was made through appointments to New York's appellate courts. Honorable Carmen Beauchamp Ciparick joined Chief Judge Judith Kaye on the seven-member Court of Appeals, bringing to two the number of female judges on New York's highest court. Also, three additional women were appointed to the state's Appellate Divisions, and women now number 9 or 17% of the Appellate Divisions' justices. Since January, the Second Department's Appellate Division has had four

¹² The Report of the New York Task Force on Women in the Courts, reprinted in 15 Fordham Urban Law Journal 1, 151 (1986-87).

¹³ See Appendix D for charts showing the number and percent of women in the judiciary from 1991-94.

women justices, who together achieved an historic first when they sat as an all-female panel this spring.¹⁴

Some courts, however, have yet to see women on the bench in substantial numbers, and in some places the number of women as well as the percent has declined. In the County Courts, 5.1% of the judges are female and, in the District Courts, the number is 8.7%. In 1991, 6.1% of the County Court judges and 12.2% of the District Court judges were female. The Supreme Court has 40 women justices, while last year 42 women sat as justices. Women comprise only 12.9% of this critical bench from which Appellate Division judges must be drawn.

The following chart shows the number and percent of women judges in the Unified Court System at the end of the 1993-94 fiscal year (March 31, 1994).

¹⁴ See "Appellate Division, Second Department Fields All-Female Bench," NYLJ, April 15, 1994, p.1, col.3; and "Special Appeal: At Appellate Court, Women Judges Rule," New York Newsday, April 15, 1994, p.A8, col.1.

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	<u>Total Judges</u>	<u>Total Women</u>	<u>% of Women</u>
Court of Appeals	7	2	28.6
Appellate Division	53	9	17.0
Administrative Judges	20	4	20.0
Supreme Court	311	40	12.9
Acting Supreme Court**	122	29	23.8
Surrogates Court	26	3	11.5
Court of Claims	52	7	13.5
County Court***	117	6	5.1
Family Court (Outside NYC)	73	18	24.7
NYC Family Court	42	26	61.9
NYC Civil Court	79	29	36.7
NYC Criminal Court	38	14	36.8
District Court (Nassau/Suffolk)	46	4	8.7
City (Outside NYC)****	155	18	11.6
Totals	1141	208	18.2

* Full-time administrators who do not act as sitting judges on a regular basis.

** Judges from other trial level courts who are designated to sit in Supreme Court and supervising judges from New York City's Civil, Family, and Criminal Courts.

*** Judges who sit in County Court only and judges who combine service on the County Court with service on the Family and/or Surrogate's Court.

**** City Court Judges, Acting City Court Judges, and Chief Judges of the City Courts.

F. LOCAL COMMITTEES

For the past several years the Committee has nurtured the growth of local gender bias and gender fairness committees under the auspices of the court system's administrative judges.¹⁵ Recognizing the differences in the experiences of women in a state as large and diverse as New York, with rural counties, substantial suburbs, and both large and small cities, the Committee has encouraged local committees to tackle problems they see in their courthouses and to fashion programs suited to the character of their locale.

1. Conference for Local Committees. Interested in stimulating ideas and activities among local committees, the Committee organized a conference in April on "Justice for All: Local Initiatives on Women in the Courts."¹⁶ Held at the Rockefeller Institute of Government in Albany, the conference brought together committee members and chairs, administrative judges, public officials, and state legislators for a day of discussion and social exchanges on topics of mutual concern.

Much of the day was devoted to panels. In the morning conference participants listened to a discussion, moderated by

¹⁵ See Appendix E for a list of the chairs of the local gender bias and gender fairness committees and their administrative judges.

¹⁶ See Appendix F for a schedule of the conference's activities.

Committee member Honorable Betty Weinberg Ellerin, on some of the most successful recent projects. The speakers were: Honorable Carol Arber, who is an Acting Supreme Court Justice in New York County; Honorable Mary Ellen Fitzmaurice, a judge in the New York City Family Court; Honorable Zelda Jonas, a Nassau County Court judge and a member of the Committee; Honorable Sondra Miller, an Associate Justice of the Second Department's Appellate Division; and Honorable Sharon Townsend from Erie County's Family Court bench.

For the afternoon, the focus shifted to resources in the larger communities. With Committee member Fern Schair moderating, the panel discussed law schools, bar associations, and the media. The speakers were Professor Connie Mayer, the Director of Clinical Legal Studies at Albany Law School; Kay Crawford Murray, General Counsel to the New York City Department of Juvenile Justice and past chair of the New York State Bar Association's Committee on Women in the Law; Andrea Sachs, Law Reporter for Time Magazine; and Victoria Streitfeld, Director of Communications for the Office of Court Administration.

A welcoming address by Committee Chair Kathryn A. McDonald and opening remarks by Member of the Assembly Helene Weinstein, the first woman to chair the Assembly Judiciary Committee, inaugurated the day's activities. Professor Isobel Marcus from the Buffalo Law School entertained and educated the conference participants during lunch as she discussed, among other things, her experiences directing a domestic violence clinic. Chief Judge Judith Kaye

closed the conference with a call to continue the vital work being done on the local level.

2. Activities of Local Committees. The local committees continue to experiment with different approaches to problems within their particular courts. Responding to complaints about particular incidents or operational practices and organizing educational programs remain high on the list of committee activities, but imaginative projects also have been tried in a number of places. The most successful are described here:

a. Bronx County Supreme Court (Chair: Honorable Richard Lee Price). Under the active leadership of Administrative Judge Burton Roberts, the Bronx Supreme Court's Gender Bias Committee used its meetings this past year to hear complaints and suggestions from its disparate membership. To open the range of voices even further and to educate the community about gender issues, the committee invited the public to its April meeting.

The problems raised to, and addressed by, the committee were diverse. Among them was difficulty in producing female prisoners for court appearances as quickly as male prisoners. Through changes in locations where female prisoners wait and the concerted efforts of court officers, some progress was made. Noting the use of terms such as "honey," "sweetie," and "darling" in small claims court, a judge suggested education on the use of gender neutral language. Court officers and clerks were enlisted to speak to

attorneys, with some success. Also in response, Administrative Judge Roberts ordered and distributed several hundred copies of "Fair Speech: Gender Neutral Language in the Courts," the Committee's booklet on gender neutral language. The criminal court judge presiding in the Bronx Part for Domestic Violence used a meeting to describe the operation of his part and to call attention to the difficulties in holding sensitive bench conferences in a small courtroom without a robing room. Other issues raised were the condition of women's bathrooms, child care centers for employees, the failure to monitor defendants assigned to "batterers' programs," and interviews with prisoners in hallways and stairways, which present security problems for women interpreters.

b. New York County, Supreme Court, Civil Term (Co-Chairs: Honorable Karla Moskowitz and Lancelot Hewitt, Esq.). The Anti-Bias Committee of the New York County, Supreme Court, Civil Term, which early in its history decided to look at all issues of bias, not just gender bias, undertook an ambitious survey on Perceptions of Bias in the Courthouse. The nine-page survey included questions about whether people believed they were treated fairly and whether the court handled issues of race and gender appropriately. It was distributed to 400 employees, and 223 individuals, or 56%, responded. Some differences emerged in answers of female and male employees. For example, 49.5% of the female employees and 74.1% of the male employees "strongly agreed" or "agreed" with the statement

that "private attorneys are treated equally by nonjudicial employees regardless of the attorneys' ethnic origin, race or gender." As another example, 49.5% of the female employees and 68.1% of the males "strongly agreed" or "agreed" that "employees are treated with respect and dignity by their co-workers." The committee is now returning to the focus groups that helped formulate the survey for guidance about programs in response to its findings.

Also, the Gender Bias Subcommittee of this committee sponsored two programs that addressed women. First, during Women's History Month, the Committee organized a celebration with a speech on Gender Power and the Workplace by Susan M. Satya, who is on the faculty of The New School for Social Research. Also, the committee worked with the court's administrators to host ninety boys and girls on the Ms. Foundation-sponsored "Take Our Daughters To Work Day."

c. New York City Civil Court (Chair: Honorable Carol Arber). The New York City Civil Court's City-Wide Gender Bias Committee has worked in the past year to distribute its 1993 videotape on bias in the courts. The videotape, produced with the help of the Staten Island Public Broadcast System, presents four vignettes about kinds of bias that might arise in courthouse settings. It was previewed during the 1993 Summer Judicial Seminar and used in a training session for newly-elected Civil Court judges in January of 1994.

d. New York City Criminal Court (Chair: Honorable Micki Scherer). The Anti-Bias Committee of the New York City Criminal Court has been instrumental in establishing a facility to care for the children of defendants, witnesses, and jurors while their parents attend to business in New York City Criminal and Civil Courts. The child care facility opened at 111 Centre Street in Manhattan on May 19, 1994, and the committee is now publicizing its existence.

e. New York City Family Court (Chair: Honorable Mary Ellen Fitzmaurice). Through the initiative and labor of the New York City Family Court Gender Bias Committee, a supervised visitation program was instituted in the Queens Family Court in November, 1993. Funded by the contributions from Borough President Claire Shulman and District Attorney Richard Brown and staffed and administered by the Victims Service Agency, the program served thirty-five families referred by judges in its first six months. One hundred fifty-six visits were conducted and one hundred fifty-nine counselling sessions held. The committee worked hard to assure the continuation of the program and now has commitments from the original funders for a second year.

f. Ninth Judicial District Committee (Chair: Honorable Sondra Miller). The Ninth Judicial District's Committee to Promote Gender Fairness in the Courts has continued its efforts on a number of fronts. Interested in child care for people making court

appearances, the committee wrote to Administrative Judge Angelo Ingrassia and urged the creation of children's centers in the Ninth District's various courthouses. Having identified space in the Westchester County Courthouse, the committee chair now is looking into funding. In response to the success of the luncheon the committee held for law secretaries, the committee is planning a luncheon for the probation department as well as a second one for law secretaries. The committee will co-host a dinner with the Westchester County Bar Association and the Westchester Women's Bar at which a speaker will discuss domestic violence. Also under consideration are various ways to publicize the committee's work and reach out to the public.

