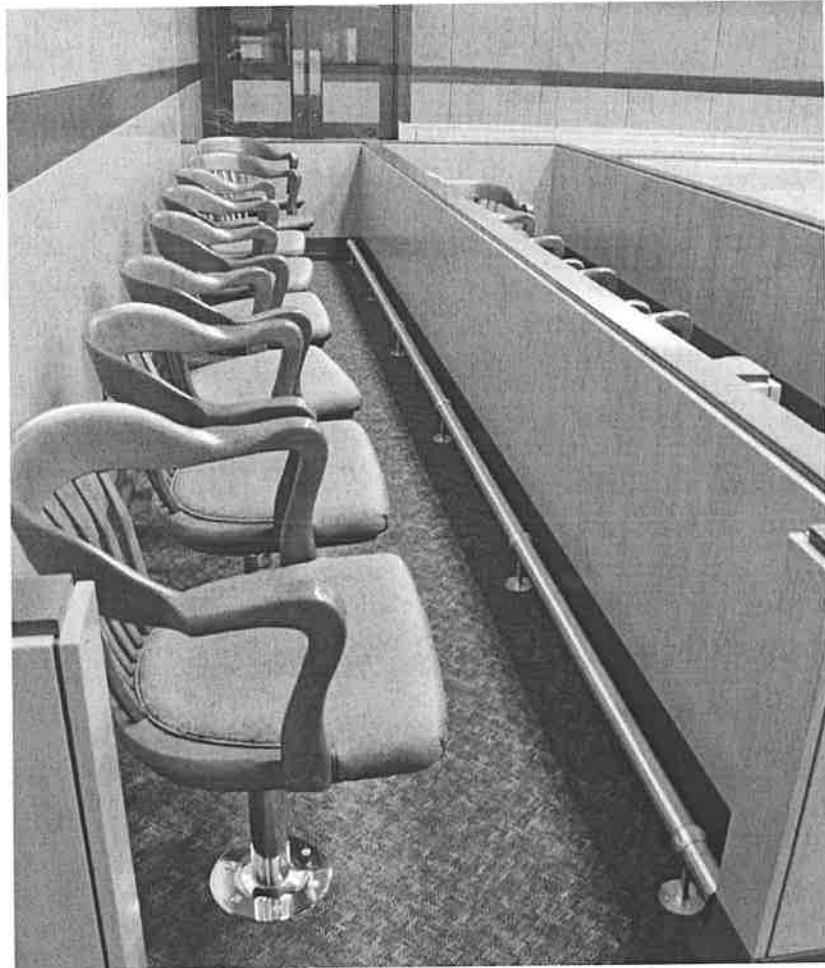


REPORT OF THE
JURY SELECTION TASK FORCE TO
CHIEF JUSTICE RICHARD A. ROBINSON



DECEMBER 31, 2020



STATE OF CONNECTICUT
JUDICIAL BRANCH

December 31, 2020

The Honorable Richard A. Robinson
Supreme Court
231 Capitol Avenue
Hartford, Connecticut 06106

Dear Chief Justice Robinson,

As Co-Chairs of the Jury Selection Task Force, we are pleased to present for your consideration the final report of the Jury Selection Task Force, which contains recommendations for systemic jury reform in Connecticut, and also notes, where applicable, opposing views expressed by members of the Task Force.

One year ago, in State v. Holmes, the Connecticut Supreme Court announced the creation of a Jury Selection Task Force to examine and to propose necessary solutions toward eradicating racial bias from the jury selection process in Connecticut. A diverse group of stakeholders was appointed to the Task Force (drawing from the criminal justice, civil litigation, and academia communities, along with judges and members of the Judicial Branch's Court Operations division), which provided an opportunity for robust examination and for discussion from many perspectives.

The Task Force was divided into four subcommittees, each with a specific charge and focus. Their recommendations and dissenting opinions were then presented to the entire Task Force for discussion, debate and approval. This final approved report presents both the recommendations and any dissents for your consideration.

We are proud of the work undertaken by the Task Force. We hope the report provides you with a solid foundation for implementing meaningful changes in furtherance of the Judicial Branch's goal to eliminate racial discrimination in the jury process.

