

Executive Office of the Trial Court

Diversity Report



Fiscal Year 2025



Ceiling ornament, Edgartown District Court

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Executive Statement

The Massachusetts Trial Court is committed to delivering justice that is fair, accessible, and equitable to all. Diversity, equity, and inclusion guide our work, shaping how we support our employees and serve court users and communities across the Commonwealth. Advancing equitable access to justice is both a core value and an operational imperative, essential to fulfilling our mission.

This year's Diversity Report reflects a Trial Court that is learning, adapting, and moving forward with purpose. The data and initiatives highlighted demonstrate continued progress in cultivating a workplace culture where employees feel valued and supported, while also improving the experience of court users navigating the justice system. These efforts align with the Trial Court's Strategic Plan, which identifies diversity, equity, inclusion, and access to justice as foundational to public trust and the fair and equitable administration of justice.

The Office of Access, Diversity, and Fairness (OADF) leads and coordinates the Trial Court's ongoing DEI efforts. Over the past year, OADF continued to strengthen the Trial Court's capacity to serve an increasingly diverse Commonwealth. Through coordinated work across its six departments, OADF advanced a shared vision grounded in dignity, inclusion, transparency, and accountability, ensuring that equity is not an abstract principle, but an operational standard embedded throughout our system.

FY25 also marked the first full year that the Office of Access to Justice and Court User Experience (A2J) was fully staffed and operational, building on the Trial Court's ability to assess and improve how court users access and experience the court system.

This report highlights where we are making meaningful progress and our ongoing commitments, using data to inform and track our progress. While we are encouraged by the advances made, we remain committed to continuously evaluating and strengthening our policies, practices, and services to ensure courts work fairly and effectively for everyone.



Heidi E. Brieger
Chief Justice of the Trial Court



Thomas G. Ambrosino
Court Administrator of the Trial Court

Mission Statement & Report Overview

The Executive Office of the Trial Court

The Executive Office of the Trial Court (EOTC) is led by the Chief Justice of the Trial Court and the Court Administrator. EOTC oversees judicial and court operations, including the seven Trial Court Departments, the Office of Court Management, the Massachusetts Probation Service, and the Office of Jury Commissioner. The EOTC develops policies and initiatives to foster continuous improvement and ensure the efficient use of resources throughout the Trial Court. The EOTC also oversees the development and implementation of strategic planning for the Trial Court.

Trial Court Mission Statement

The Trial Court is committed to:

- fair and impartial administration of justice;
- protection of constitutional and statutory rights and liberties;
- equal access to justice for all in a safe and dignified environment with policies and practices that strengthen and support diversity, equity, and inclusion;
- efficient, effective, and accountable resolution of disputes; and
- prompt and courteous service to the public by committed and dedicated professionals utilizing best practices in a manner that inspires public trust and confidence.

Report Overview

The annual Diversity Report provides an update on the Trial Court's efforts to advance diversity, equity, and inclusion in FY25. Over the past year, the Trial Court continued to build a more inclusive workforce and equitable workplace. This collective effort has increased community outreach and employee engagement, expanded professional development and

training for court personnel, and advanced equity and access to justice and services.

This report includes details of various departmental DEI efforts, as well as a demographic snapshot of the Trial Court workforce at the end of FY25, with hires and promotions by race and gender and data for positions with the largest number of personnel in each court department. This year's report also includes, for the first time, demographic data for the appellate courts – the Supreme Judicial Court and the Appeals Court.

Office of Access, Diversity, and Fairness

The Office of Access, Diversity, and Fairness (OADF) continued to grow and make progress through the work of six departments under its supervision: Office of Diversity, Equity, and Inclusion; Office of Access to Justice and Court User Experience; Office of Language Access; Department of Court Services and Law Libraries; Department of Court Records and Transcripts; and the Office of Alternative/Online Dispute Resolution. Together these departments, along with the effort of the Chief Access, Diversity, and Fairness Officer support greater organizational alignment in advancing the Trial Court's mission of delivering fair and accessible justice for all.

Office of Diversity, Equity, & Inclusion

The Office of Diversity, Equity, and Inclusion (ODEI) advances DEI across the Trial Court by promoting accountability, empowerment, and a culture of belonging where all employees feel valued, respected, and included. Through communication, education, and collaboration, ODEI serves as a central resource for DEI information, best practices, and skills building, helping to translate the Trial Court's mission into practice.

DEI Capacity Building & Training in FY25

Full Court P.R.E.S.S. Continuation of Part II – Local Conversations: In collaboration with the Court Education Department (formerly the Judicial Institute), ODEI completed the statewide rollout of Local Conversations in FY25. The 90-minute, in-person discussions were facilitated by trained Trial Court volunteers and built on the Full Court P.R.E.S.S. Part I eLearning offered in FY24.

During FY24 and FY25, **233 sessions** were facilitated by **64 volunteers** over six months, reaching **6,585 employees**. In April 2025, ODEI hosted a Facilitator

Celebration to recognize volunteers for their contributions to the Local Conversations program.

Centering Diversity, Equity, and Inclusion: In FY25, ODEI conducted three interactive training sessions for new and promoted Court Officers on the impact and importance of fostering a diverse, equitable, and inclusive workplace culture. Participants were introduced to cultural proficiency and key DEI concepts, with opportunities to reflect, address their own biases, and apply a DEI lens to their work.

Transformative Leadership: From Resistance to Resilience in Group Facilitation: ODEI developed and administered this training aimed at strengthening the skills Trial Court employees need to lead effective, inclusive, and emotionally grounded group sessions. The training emphasized how leaning into discomfort supports growth and introduces resilience as a core skill for navigating dynamic group environments.

Why Words Matter Inclusive Language Workshop: ODEI presented the Why Words Matter workshop to Boston Municipal Court judges at their Spring 2025



Chief Access, Diversity, and Fairness Officer Dr. Natoschia Scruggs addresses Full Court P.R.E.S.S. Part II program facilitators with Trial Court Chief Justice Heidi E. Brieger and Court Administrator Thomas Ambrosino, June 2025

Office of Diversity, Equity, & Inclusion

Conference. The session examined the importance of person-first, inclusive, and precise language when referring to people and their identities, emphasizing how evolving language trends can render once-common terms outdated over time.

Virtual DEI Power Hours: ODEI continued its DEI Power Hour Lunch Series, a live-streamed professional development program that supports learning and conversation around DEI across the court system, including the appellate courts. The informal, one-hour sessions provide a forum for employees across departments to engage with timely and complex DEI topics. Sessions are designed to build knowledge, critical thinking, and capacity for inclusive leadership, whether through standalone topics or focused series that explore specific themes.

The Power Hours were grounded in the “You M.A.T.T.E.R.” framework – Mindfulness and Transparency Transforming Empathy and Representation – which highlights each individual’s role in advancing equity and inclusion across the court system. Sessions explored how reflection, self-awareness, and empathy support a more inclusive workplace.

In FY25, ODEI hosted **10 sessions**, engaged over **900 attendees**, and featured **29 internal speakers** and **10 external guest speakers**.

FY25 Power Hour topics included:

- July 2024: Breaking the Stigma of ‘Can’t Do’
- October 2024: Combatting Antisemitism
- November 2024: Celebrating Native American Contributions in the U.S. Military
- December 2024: Wellbeing@Work
- January 2025: Addressing Islamophobia
- February 2025: The African Diaspora
- March 2025: From Bias to Balance: Advancing Gender Equity in the Justice System
- April 2025: Equity in Action: Addressing Social Disparities
- May 2025: The Power of Interpretation

- June 2025: What We Carried: Stories of Migration and Identity

Monthly Awareness Posts: ODEI’s monthly internal Awareness posts provide information and resources on a wide range of diversity, equity, and inclusion (DEI) topics to court personnel. The posts raise awareness, share practical tools and perspectives, and offer optional learning opportunities to staff.

Support Initiatives

YW Boston's DEI Community of Practice: ODEI participated in the YW Boston's DEI Community of Practice (CoP), a collaborative network of HR professionals and people leaders focused on sharing innovative ideas and learning. In partnership with the Northeast Human Resources Association (NEHRA), CoP convened small, diverse peer groups for monthly discussions on advancing equity and inclusion. Through consistent engagement, ODEI contributed to solution-focused dialogue and strengthened relationships that supported the Trial Court’s DEI efforts.

Massachusetts Bar Association Diversity, Equity, and Inclusion Committee (MBA DEIC): MBA DEIC advances equity and belonging within the organization and across the broader legal community. Composed of volunteers and co-chaired by the Trial Court ODEI Acting Director, the committee works to embed DEI principles throughout the legal profession, with a focus on increasing representation, addressing systemic barriers, and fostering an inclusive professional environment.

In collaboration with MBA leadership, section councils, divisions, and external partners – including the Supreme Judicial Court, Board of Bar Overseers, and affinity bar associations – the committee develops and promotes initiatives that strengthen diversity within MBA membership, leadership, and the judiciary; advance sustainable DEI strategies; raise awareness of inequities, systemic barriers, and bias affecting legal professionals; strengthen collaboration with affinity bar associations; and promote unity and community, particularly for historically unrepresented groups.

Office of Diversity, Equity, & Inclusion

In FY25, DEIC hosted a Juneteenth program, Celebrating Black Excellence: Roots, Rights, and Revolution, featuring remarks from Dr. Deborah A. Jackson, Managing Director of Northeastern Law's Center for Law, Equity and Race, and the Honorable Asha Z. White, Associate Justice of Superior Court, along with a performance by Rose Conservatory, a Brockton-based nonprofit music school.

Partnership with Moakley Courthouse: In FY25, ODEI partnered with the federal court community at the John Joseph Moakley United States Courthouse in Boston to deliver a series of cultural heritage events celebrating the diverse identities of the court community. Partners included the U.S. District Court for the District of Massachusetts, the U.S.

Court of Appeals for the First Circuit, civic education nonprofit Discovering Justice, and various affinity bar associations. This collaboration reflected a shared commitment to inclusion and cultural understanding and created meaningful opportunities for employees and the public to engage with heritage-focused programming.

FY25 Employee Pulse Check: In February 2025, the Executive Office of the Trial Court, in partnership with the Department of Research and Planning (DRAP), conducted the fourth annual Employee Pulse Check survey. Nearly one-third of all employees participated – the highest response rate to date.

Many findings offer insight into employee experiences through a DEI lens, highlighting factors like inclusion and professional growth. ODEI is reviewing the results to inform future initiatives and strengthen workplace culture.



Members of the Trial Court's Office of Access, Diversity & Fairness and Office of Diversity, Equity, & Inclusion celebrate Juneteenth with the Massachusetts Bar Association's Diversity, Equity, & Inclusion Committee at The Embrace on Boston Common, June 2024

Office of Access to Justice and Court User Experience

The Office of Access to Justice and Court User Experience (A2J Office) serves as a court-wide resource focused on improving how court users access and experience the Trial Court. The office provides information, resources, and referrals, and collaborates with Trial Court departments and external partners to address access to justice issues and enhance the court user experience.

Collection and Analysis of User Feedback

In FY25, the A2J Office engaged directly with court users, staff, and partners to better understand barriers and identify opportunities for improvement. This work included visits to 19 courthouses; meetings with 65 court leaders across all Trial Court departments and justice system partners; collaboration with university students who conducted field studies at the Trial Court; and interviews with Trial Court staff and other state courts on technology and language access. The office also developed workflows to collect user feedback on forms and self-help materials and planned the Fall 2025 Fairness Survey and Focus Interviews, building on the Trial Court’s 2023 Access and Fairness Survey.

Expanding Access to Court Resources and Services

Enhancing accessibility was a key A2J priority in FY25. The office expanded online access to court resources, updated the Access to Justice Resource page on Mass.gov – now used as a primary landing page at various public libraries – and partnered with the Massachusetts Bay Transportation Authority to provide printed transit schedules for courthouses served by rapid transit. A2J is also a member of the Trial Court’s Digital Accessibility Core Committee, supporting compliance with new Department of Justice requirements for public-facing digital content.

To strengthen language access, the A2J Office developed recommendations for the use of machine translation devices to supplement existing interpretation services provided by the Office of Language Access.

Forms Improvement

The A2J Office is improving court forms, instructions, and self-help materials to make them clearer, accessible, and easier to use. This work includes plain language review; compliance with an EOTC Order to simplify and standardize all forms; streamlining and standardizing related processes; developing a tracking database; creating tools and resources for Trial Court departments; and providing training for staff who create content and develop forms. In partnership with the IT Department’s eCourts team, the office is also expanding electronic delivery of documents for attorneys and developing an opt-in e-delivery method for self-represented litigants.

Partnerships and Other Key Initiatives

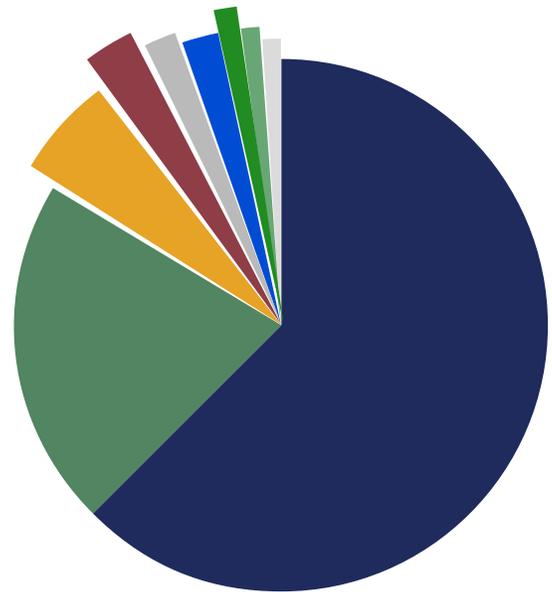
A2J partners with Trial Court departments and participates in various initiatives and committees, including the Public Outreach Committee and the Forms Management Team. The office also provided accessibility guidance and user feedback on the digital signage pilot at the Chelsea Trial Court and supports court departments in addressing specific access to justice needs.



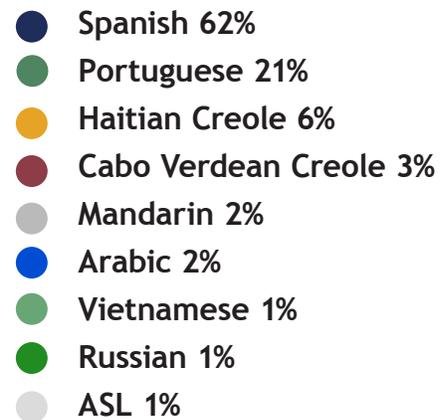
New digital signage at the Chelsea Trial Court

Office of Language Access

The Office of Language Access (OLA) oversees interpreter and translation services for all Trial Court departments. OLA is committed to ensuring equitable access to justice for all court users by facilitating communication and promoting inclusivity for individuals with limited English proficiency (LEP). In FY25, OLA continued to improve language services for diverse, LEP communities and deaf and hard of hearing individuals.



- Requests for language interpretation increased by 11,937, reaching 201,189 across 104 languages.
- Four additional court interpreters were hired in two of the highest-demand languages: Spanish and Portuguese.



Haverhill Community Justice Support Center staff participate in ODEI's Transformative Leadership program, March 2025

Court Services and Law Libraries Department

The Court Services and Law Libraries Department advances access to justice by providing legal information and support services to the public. Court Service Centers (CSCs) assist thousands of court users, including self-represented litigants, with procedural guidance, form completion, interpreter services, legal research, and referrals to legal aid and social service agencies. Services are available in person and virtually in Boston, Brockton, Greenfield, Lawrence, Lowell, Springfield, Taunton, and Worcester.

In FY25, CSCs expanded their reach and capacity. Supported by a diverse staff of more than 60 full-time employees, all centers returned to full-time, in-person and virtual operations, and a new CSC opened in Taunton in September 2024, offering in-person services three days per week and virtual services daily. The Virtual Court Service Center continued to provide statewide remote assistance, offering legal information, form support, and referrals, with daily interpreter services in Spanish, Portuguese, and Haitian Creole.

To further expand access, CSC Circuit Teams launched a statewide outreach initiative in partnership with courts and community organizations in areas without physical centers. Beginning with a May 2024 event in Hadley, these mobile “pop-up” events bring the full range of CSC services directly to underserved communities. In FY25, CSCs conducted 283 pop-ups statewide.

FY25 Court Service Center Activity:

- Total court users served – **80,767 (59,015 in person; 21,752 remotely)**
- 11,004 calls fielded by the Virtual Court Service Center
- 2,257 court users served at community events
- 2,562 out-of-state court users with Massachusetts court matters served (2,466 from 48 U.S. states and territories, and 96 from outside of the United States)
- 23% of overall services were provided in a language other than English, with 47% of language access delivered directly by CSC staff
- Recruited and supervised 76 summer interns, including 36 who were bilingual or multilingual.



Court Service Center and Daniel P. Leahy Law Library, Cornelius F. Kiernan Judicial Center, Lowell

Department of Court Records and Transcripts

The Department of Court Records and Transcripts (CRT) works to ensure equitable access to justice by providing physical and digital case files, transcriptions, and communication access for the deaf and hard of hearing. The Department is comprised of two divisions: the Records Management Center (RMC) and the Office of Transcription Services (OTS). RMC manages the retention, storage, destruction, and digitization of all court records, and OTS oversees the production of official transcriptions of electronically recorded courtroom audio. Together, they ensure court information is accurately documented, readily accessible, and securely maintained.