g. Nassau County Committee (Chair: Honorable Zelda Jonas). The Nassau County Judicial Committee on Women in the Courts presented a program of live drama to a large gathering at the Nassau County Bar Association in November, 1993. The Committee developed two scripts, one on matrimonial law called "For Richer or Poorer" and another on criminal law entitled "Rape Shield Law -- a Sword or Shield," which were performed by players from a local theater group. A panel that included a judge, a matrimonial lawyer, a prosecutor, and a defense attorney answered questions provoked by the skits. Enlisted in the effort were the Nassau County Bar Association Committee on Women in the Courts, the Nassau County Women's Bar Association, Hofstra University, and Hofstra University School of Law. In attendance were 150 people, including

a majority of the county's judges; representatives from the District Attorney's Office, the Legal Aid Society of Nassau County, and Nassau-Suffolk Law Services; and law school deans, professors, and students.¹⁶

A number of other projects have engaged the committee's energies. Among them are efforts to provide children's centers in each courthouse in Nassau County. The committee also plans to organize a women's summit for the different organizations concerned about women that use the courts. Complaints continue to occupy a portion of the committee's time, including objections to gender-biased materials posted in a courthouse. A pamphlet on the Committee with the names of members and the chair's telephone number is in its second printing.

h. Seventh Judicial District Committee (Chair: Honorable Evelyn Frazee). The Gender Fairness Committee in the Seventh Judicial District has spent considerable time in the past year putting in place a carefully structured mechanism for hearing and resolving complaints of gender bias.¹⁷ Working closely with the Monroe County Bar Association, the Greater Rochester Association for Women Attorneys, and the Fourth Department Attorney Grievance Committee, the committee has developed an intake form and procedures for referring and resolving complaints. A joint bar

¹⁶ See Appendix G for a program from the evening's presentation.

¹⁷ See Appendix H for a copy of this complaint form.

association committee has been formed to hear the complaints between attorneys and between clients and attorneys that are not handled by the Attorney Grievance Committee.

1. The Fourth Judicial District Committee (Chair: Athena Kouray, Esq.). The Fourth Judicial District Gender Bias Committee of Women in the Courts conducted an informal survey on treatment of women attorneys both in the courts and local bar associations. The survey found complaints by women about lack of respect in manners of address by court personnel and police and bias from male colleagues in the form of degrading remarks, condescension, and the practice of ignoring or by-passing women at meetings and depositions. However, the survey did find that women are active members of local bar associations and have served in a number of leadership positions.

G. INQUIRIES, COMPLAINTS, AND OTHER ADMINISTRATIVE MATTERS

The Committee continues to serve as a focal point within the New York courts for concern about the treatment of women. This year, as in other years, the Committee answered scores of requests from within and outside New York for the Committee's annual reports and publications, including a number of requests for "Fair Speech: Gender Neutral Language in the Courts." Also common were inquiries about the Committee's experiences, for example, with establishing sexual harassment procedures or implementing a Task Force Report's

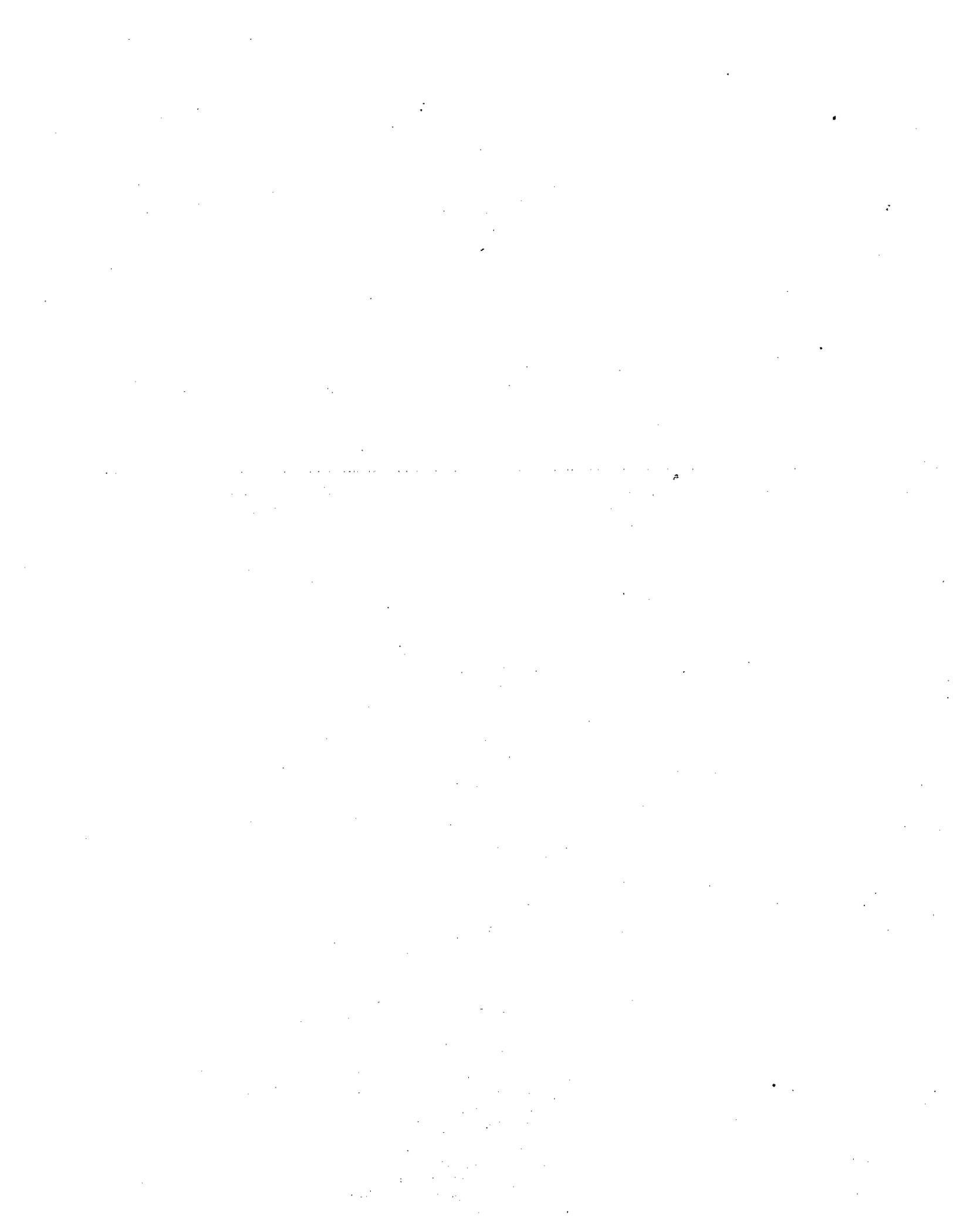
recommendations. Complaints, particularly troubling requests to investigate bias in determinations of custody and support matters, still are made to the Committee, and the chair answers each one. These sometimes mundane but often time-consuming tasks are part of the work of assuring the public that bias against women remains a lively concern to those who administer New York's court system.

CONCLUSION

Each year gains can be seen. More people within the court system recognize more readily the implications of gender bias, support for initiatives is stronger and swifter, and problems once considered major shrink or even disappear. This year's response in the legislature and courts to the age-old problem of violence against women in their own homes is a heartening example of the changing landscape.

But habits and attitudes that give rise to bias and perceptions of bias are deeply ingrained in all of us, and change, even when visible, rarely seems fast enough. As work goes forward on many fronts, the Committee continues to serve as a voice urging, facilitating, and applauding the transformations necessary to eliminate remaining gender bias in the courts.

APPENDIX A



COURT CLERK SERIES - 1994

	<u>Total</u>	<u>Total Women</u>	<u>Percent Women</u>
Court Clerk (18)	162	134	82.7%
Surr. Court Clerk (18)	4	4	100%
Sr. Court Clerk (21)	1076	429	39.9%
Sr. Surr. Court Clerk (21)	26	17	65.4%
Assoc. Court Clerk (23)	402	99	24.6%
Assoc. Surr. Court Clerk (23)	29	14	48.3%
Prin. Court Clerk (26)	89	11	12.4%
Prin. Surr. Court Clerk (26)	16	7	43.8%
Total	1804	715	39.6%

COURT CLERK SERIES - 1993

	<u>Total</u>	<u>Total Women</u>	<u>Percent Women</u>
Court Clerk (18)	159	130	81.1%
Surr. Court Clerk (18)	4	4	100%
Sr. Court Clerk (21)	1074	424	39.5%
Sr. Surr. Court Clerk (21)	25	18	72.0%
Assoc. Court Clerk (23)	391	87	22.3%
Assoc. Surr. Court Clerk (23)	30	15	50.0%
Prin. Court Clerk (26)	89	11	12.4%
Prin. Surr. Court Clerk (26)	15	6	40.0%
Total	1787	695	38.9%

COURT CLERK SERIES - 1992

	<u>Total</u>	<u>Total Women</u>	<u>Percent Women</u>
Court Clerk (18)	148	125	84.5%
Surr. Court Clerk (18)	3	3	100%
Sr. Court Clerk (21)	1001	381	38.1%
Sr. Surr. Court Clerk (21)	24	18	75.0%
Assoc. Court Clerk (23)	394	80	20.3%
Assoc. Surr. Court Clerk (23)	31	15	48.4%
Prin. Court Clerk (26)	92	10	10.9%
Prin. Surr. Court Clerk (26)	12	6	50.0%
Total	1705	638	37.4%

COURT SECURITY SERIES - 1994

	<u>Total</u>	<u>Total Women</u>	<u>Percent Women</u>
Court Officer (16)	1071	262	24.5%
Court Officer Sgt. (17)	126	27	21.4%
Sr. Court Officer (18)	1129	162	14.3%
Sr. Court Officer Sgt. (19)	244	7	2.9%
Security Supervisor (21)	3	0	0.0%
Assoc. Court Officer I (22)	17	1	5.9%
Assoc. Court Officer II (23)	21	2	9.5%
Prin. Court Officer I (24)	8	1	12.5%
Prin. Court Officer II (25)	14	1	7.1%
Security Coordinator (28)	7	0	0.0%
Total	2640	463	17.5%