Respectfully submitted,

Chase T. Rogers and Omar A. Williams

JURY SELECTION TASK FORCE SUBCOMMITTEES

- I. **Data, Statutes & Rules:** Dean Timothy Fisher and Attorney Claire M. Howard, Co-Chairs, Hon. James W. Abrams, Hon. Robin L. Wilson, Attorney Tais C. Ericson, Attorney Charles DeLuca, Attorney Paul Williams, Ms. Taylor Withrow

Charge: This subcommittee will undertake a review of relevant statutory authority, including, but not limited to 51-232(c), and Practice Book rules, if applicable, that govern the confirmation form and juror questionnaire provided to prospective jurors, to determine if revisions to the confirmation form and/or questionnaire should be made in support of the Task Force charge.

As part of the review of the CT General Statutes and Practice Book rules, the subcommittee shall consider the feasibility of collecting juror demographic information. Currently, no demographic information is collected on jurors, and there is no way to determine the race of individuals that are actually appearing for jury service. The type and nature of juror demographic information will need to be discussed, taking into consideration the very limited information collected pursuant to 51-232(c) on the juror questionnaire. The Task Force should also examine, whether revisions through the legislative process to the type and nature of the juror demographic information sought, should be proposed. The subcommittee shall undertake an exhaustive review of the data collection practices in other states.

- II. **Juror Summoning Process:** Ms. Esther Harris and Attorney Harry Weller, Co-Chairs, State Representative Matthew Blumenthal, Attorney Erik T. Lohr, Attorney Anna Van Cleave, Attorney William M. Bloss, Attorney Michael J. Walsh, Attorney James J. Healy

Charge: This subcommittee will undertake a review of the current process by which we summon jurors in Connecticut in order to ensure that venires are drawn from a fair cross section of the community that is representative of its diversity. This review shall include a study of relevant statutory authority including but not limited to qualifications of jurors as defined in 51-217(a), the summoning of jurors pursuant to 51-222a, and a review of the process used for gathering the source lists in preparation of the master file in accordance with 51-222a. Further, this review shall include a study of the available data. The subcommittee shall further study the source lists from which jurors are summoned in Connecticut and elsewhere, and also a review of the existing body of work on how other states summon jurors to ensure representative and diverse jury panels. Why are minorities so underrepresented on jury panels? What are the factors that prevent jurors from serving? Factors like economic hardships, such as employment, child care, transportation, and other more personal factors such as physical or mental disabilities and Limited English Proficiency (LEP) may adversely impact our jury pool in Connecticut.

- III. **Implicit Bias in the Jury Selection Process and Batson Challenges:** Hon. David P. Gold and Hon. Douglas Lavine, Co-Chairs, Hon. Joette Katz, Attorney Richard J. Colangelo, Jr., Attorney

Christine Perra Rapillo, Attorney Daniel Krisch, Attorney Aigné Goldsby, Attorney Preston Tisdale, Professor Neal Feigenson, Mr. Tobechukwu Umeugo

Charge: This subcommittee will study the extensive body of work relating to implicit bias and its impact on the jury selection process. Implicit bias is everywhere and it exists both inside and outside the jury box. How does implicit bias impact our jury selection process and ultimately the jurors who are empaneled?

The subcommittee will examine how the court can play a role in addressing implicit bias through the use of peremptory challenges and the creation of model jury instructions.

In the discussion of peremptory challenges, the subcommittee should consider how their use may contribute to imbedding implicit bias in the jury selection process. Should peremptory challenges be eliminated or at least severely limited? Should jurors instead be "conditionally stricken" and their status revisited at the conclusion of the voir dire process? Through the study of practices in other states, the subcommittee shall give consideration to the feasibility and impact of judges presiding over the civil jury selection process and what impact their presence may have on the use of peremptory challenges.

When it comes to Batson challenges, most judges are loathe to make a finding of purposeful discrimination in concluding that the attorney in question has acted unethically and has willfully violated a potential juror's constitutional rights. Further, the reputation, and integrity of the attorney may be called into question under the prongs of Batson, resulting in a referral to statewide bar counsel. This subcommittee will study all standards under Batson and whether the Batson rule should be divorced from the court's requirement to find purposeful discrimination in upholding a Batson challenge.