Records Management Center (RMC)

RMC oversees document retention projects and provides practical guidance, resources, training, and support to courthouses statewide. Through statewide coordination, RMC advances accountability, consistency, and efficiency in managing and preserving court records.

In FY25, RMC improved timeliness and responsiveness of archived case records access. Faster physical records retrievals and expanded digital imaging reduced barriers for court users with limited mobility or resources and for those in remote locations, ensuring timely access for litigants and legal advocates.

Office of Transcription Services (OTS)

The Office of Transcription Services (OTS) processes transcript requests from courts, judges, clerks, attorneys, and members of the public, including many self-represented and low-income litigants. In FY25, OTS delivered a record volume of transcripts, including those related to reinforcing appellate rights in matters such as child welfare, landlord-tenant disputes, probate cases, and serious criminal proceedings.

Communication Access for Deaf and Hard of Hearing Court Users

During FY25, OTS managed the Trial Court's partnership with the Massachusetts Commission for the Deaf and Hard of Hearing, fulfilling nearly all qualified ASL (American Sign Language) and CART (Communication Access Realtime Translation) interpreter requests during the year. These accommodations ensured full and meaningful participation in court proceedings, including deaf jurors and a deaf older adult victim.

FY25 Highlights

Court Records Management Centers

- 7,430 – Physical case files retrieved to fulfill records requests. *Most fulfilled within 1 day*
- 13,362 – Digital images produced from 747 physical cases. *All digital requests fulfilled within 1 day*

Office of Transcription Services

- 8,255 – Transcript orders fulfilled, 120% increase since 2020
- 17.8% – Average annual growth in transcript volume

Office of Workplace Rights & Compliance

The Office of Workplace Rights and Compliance (OWRC) supports employees, supervisors, managers, court users, and community partners by providing guidance, addressing concerns, and promoting a culture of respect and professionalism. OWRC partners with Trial Court departments to foster inclusive practices that enable court staff to do their work effectively.

OWRC addresses matters involving discrimination, harassment, and retaliation, works to remedy their effects, and takes steps to prevent their recurrence. The office also responds to court users' concerns related to disability accessibility.

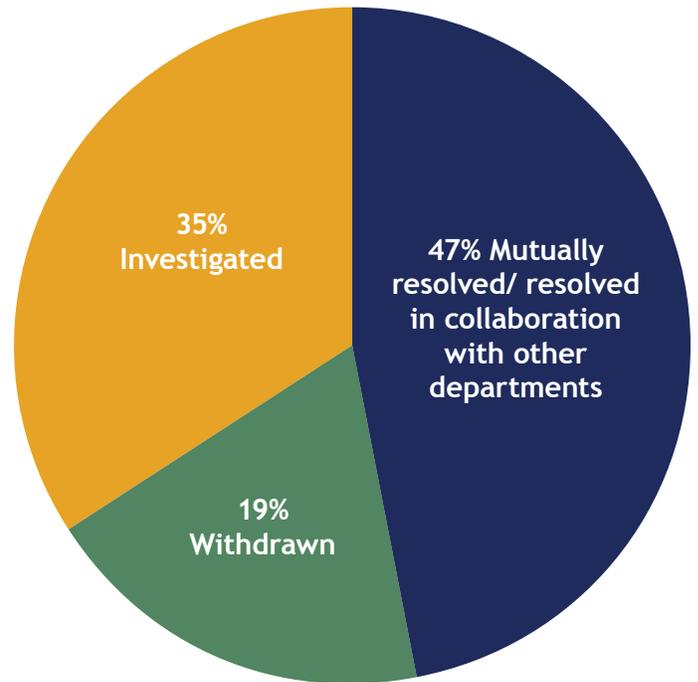
OWRC encourages everyone to stand up, speak out, and take action to uphold fairness, justice, and equity for all.

Anyone can submit a complaint through [OWRC's online submission form](#), available in five languages on Mass.gov, or by calling the OWRC Helpline (617-878-0411).

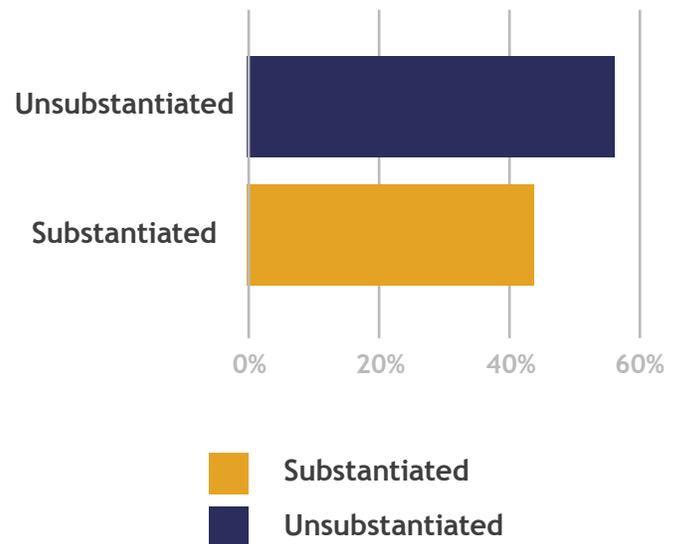
FY25 Key Data:

- **Over 200 Helpline calls were received and addressed**, providing guidance, assistance to other court departments and those outside the judicial branch, and support for filing complaints.
- **67 complaints were submitted through OWRC's online electronic form.** In FY25, enhancements were made to this form allowing reporting parties to file complaints anonymously. Alternatively, individuals may choose to remain anonymous while still providing contact information, enabling the OWRC to follow up, gather additional details, and explain the complaint process. The form is available on both the Trial Court's intranet and Mass.gov.

214 Complaints Received in FY25



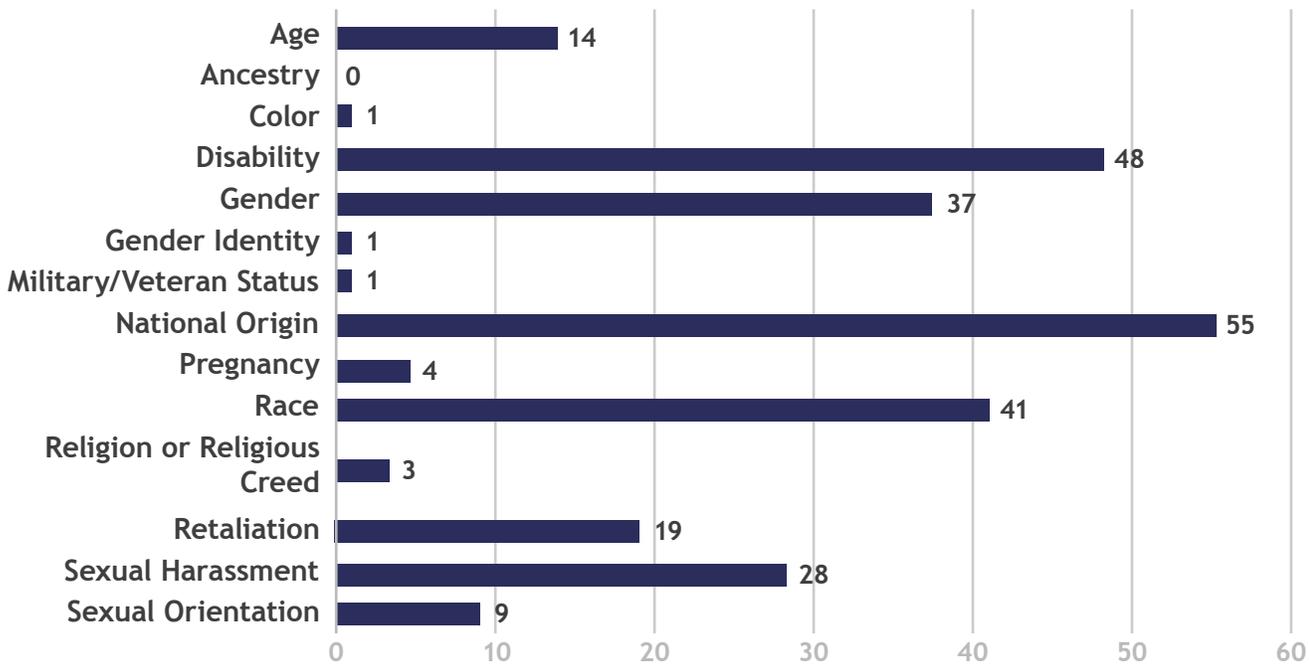
FY25 Outcome of 73 Investigations



Unsubstantiated

Office of Workplace Rights & Compliance

Number of Allegations Received by Protected Identity FY25



The total number of complaints does not equal the number in each category as some complaints involve multiple allegations.

In addition to the above investigations, OWRC conducted two Work Environment Assessments, interviewing all employees in departments with alleged hostile environments to evaluate organizational culture and identify potential issues and employee needs.

Court Users Requesting Reasonable Accommodations

Court users filed 25 complaints with OWRC under the Americans with Disabilities Act (ADA). Many of these complaints were related to psychological, cognitive, or mental health disabilities that require non-standard accommodations to ensure the court user has access to judicial branch services and programs. These complaints were mutually resolved to ensure full and fair access.

OWRC continues to support efforts to ensure accessibility for court users with disabilities in compliance with the ADA. In FY25, OWRC improved outreach and training to the 200 ADA Assistance

Coordinators located in courthouses across the Commonwealth.

ADA Assistance Coordinators receive requests for accommodations, including Communication Access Realtime Translation (CART) services for real-time transcription. When the request requires a motion to be filed for judicial review, OWRC provides assistance, reflecting the complexity and individualized nature of such requests. All requests are reviewed on a case-by-case basis.

Below are some of the accommodations that were provided:

- Courtroom ADA advocate
- Accessible parking
- Additional time to file
- Personal reader/notetaker
- Disability parking issues
- CART requests

Office of Workplace Rights & Compliance

- Zoom appearances
- Access to audio transcripts
- Accommodation for individuals with cochlear implants
- Assistance with writing responses for self-represented litigants
- Speech-to-text assistance
- Public phone in courthouse for access to “public access line”
- Certified Deaf Interpreter
- Assistance with transcripts and audio requests

FY25 Key Initiatives:

- **Launched Trial Court-wide mandatory training on Sexual Harassment Prevention:** Sexual harassment and gender harassment are the second most common category of complaints, behind race/national origin, and slightly ahead of disability-related complaints. All judges, clerks, registers, managers, and Trial Court employees were required to complete this three-hour, online training.
- **Promoted inclusive self-identification options:** OWRC led internal discussions about expanding options to include more categories for applicants and employees to self-identify.
- **Introduced facilitated dialogue program for informal resolution:** OWRC established a facilitated dialogue initiative to support informal resolution of complaints when a formal investigation is not requested. This program aims to resolve issues constructively while fostering respectful workplace relationships.
- **Ensured EEO compliance in hiring and promotions:** OWRC continues to review every hiring and promotional opportunity within the Trial Court to ensure compliance with Equal Employment Opportunity (EEO) standards. In FY25, OWRC reviewed 770 Trial Court job postings.

- Enhanced accessibility with ADA Signage: OWRC developed and posted ADA signs in all court locations to guide court users to easily locate assistance for obtaining ADA reasonable accommodations. A QR code provides further information in five languages, including the name and contact information for each ADA Assistance Coordinator.



Image 1. Courthouse flyer with universal symbols for disability access (a person in a wheelchair), assistive listening devices (an ear with a headphone in it), and American Sign Language (two hands making the letters A, S, and L.)

Office of Workplace Rights & Compliance

Trainings

OWRC developed and delivered Trial Court-wide training that equips employees and leaders with practical tools to prevent and address discrimination, harassment, and retaliation. These programs also promote a respectful, inclusive workplace that supports professionalism and effective service delivery. In FY25, OWRC delivered 20 training sessions to more than 500 employees.

FY25 Training Highlights:

- Expanded customized training for the Probation Officer Academy by adapting the Professionalism: How to Bring Your Best Self program for new Probation Officers.
- Developed and launched Supervising a Diverse Staff, a new two-session training to support inclusive leadership.
- Developed Professionalism and Effective Communication for Court Interpreters, a two-session training tailored to the unique challenges faced by full-time and per diem interpreters.

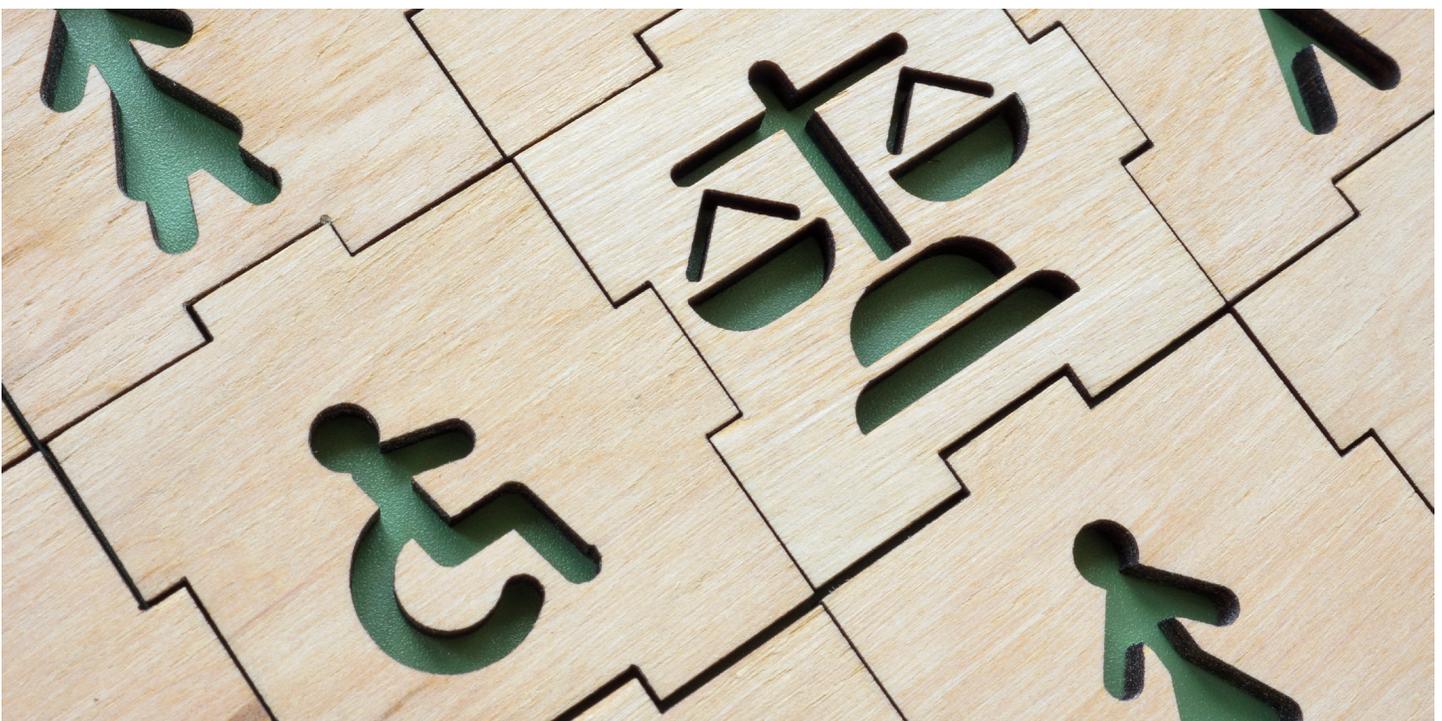
Contact OWRC

Complaint Form (available in five languages along with the policy and FAQs): <https://www.Mass.gov/orgs/trial-court-office-of-workplace-rights-compliance>

Helpline: (617) 878-0411

Email: WorkplaceRights@jud.state.ma.us
FairAndEquitableJusticeForAll@jud.state.ma.us

Mailing Address: Two Center Plaza, Suite 540
Boston, MA 02108



Massachusetts Probation Service

The Massachusetts Probation Service (MPS) integrates diversity, equity, and inclusion into all aspects of its work, with a focus on building a workforce that is inclusive, respectful, and reflective of the communities it serves. The MPS Training Division supports this commitment through programs that address DEI directly and by embedding these principles into core training courses, including implicit bias, probation supervision, and evidence-based practices. Recognizing the impact of racial trauma in the workplace, MPS incorporates related discussions into training programs to promote staff wellness and support.

Training formats range from traditional classes to experiential learning and peer-led sessions, encouraging leaders to apply DEI principles in daily interactions. These efforts reflect MPS's belief that continuous education and practical application are essential to fostering an equitable and supportive professional environment.

FY25 Highlights of MPS DEI Trainings and Engagements:

- *Seeing RED: A Facilitated Discussion of Racial and Ethnic Disparities in the Criminal Justice Context for the Massachusetts Probation Service*
- *Serving LGBTQIA+ People in Probation*
- *Understanding Vicarious Trauma*
- *Addressing Drug-Related Stigma & Bias*
- *Analyzing the U.S. War on Drugs & Racist Drug Policies*
- *Understanding Mental Health in the Courts for Probation*
- *Addiction Fundamentals Training*
- *Lunch & Learn Series: Being an Ally/Accomplice & Why Pronouns are Important*
- *Celebrating Culture: Hispanic Heritage Month*
- *Boston National Association of Blacks in Criminal Justice Conference*
- *Celebrating Pride: An MPS Special Event*

- *Youth Mental Health First Aid Training*
- *Supporting People Who Use Drugs: Strategies for Service Providers*

Seeing RED Training: MPS partnered with the Center of Excellence for Specialty Courts/UMass Chan Medical School to adapt *Seeing RED* to the needs of specialty courts. Building on MPS's prior successes delivering the program, the team reviewed and refined the curriculum and developed new Specialty Court-specific scenarios. A pilot program is planned for FY26, with feedback informing a statewide rollout for all Specialty Court teams.