COURT SECURITY SERIES - 1993

	<u>Total</u>	<u>Total Women</u>	<u>Percent Women</u>
Court Officer (16)	1008	250	24.8%
Court Officer Sgt. (17)	132	24	18.2%
Sr. Court Officer (18)	1068	137	12.8%
Sr. Court Officer Sgt. (19)	239	7	2.9%
Security Supervisor (21)	5	0	0.0%
Assoc. Court Officer I (22)	16	1	6.2%
Assoc. Court Officer II (23)	21	2	9.5%
Prin. Court Officer I (24)	8	1	12.5%
Prin. Court Officer II (25)	14	1	7.1%
Security Coordinator (28)	7	0	0.0%
Total	2518	423	16.8%

COURT SECURITY SERIES - 1992

	<u>Total</u>	<u>Total Women</u>	<u>Percent Women</u>
Court Officer (16)	1044	255	24.4%
Court Officer Sgt. (17)	132	24	18.2%
Sr. Court Officer (18)	1010	131	13.0%
Sr. Court Officer Sgt. (19)	236	7	3.0%
Security Supervisor (21)	6	0	0.0%
Assoc. Court Officer I (22)	15	1	6.7%
Assoc. Court Officer II (23)	19	2	10.5%
Prin. Court Officer I (24)	8	1	12.5%
Prin. Court Officer II (25)	14	1	7.7%
Security Coordinator (28)	7	0	0.0%
Total	2491	422	16.9%

HIGHER SALARY GRADES - 1994

	<u>Total</u>	<u>Total Women</u>	<u>Percent Women</u>
JG 23	714	245	34.3%
JG 24	604	409	67.7%
JG 25	231	122	52.8%
JG 26	217	72	33.2%
JG 27	702	432	61.5%
JG 28	194	77	39.7%
JG 29	119	47	39.5%
JG 30	199	49	24.6%
JG 31	712	259	36.4%
JG 32	54	12	22.2%
JG 33	13	3	23.1%
JG 34	16	4	25.0%
Total	3755	1731	45.9%

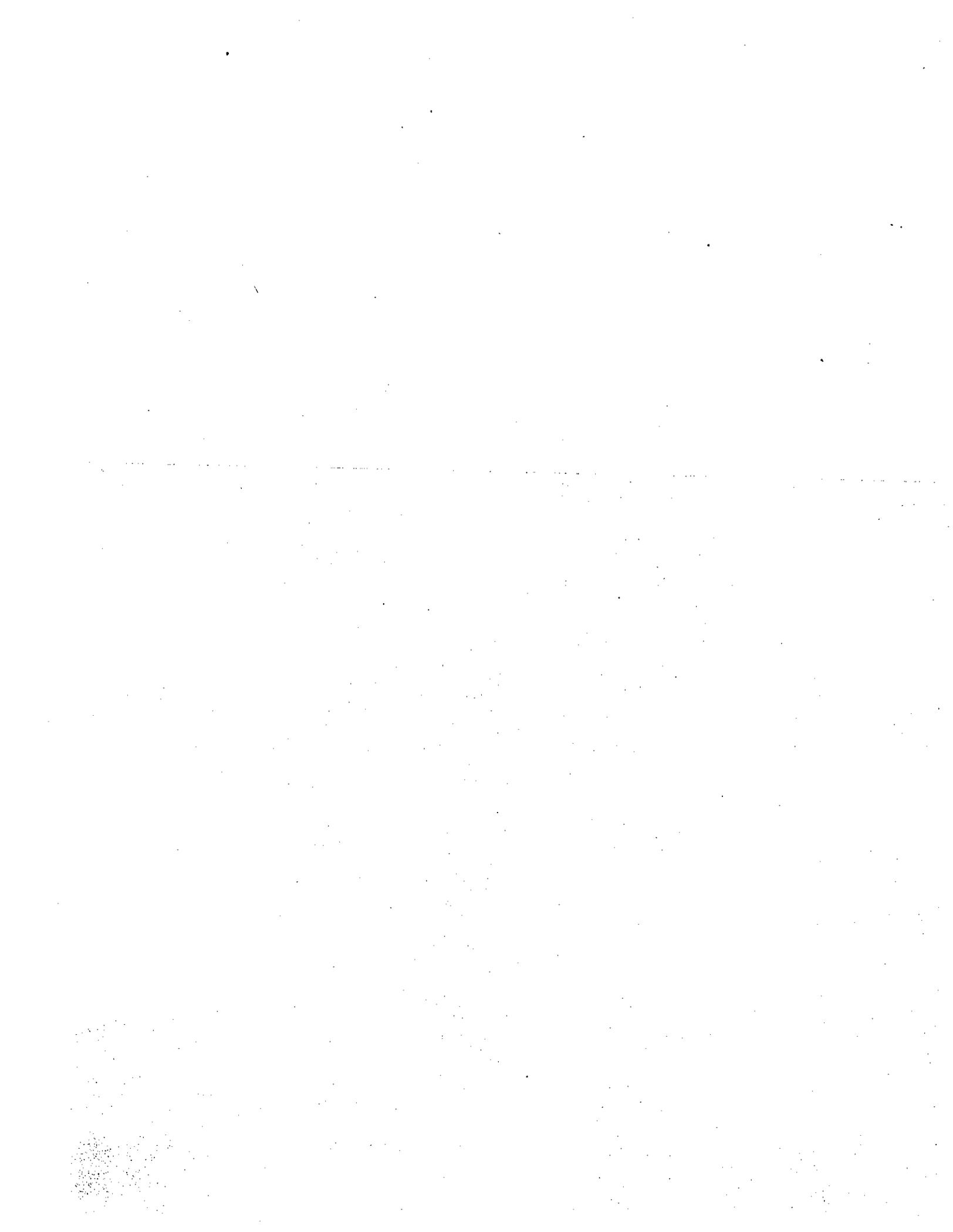
HIGHER SALARY GRADES - 1993

	<u>Total</u>	<u>Total Women</u>	<u>Percent Women</u>
JG 23	709	234	33.0%
JG 24	587	394	67.1%
JG 25	224	113	50.4%
JG 26	214	72	33.6%
JG 27	689	413	59.9%
JG 28	194	76	39.2%
JG 29	112	45	40.2%
JG 30	183	43	23.5%
JG 31	692	237	34.2%
JG 32	52	12	23.1%
JG 33	15	3	20.0%
JG 34	16	3	18.8%
Total	3687	1645	44.6%

HIGHER SALARY GRADES - 1992

	<u>Total</u>	<u>Total Women</u>	<u>Percent Women</u>
JG 23	703	227	32.3%
JG 24	583	376	64.5%
JG 25	224	112	50.0%
JG 26	223	72	32.3%
JG 27	690	407	59.0%
JG 28	189	69	36.5%
JG 29	92	35	38.0%
JG 30	188	45	23.9%
JG 31	678	229	33.8%
JG 32	56	9	16.1%
JG 33	12	1	8.3%
JG 34	17	5	29.4%
Total	3655	1587	43.4%

APPENDIX B



STATE OF NEW YORK

S. 8642

SENATE - ASSEMBLY
June 20, 1994

A. 11992

IN SENATE -- Introduced by Sens. SALAND, MARINO, SKELOS, GOODMAN, BRUNO, COOK, DALY, DeFRANCISCO, DiCARLO, FARLEY, HANNON, HOLLAND, JOHNSON, KUEHL, LACK, LARKIN, LAVALLE, LEVY, LIBOUS, MALTESE, MARCHI, NOZZOLIO, PADAVAN, PATAKI, PRESENT, RATH, SEARS, SEWARD, SPANO, STAFFORD, TRUNZO, TULLY, VELELLA, VOLKER, WRIGHT -- read twice and ordered printed, and when printed to be committed to the Committee on Rules

IN ASSEMBLY -- Introduced by COMMITTEE ON RULES -- (at request of M. of A. Weinstein, Lentol, Silver, Bragman, Matusow, Davis, Green, Hickey, Diaz, Feldman, John, Seabrook, Glick, Christensen, Colman, Grannis, Hoyt, Katz, Pretlow, Ramirez, Robach, Abbate, Arroyo, Aubry, Barbaro, Bennett, Bianchi, Brennan, Brodsky, Cahill, Canestrari, Clark, Connolly, Cook, Crowley, Del Toro, Destito, DiNapoli, Dinowitz, Dugan, Englebright, Eve, Farrell, Friedman, Galef, Genovesi, Gottfried, Graber, Greene, Gromack, Gunther, Harenberg, Hikind, Hill, Hochberg, Jacobs, Jenkins, Kaufman, Lafayette, Lopez, Luster, Magee, Mayersohn, McEneny, McLaughlin, Morelle, Murtaugh, Nicoletti, Nolan, Norman, Parment, Pheffer, Pillittere, Polonetsky, Rivera, Sanders, Seminerio, Sidikman, Stringer, E. C. Sullivan, Sweeney, Tocci, Tokasz, Tonko, Weisenberg, M. Weprin, Wright) -- read once and referred to the Committee on Codes

AN ACT to amend the family court act, the executive law, the criminal procedure law, the penal law, the domestic relations law and the public health law, in relation to enacting the family protection and domestic violence intervention act of 1994 and repealing certain provisions of the family court act, the criminal procedure law and the judiciary law relating thereto and providing for the repeal of certain provisions of the criminal procedure law upon the expiration thereof

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

- 1 Section 1. Legislative findings. The legislature hereby finds and de-
 - 2 clares that there are few more prevalent or more serious problems con-
 - 3 fronting the families and households of New York than domestic violence.
- EXPLANATION--Matter in ITALICS (underscored) is new; matter in brackets { } is old law to be omitted.