Further, this subcommittee should examine whether in practice, Batson serves to contribute to the implicit bias and discrimination it seeks to overcome. Does Batson in fact encourage the voir dire process to look the other way and ignore the very issues of race, stereotype and discrimination it is designed to guard against? Consider, "The current Batson rule constitutes a placebo that purports to solve the problem of discrimination by juries but really focuses only on purported discrimination against jurors. Not only does it fail to address the real issues, it also actively distracts from them. The Batson rule represents the culmination of the [United States] Supreme Court's desire to solve the intractable and unconscionable problem of racism in our criminal justice system by ordering everyone in the courtroom to ignore it." T. Tetlow, *supra*, 56 Wm. & Mary L. Rev. 1946. The subcommittee will examine in detail, the relationship between Batson and implicit bias and make recommendations for sweeping and systemic changes to the jury selection process through a variety of remedies, including the legislative process and statutory revisions.

In developing model jury instructions, the subcommittee shall conduct focus groups with stakeholders to be identified, to determine how the model jury instructions can be drafted to educate jurors about implicit bias and how to avoid it in their deliberations.

IV. **Juror Outreach & Education:** Hon. Joan K. Alexander and Attorney Charleen E. Merced Agosto, Co-Chairs, Attorney Molly Arabolos, Attorney Sheila Sinha Charmoy, Attorney Glenn B. Coffin, Mr. Scot X. Esdaile, Ms. Hannah Kogan

Charge: This subcommittee will review the current Jury Outreach Program, study jury related public service campaigns from other states, look at the feasibility of partnering with community organizations from minority communities, and study whether there is a role that community colleges and universities can play in educating our citizens about jury service. In addition the subcommittee will identify resources needed for an outreach program that specifically targets minority communities.

Jury Outreach & Education continues to be an important component of the jury process. Misinformation and negative perceptions of the criminal justice system can impact whether or not an individual will show up for jury service, particularly individuals from minority populations and those with LEP. As it is written, the statute requires that an individual summoned for jury service must be able to speak and understand English to serve on a jury. This subcommittee should explore whether this statutory provision warrants revision and how the availability of court interpreters in the voir dire and trial process might impact the diversity of potential jurors who appear for jury service.

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Jury Task Force: Data, Statutes and Rules Subcommittee Recommendations

I. Introduction and Rationale

The Data, Statutes and Rules Subcommittee's primary charge was to examine juror demographic information that currently is and should be collected. Without a diverse representation on juries the legitimacy of the justice system and fair administration of justice is weakened.¹

A crucial step to ensuring fair trials with diverse jury members is to begin collecting data on who is called for jury duty and selected to serve on a jury. Data is the foundation to any efforts to ensure diverse representation on juries – it is impossible to ascertain whether there is a problem with jury composition or the extent of the problem without robust data collection.

Emerging research on jury selection and composition has revealed a significant problem in the exclusion of minorities on juries. In research on jury selection and composition in North Carolina, researchers found that prosecutors excluded black jurors at more than twice the rate they excluded white jurors.² The same research also found that black men were removed from juries at a higher rate than any other jurors.³

To help facilitate data collection and research on juror selection in Connecticut, the subcommittee has developed the following recommendations, which are aimed at striking a balance between preserving individual juror privacy and gaining an understanding, through robust data collection, on juror composition in Connecticut.

II. Subcommittee Recommendations

The subcommittee's three primary recommendations are that General Statutes § 51-232 be amended to aid the Connecticut Judicial Branch in maintaining a detailed record keeping of disparities in jury service.⁴ Specifically, we recommend that the Connecticut Judicial Branch

¹ In a review of a data analysis of jury composition in two counties in Florida, researchers found that "(i) juries formed from all-white jury pools convict black defendants significantly (15 percentage points) more often than white defendants, and (ii) this gap in conviction rates is nearly entirely eliminated when the jury pool includes at least one black member." Liz McCurry Johnson, *Accessing Jury Selection Data in a Pre-Digital Environment*, 41 *Am. J. Trial Advoc.* 45, 79 (2017).

² Ronald F. Wright, Kami Chavis & Gregory S. Parks, *The Jury Sunshine Project: Jury Selection Data as a Political Issue*, 2018 *U. Ill. L. Rev.* 1407, 1423 (2018).

³ *Id.* at 27-28.

⁴ The subcommittee considered whether any Practice Book revisions were needed to accomplish the goals we have set out, and concluded that there were none that we could identify.

- Collect data on the characteristics of prospective jurors, including race, ethnicity, and gender, and also such other attributes that the Judicial Branch believes could be the basis of disparate treatment in jury selection;
- Retain demographic non-personally identifiable data on jurors to be publicly available for research, examination and educational purposes; and
- Collect records on for cause and preemptory challenges that reflect the identity of the first chair trial counsel as the party asserting the challenge.