In early FY25, MPS and ODEI collaborated with King County, Washington, to support the development and implementation of *Seeing RED* for its Superior and Family Court teams. King County representatives visited Massachusetts to attend a session and align their DEI strategy with MPS's approach. In December 2024, MPS and ODEI supported on-site implementation of *Seeing RED* in Seattle through focus groups and feedback on King County's adapted program.

Trauma and Racial Equity Empowerment

Academy: MPS partnered with the Department of Youth Services to launch the Trauma and Racial Equity Empowerment (TREE) Academy. The Academy was developed in response to [Seeing RED: Changing the Narrative](#), a Juvenile Detention Alternatives Initiative film that highlights the lived experiences of youth and families. TREE equips youth-serving staff with trauma-informed tools and strategies, deepens understanding of racial trauma and systemic racism, and strengthens internal capacity to sustain equitable, trauma-responsive practices. MPS staff attended the Academy in FY25, with facilitator training scheduled for FY26.

MPS Inclusive Leadership Model: MPS formed a Working Group to develop an Inclusive Leadership Model (ILM) that strengthens inclusive practices and supports a diverse, culturally competent workforce. The ILM aims to equip managers with skills in emotional intelligence, active listening, conflict resolution, and strategic problem-solving. It promotes



MPS Commissioner Pamerson Ifill (back row, center) with trainers and participants at the Seeing RED training program, Massachusetts Training Operations Center, Clinton, April 2025

open dialogue, collaboration, and leadership that values diverse perspectives. The goal is to create a workplace where all Probation employees feel heard, respected, and supported.

MPS Mentorship Program: MPS launched a new Mentorship Program focused on professional growth, collaboration, and inclusive leadership. The voluntary 12-month program pairs mentors and mentees within the same region to strengthen communication, decision-making, and motivation skills. Since its rollout, the program has matched 122 mentees with 120 mentors, representing diverse roles, regions, and backgrounds across the Probation Service.

Cultural Appreciation Week: More than 300 Trial Court employees dedicated their time and creativity to organizing engaging activities for the eighth annual Cultural Appreciation Week (CAW), many involving community stakeholders, such as law enforcement partners, schools, interfaith organizations, and arts and performing groups.

The FY25 theme, *Diverse Threads, One Tapestry – The Strength of Connections*, celebrated the rich cultural, ethnic, and gender diversity of staff and communities served through more than 100 events in court locations statewide, including fashion shows, potlucks,

art exhibits, musical performances, and naturalization ceremonies.

What's the DEIL? Series: In FY25, the Office of Community Corrections (OCC), through its Community Justice Support Centers (CJSCs), advanced its commitment to diversity, equity, and inclusion through the What's the Diversity, Equity, and Inclusion in Leadership (DEIL)? workshop series. The DEIL sessions train staff to lead on DEI issues, strengthen connections with program participants, and support OCC's mission to provide equitable, evidence-based alternatives to incarceration.

During FY25, What's the DEIL? hosted workshops at CJSC locations across the state on topics including *Introduction to Discourse in Diverse Space (Woburn)*, *DEI Climate (Framingham)*, *Compassion Fatigue for Managers (Quincy)*, and *Intercultural Communication Styles and Cultural Mindsets (Framingham)*.

Office of Jury Commissioner

The Office of Jury Commissioner (OJC) is responsible for the random selection and summoning of all trial and grand jurors in the Commonwealth. Using the 2020 Federal Census as a benchmark, OJC tracks the demographics of those who respond to jury summonses, appear for service, and are seated on juries.

In FY25, Massachusetts continued to produce representative juries and jury pools reflective of the communities from which they are drawn, with Black/African American, Native Hawaiian/Pacific Islander, and American Indian/Alaskan Native participation closely aligning or exceeding 2020 Census data.

Two demographic categories, Asian Americans and Hispanic/Latino Americans, are disproportionately ineligible for jury service due to lack of citizenship and/or English language proficiency, both of which are required by law for jury service. In-depth analysis demonstrates that the percentage of individuals from these two groups who appear for jury service accurately reflects the percentage of the population that is eligible to serve.



Office of Jury Commissioner
for the Commonwealth

STATEWIDE

Demographic Survey Results - Fiscal Year 2025

Demographic Category	Federal Census 2020		Jurors Who Responded to Demographic Survey		Jurors Who Appeared for Juror Service		Jurors Who Appeared & Were Impaneled	
	Population	%	Population	%	Population	%	Population	%
Black/African American	374,739	6.6%	55,715	7.4%	13,279	7.3%	1,927	7.7%
White	4,086,011	72.1%	573,398	76.4%	144,980	79.4%	20,032	79.9%
Native Hawaiian/Pacific Islander	1,915	0.0%	821	0.1%	186	0.1%	29	0.1%
Asian*	409,577	7.2%	45,508	6.1%	8,770	4.8%	1,168	4.7%
American Indian/Alaskan Native	18,009	0.3%	1,516	0.2%	335	0.2%	42	0.2%
Other	773,472	13.7%	73,630	9.8%	14,954	8.2%	1,881	7.5%
TOTALS	5,663,723	100%	750,588	100%	182,504	100%	25,079	100%

Demographic Category	Federal Census 2020		Jurors Who Responded to Demographic Survey		Jurors Who Appeared for Juror Service		Jurors Who Appeared & Were Impaneled	
	Population	%	Population	%	Population	%	Population	%
Yes, Hispanic/Latino*	621,508	11.0%	80,469	10.7%	15,787	8.7%	2,106	8.4%
No, Not Hispanic/Latino	5,042,215	89.0%	659,770	87.9%	164,818	90.3%	22,783	90.8%
No Response His./Lat.	0	0.0%	10,349	1.4%	1,899	1.0%	190	0.8%

* The census figures include persons who are not qualified to serve as jurors due to lack of citizenship or ability to speak or understand English as required by G. L.234A, s.4. This may account for an apparent underrepresentation of Asian and Hispanic/Latino jurors compared to the Federal census population.

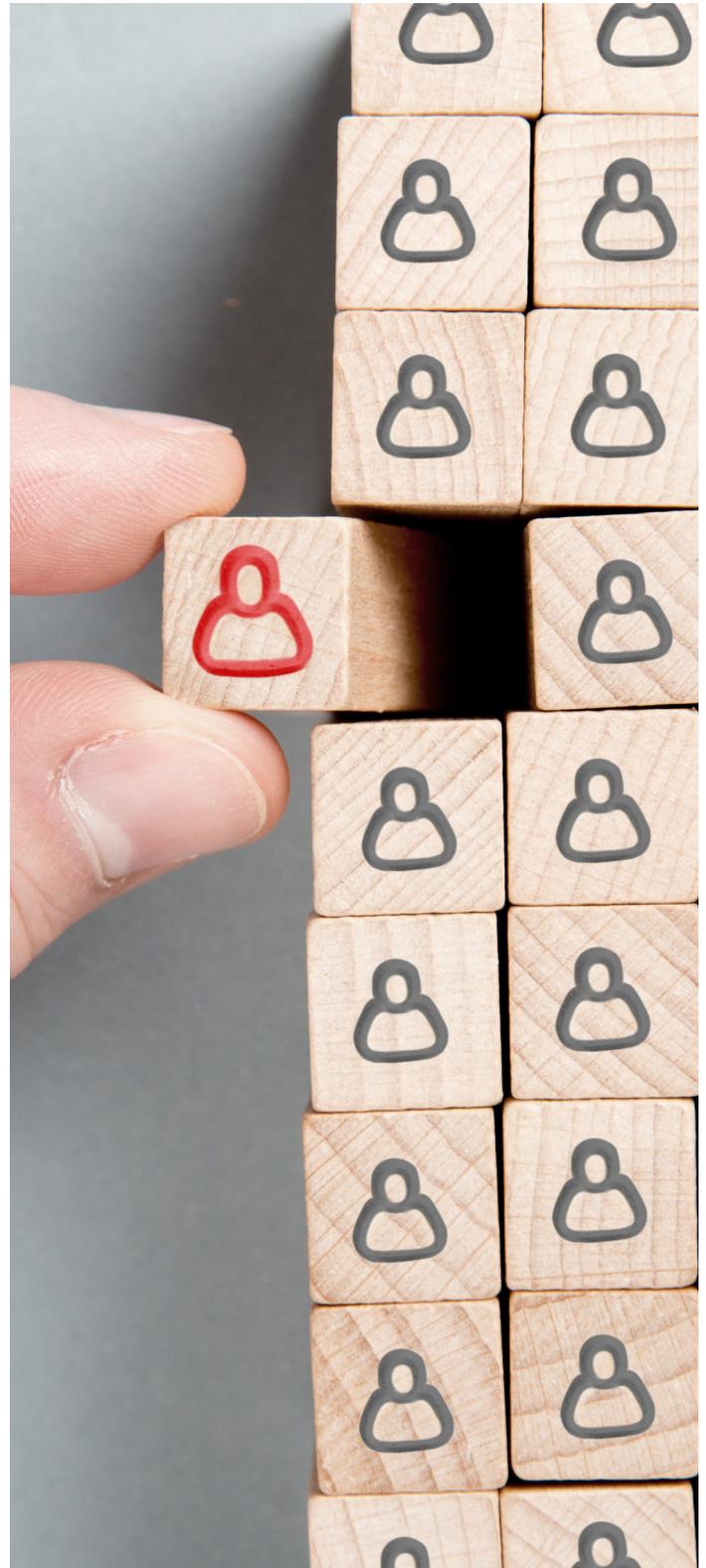
Human Resources

Talent Acquisition

The Human Resources Department Talent Acquisition (TA) Team supports a fair, merit-based hiring process across the Trial Court. In FY25, HR helped hiring managers fill 982 positions (505 new hires and 477 promotions) before a hiring freeze took effect in early FY26.

In FY25, the TA Team launched a new interview training program to strengthen equitable hiring practices. The program includes Conducting Effective Interviews, an in-person course for employees who serve on interview panels that promotes consistent evaluation and reduces implicit bias (22 sessions offered), and How to Have a Great Interview, an on-demand course to help employees prepare for interviews (completed by 224 employees).

The TA Team also expanded its college and university outreach beyond traditional job fairs, engaging directly with students and strengthening partnerships with law schools and community-based organizations to connect a diverse pool of candidates with Trial Court career opportunities.



Equal Employment Opportunity Job Categories

The Equal Employment Opportunity (EEO) job categories relevant to Trial Court positions, as defined by the federal government, are listed below. These categories are used at the federal level to establish some degree of consistency and comparability across all reporting entities. Census data are reported in EEO categories to establish an official source on the percentages of women and diverse candidates in workforce positions by state and by county. Data on the availability of women and diverse candidates at the state and local levels is used as a benchmark to assess an organization's effectiveness in recruiting and appointing diverse and female candidates in these job categories. Parity is achieved when the representation of a protected class within an organization aligns with its proportion in the available labor pool.

Elected or Appointed Officials: Occupations in which employees have been elected or appointed to public office. Trial Court positions in this category include **Justice, Clerk of Court, Clerk/Magistrate, Register, Recorder, and Chief Justice**. This category may also include employees temporarily acting in these roles (who were not elected or appointed) due to a vacancy in the position.

Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Trial Court positions in this category include **Deputy Court Administrator, Chief Probation Officer, General Counsel, Deputy General Counsel, Program Manager, Supervisor of Probation Services, and Case Manager**.

Professionals: Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Trial Court positions in this category include **Probation Officer, Assistant Clerk/Register, Assistant Chief Probation Officer, Associate Probation Officer, and Law Clerk**.

Office/Clerical: Includes all clerical-type work regardless of difficulty level, where the activities are predominantly non-manual, though some manual work not directly involved with altering or transporting products is included. Trial Court positions in this

category include **Case Specialist, Probation Case Specialist, Case Coordinator, Sessions Clerk, and Operations Supervisor**.

Protective Service: Sworn: Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Trial Court positions in this category include **Chief Court Officer, Assistant Chief Court Officer, Court Officer, and Associate Court Officer**.

Skilled Craft: Occupations in which workers perform jobs that require a special manual skill and a thorough and comprehensive knowledge of the process involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Trial Court positions in this category include **Senior Maintenance Technician**.

Technicians: Occupations that require a combination of basic scientific or technical knowledge and manual skill, which can be obtained through specialized postsecondary school education or through equivalent on-the-job training. Trial Court positions in this category include **Facilities Systems Supervisor**.

Service Maintenance: Occupations in which workers perform duties that result in or contribute to the comfort, convenience, hygiene or safety of the general public or that contribute to the upkeep and care of buildings, facilities, or grounds of public property. Workers in this group may operate machinery. Trial Court positions in this category include **Custodian**.

EEO Workforce by Category: FY24 – FY25 Comparison

Elected or Appointed Officials

- The total number of Elected or Appointed Officials increased by 16 or 3.3%. The number of racially/ethnically diverse Elected or Appointed Officials increased by 4 from 65 to 69 (13.4% to 13.8% of total Elected or Appointed Officials). This represents a 6.2% increase in the number of racially/ethnically diverse Elected or Appointed Officials. The percentage of racially/ethnically diverse Elected or Appointed Officials remains below parity (19.9%).

Equal Employment Opportunity Job Categories

- The number of female Elected or Appointed Officials increased by 21 from 216 to 237 (44.6% to 47.4% of total female Elected or Appointed Officials). This represents a 9.7% increase in the number of female Elected or Appointed Officials. The percentage of female Elected or Appointed Officials remains below parity (56.0%).

Officials and Administrators

- The total number of Officials and Administrators increased by 12 or 5.0%. The number of racially/ethnically diverse Officials and Administrators remained at 47 (19.6% to 18.7% of total Officials and Administrators). The percentage of racially/ethnically diverse Officials and Administrators remains above parity (15.3%).
- The number of female Officials and Administrators increased by 6 from 129 to 135 (53.8% to 53.6% of total Officials and Administrators). This represents a 4.7% increase in the number of female Officials and Administrators. The percentage of female Officials and Administrators remains above parity (44.7%).

Professionals

- The total number of Professionals decreased by 188 or 8.7%. The number of racially/ethnically diverse Professionals decreased by 61 from 559 to 498 (25.8% to 25.2% of total Professionals). This represents a 10.9% decrease in the number of racially/ethnically diverse Professionals. The percentage of racially/ethnically diverse Professionals remains above parity (19.9%).
- The number of female Professionals decreased by 149 from 1,327 to 1,178 (61.2% to 59.5% of total Professionals). This represents a 11.2% decrease in the number of female Professionals. The percentage of female Professionals remains above parity (56.0%).

Office and Clerical

- The total number of Office and Clerical staff increased by 240 or 10.3%. The number of racially/ethnically diverse Office and Clerical staff increased by 100 from 633 to 733 (27.2% to 28.5% of total

Office and Clerical staff). This represents a 15.8% increase in the number of racially/ethnically diverse Office and Clerical staff. The percentage of racially/ethnically diverse Office and Clerical staff remains above parity (20.5%).

- The number of female Office and Clerical staff increased by 166 from 1,909 to 2,075 (81.9% to 80.7% of total Office and Clerical staff). This represents an 8.7% increase in the number of female Office and Clerical staff. The percentage of female Office and Clerical staff remains above parity (62.6%).

Protective Services: Sworn

- The total number of Protective Service: Sworn staff increased by 10 or 1.0%. The number of racially/ethnically diverse Protective Service: Sworn staff increased by 1 from 305 to 306 (30.4% to 30.2% of total Protective Service: Sworn staff). This represents a 0.3% increase in the number of racially/ethnically diverse Protective Service: Sworn staff. The percentage of racially/ethnically diverse Protective Service: Sworn staff remains above parity (21.4%).
- The number of female Protective Service: Sworn staff increased by 4 from 203 to 207 (20.2% to 20.4% of total Protective Service: Sworn staff). This represents a 2.0% increase in the number of female Protective Service: Sworn staff. The percentage of female Protective Service: Sworn staff remains above parity (13.6%).

Service Maintenance

- The total number of Service Maintenance staff increased by 3 or 1.0%. The number of racially/ethnically diverse Service Maintenance staff increased by 14 from 146 to 160 (47.2% to 51.3% of total Service Maintenance staff). This represents a 9.6% increase in the number of racially/ethnically diverse Service Maintenance staff. The percentage of racially/ethnically diverse Service Maintenance staff remains above parity (34.5%).
- The number of female Service Maintenance staff increased by 1 from 123 to 124 (39.8% to 39.7% of total Service Maintenance staff). This represents

Equal Employment Opportunity Job Categories

a 0.8% increase in the number of female Service Maintenance staff. The percentage of female Service Maintenance staff remains below parity (46.1%).

Skilled Craft

- The total number of Skilled Craft staff decreased by 1 or 2.9%. The number of racially/ethnically diverse Skilled Craft staff decreased by 1 from 7 to 6 (20.6% to 18.2% of total Skilled Craft). This represents a 14.3% decrease in the number of racially/ethnically diverse Skilled Craft staff. The percentage of racially/ethnically diverse Skilled Craft staff remains below parity (18.9%).
- The Trial Court continues to have no female Skilled Craft staff. The percentage of female Skilled Craft remains below parity (7.5%).