1 It is a crime which destroys the household as a place of safety, sanctu-
2 ary, freedom and nurturing for all household members. We also know that
3 this violence results in tremendous costs to our social services, legal,
4 medical and criminal justice systems, as they are all confronted with
5 its tragic aftermath.

6 Domestic violence affects people from every race, religion, ethnic,
7 educational and socio-economic group. It is the single major cause of
8 injury to women. More women are hurt from being beaten than are injured
9 in auto accidents, muggings and rapes combined.

10 The corrosive effect of domestic violence is far reaching. The
11 batterer's violence injures children both directly and indirectly. Abuse
12 of a parent is detrimental to children whether or not they are physi-
13 cally abused themselves. Children who witness domestic violence are more
14 likely to experience delayed development, feelings of fear, depression
15 and helplessness and are more likely to become batterers themselves.

16 No age group is immune from domestic violence. Too many of New York's
17 elderly residents have become the victims of their own family or house-
18 hold members, leaving these senior citizens without hope or meaningful
19 legal redress.

20 A great deal of progress has been achieved in the effort to heighten
21 public awareness about domestic violence and to provide services for af-
22 fected family members. Dedicated individuals, shelter programs and advo-
23 cacy organizations have been working successfully for years in order to
24 provide refuge, counseling, legal relief and protection to victims of
25 family violence. These efforts have also played a key role in bringing
26 this issue into the open by helping individuals to survive domestic vio-
27 lence and work toward its prevention.

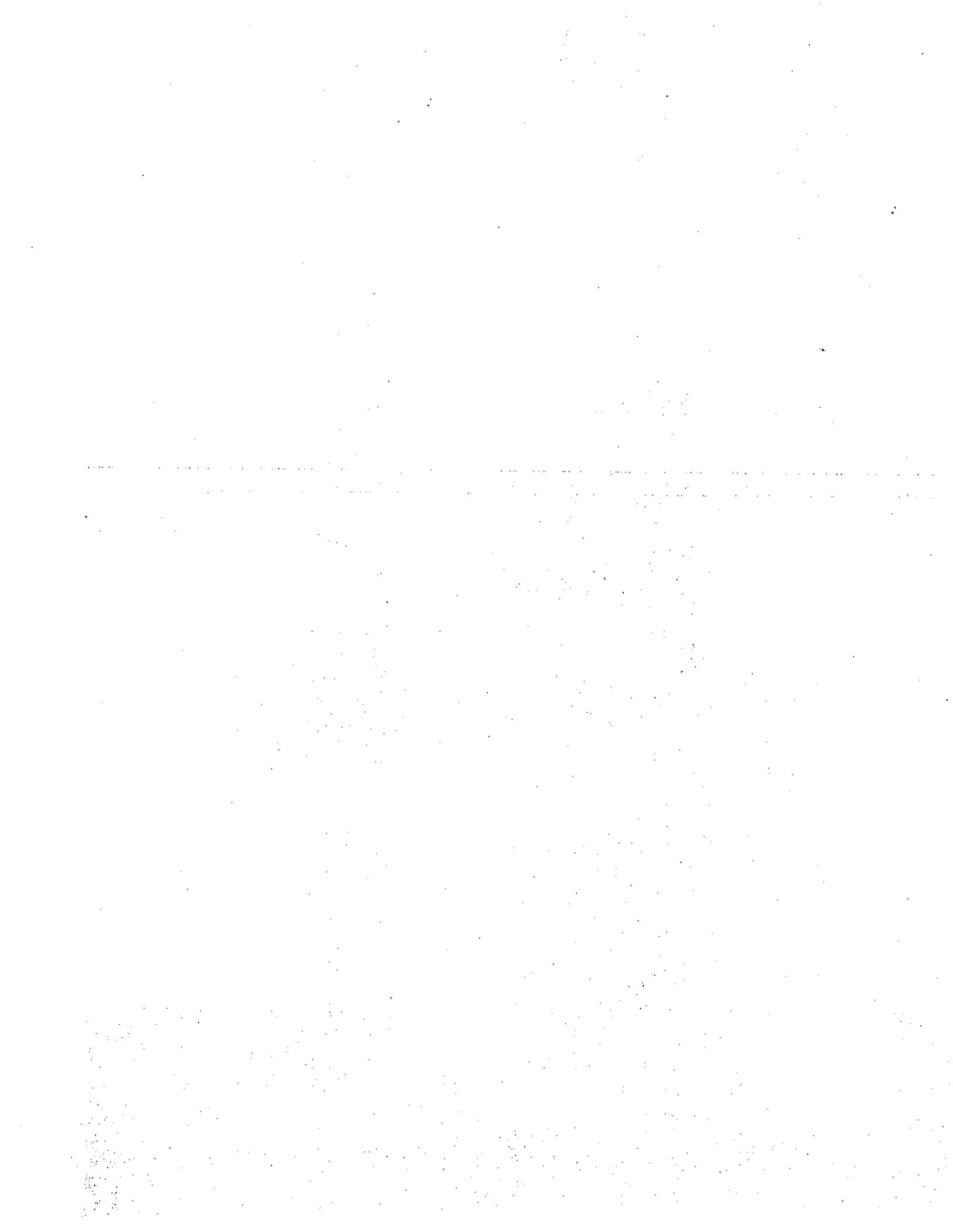
28 Fortunately, with this heightened awareness has come a considerable
29 shift in the public understanding of, and perspective on, domestic
30 violence. In recent years, for example, what was once largely considered
31 a private matter has come to be more correctly regarded as criminal
32 behavior.

33 The legislature further finds and declares that domestic violence is
34 criminal conduct occurring between members of the same family or house-
35 hold which warrants stronger intervention than is presently authorized
36 under New York's laws. The integrity of New York's families from its
37 youngest to its oldest members is undermined by a permissive or casual
38 attitude towards violence between household members. The legislature
39 further finds and declares that in circumstances where domestic violence
40 continues in violation of lawful court orders, action under the criminal
41 law must remain in place as a necessary and available option.
42 Notwithstanding the evolution of the law of domestic violence in New
43 York, death and serious physical injury by and between family members
44 continues unabated. The victims of family offenses must be entitled to
45 the fullest protections of our civil and criminal laws.

46 Therefore, the legislature finds and determines that it is necessary
47 to strengthen materially New York's statutes by providing for immediate
48 deterrent action by law enforcement officials and members of the judici-
49 ary, by increasing penalties for acts of violence within the household,
50 and by integrating the purposes of the family and criminal laws to as-
51 sure clear and certain standards of protection for New York's families
52 consistent with the interests of fairness and substantial justice.

53 S 2. This act shall be known and may be cited as "the family protec-
54 tion and domestic violence intervention act of 1994."

APPENDIX C



UNIFIED COURT SYSTEM DIVORCE AND CHILD SUPPORT SUMMARY FORM: SUPREME COURT

UCS-11:
(10/94)

1. County _____

2. Case Number _____

3. Date Action Commenced: ___/___/___

4. Party filling out form (circle one):

a. Husband or Husband's Attorney

b. Wife or Wife's Attorney

5. Husband's Date of Birth: ___/___/___
mm dd yy

6. Wife's Date of Birth: ___/___/___
mm dd yy

7. Date of marriage: ___/___/___
mm dd yy

8. Children of the Marriage:
[For each living child of the marriage indicate date of birth and who has physical custody (F=Father, M=Mother, J=Joint, T=Third Party)]

Child	Date of Birth	Custody
1	___/___/___ mm dd yy	___
2	___/___/___ mm dd yy	___
3	___/___/___ mm dd yy	___
4	___/___/___ mm dd yy	___
5	___/___/___ mm dd yy	___

9. Was Husband represented by an attorney? (circle one)
YES NO

10. Was Wife represented by an attorney? (circle one)
YES NO

11. Financial arrangements (circle one):

a. By Judge, Referee or Appellate Court

b. By Written Agreement of Parties or Stipulation on the Record

c. Both

d. Other

12. Husband's Annual Gross Income:
\$ _____

13. Wife's Annual Gross Income:
\$ _____

14. Basic Child Support Award Paid to (circle one)

a. Wife b. Husband c. Third Party

15. Value of Basic Child Support Payment:

By Husband: \$ _____ Annually

By Wife: \$ _____ Annually

16. Additional Child Support: (circle as many as appropriate)

By Husband: By Wife:

a. Medical/Med. Ins. a. Medical/Med. Ins.

b. Child Care b. Child Care

c. Education c. Education

d. Other d. Other

17. Did court make a finding that the child support award varied from the Child Support Standards Act amount? (circle one)

YES NO

18. If answer to #17 was yes, was the child support award higher or lower than the Child Support Standards Act amount? (circle one)

a. Higher b. Lower

19. If answer to #17 was yes, circle court's reason(s)

a. Financial resources of parents/child.

b. Physical/emotional health of child: special needs or aptitudes.

c. Child's expected standard of living had household remained intact.

d. Tax consequences.

e. Non-monetary contribution toward care and well-being of child.

f. Educational needs of either parent.

g. Substantial differences in gross income of parents.

h. Needs of other children of non-custodial parent.

i. Extraordinary visitation expenses of non-custodial parent.

j. Other (specify): _____

20. Spousal Maintenance: (circle one)

a. None b. To Husband c. To Wife

21. Value of Maintenance:

\$ _____ Annually

22. Duration of Maintenance (circle one and provide date if appropriate):

a. Until a specific date ___/___/___
mm dd yy

b. Until death or remarriage.

c. Other

23. Marital Home (circle one):

a. Owned b. Rented c. Other

24. Marital Home Value (if owned):

a. Value \$ _____

b. Outstanding Mortgage \$ _____

25. Marital Home -- Division:

_____% to husband ____% to wife

26. Post divorce occupancy of marital home (circle one):

a. By husband b. By wife c. Neither

27. Other Marital Assets Not Including Marital Home:

\$ _____

28. Division of Other Marital Assets

a. Amount to Husband \$ _____

b. Amount to Wife \$ _____

29. Other Awards:

To Husband

To Wife

\$ _____ \$ _____ Attorney Fees

\$ _____ \$ _____ Expert Fees

\$ _____ \$ _____ Arrears

\$ _____ \$ _____ Other

Prepared by (Attorney or Party):

Print Name

Signature

Date

FOR COURT USE ONLY:

TO BE FILLED OUT BY COURT CLERK: DATE OF DECREE; ORDER; OR MODIFICATION _____/_____/_____

INSTRUCTION SHEET

Uncontested Matrimonial: This form must be submitted by the plaintiff to the court clerk, upon submission of the proposed judgment.