In accordance with our recommended revisions to General Statutes § 51-232, we recommend the new State of Connecticut Judicial Branch Jury Management System, currently being developed with a planned launch by the end of 2021, be designed to electronically collect demographic data on prospective jurors contacted as part of the venire process as well as jurors selected for duty. For persons without internet access, the same changes should be made to the paper juror questionnaire to incorporate this subcommittee's recommendations.

Specifically, we recommend that the Jury Management System collect data on the following mandatory demographic categories:

- Race - White American; Black or African American; Native American; Alaska Native; Asian American; Native Hawaiian; and Other Pacific Islander.
- Ethnicity - Hispanic or Latino; Not Hispanic or Latino.
- Age - by Date of Birth.
- Gender – Male; Female; or X.

Jurors should be able to select more than one racial/ethnic category. The subcommittee also recommends adding optional demographic subcategories for data collection including sexual orientation to the design of the new Jury Management System.⁵

The Subcommittee recommends the new Jury Management System be designed to make all reasonable efforts to protect juror data. We recommend that demographic data from jurors be retained in a manner that is not personally identifiable to any person, to the greatest possible extent. Any personally identifiable juror data retained in the new system should be considered confidential, not public information.

Demographic data of jurors retained in the new Jury Management System shall be de-identified, with each juror assigned an alphanumeric identifier that is not personally-identifiable to any person or juror. If this separation between a person's identity and demographic data is unachievable in data retention, it is recommended that this information be separated as much

⁵ We leave it up to the discretion of the Judicial Branch as to whether and when data regarding sexual orientation and gender identification of prospective jurors will be collected.

as is practicable when that data is being utilized for research, examination and education. The subcommittee recommends that the publicly accessible information be maintained as part of an open access plan within the meaning of CGS Section 4-67p(h), which the Judicial Branch shall develop in a form prescribed by the Office of Policy and Management, and that the data be published in the online repository for open data required by Section 4-68p(i).

The subcommittee also recommends that the information collected regarding juror selection include every stage of the process so as to enable the Branch and others to ascertain the points at which prospective jurors exit the selection process, which thereby facilitates more focused determinations of the causes and cures of any disparate treatment of certain groups. Those stages should include data on each prospective juror who is:

- a) released without being subject to voir dire because of "hardship";
- b) released without being subject to voir dire because all trial jurors had been selected for voir dire to cease;
- c) subjected to voir dire
- d) challenged for cause;
- e) dismissed for cause and the general type of reason for such dismissal;
- f) dismissed by peremptory challenge;
- g) selected for jury service, whether or not the case settles or proceeds; as well as
- h) the sequential order in which each venireperson in the venire panel was subject to any of the above possible dispositions, in cases where jurors are released individually; and
- i) the names and JURIS numbers of the attorney(s) – first chair trial counsel – raising the challenges in (d), (f), and (g) above.

We believe that the data collected will not only provide the Judicial Branch with comprehensive data to look at and address through the continued development of best practices but the data will meaningfully demonstrate *Batson* challenges by data-driven pattern rather than just anecdotally. It is also the subcommittee's consensus that the data will allow attorneys an opportunity to look at their own patterns and personally address their behaviors and attitudes and provide an opportunity for external research.

Final Report of Jury Summoning Sub-Committee to Jury Task Force

Members: Co-chairs, Jury Administrator, Esther Harris, Atty. Harry Weller. Members, Atty. Anna Van Cleave, Atty. Erik T. Lohr, Atty. Michael J. Walsh, Atty. William M. Bloss, State Representative Matt Blumenthal, Atty. James J. Healy, Ms. Karen Sandler, Judicial Branch Support,

Our sub-committee has plumbed the summoning process (process) by evaluating the following: juror eligibility, how summons lists are compiled, how summonses are sent, what the summons looks like, what causes underrepresentation of any group in the actual venires that appear for service and how the process might be able to address those causes, and enforcement when summoned people fail to appear for jury duty on date scheduled or within the grace period defined by statute. Many of the issues we identified are addressed in the sub-committee's proposed legislation as adopted by the task force earlier this month. Those provisions will be briefly addressed in this final report.

This report contains several subsections that roughly follow the process chronologically. Along the way it highlights the strengths of Connecticut's system, especially how this state already employs some of the best practices recommended nationwide. It includes suggestions that do not require statutory changes, but perhaps will be helpful in improving the yield of jurors who are underrepresented because they are lost to the system.