Technicians

- The total number of Technicians increased by 2 or 5.7%. The number of racially/ethnically diverse Technicians increased by 2 from 6 to 8 (17.1% to 21.6% of total Technicians). This represents a 33.3% increase in the number of racially/ethnically diverse Technicians. The percentage of racially/ethnically diverse Technicians remains below parity (31.0%).
- The number of female Technicians increased by 2 from 0 to 2 (0.0% to 5.4% of total Technicians). The percentage of female Technicians remains below parity (49.2%).

Demographic Data

The Trial Court ended FY25 with 6,698 judges, clerks, and staff, as outlined in Figure 1.

The number of Black, Indigenous, and People of Color (BIPOC) Trial Court employees increased by 59 (3.3%) from 1,768 to 1,827.

- The number of female Trial Court employees increased by 51 (1.3%) from 3,907 to 3,958.
- Court employees self-report their gender, race, and ethnicity. The percentage of BIPOC employees reported in FY25 does not include employees for whom race/ethnicity is unknown.
- At the end of FY25, race/ethnicity was unknown for 4.9% of employees.
- Gender was unknown for 1.3% of employees.

Figures 4 through 14 contain demographic data of staff by race/ethnicity and gender in the Executive Office and Office of Court Management, seven Court Departments, Massachusetts Probation Service, Facilities Management and Capital Planning Department, and the Security Department, along with a comparison of staff to the total available workforce in each EEO job category, and the most common job titles held in each office/department.

Figures 15 and 16 contain demographic data of race/ethnicity and gender in the Supreme Judicial Court and the Appeals Court.

**Figure 1: Trial Court Demographic Profile
Year-End FY25, Selected Titles**

		Total	% BIPOC	% Female
Court Officials	Trial Court Chief Justice	8	13%	63%
	Justice	373	15%	49%
	Clerk of Court/Register (Elected)	29	7%	52%
	Clerk Magistrate/Recorder	88	10%	40%
	Asst Clerk/Judicial Case Manager/Asst Judicial Case Manager/Asst Register/Deputy Recorder	514	16%	58%
Probation Department	Chief Probation Officer	104	19%	46%
	Assistant Chief Probation Officer	201	19%	56%
	Probation Officer	697	31%	61%
	Associate Probation Officer	215	37%	75%
Security Department	Director, Deputy, and Regional Director	3	33%	33%
	Chief Court Officer	40	33%	10%
	Assistant Chief Court Officer	91	30%	22%
	Court Officer	755	29%	19%
	Associate Court Officer	128	38%	30%
Facilities Department	Director/Manager	15	0%	13%
	Maintenance	366	46%	34%
All Court Departments	Office/Clerical	2,286	27%	81%
Entire Trial Court		6,698	27%	59%
Massachusetts Labor Market (2014-2018 Equal Employment Opportunity Tabulation)			23%	49%

Figure 2: FY23-FY25 New Hires, Promotions, and Separations

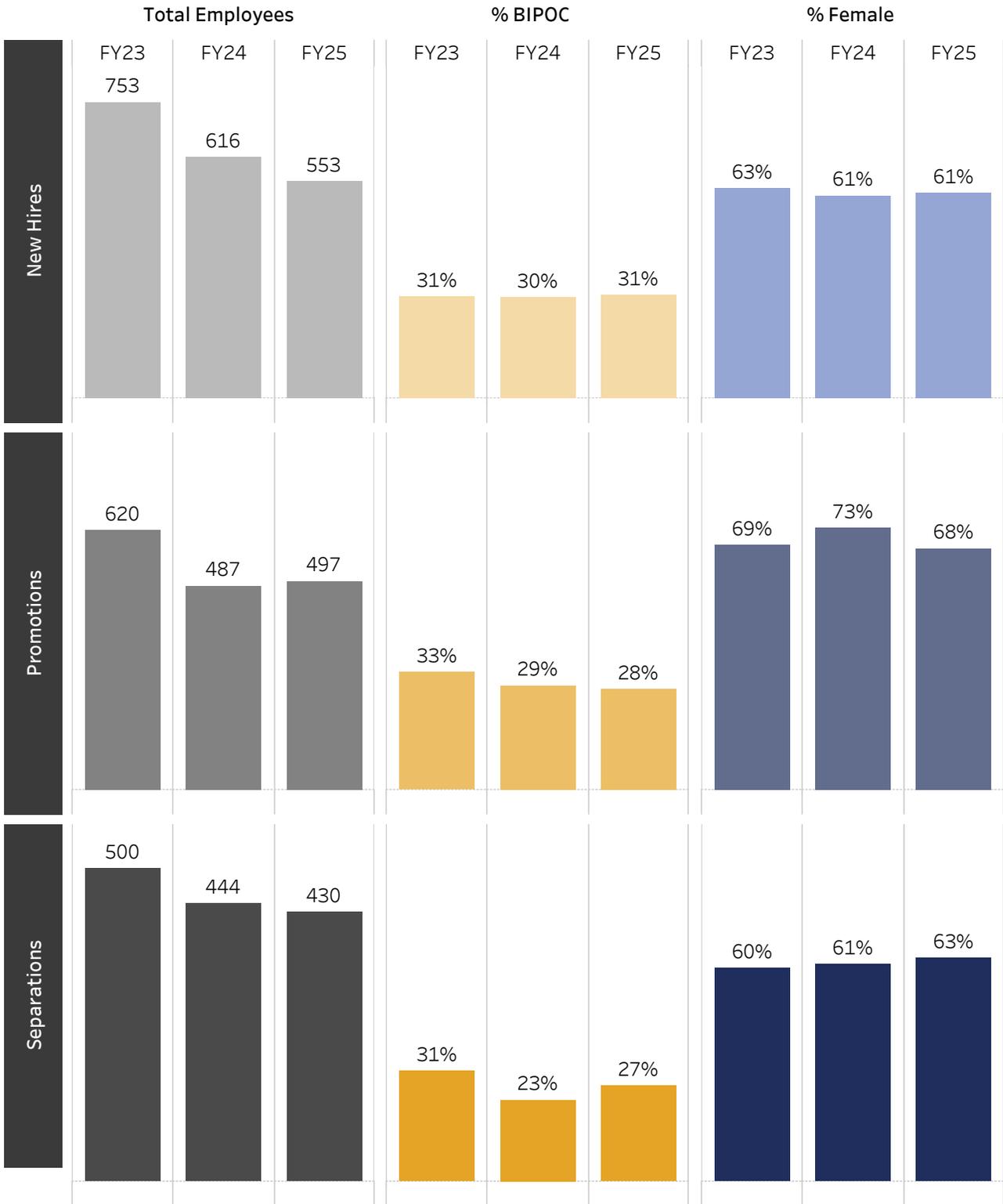


Figure 3: Trial Court Employees, Top 25 Titles
% BIPOC, % Female, End of FY21 to FY25

In order to view related positions together, titles are displayed in the same order as in Figure 1.

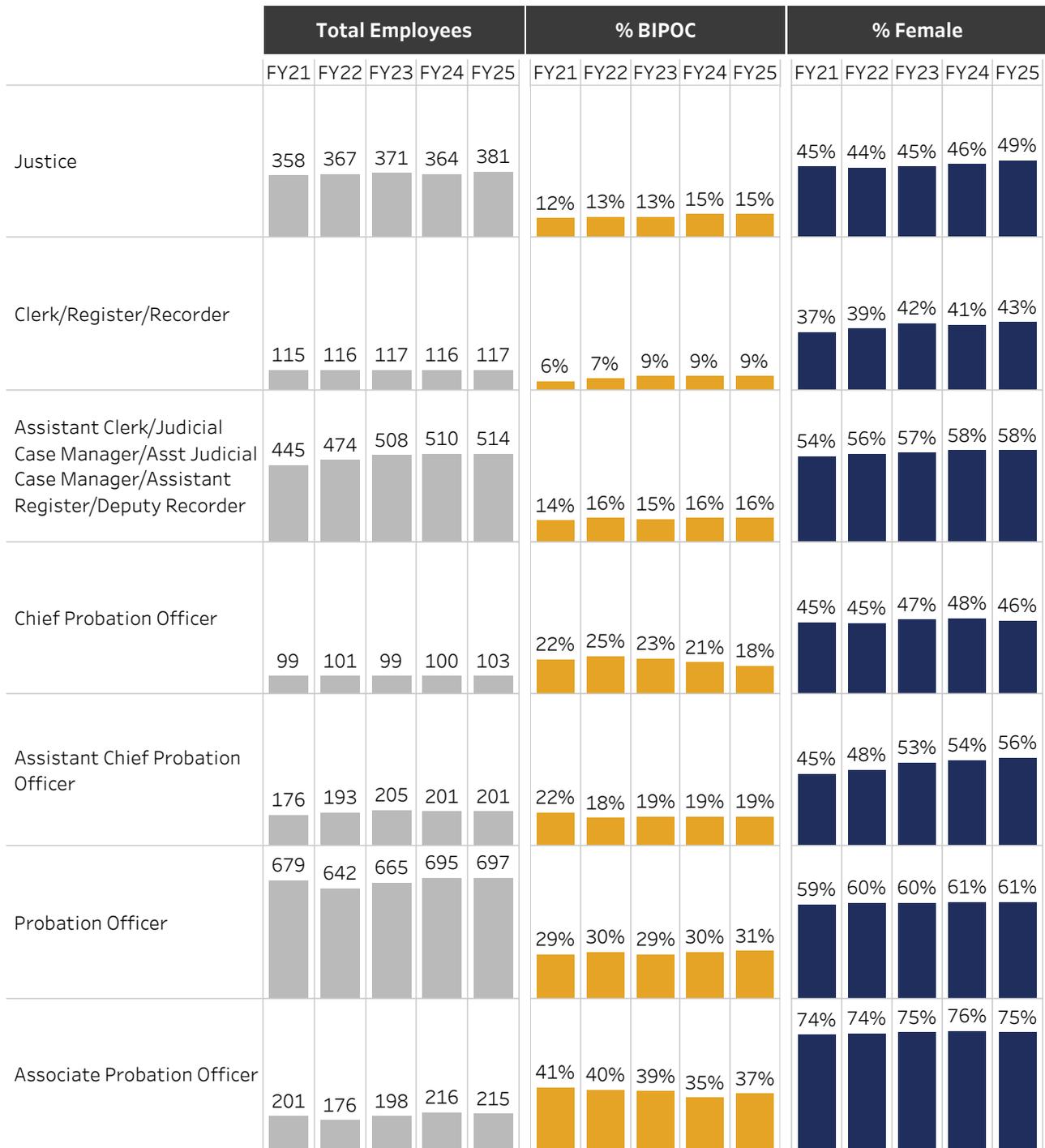


Figure 3: Trial Court Employees, Top 25 Titles
% BIPOC, % Female, End of FY21 to FY25

In order to view related positions together, titles are displayed in the same order as in Figure 1.

	Total Employees					% BIPOC					% Female				
	FY21	FY22	FY23	FY24	FY25	FY21	FY22	FY23	FY24	FY25	FY21	FY22	FY23	FY24	FY25
Probation Office Manager	87	86	85	87	100	17%	17%	18%	20%	20%	98%	98%	96%	98%	96%
Assistant ELMO Coordinator	40	42	42	43	42	30%	31%	29%	26%	29%	50%	45%	40%	47%	52%
Probation Case Coordinator	55	49	52	53	50	36%	29%	31%	30%	32%	98%	98%	92%	91%	94%
Probation Case Specialist	244	251	254	255	248	33%	29%	29%	28%	27%	89%	88%	88%	85%	85%
Assistant Chief Court Officer	72	86	86	89	91	26%	27%	30%	33%	30%	19%	21%	20%	19%	22%
Court Officer	709	693	726	739	753	28%	28%	29%	29%	29%	19%	20%	20%	19%	19%
Associate Court Officer	133	133	111	135	128	35%	41%	38%	36%	38%	30%	29%	28%	28%	30%
Custodian	201	185	177	205	209	66%	66%	64%	59%	63%	44%	47%	49%	55%	55%
Court Interpreter	34	38	53	63	61	76%	74%	66%	65%	64%	68%	63%	60%	63%	64%

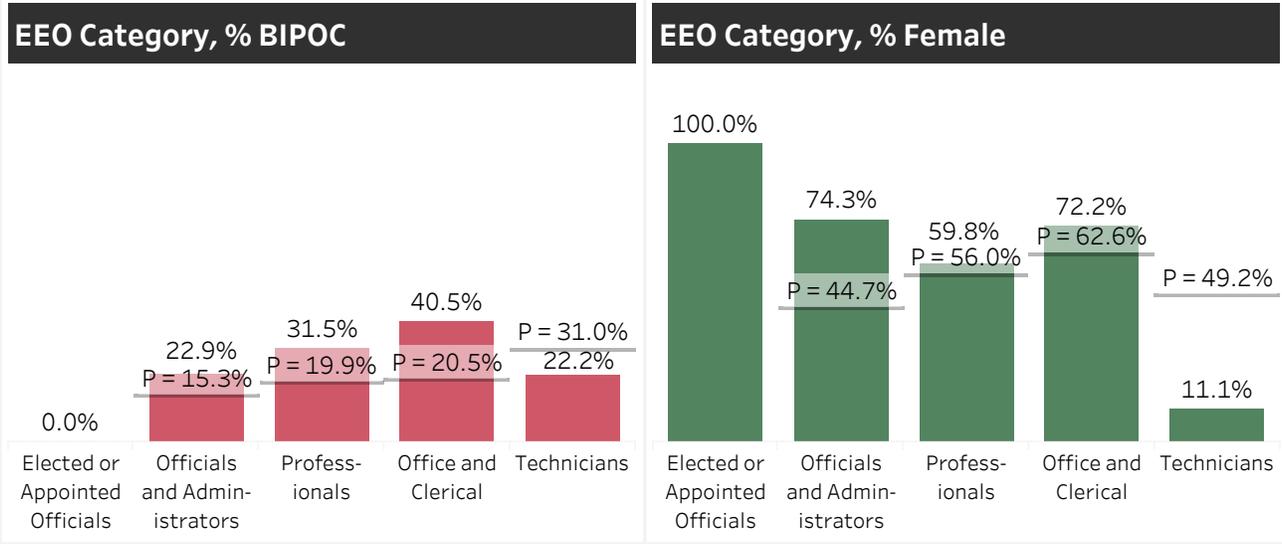
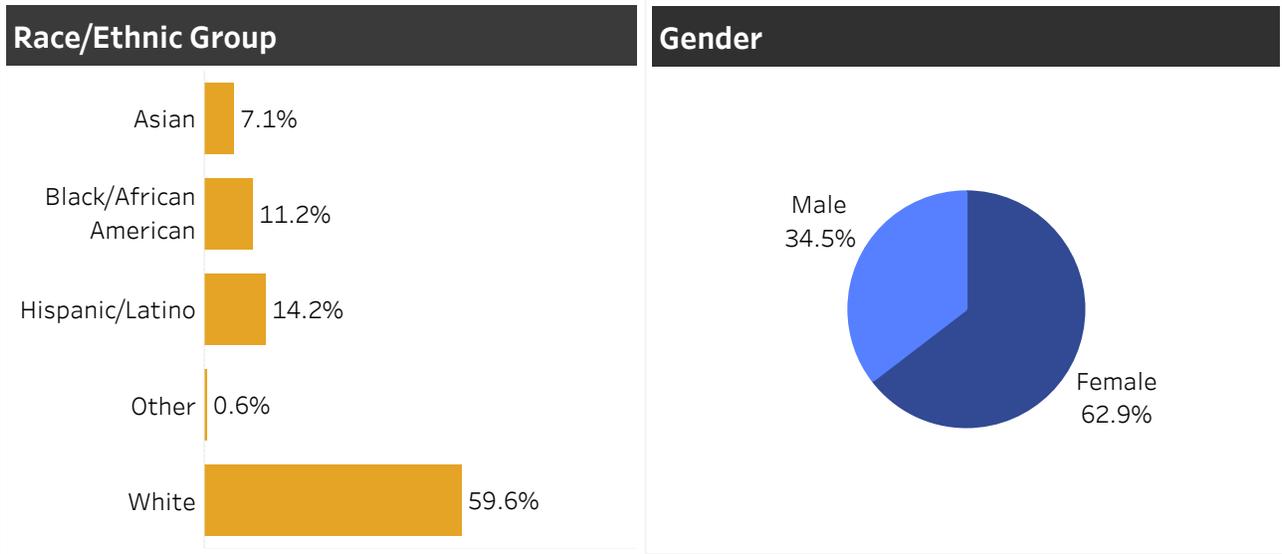
Figure 3: Trial Court Employees, Top 25 Titles
% BIPOC, % Female, End of FY21 to FY25

In order to view related positions together, titles are displayed in the same order as in Figure 1.