Contested Matrimonial: This form must be submitted by the party seeking to enter a judgment of divorce to the court clerk, upon submission of the proposed judgment.

GENERAL INSTRUCTIONS: ALL ITEMS MUST BE ANSWERED

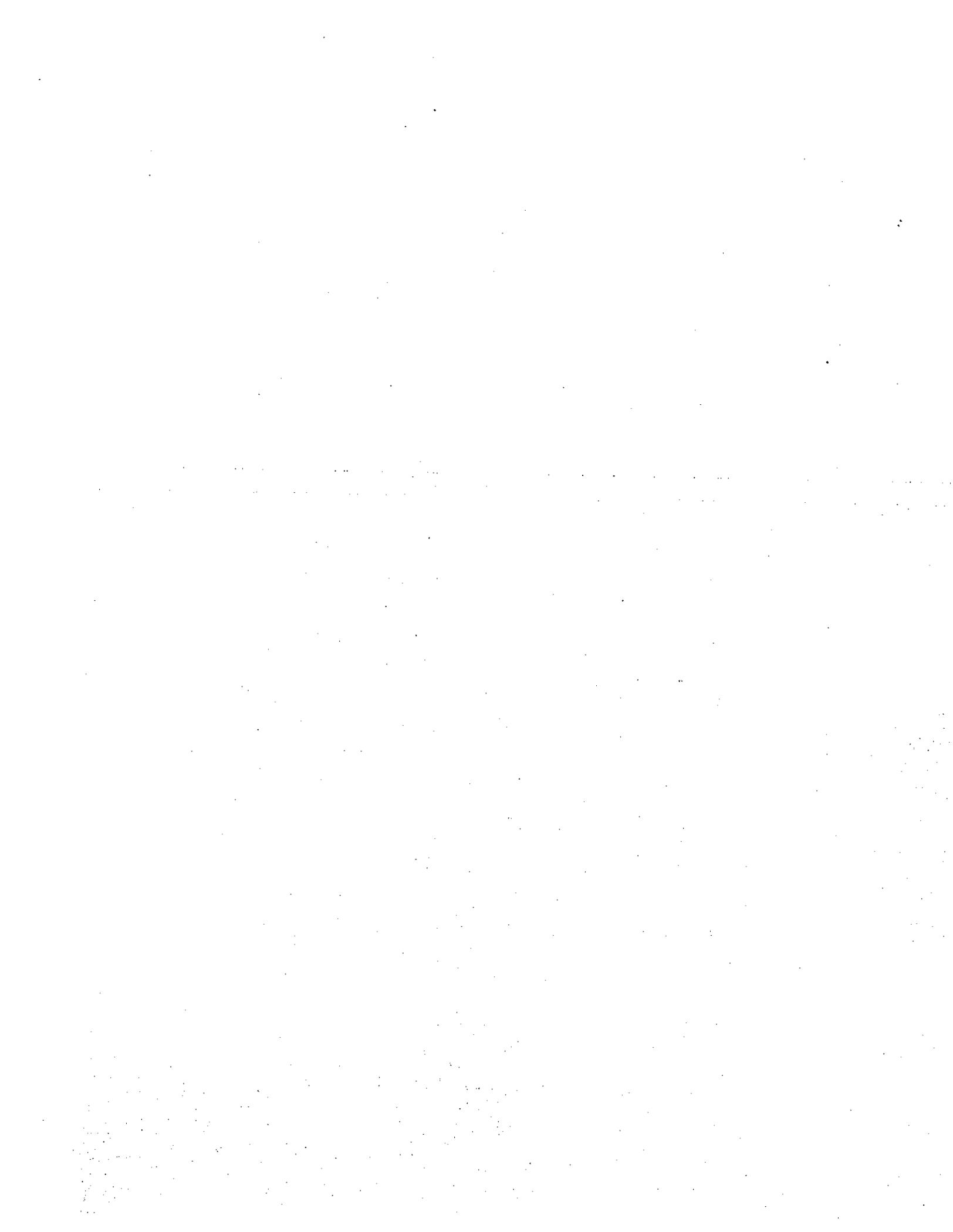
- . If a number or amount in dollars is required and the answer is none, write 0.
- . If a certain item is not applicable, write NA.
- . If the information is unknown or not known to the party filling out the form, write UK.
- . "mm/dd/yy" means "month/day/year".

SPECIAL INSTRUCTIONS FOR PARTICULAR ITEMS:

- #8. If there are more than five children, provide the information for the youngest five. Include adopted children. "Third party" may include relatives, foster care or other arrangements.
- #9 & #10. If husband and/or wife has been represented by an attorney at any time during this litigation, circle "Yes".
- #11. a) If a trial judge, referee or appellate court determined all financial matters, such as the division of property, maintenance and child support, circle "Judge, Referee or Appellate court".
b) If the parties determined all financial matters through a separation agreement, written settlement, or stipulation that is part of a court record, circle "Written Agreement of Parties or Stipulation on the Record".
c) If a judge, Referee or appellate court determined some financial matters and the parties determined others, circle "Both". If financial matters were settled informally, then circle "Other".
- #12. & #13. Use gross income figures from the last complete calendar year. Do not include maintenance or child support as income.
- #15. If the child support award is calculated weekly, multiply it by 52 for the annual amount; if biweekly, multiply it by 26; if monthly, multiply it by 12.
- #21. If the maintenance award is calculated weekly, multiply it by 52 for the annual amount; if biweekly, multiply it by 26; if monthly, multiply it by 12. If the maintenance award calls for decreasing or increasing amounts (for example, a certain amount for five years and half that amount for another three years), then provide the average of the awards (total amount for all years divided by the number of years).
- #22. If maintenance was ordered for a designated number of months or years, provide the date when the maintenance ends.
- #27 & #28. "Other Marital Assets" include, for example, securities, bank accounts, IRA's, pensions, wholly or partly owned businesses, and real estate not listed as marital home property in #'s 21-23.
- #29. On the line for "arrears", provide the amount of:
a) awards of unpaid interim or pendente lite child support and/or maintenance and
b) retroactive awards of child support and/or maintenance.

NOTE: THIS INFORMATION IS CONFIDENTIAL AND WILL BE USED FOR STATISTICAL PURPOSES ONLY. IT WILL NOT BE RETAINED IN THE CASE FILE.

APPENDIX D



<u>Court</u>	<u>Total Number of Judges</u>			
	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>1994</u>
Court of Appeals	7	6	6	7
Appellate Division	48	48	48	53
Administrative Judges*	20	20	20	20
Supreme Court	318	312	320	311
Acting Supreme Court**	113	107	99	122
Surrogates Court	27	27	27	26
Court of Claims	60	55	53	52
County Court***	115	113	115	117
Family Court (Outside NYC)	69	68	68	73
NYC Family Court	38	41	42	42
NYC Civil Court	73	78	82	79
NYC Criminal Court	48	55	52	38
District Court (Nassau/Suffolk)	49	48	47	46
City (Outside NYC)****	154	151	154	155
Totals	1139	1129	1133	1141

Figures for each year are compiled for March 31, the last day of the fiscal year.

* Full-time administrators who do not act as sitting judges on a regular basis.

** Judges from other trial level courts who are designated to sit in Supreme Court and supervising judges from New York City's Civil, Family, and Criminal Courts.

*** Judges who sit in County Court only and judges who combine service on the County Court with service on the Family and/or Surrogate's Court.

**** City Court Judges, Acting City Court Judges, and Chief Judges of the City Courts.

<u>Court</u>	<u>Number of Women Judges</u>			
	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>1994</u>
Court of Appeals	1	1	1	2
Appellate Division	7	6	6	9
Administrative Judges*	2	2	3	4
Supreme Court	32	37	42	40
Acting Supreme Court**	26	24	21	29
Surrogates Court	3	3	3	3
Court of Claims	9	9	8	7
County Court***	7	7	8	6
Family Court (Outside NYC)	10	13	14	18
NYC Family Court	21	23	24	26
NYC Civil Court	20	23	28	29
NYC Criminal Court	14	17	16	14
District Court (Nassau/Suffolk)	6	4	4	4
City (Outside NYC)****	15	14	14	18
Totals	173	183	192	208

Figures for each year are compiled for March 31, the last day of the fiscal year.

* Full-time administrators who do not act as sitting judges on a regular basis.

** Judges from other trial level courts who are designated to sit in Supreme Court as supervising judges from New York City's Civil, Family, and Criminal Courts.

*** Judges who sit in County Court only and judges who combine service on the County Court with service on the Family and/or Surrogate's Court.

**** City Court Judges, Acting City Court Judges, and Chief Judges of the City Courts.

<u>Court</u>	<u>Percent of Women Judges</u>			
	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>1994</u>
Court of Appeals	14.3	16.7	16.7	28.6
Appellate Division	14.6	12.5	12.5	17.0
Administrative Judges*	10.0	10.0	15.0	20.0
Supreme Court	10.1	11.9	13.1	12.9
Acting Supreme Court**	23.0	22.4	21.2	23.8
Surrogates Court	11.1	11.1	11.1	11.5
Court of Claims	15.0	16.4	15.1	13.5
County Court***	6.1	6.2	7.0	5.1
Family Court (Outside NYC)	14.5	19.1	20.6	24.7
NYC Family Court	55.3	56.1	57.1	61.9
NYC Civil Court	27.4	29.5	34.1	36.7
NYC Criminal Court	29.2	30.9	30.8	36.8
District Court (Nassau/Suffolk)	12.2	8.3	8.5	8.7
City (Outside NYC)****	9.7	9.3	9.1	11.6
Totals	15.2	16.2	16.9	18.2

Figures for each year are compiled for March 31, the last day of the fiscal year.