I. Considerations and Recommendation to Improve the Summoning Process

In *State v. Gibbs*, 254 Conn. 578 (2000), the Supreme Court rejected a claim that the process violated the sixth amendment for failing to summon jurors from a fair cross-section of the community because Hispanics were underrepresented in venires. In rejecting that claim and an equal protection claim, the *Gibbs* litigation established that there is no systemic discrimination in the present jury summoning process. It is random where it is required to be random, and it samples the various communities (e.g., cities and towns) in a manner that acceptably favors the larger cities within each Judicial District. Moreover, it is impossible for any person within the jury summoning process to engage in systematic discrimination because at each juncture a selection is made it is automated and random. (e.g., who is available to be summoned, who is eventually summoned and, once someone arrives for service, who is placed on a venire panel for voir dire).

Gibbs brought into relief, however, that much of the underrepresentation that exists is the result of private sector effects including socio/economic factors that have a greater impact on minorities to whom summonses are sent. For example, in *Gibbs*, there was little debate about the fact that Hispanics were underrepresented at the venire level based on their proportion of

the population, but the evidence showed that jurors were lost due to economic hardship and mobility that caused many summonses to be undeliverable in areas where Hispanics lived. It also showed that acceptable constitutional exclusions based on citizenship and language proficiency resulted in a disproportionate loss of Hispanics old enough to serve on a jury.

Data from the Jury Administrator revealed to the sub-committee that undeliverable summonses and simply failure to show up for jury duty continue to produce a disproportionate loss of prospective jurors who live in certain large metropolitan areas.

Recommendation

Our committee presented legislation to address the loss of jurors to undeliverable summonses. These proposals include sending a replacement summons to the same zip code from which a summons is determined to be undeliverable and ultimately calculating how many summonses will be sent to a town/city based by previous yields.

The sub-committee also eliminated two statutory, but nonetheless constitutionally permissible, exclusions that have a disproportionate effect on minorities. Under our proposal, non-citizens who are permanent residents can serve as can a convicted felon.

The sub-committee also increased compensation and reimbursement of expenses to reduce economic hardships prospective jurors might suffer when completing jury service.

II. Source Lists

Precedent establishes that a selection process is constitutional even if only one unbiased source list is used as a starting point for summoning prospective jurors, e.g., registered voters. Best practices recommend, however, the use of more source lists to improve the likelihood of including a fair cross-section of the community in the summoning process. When *Gibbs* was decided, Connecticut used two source lists, registered voters and licensed drivers. Thereafter, Gen. Statutes Sec. 51-222a was amended to require the use of four source lists, registered voters, licensed drivers and those with DMV identification cards, unemployment lists and lists from revenue services.

Recommendation:

There are no recommended changes to the number of source lists used.

III. Culling Duplicates

Employing multiple source lists to generate a master list from which jurors will be summoned creates the problem that some people may be on multiple lists. This is not surprising because Connecticut's combined source list contains almost eight-million prospects.

Best practices include a step in the process during which duplicate names are removed so the master list contains distinct individuals. Connecticut uses a computer algorithm to survey the files and remove duplicate names. The records must pass five stages of examination. Once those five passes are complete, any remaining matched groupings are further analyzed. Those records are manually compared by last name, first name, middle initial, date of birth, social security number, and address. If there is any doubt as to whether a record is a match, it is then separated from the group and treated as a single record.

When culling duplicates, a best practice is to use what is called the “best address.” That is, the address that is most likely to be current. The “best address” is usually one with financial implications. For example, presently, if there is the tax record in the group, Connecticut’s Jury Administrator uses that address because it is most likely to be the “best address”. The administrator next defaults to the motor vehicle address, registrar of voters address, and then the labor address in that order.

Recommendation

The Jury Administrator will follow-up to ensure that she is using the “best address” throughout the process of culling duplicates.

IV. The Master List Is Reconstituted Annually

In Connecticut, a new master list is generated annually. By comparison, the federal court reconstitutes its qualified wheel every three years. A primary benefit of making a new master list annually is that it reduces, but does not eliminate, the prospect of stale addresses. Using stale addresses contributes somewhat to the number of undeliverable summonses.

The master list is compiled in January/February for the court year beginning on September 1. The last summons sent from any master list is in June of the following year. Thus, a name and address on the source list will be used for no longer than 18-months. Connecticut’s annually generated master list temporally coincides with postal practices in a manner that helps reduce undeliverables.