	Total Employees					% BIPOC					% Female				
	FY21	FY22	FY23	FY24	FY25	FY21	FY22	FY23	FY24	FY25	FY21	FY22	FY23	FY24	FY25
Head Administrative Assistant	58	45	40	39	37	12%	18%	18%	18%	16%	91%	96%	95%	95%	95%
Office Manager	104	101	105	108	109	24%	25%	24%	25%	24%	94%	94%	93%	94%	95%
Operations Supervisor	170	190	208	215	213	24%	25%	24%	25%	26%	92%	92%	90%	89%	89%
Sessions Clerk	198	213	234	240	244	23%	24%	27%	25%	27%	86%	85%	87%	85%	84%
Research Attorney	43	42	50	50	47	20%	25%	28%	25%	28%	95%	95%	95%	96%	93%
Judicial Secretary	85	88	94	92	95	14%	18%	20%	24%	22%	88%	86%	85%	85%	87%
Head Account Clerk	84	87	92	92	98	26%	24%	26%	26%	26%	89%	84%	83%	78%	78%
Case Coordinator	192	199	218	232	242	34%	30%	28%	28%	29%	83%	79%	77%	76%	75%
Case Specialist	537	512	525	505	506	12%	10%	8%	8%	9%	79%	74%	78%	80%	79%

Figure 4: Executive Office of the Trial Court / Office of Court Management, Year-End FY25

(Subtotals may not sum to 100% due to employees for whom race/ethnicity or gender is unknown; P = Parity - Census estimation of available workforce that is racially/ethnically diverse or female in this job category.)



Top 5 Job Titles by Number of Employees, % BIPOC, Female

	Total	BIPOC	% BIPOC	Female	% Female
Executive Office of the Trial Court/Office of Court Management	534	177	33.1%	336	62.9%
Head Law Librarian	16	2	12.5%	12	75.0%
Court Interpreter	61	39	63.9%	39	63.9%
Staff Attorney - Court Service Centers	27	2	7.4%	16	59.3%
Specialty Court Program Coord	15	2	13.3%	12	80.0%
Court Service Ctr Support Spec	18	12	66.7%	17	94.4%

Figure 5: Boston Municipal Court, Year-End FY25

(Subtotals may not sum to 100% due to employees for whom race/ethnicity or gender is unknown; P = Parity - Census estimation of available workforce that is racially/ethnically diverse or female in this job category.)

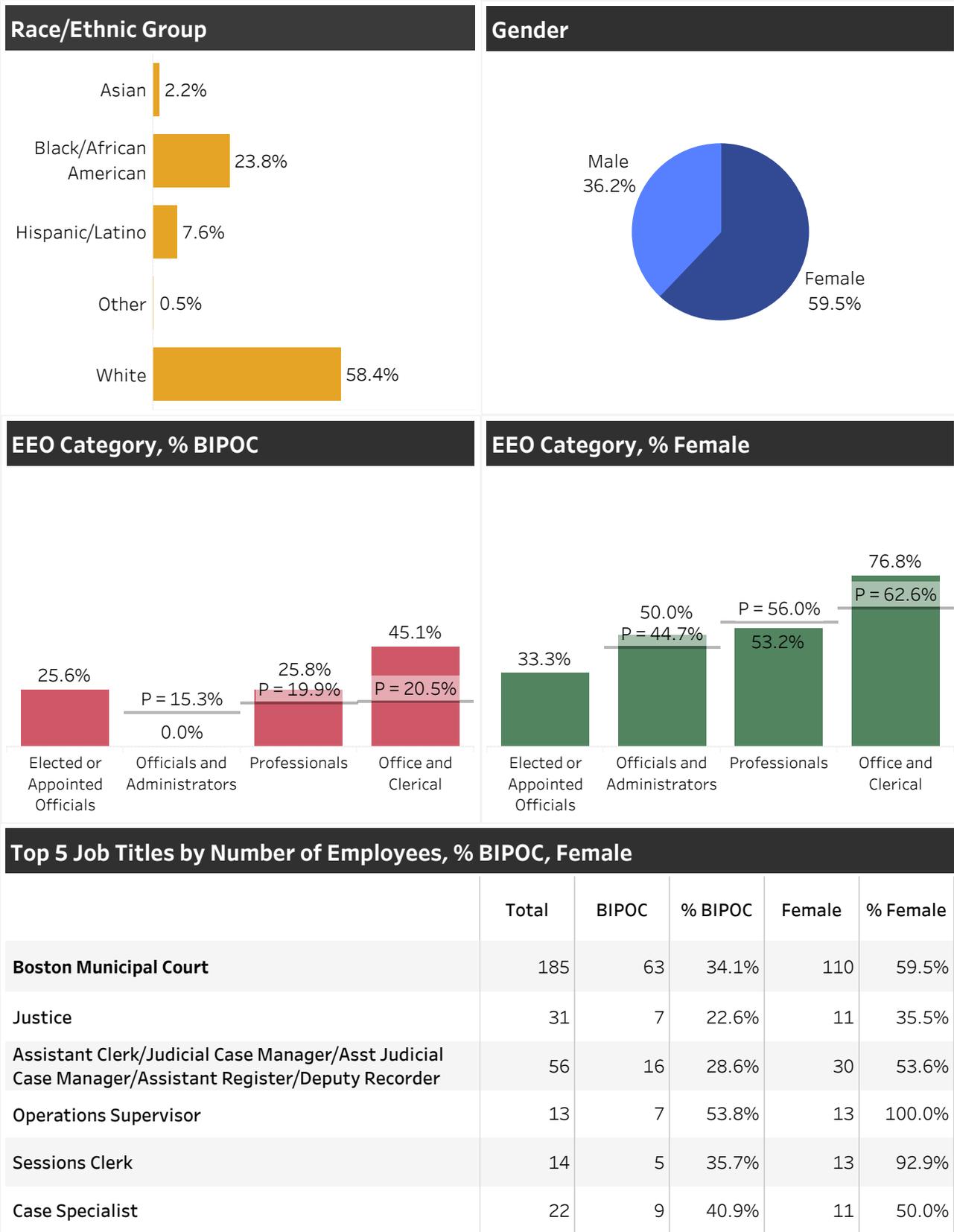


Figure 6: District Court, Year-End FY25

(Subtotals may not sum to 100% due to employees for whom race/ethnicity or gender is unknown; P = Parity - Census estimation of available workforce that is racially/ethnically diverse or female in this job category.)

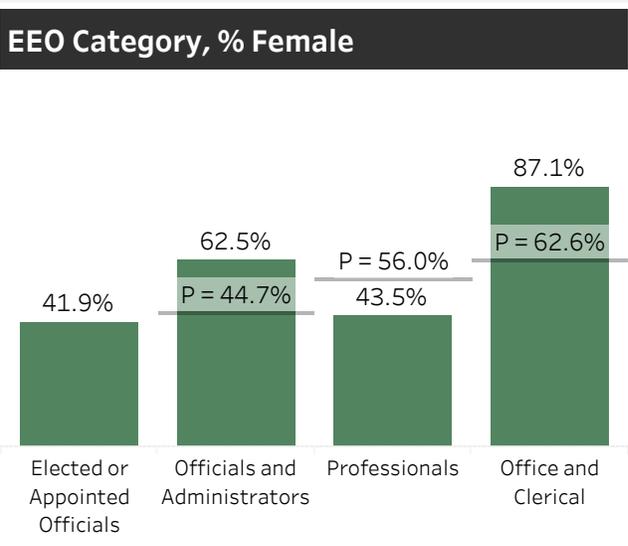
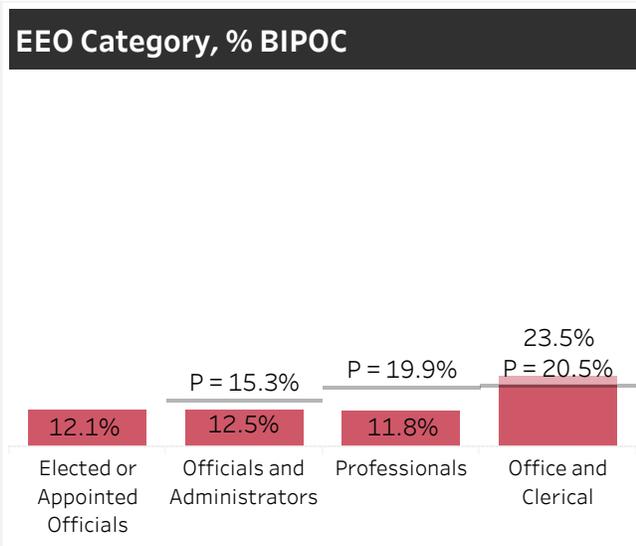
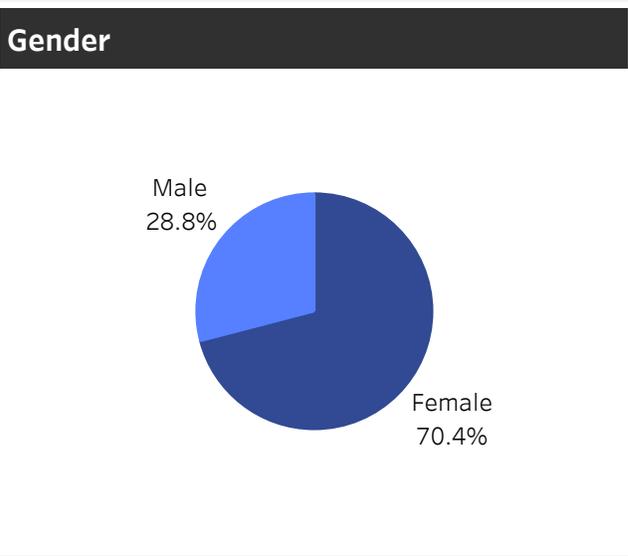
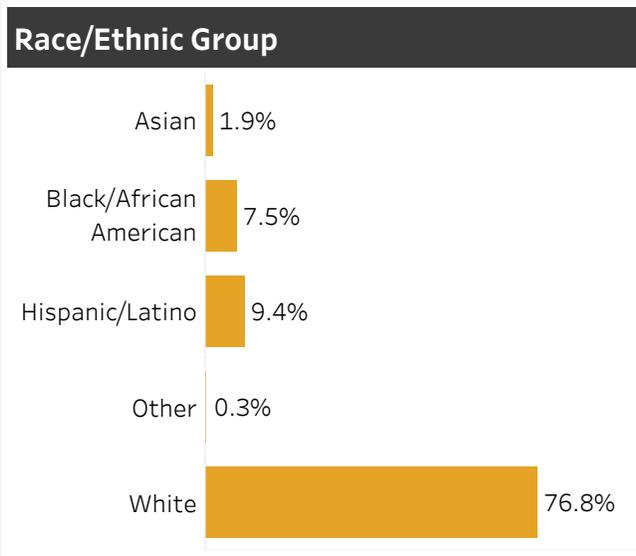
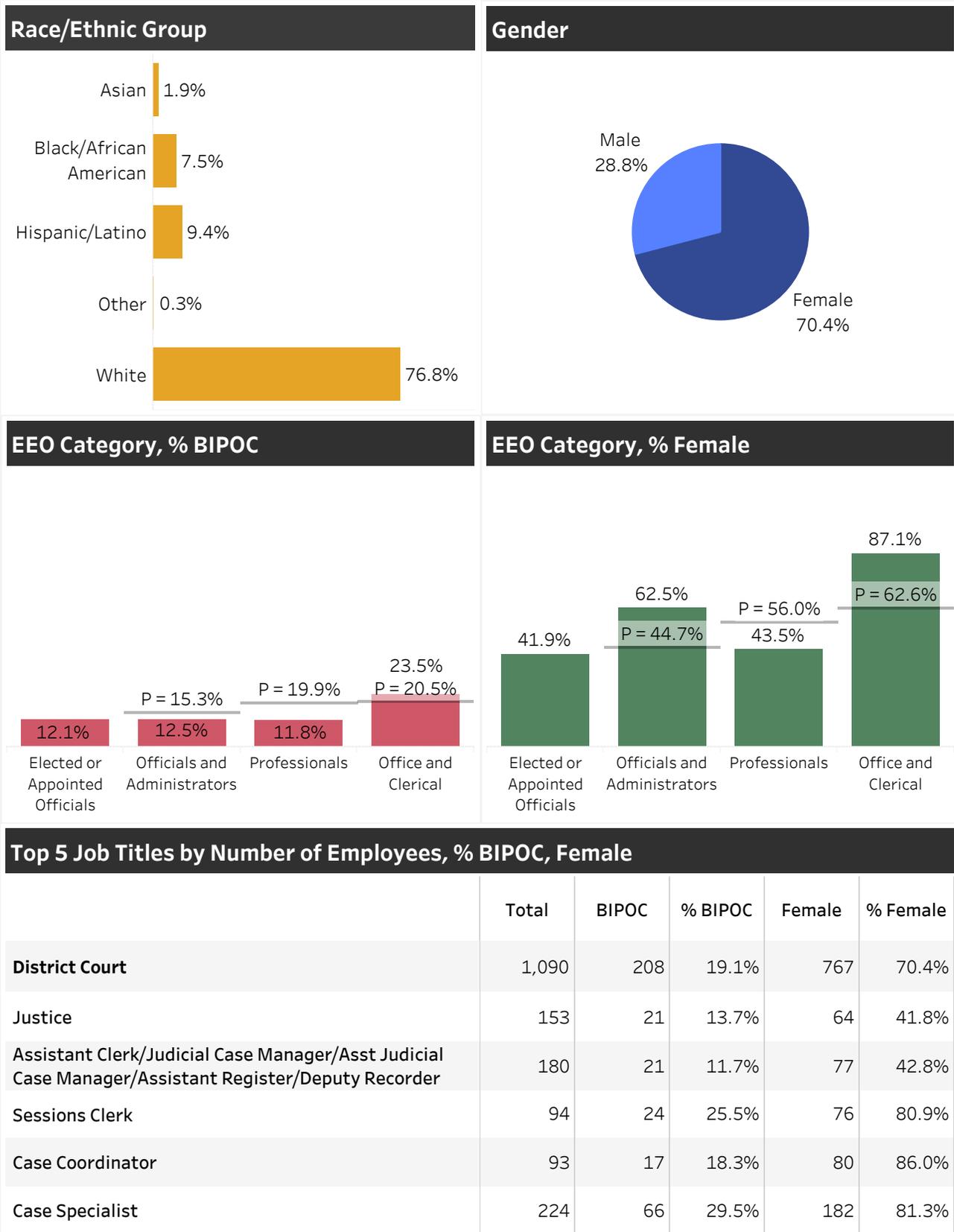


Figure 7: Housing Court, Year-End FY25

(Subtotals may not sum to 100% due to employees for whom race/ethnicity or gender is unknown; P = Parity - Census estimation of available workforce that is racially/ethnically diverse or female in this job category.)