* Full-time administrators who do not act as sitting judges on a regular basis.

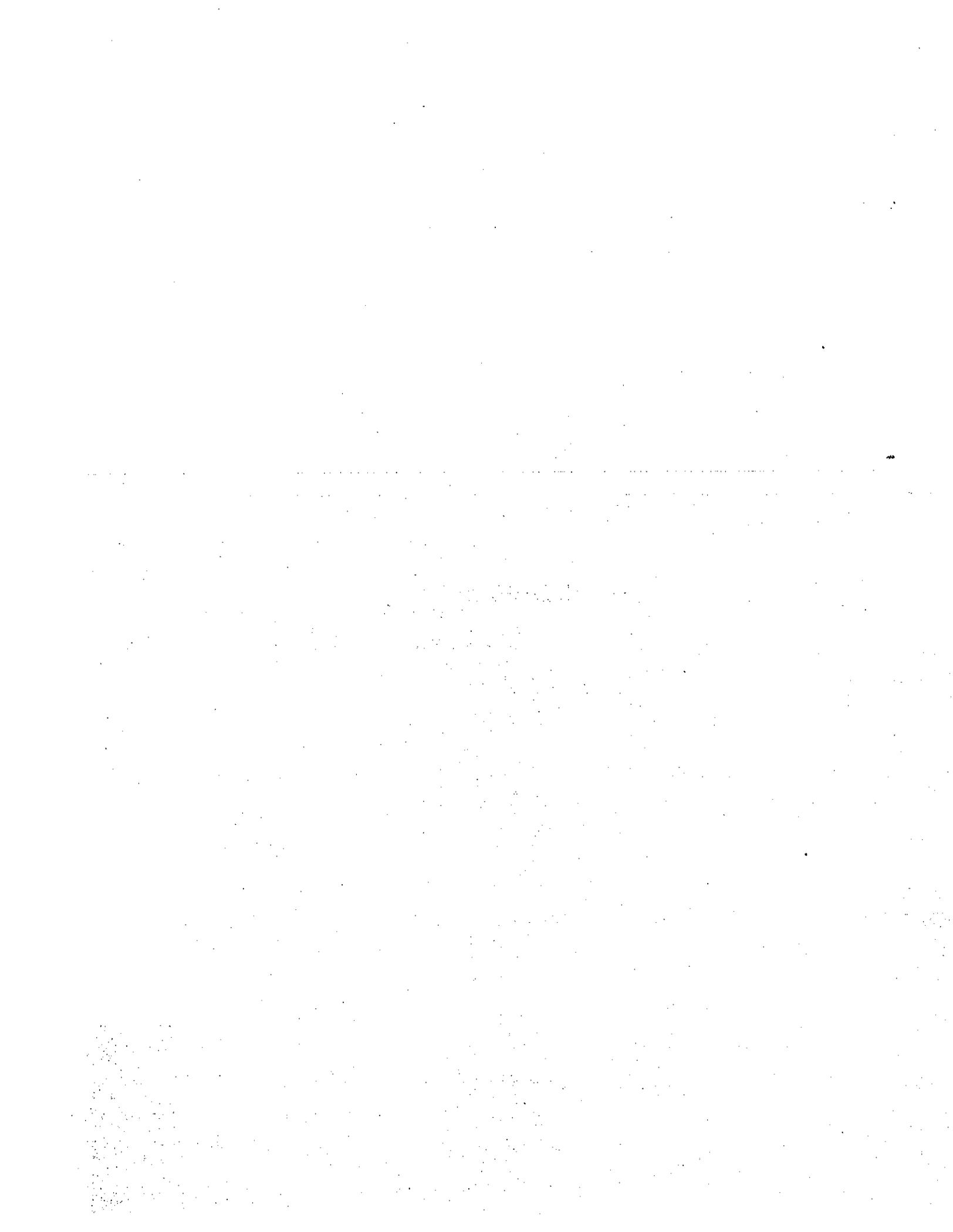
** Judges from other trial level courts who are designated to sit in Supreme Court and supervising judges from New York City's Civil, Family, and Criminal Courts.

*** Judges who sit in County Court only and judges who combine service on the County Court with service on the Family and/or Surrogate's Court.

**** City Court Judges, Acting City Court Judges, and Chief Judges of the City Courts.



APPENDIX E



CHAIRS OF ADMINISTRATIVE JUDGES' LOCAL COMMITTEES ON
WOMEN IN THE COURTS OR GENDER BIAS

OUTSIDE OF NEW YORK CITY

Third Judicial District

Hon. Edward O. Spain
Administrative Judge
Third Judicial District
61 State State Street
Troy, New York 12180
(518) 270-3707/(Albany) 518 445-7867

Chair, Third Judicial District Gender Bias Committee

Hon. George B. Ceresia, Jr.
Justice, Supreme Court
Rensselaer County Courthouse
Troy, New York 12180
(518) 270-3721

Fourth Judicial District

Hon. Jan Plumadore
Administrative Judge
Fourth Judicial District
64 Congress Street, P. O. Box 4370
Saratoga, New York 12866
(518) 587-3019

Chair, Gender Bias Committee of Women in the Courts of the Fourth
Judicial District

Athena Kouray, Esq.
525 State Street
Schenectady, New York 12305
(518) 374-1200

Fifth Judicial District

Hon. William R. Roy
Administrative Judge
Fifth Judicial District
Onondaga County Courthouse
Syracuse, New York 13202
(315) 435-2009

Chair

Hon. John W. Grow
Justice, Supreme Court
Court House
300 N. James Street
Rome, New York 13440
(315) 336-0772

Sixth Judicial District

Hon. Robert W. Coutant
Administrative Judge
Sixth Judicial District
Court House
Binghamton, New York 13902
(607) 778-2428

Chair

Hon. Judith O'Shea
Judge, Family Court
Chemung County
P. O. Box 588
Elmira, New York 14902
(607) 737-2902

Seventh Judicial District

Hon. Charles L. Willis
Administrative Judge
Seventh Judicial District
437 Hall of Justice
Civic Center Plaza
Rochester, New York 14614-2185
(716) 428-5271/5054

Chair

Hon. Evelyn Frazee
Justice, Supreme Court
115 Hall of Justice
Rochester, New York 14614
(716) 428-2486

Eighth Judicial District

Hon. James B. Kane, Jr.
Administrative Judge
Eighth Judicial District
Erie County Hall
Buffalo, New York 14202
(716) 851-3273

Chair

Hon. Marjorie C. Mix
Judge, Family Court
25 Delaware Avenue
Buffalo, New York 14202
(716) 858-8189

Ninth Judicial District

Hon. Angelo J. Ingrassia
Administrative Judge
Ninth Judicial District
Westchester County Court House
111 Grove Street, 11th Floor
White Plains, New York 10601
(914) 285-4100

Chair, Committee to Promote Gender Fairness in the Courts

Hon. Sondra Miller
Associate Justice
Appellate Division, 2nd Department
111 Grove Street
White Plains, New York 10601
(914) 285-4910

Nassau County

Hon. Leo F. McGinity
Administrative Judge
Courts Within Nassau County
Supreme Court Building
Supreme Court Drive
Mineola, New York 11501
(516) 535-2684

Chair, Nassau County Judicial Committee on Women in the Courts

Hon. Zelda Jonas
Judge, Nassau County Court
252 Old Country Road
Mineola, New York 11501
(516) 571-2408

Suffolk County

Hon. Mary Werner
Administrative Judge
Courts within Suffolk County
400 Carleton Avenue
P. O. Box 9070
Central Islip, New York 11722-9070
(516) 853-5368

Chair

Anne F. Mead, Esq.
P. O. Box 222-P
144 Fourth Avenue
Bayshore, New York 11706
(516) 665-8010

NEW YORK CITYNew York City Civil Court

Hon. Jacqueline Silbermann
Administrative Judge
Civil Court, City of New York
111 Centre Street, Room 1240
New York, New York 10013
(212) 374-8082

Chair, City-Wide Gender Bias Committee

Hon. Carol H. Arber
Acting Justice, Supreme Court
80 Centre Street
New York, N. Y. 10013
(212) 374-5667

New York City Criminal Court

Hon. Robert Keating
Administrative Judge
Criminal Courts, City of New York
100 Centre Street, Room 538
New York, New York 10014
(212) 374-3200

Chair, Anti-Bias Committee

Hon. Micki A. Scherer
Supervising Judge, Criminal Court
120 Schermerhorn Street
Brooklyn, New York, N. Y. 11201
(718) 643-8400

New York City Family Court

Hon. Kathryn A. McDonald
Administrator
New York City Family Court
60 Lafayette Street
New York, New York 10013
(212) 347-3711

Chair, Gender Bias Committee of the Family Courts of the City of New York

Hon. Mary Ellen Fitzmaurice
Judge, Family Court
89-14 Parsons Boulevard
Jamaica, New York 11432
(718) 520-3965

New York County, Supreme Court, Civil Term

Hon. Stanley S. Ostrau
 Administrative Judge
 Supreme Court, First Judicial District
 Civil Term
 60 Centre Street
 New York, New York 10007
 (212) 374-8515

Co-Chairs, Anti-Bias Committee

Hon. Karla Moskowitz
 Justice, Supreme Court
 60 Centre Street
 New York, N. Y. 10007
 (212) 374-8520

-and-

Lancelot Hewlett, Court Attorney
 60 Centre Street, Room 314M
 New York, New York 10007
 (212) 374-8527

New York County, Supreme Court, Criminal Term

Hon. Joan B. Carey
 Administrative Judge
 Supreme Court, First Judicial District
 Criminal Term
 100 Centre Street
 New York, New York 10013
 (212) 374-8540

Chair, Anti-Bias Committee

Hon. Richard T. Andreas
 Justice, Supreme Court
 100 Centre Street
 New York, N. Y. 10013
 (212) 374-4741

Bronx Supreme Court

Hon. Burton B. Roberts
 Administrative Judge
 Supreme Court, 12th Judicial District
 851 Grand Concourse, Room 832
 Bronx, New York 10451
 (212) 590-3786

Chair

Hon. Richard Lee Price
 Acting Justice, Supreme Court
 851 Grand Concourse
 Bronx, N. Y. 10451
 (718) 590-3590

Queens County, Supreme Court

Hon. Alfred D. Lerner
Administrative Judge
Supreme Court, 11th Judicial District
88-11 Sutphin Boulevard, 3rd Floor
Jamaica, New York 11435
(718) 520-3763

Chair

Donna Lasher, Esq.
Principle Law Assistant to
Acting Justice, Supreme Court
125-01 Queens Blvd.
Kew Gardens, N. Y. 11415
(718) 520-3526

Kings/Richmond County Supreme Court

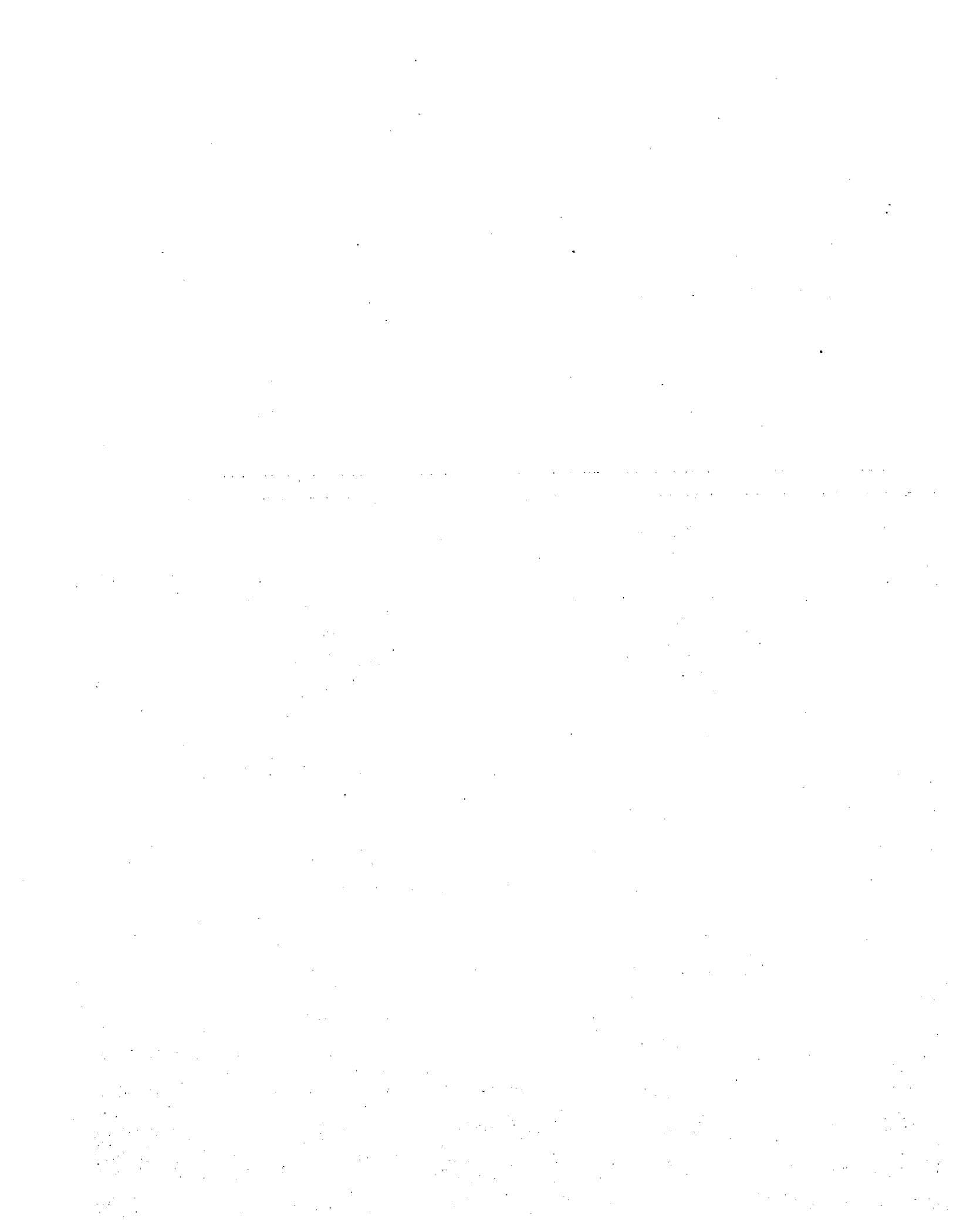
Hon. Ronald J. Aiello
Administrative Judge
Supreme Court, Second Judicial District
360 Adams Street
Brooklyn, New York 11201
(718) 643-7086

Chair

Margaret Dowd, Esq.
Chief Court Attorney
360 Adams Street
Brooklyn, N. Y. 11201
(718) 643-3586

September 30, 1994

APPENDIX F



The New York Judicial Committee On Women in the Courts

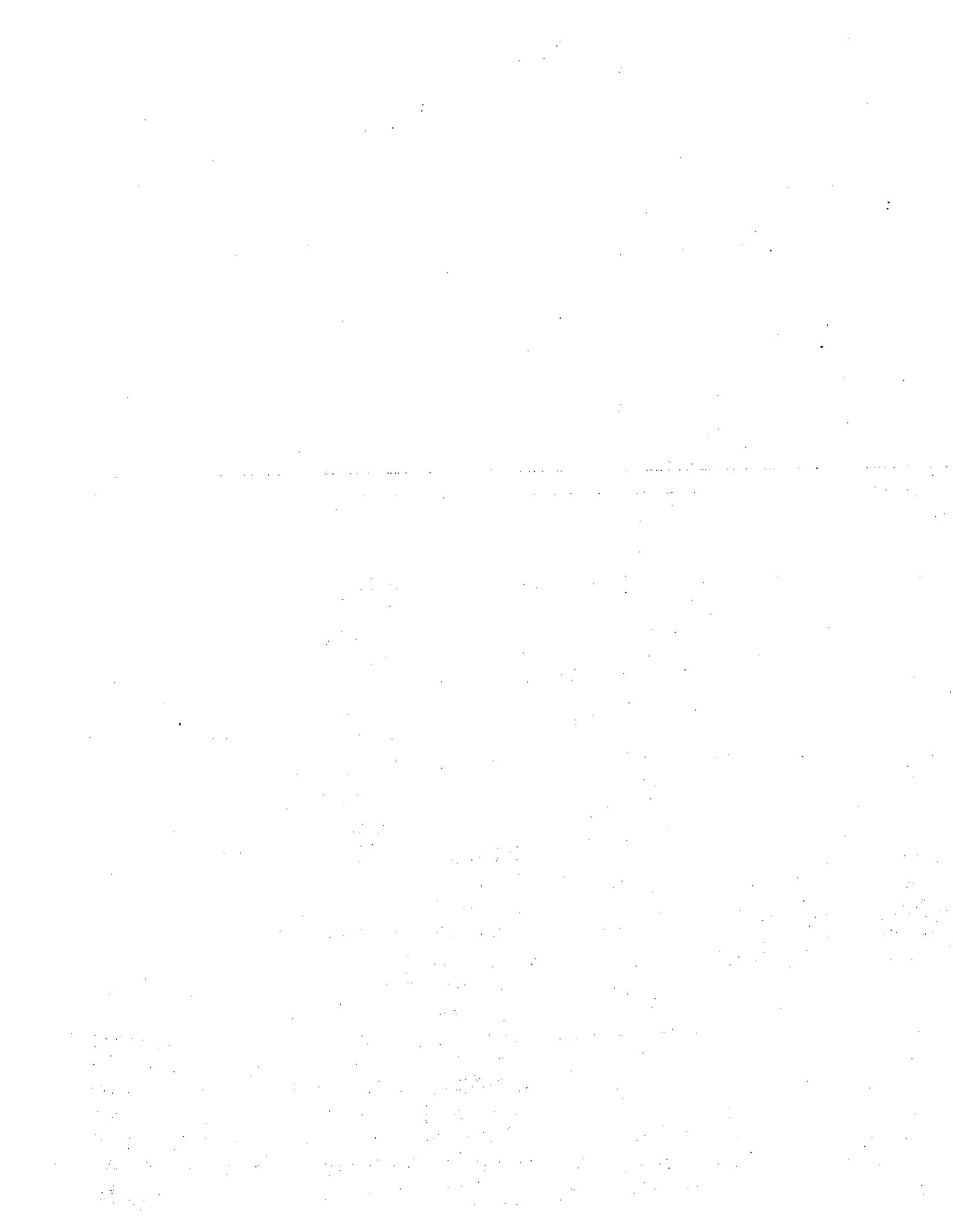
Welcomes You To A Conference On

JUSTICE FOR ALL: LOCAL INITIATIVES ON WOMEN IN THE COURTS

**Rockefeller Institute
Albany, New York
April 25, 1994**

10:30	Welcome	Hon. Kathryn McDonald Chair, New York Judicial Committee on Women in the Courts and Administrator, NYC Family Court
10:45	Opening Remarks	Hon. Helene Weinstein Chair, Assembly Judiciary Committee
11:15	Panel: Projects and Programs	
	Moderator	Hon. Betty Ellerin Associate Justice, Appellate Division First Department
	Speakers	Hon. Carol Arber Acting Justice, Supreme Court New York County Hon. Mary Ellen Fitzmaurice Judge, Queens County Family Court Hon. Zelda Jonas Judge, Nassau County Court Hon. Sondra Miller Associate Justice, Appellate Division Second Department Hon. Sharon Townsend Judge, Erie County Family Court

APPENDIX G



**THE NASSAU COUNTY JUDICIAL COMMITTEE ON
WOMEN IN THE COURTS
Hon. Zelda Jonas, Chair**

**Hon. Leo F. McGinity
Administrative Judge
Nassau County
Ex Officio Member, State Committee**

- AND -

**THE WOMEN IN THE COURT'S COMMITTEE
NASSAU COUNTY BAR ASSOCIATION
Miriam Pismeny, Esq., Chair**

- Present -

Gender Bias on Trial

Date November 22, 1993
Time 6:00 p.m. to 8:30 p.m.
Place Nassau County
Bar Association
15 & West Streets
Mineola, NY 11501

The changing role of women in the last several decades has drawn attention to the issue of gender bias in our society and its effect on our judicial system.