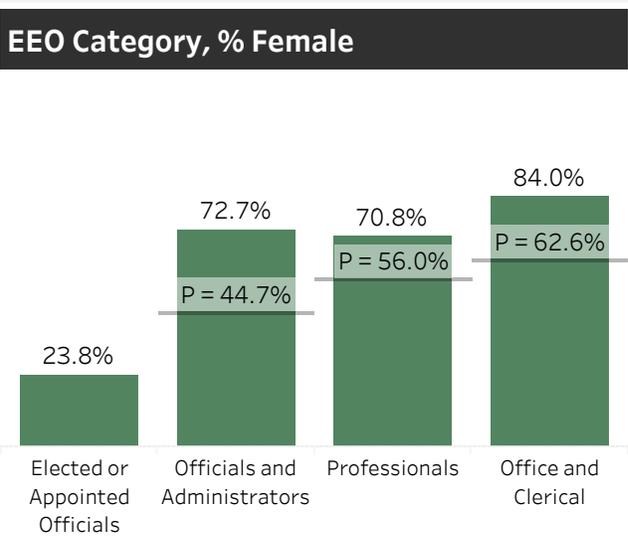
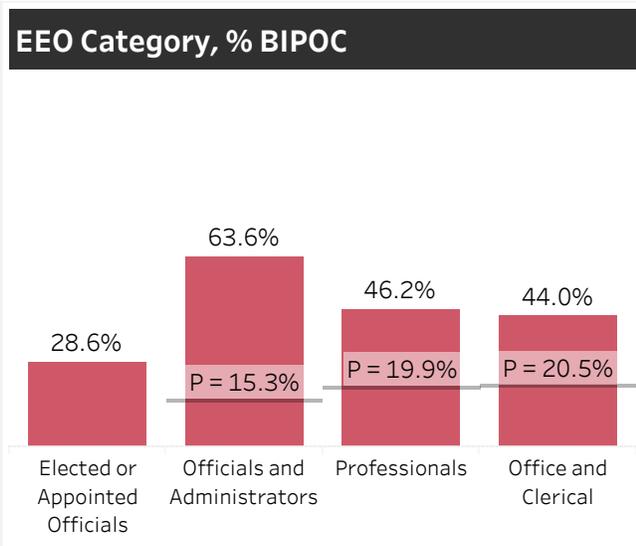
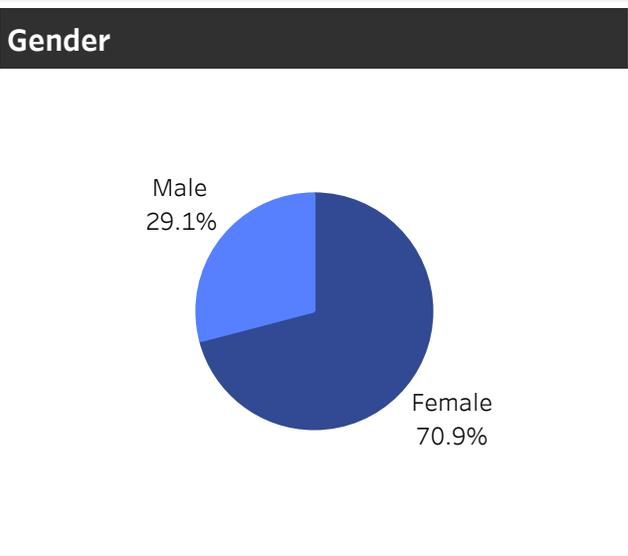
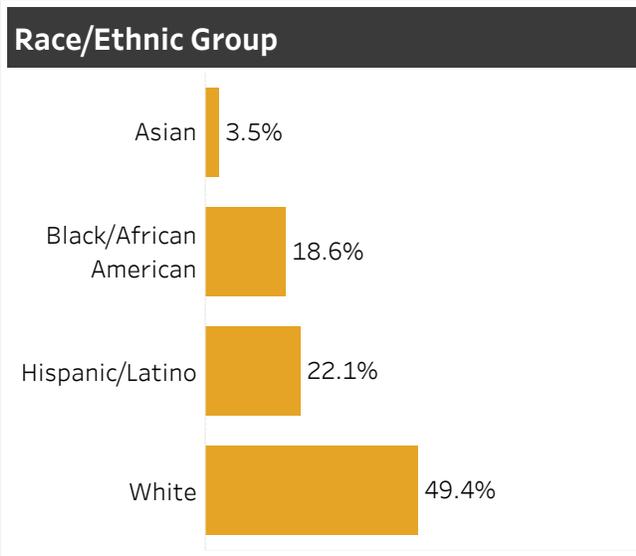
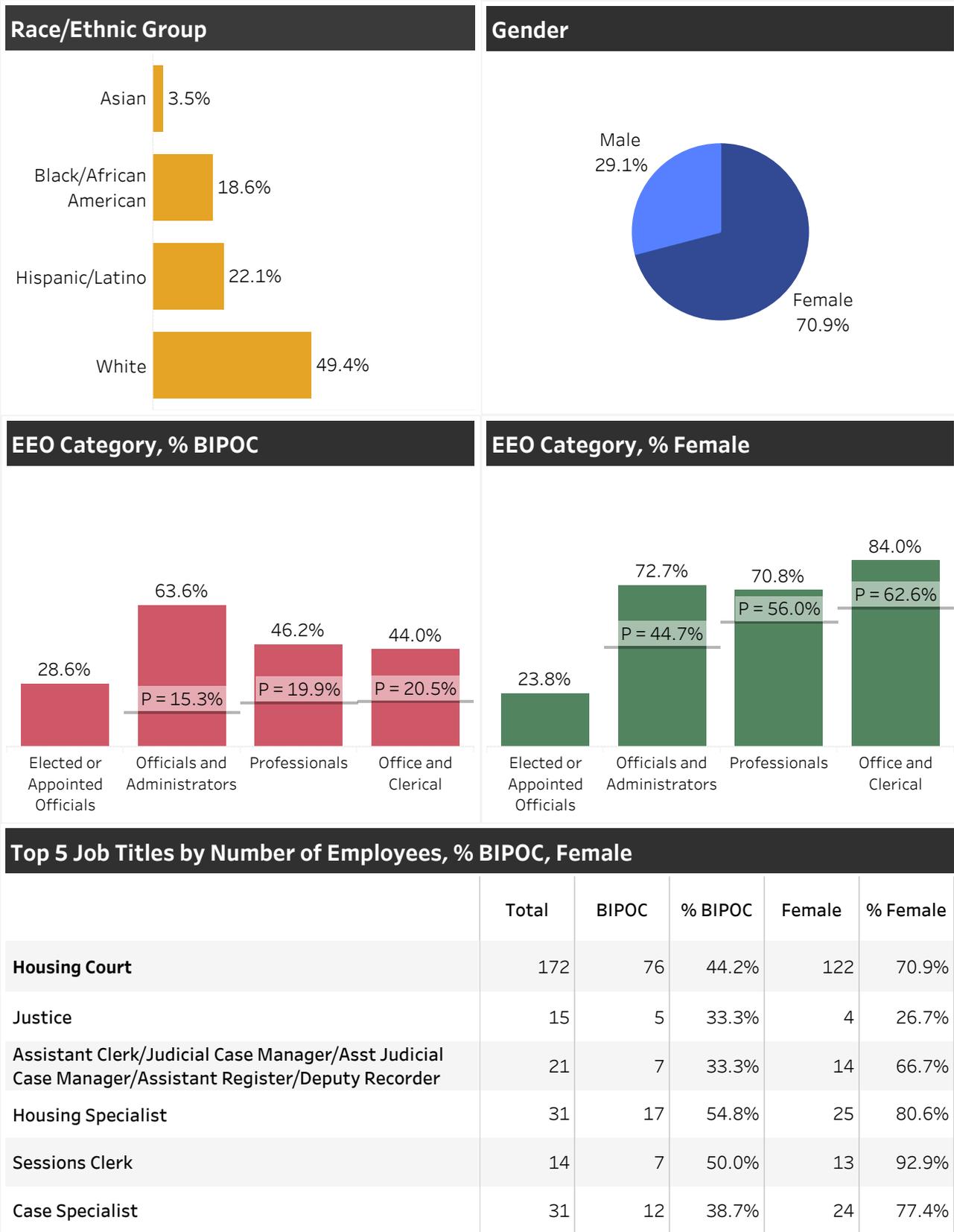
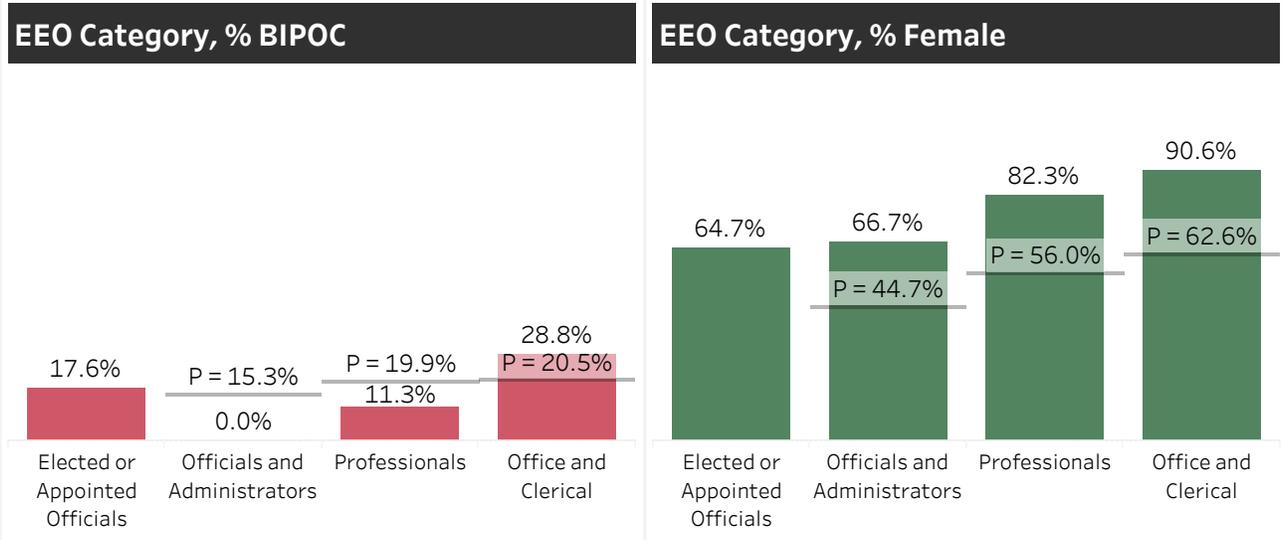
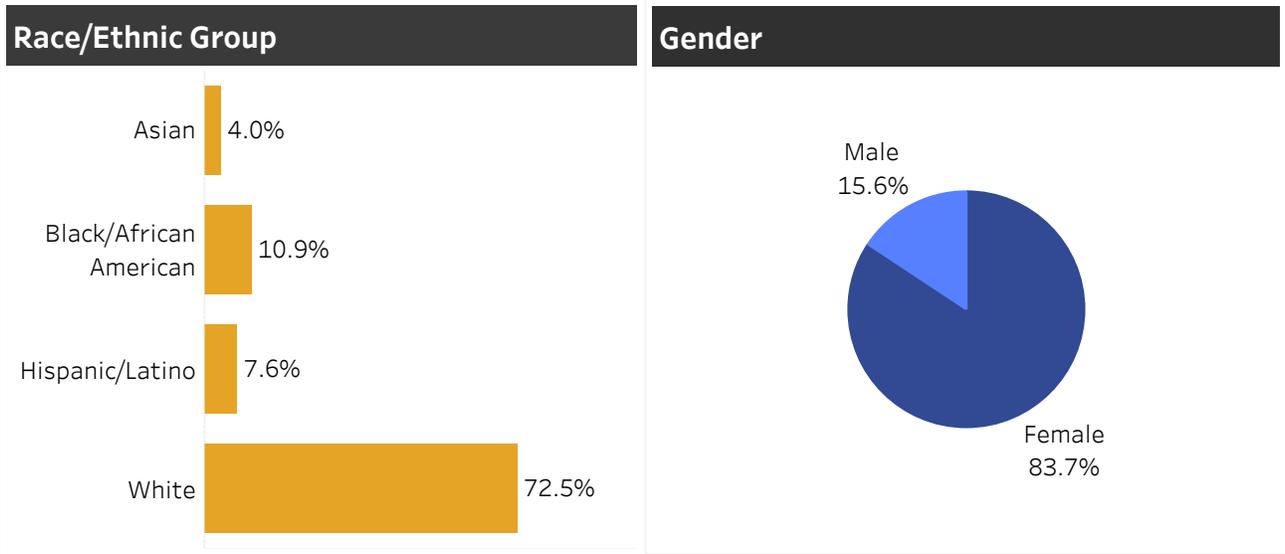


Figure 8: Juvenile Court, Year-End FY25

(Subtotals may not sum to 100% due to employees for whom race/ethnicity or gender is unknown; P = Parity - Census estimation of available workforce that is racially/ethnically diverse or female in this job category.)

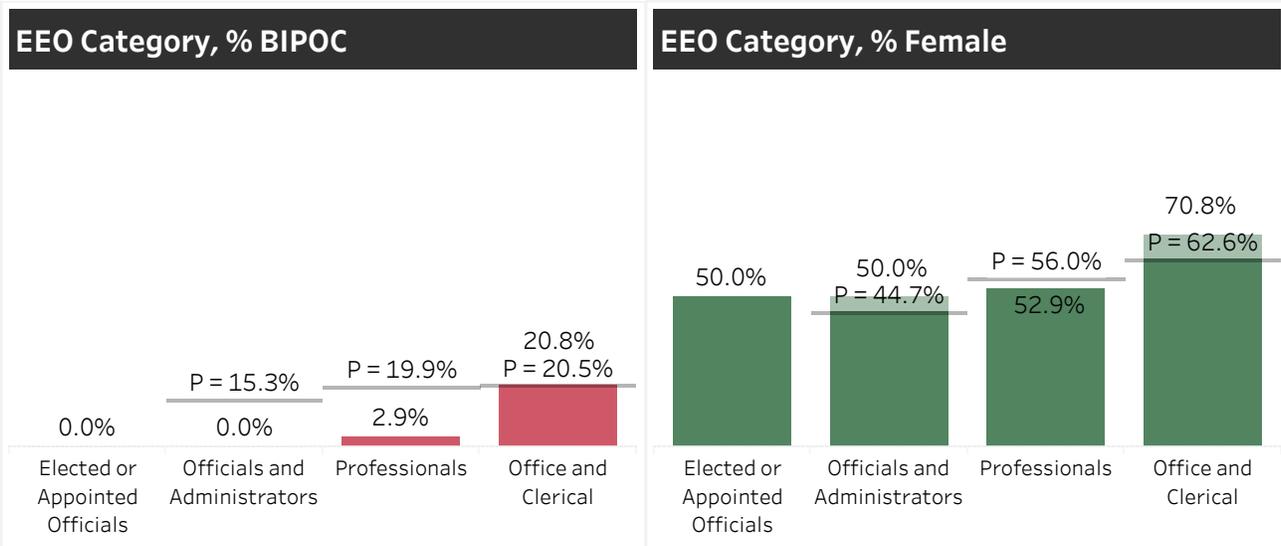
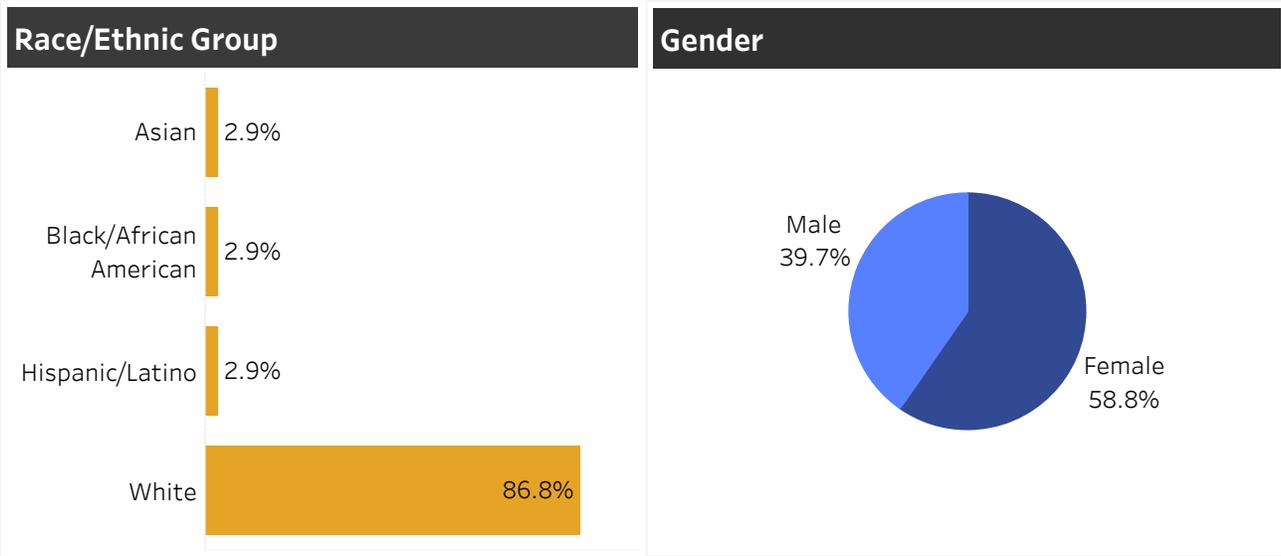


Top 5 Job Titles by Number of Employees, % BIPOC, Female

Job Title	Total	BIPOC	% BIPOC	Female	% Female
Juvenile Court	276	62	22.5%	231	83.7%
Justice	40	9	22.5%	28	70.0%
Assistant Clerk/Judicial Case Manager/Asst Judicial Case Manager/Assistant Register/Deputy Recorder	44	5	11.4%	36	81.8%
Judicial Secretary	21	8	38.1%	19	90.5%
Sessions Clerk	44	10	22.7%	37	84.1%
Case Specialist	34	10	29.4%	30	88.2%

Figure 9: Land Court, Year-End FY25

(Subtotals may not sum to 100% due to employees for whom race/ethnicity or gender is unknown; P = Parity - Census estimation of available workforce that is racially/ethnically diverse or female in this job category.)



Top 5 Job Titles by Number of Employees, % BIPOC, Female

	Total	BIPOC	% BIPOC	Female	% Female
Land Court	68	6	8.8%	40	58.8%
Justice	7	0	0.0%	3	42.9%
Title Examiner	13	0	0.0%	7	53.8%
Survey Specialist (Gr 14 - 17)	6	0	0.0%	0	0.0%
Sessions Clerk	8	3	37.5%	6	75.0%
Case Coordinator	5	0	0.0%	3	60.0%

Figure 10: Probate & Family Court, Year-End FY25

(Subtotals may not sum to 100% due to employees for whom race/ethnicity or gender is unknown; P = Parity - Census estimation of available workforce that is racially/ethnically diverse or female in this job category.)