What is gender bias?

Gender bias is defined as a tendency to think about or behave towards people primarily on the basis of their sex.

The New York Task-Force on Women in the Courts was established in 1984 for the purpose of identifying and eliminating gender bias in the courts. After a two-year examination of the courts, a report was issued with analysis and recommendations. In 1986, the Chief Judge established what is now the New York Judicial Committee on Women in the Courts to implement the recommendations of the Task Force.

Committee Members - Nassau County

Hon. Zelda Jonas, Chair
Hon. Patricia D. Collins
Hon. Burton S. Joseph
Hon. Sandra J. Feuerstein
Hon. Daniel R. Palmieri
Rita A. Byrne
Jo Anne Cagen
Darlene D. Harris, Esq.
Louise Kuchynskas
Mary Jane Miles
Elizabeth D. Pessala, Esq.
Helen C. Scholfield, Esq.
Lois Weinstein, Esq.

Gender Bias on Trial

- Presented By -

**THE NASSAU COUNTY JUDICIAL COMMITTEE ON
WOMEN IN THE COURTS**

Hon. Zelda Jonas, Chair

**WOMEN IN THE COURTS COMMITTEE
NASSAU COUNTY BAR ASSOCIATION**

Miriam Pismeny, Esq., Chair

In Conjunction With
Hofstra University and Hofstra University School of Law

Co-sponsored By
Nassau County Women's Bar Association
Lea Ruskin, Esq., President

PROGRAM

Greetings Hon. Leo F. McGinity

Opening Remarks Hon. Kathryn McDonald, Chair
New York Judicial Committee on Women in the Courts

Dramatic Presentation by Zeus's Thigh, Ltd.

Introduction: *For Richer or Poorer* Hon. Zelda Jonas
Introduction: *Rape Shield Law-A Sword or Shield* Hon. Ira Wexner

- REFRESHMENTS -

Panel Discussion Hon. Zelda Jonas, Moderator
Hon. Vincent R. Balletta, Jr.
Stephen Gassman, Esq.
Katherine Levitan, Esq.
Joy Watson, Esq., Asst. D.A.
Stephen Worth, Esq.

ACKNOWLEDGEMENTS

Hofstra University Office of the President

**Richard T. Bennett, Director of Planned Giving and the
Executive Assistant to the President for Government
Relations**

**Mary Beth Jacovides, Administrative Assistant to the Director
of Planned Giving, and to the Director of the Arboretum**

Hofstra University School of Law

Patricia M. Adamski, Vice Dean and Professor

Robin D. Charlow, Assistant Professor

Lisa London

Laurie Sayevich

Deborah Singer

Kim Leggio

Tracy Vollaro

Zeus's Thigh, Ltd.

Tim Errickson, Artistic Director

Christine Kinsey, Producing Director

Company/Cast

Janice Brandine

Kent Burnham

Scott Eunson

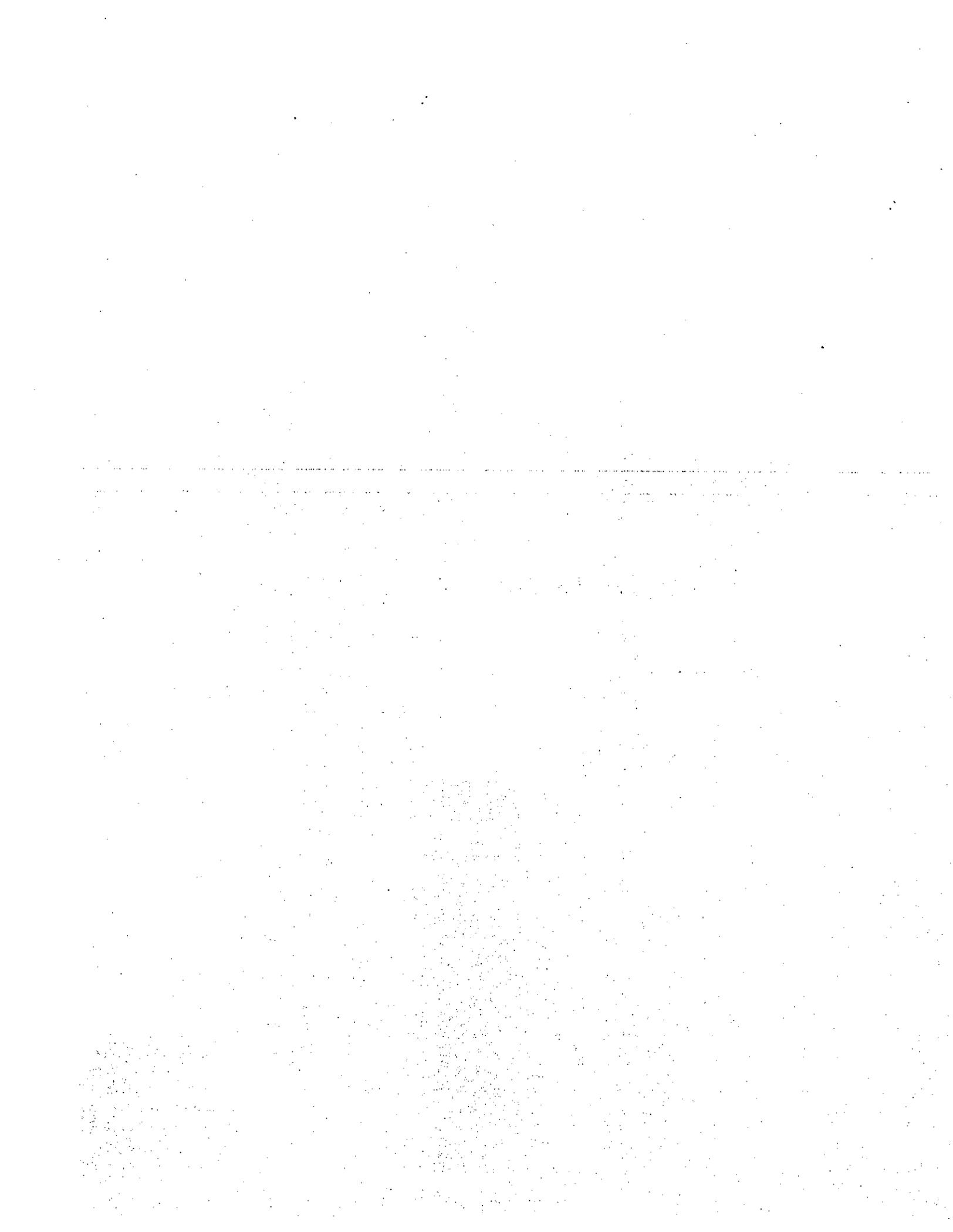
Paul Silverman

Catherine Smith

Vincent Spina

Ari Weiss

APPENDIX H



**NEW YORK STATE
UNIFIED COURT SYSTEM**

**GENDER FAIRNESS COMMITTEE
SEVENTH JUDICIAL DISTRICT**

**COUNTIES OF
CAYUGA - LIVINGSTON - MONROE - ONTARIO
SENECA - STEUBEN - WAYNE - YATES**

**COMPLAINTS OF GENDER BIAS
AGAINST**

- * ATTORNEYS
- * COURT PERSONNEL
- * JUDGES

Gender fairness or bias committees were created throughout New York State after the 1986 Report of a New York State Task Force on Women in the Courts found that gender bias in the courts is a "pervasive problem." The Seventh Judicial District Gender Fairness Committee is not empowered to hear or resolve individual complaints, but rather accepts complaints and refers them to the appropriate forum for resolution. The Gender Fairness Committee also monitors complaints that it receives once a referral is made. The Gender Fairness Committee is limited to accepting complaints involving individuals who are part of the legal system, that is, lawyers and New York Unified Court System employees and Judges.

The Gender Fairness Committee will process only those complaints that are in writing and in which the person making the complaint identifies him/herself. Anonymous complaints will not be processed.

ALL COMPLAINTS RECEIVED BY THE GENDER FAIRNESS COMMITTEE ARE CONSIDERED TO BE CONFIDENTIAL.

For your convenience, a form which sets forth the information required to properly refer a complaint is printed on the inside of this brochure.

NEW YORK STATE UNIFIED COURT SYSTEM
GENDER FAIRNESS COMMITTEE - SEVENTH JUDICIAL DISTRICT

CONFIDENTIAL COMPLAINT REPORT

YOUR NAME: FIRST _____ MIDDLE INITIAL _____ LAST _____
ADDRESS: _____
NO./STREET: _____
CITY/TOWN: _____
STATE/ZIP: _____
TELEPHONE: (HOME) _____ (WORK) _____

I DO NOT WANT TO BE CONTACTED AT THE ABOVE ADDRESS OR TELEPHONE NUMBERS REGARDING THIS MATTER. A MEMBER OF THE COMMITTEE MAY CONTACT ME AT:

(CHECK IF APPROPRIATE) TELEPHONE: _____ HOURS: _____
ADDRESS: _____
NO./STREET: _____
CITY/TOWN: _____
STATE/ZIP: _____

INDIVIDUAL ABOUT WHOM COMPLAINT IS MADE: _____

AGENCY: _____
ADDRESS (IF KNOWN): _____
NO./STREET: _____
CITY/TOWN: _____
STATE/ZIP: _____

TELEPHONE (IF KNOWN): () _____
BRIEFLY EXPLAIN THE NATURE OF THE COMPLAINT: _____

MAIL THIS COMPLETED FORM TO: HON. EVELYN FRAZEE
115 HALL OF JUSTICE
ROCHESTER, NEW YORK 14614