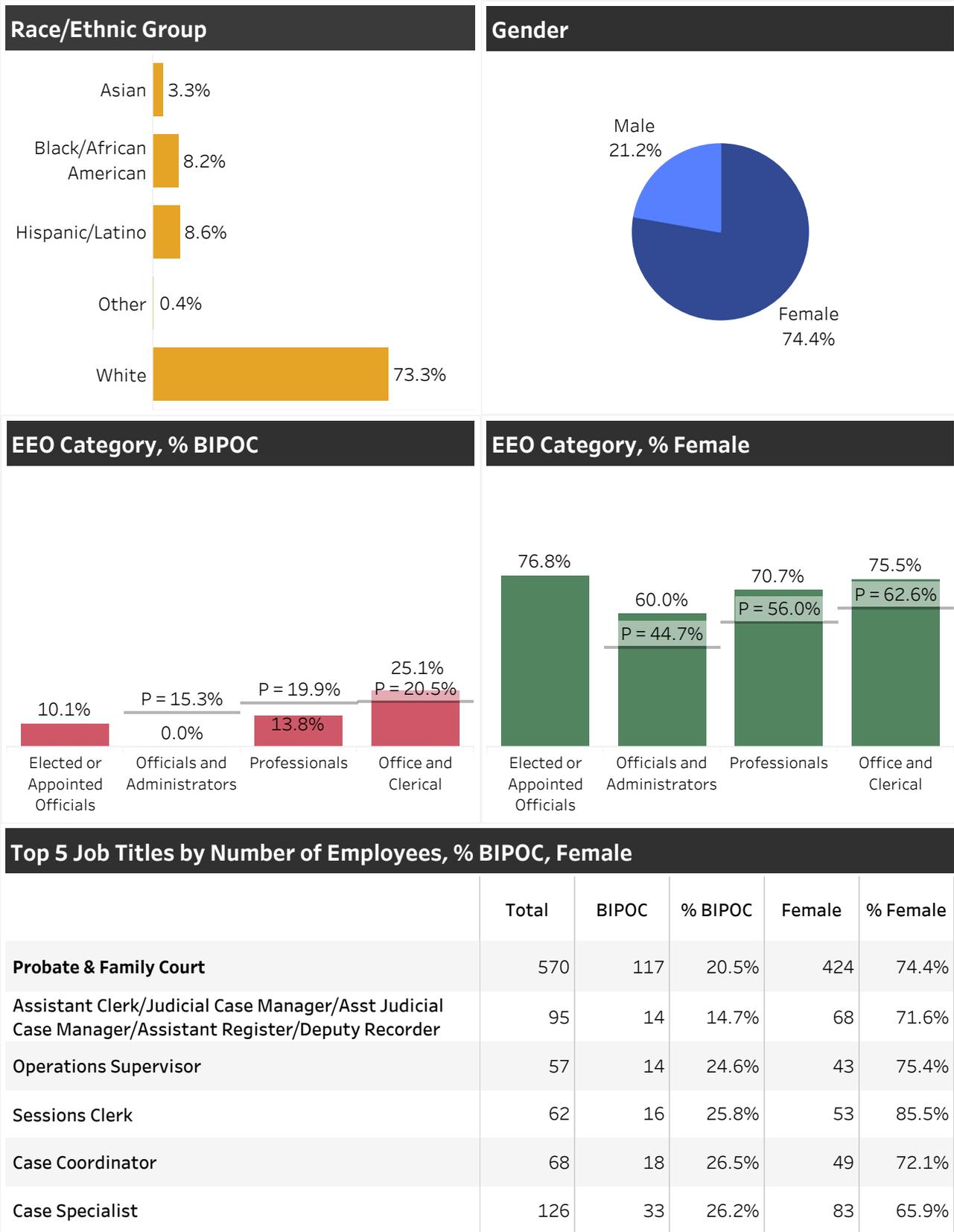


Figure 11: Superior Court, Year-End FY24

(Subtotals may not sum to 100% due to employees for whom race/ethnicity or gender is unknown; P = Parity - Census estimation of available workforce that is racially/ethnically diverse or female in this job category.)

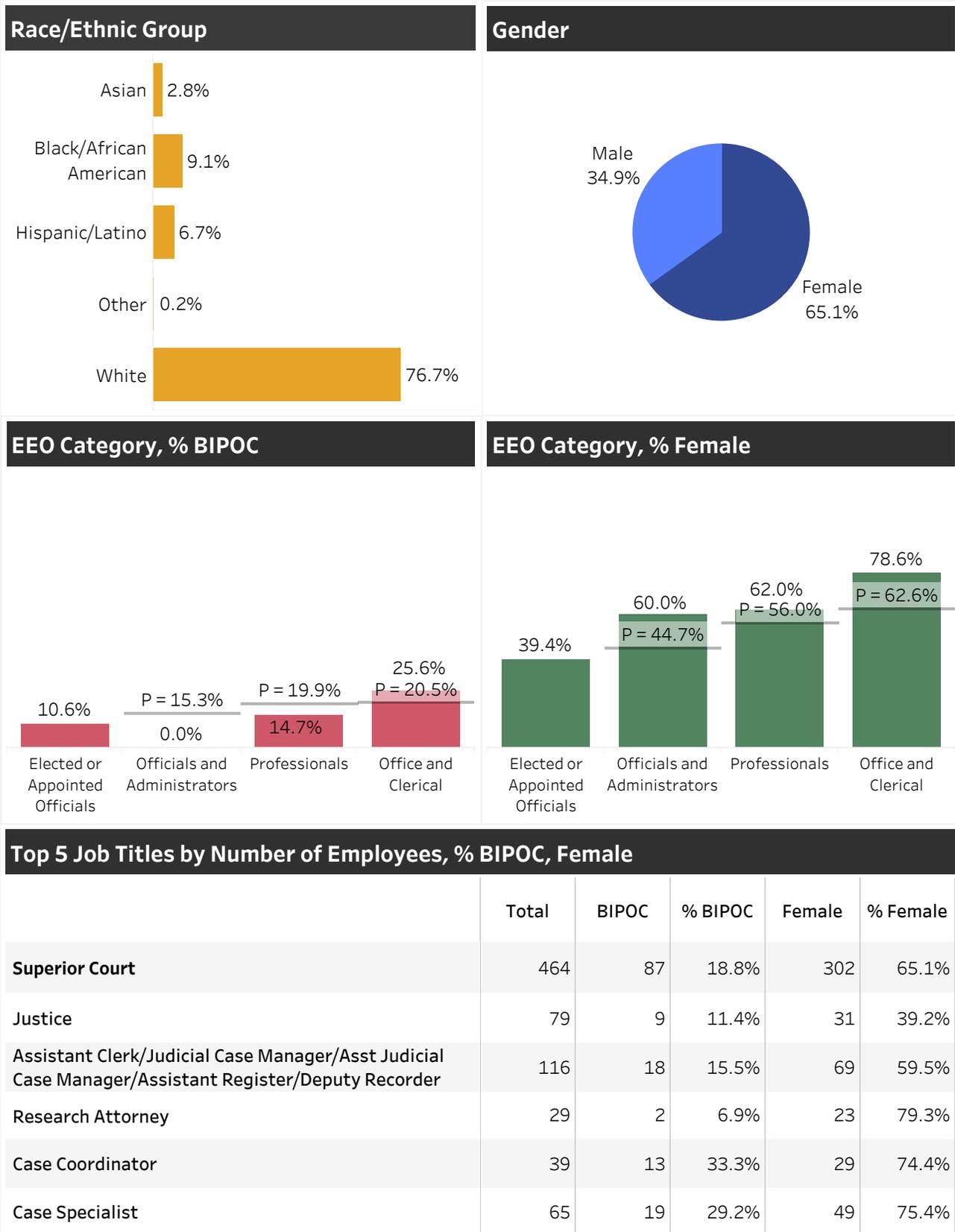
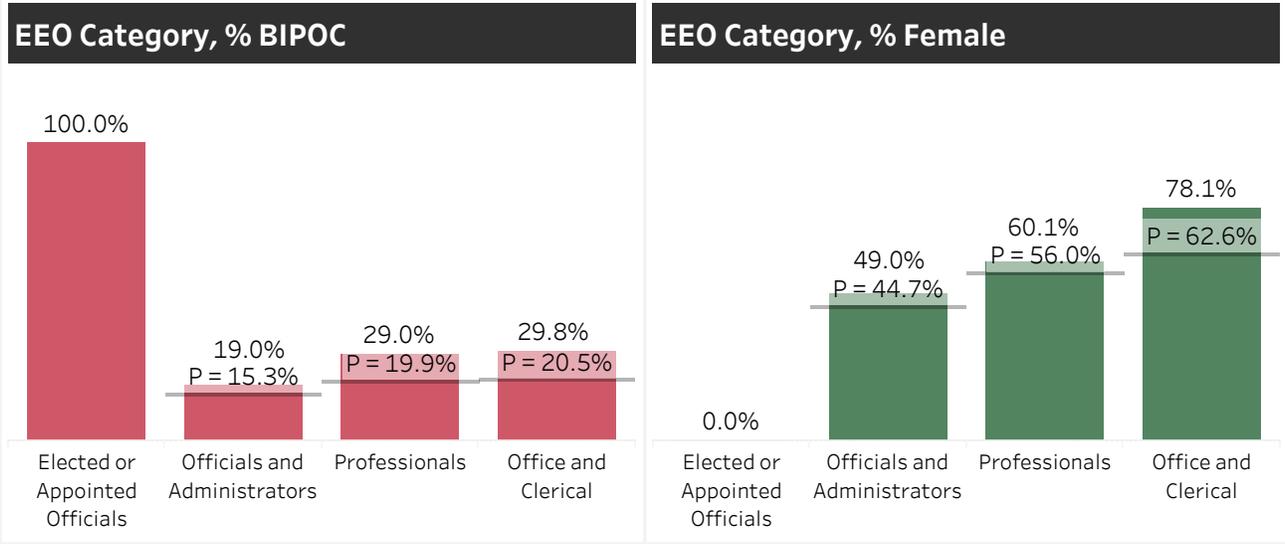
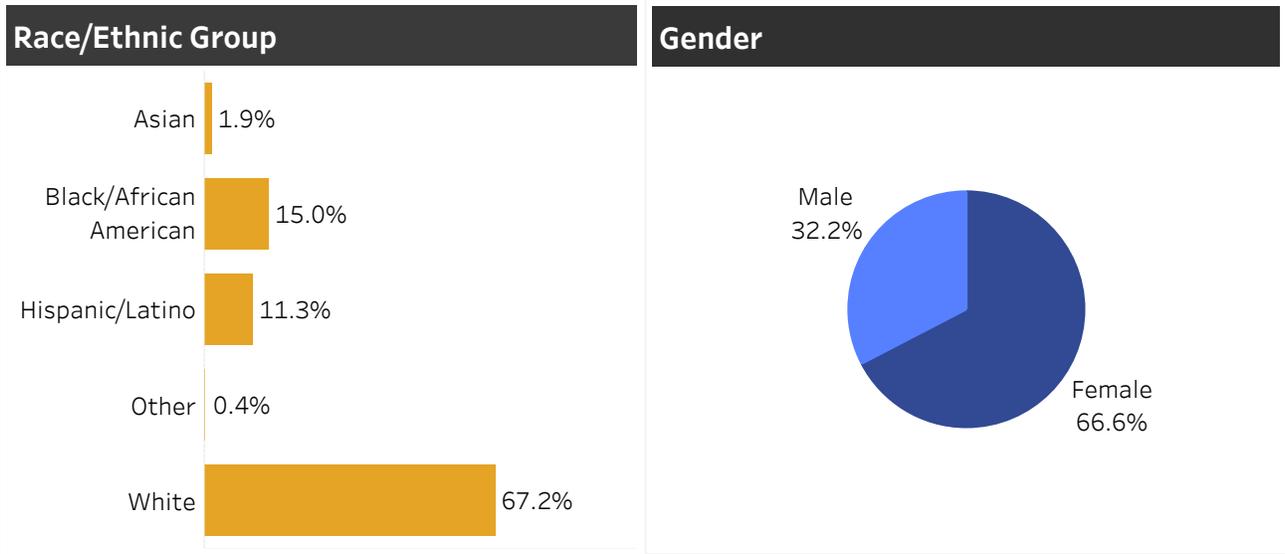


Figure 12: Massachusetts Probation Service, Year-End FY25

(Subtotals may not sum to 100% due to employees for whom race/ethnicity or gender is unknown; P = Parity - Census estimation of available workforce that is racially/ethnically diverse or female in this job category.)



Top 5 Job Titles by Number of Employees, % BIPOC, Female

	Total	BIPOC	% BIPOC	Female	% Female
Massachusetts Probation Service	1,900	543	28.6%	1,265	66.6%
Chief Probation Officer	103	19	18.4%	47	45.6%
Assistant Chief Probation Officer	201	38	18.9%	112	55.7%
Probation Officer	697	217	31.1%	424	60.8%
Assoc Probation Officer	215	80	37.2%	161	74.9%
Probation Case Specialist	248	66	26.6%	211	85.1%

Figure 13: Facilities Department, Year-End FY25

(Subtotals may not sum to 100% due to employees for whom race/ethnicity or gender is unknown; P = Parity - Census estimation of available workforce that is racially/ethnically diverse or female in this job category.)

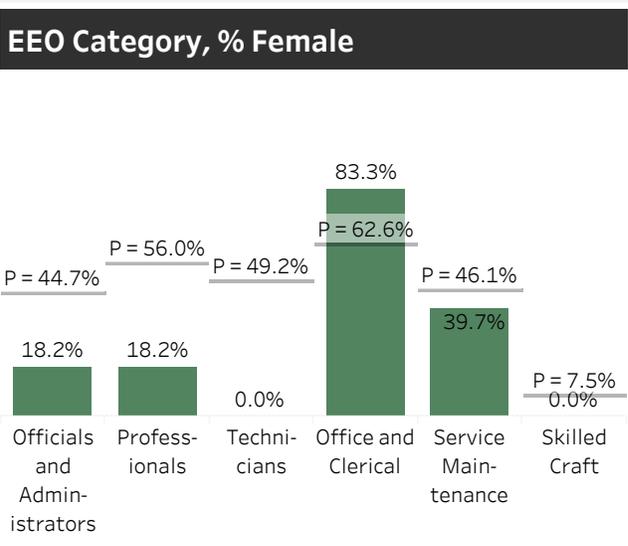
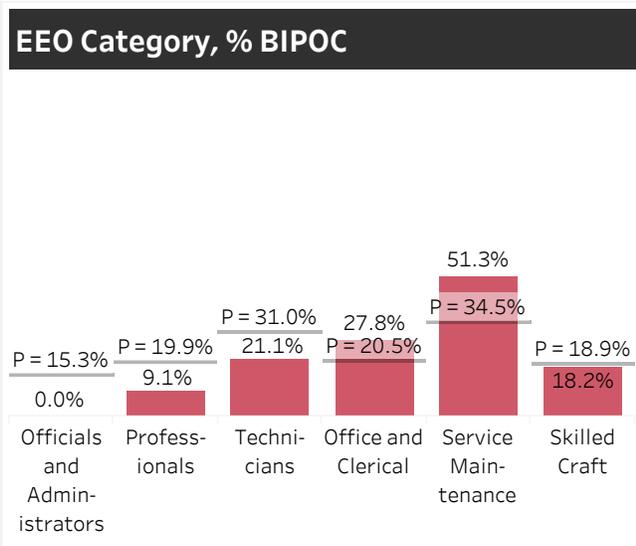
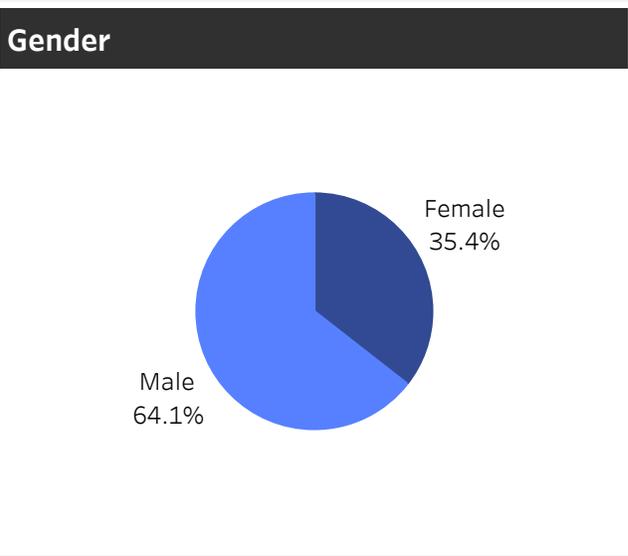
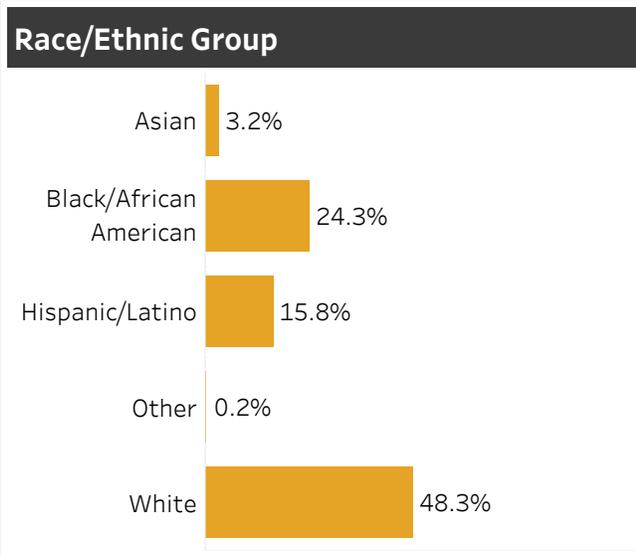
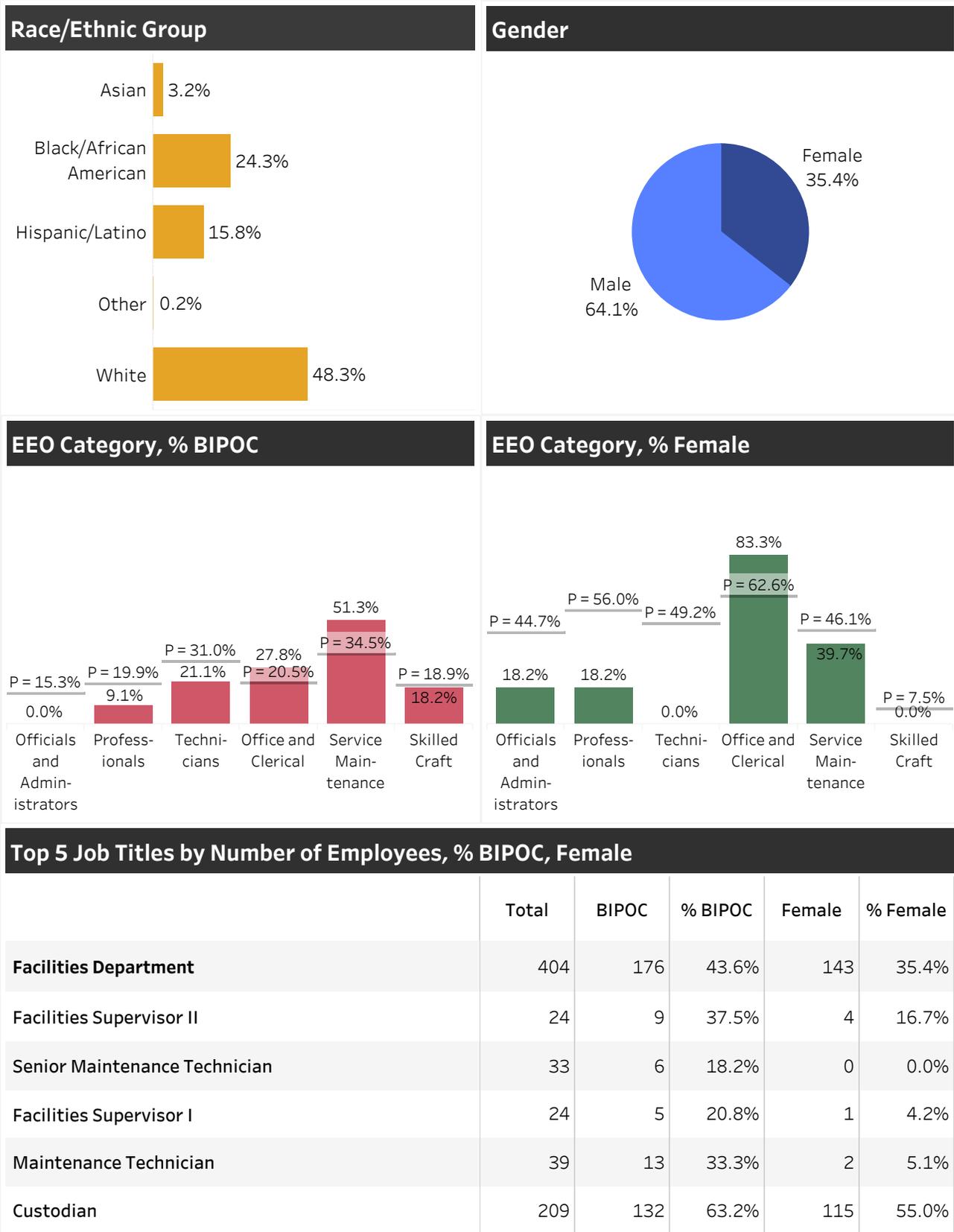
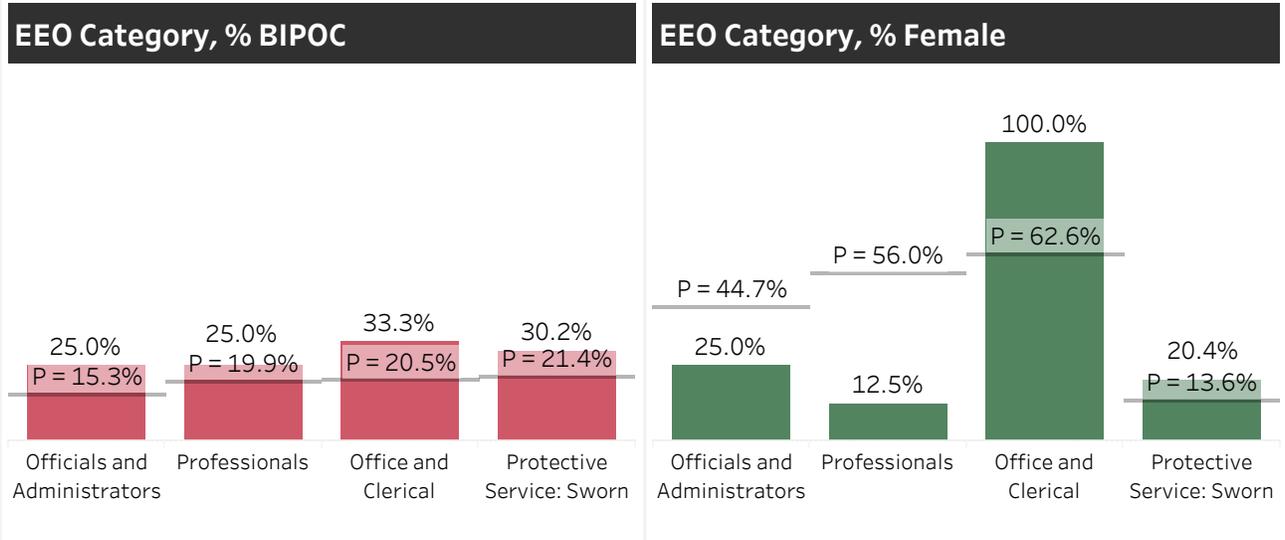
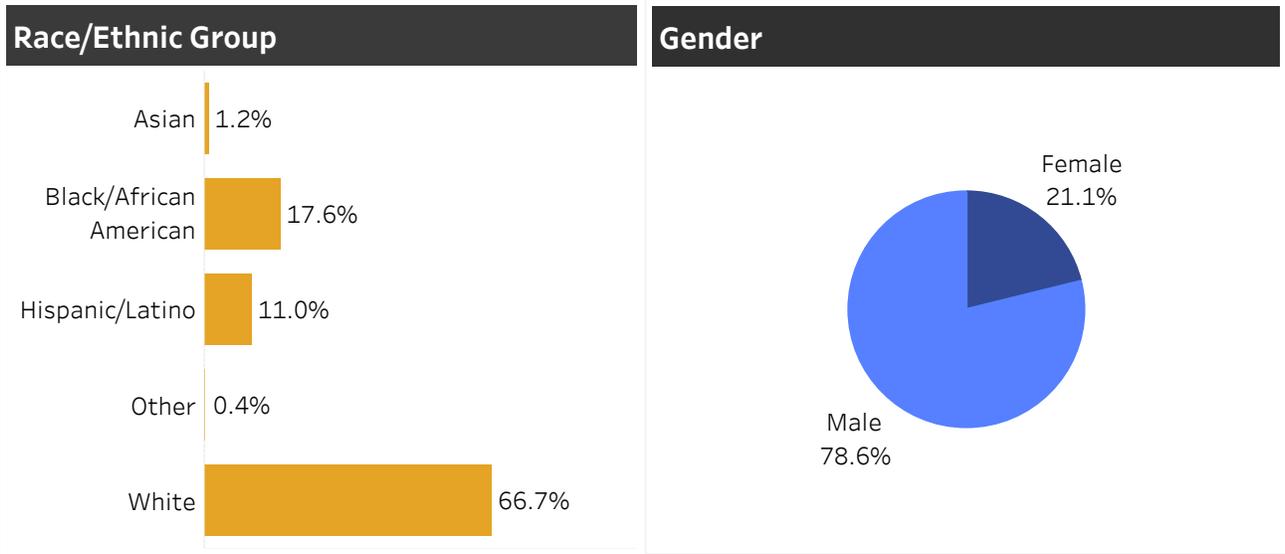


Figure 14: Security Department, Year-End FY25

(Subtotals may not sum to 100% due to employees for whom race/ethnicity or gender is unknown; P = Parity - Census estimation of available workforce that is racially/ethnically diverse or female in this job category.)

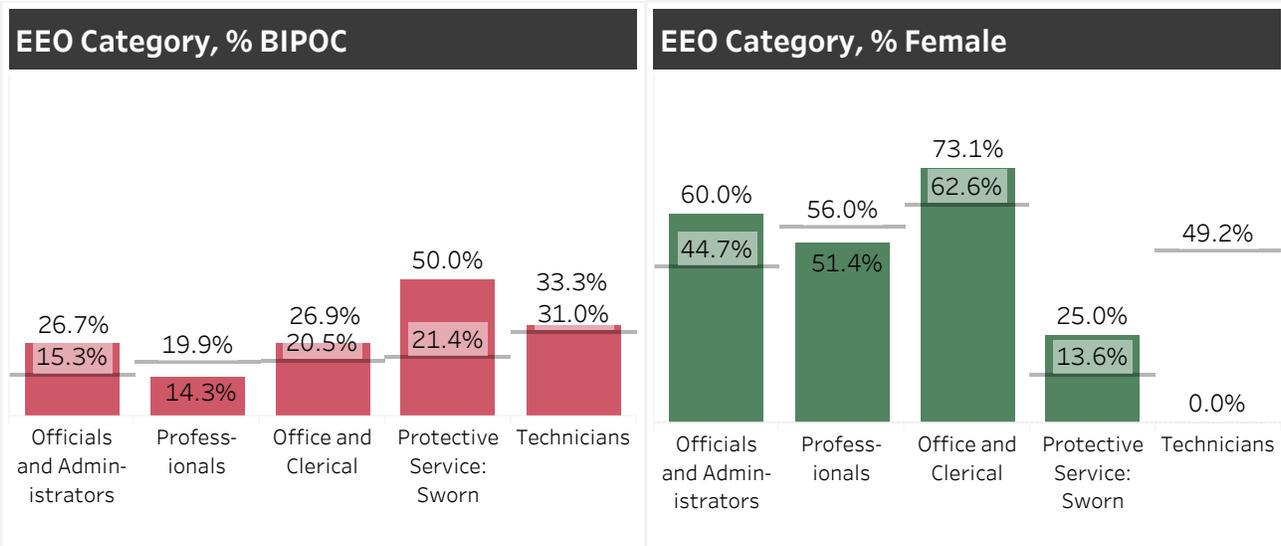
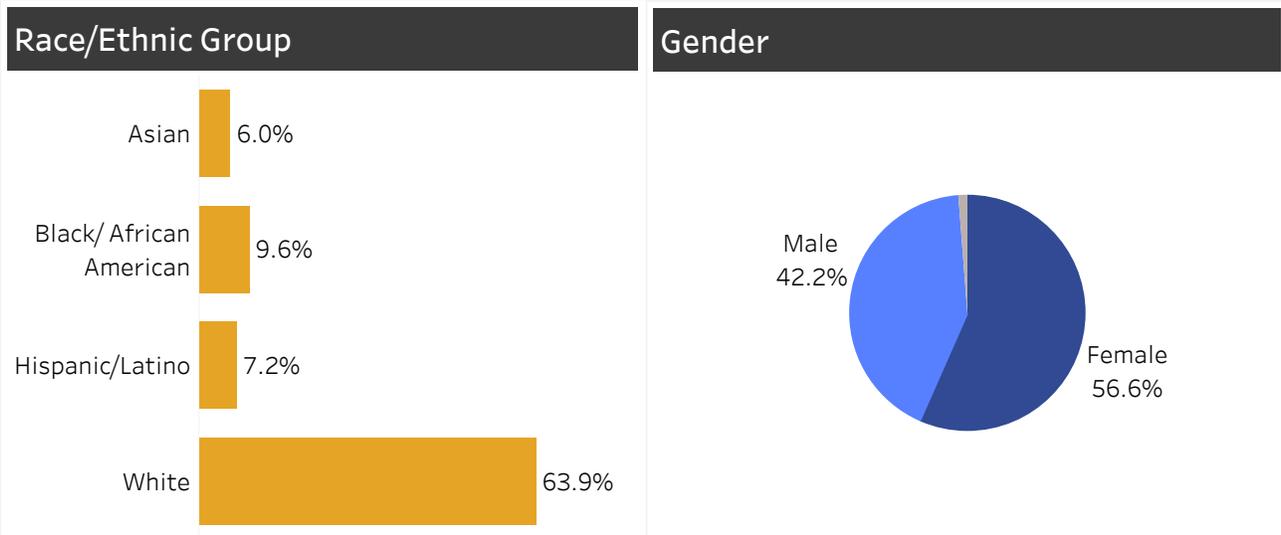


Top 5 Job Titles by Number of Employees, % BIPOC, Female

	Total	BIPOC	% BIPOC	Female	% Female
Security Department	1,035	312	30.1%	218	21.1%
Chief Court Officer	38	13	34.2%	3	7.9%
Assistant Chief Court Officer	91	27	29.7%	20	22.0%
Administrative Coordinator	6	3	50.0%	6	100.0%
Court Officer	753	218	29.0%	144	19.1%
Associate Court Officer	128	48	37.5%	38	29.7%

Figure 15: Supreme Judicial Court, Year-End FY25

(Subtotals may not sum to 100% due to employees for whom the information was not reported; P = Parity - Census estimation of available workforce that is racially/ethnically diverse or female in this job category.)

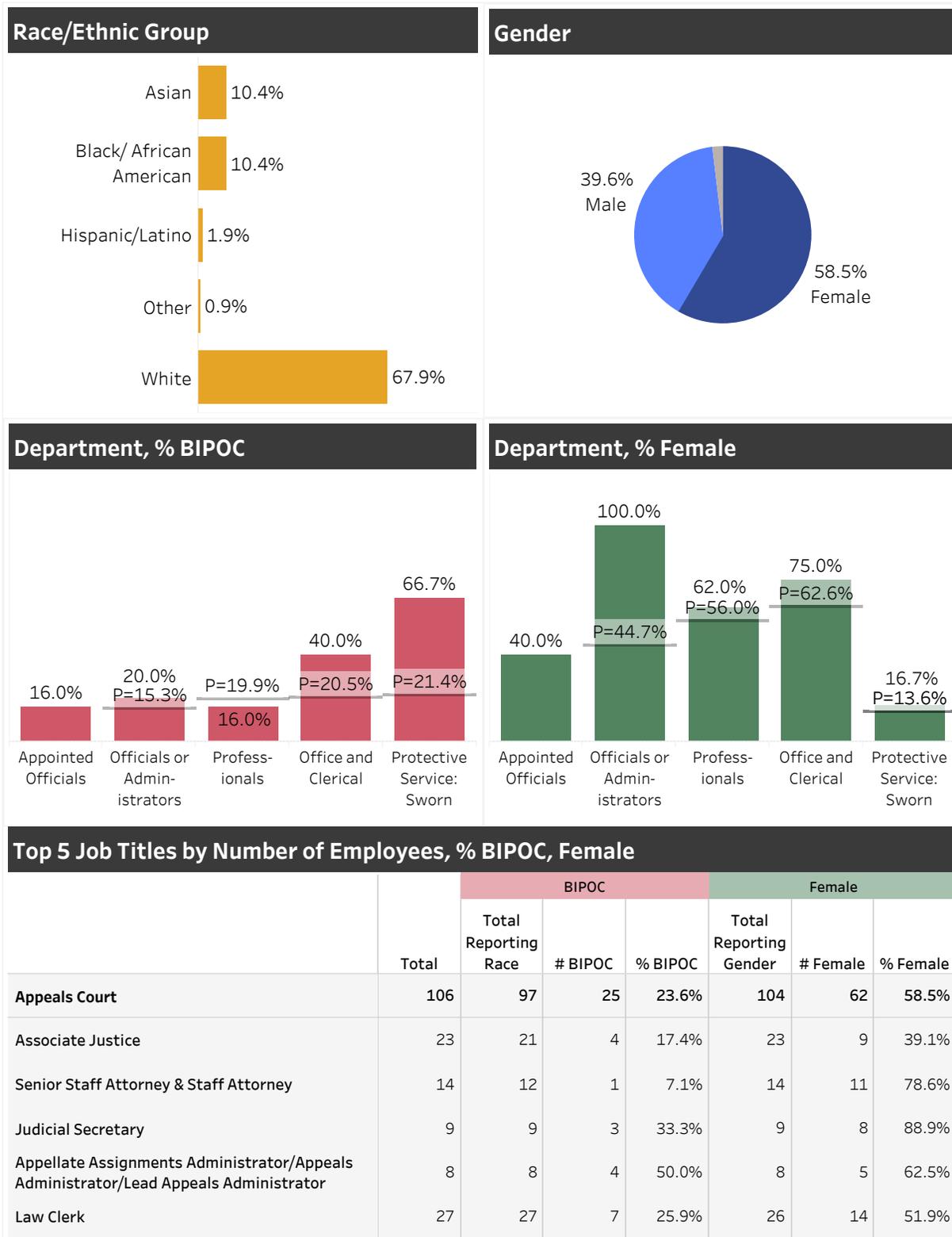


Top 5 Job Titles by Number of Employees, % BIPOC, Female

	Total	BIPOC			Female		
		Total Reporting Race	BIPOC	% BIPOC	Female	Total Reporting Gender	% Female
Supreme Judicial Court	83	72	19	22.9%	47	82	56.6%
Justice	7	7	3	42.9%	4	7	57.1%
Senior Staff Counsel	4	2	0	0.0%	3	4	75.0%
Associate Deputy Reporter of Decisions	3	3	1	33.3%	2	3	66.7%
Special Assistant to the Chief Justice/Career Law Clerk & Chambers Administrator	4	4	1	25.0%	1	4	25.0%
Law Clerk	14	13	0	0.0%	7	13	53.8%

Figure 16: Appeals Court, Year-End FY25

(Subtotals may not sum to 100% due to employees for whom race/ethnicity or gender is unknown; P = Parity - Census estimation of available workforce that is racially/ethnically diverse or female in this job category.)



The information presented in this chart was derived from the Commonwealth Information Warehouse (CIW). In some instances, information for one or more SJC employees was not reported in the CIW and is not reflected in this chart.

Notes:



Executive Office of the Trial Court

John Adams Courthouse, Suite 1M-100
One Pemberton Square
Boston, MA 02108-1724

www.Mass.gov/courts