When a person moves and leaves a forwarding address, the post office will forward the mail for one year. For the next six-months thereafter, the post office will return the mailing to the sender with the corrected address noted. When the Jury Administrator receives such a return, she will re-mail it to the addressee if they are still living in the judicial district. Thus, the 18-month life of a master list operates in conjunction with postal regulations that ensure delivery of mail after someone has moved. There is an important caveat, however. The postal service will forward mail and provide a corrected address only if the addressee files a change of

address card. Doing so places the addressee into the National Change of Address system (NCOA) discussed below. Otherwise, an undeliverable summons remains undeliverable.

Recommendation

The new summoning system the Judicial Branch will be using is an automated process that is coupled with the NCOA system to identify when an address is undeliverable before a summons is mailed. Under the legislative proposal, the undeliverable summons will be replaced with a deliverable address from the same zip-code until the new yield summoning process goes into effect.

Understanding that the process cannot control some of the private sector factors that contribute to underrepresentation, the sub-committee nevertheless recommended statutory changes that are designed to compensate for those undeliverables without compromising the process' constitutionality.

There are jurisdictions which renew their master lists more frequently. The sub-committee is not recommending such a change.

V. Form of the Summons and Reminder/Juror Questionnaire

Members of the sub-committee discussed the form of the mailing and explored whether the physical characteristics and design of the envelope and content could be improved. Toward this end, we looked at both the present summons package and the new proposal the Judicial Department has pending with Tyler Technologies, its soon-to-be vendor for mailing out the summons. We also researched material generated by those who make a living designing successful commercial mail campaigns. Notably, this multi-billion-dollar industry has its own "best practices," and we have incorporated those we think will be most useful into the suggested changes.

Our goal is twofold. First, to increase the chance that recipients will open the envelope rather than consider it "junk mail" or official mail that some might be reluctant to open. We also wanted to appeal to a juror's sense of community and equal justice under the law.

Second, once the envelope is opened, we also want to ensure that the contents are clear and comprehensible especially regarding subjects that summoned jurors may not be aware of. This includes emphasizing that a summons is a court order, and a juror is entitled to compensation and certain types of reimbursement. We concluded that emphasizing this information could allay concerns for those who might otherwise suffer a hardship, and thus make them more willing to participate.

a) Summons and Reminder envelopes

Appendix A provides several possible changes to the envelopes. They are not interdependent. Although we are fully aware that the Judicial Branch's new vendor, Tyler Industries, may not be capable of making any of the proposed changes, we wanted the Task Force to have the benefit of what we learned.

Professional mailers have determined that a personalized invitation is more likely to be opened than one that comes from a less well-known office such as the "Jury Administrator." Therefore, we propose that Chief Justice Robinson should be listed as the sender, with his name appearing as a signature rather than in print. Another possible way of making the envelope more personal would be to replace the Judicial Department's seal with a picture of the Chief Justice.

The present envelope states, "**Important court document inside - - immediate action required.**" That declaration may discourage some potential jurors from opening the envelope. Another approach would be an appeal to a juror's sense of community and justice. Our example reads "**A summons for you to serve your community and ensure equal justice.**" Similar language should be included in the on the reminder envelope. (Please see Appendix A for a sample.)

Another best practice is to make the postage appear as a canceled stamp rather than bulk mail product. Some companies can produce this image within their bulk mail protocol.

b) The interior of the mailing

One best practice includes using bold text to provide notice of important aspects of a mailing. We recommend the following to be in clear and prominent text: **that the juror can receive payment for their jury service and reimbursement for expenses like transportation and family care.** The form should also explain that the summons is not a request but an order. For example: "**This is a summons, not an invitation. This means you are required to appear in court on the day noted or contact the court for another appearance date. There are penalties imposed for those who do not comply.**" This last point might be intimidating, but many folks may not understand exactly what a summons is, especially because it comes in the mail.

We suggest that this mailing or the reminder should have notice that the juror can tear off and give directly to their employer explaining the juror's obligation to appear, the employer's obligation to pay, and instructions to contact the court if the employer has any

questions about the juror's obligation to serve or the employer's obligation to accommodate jury service. This removes from the juror the burden of having to explain his/her need for time off, etc. to an employer.

Possible text:

Dear employer,

[Name] has been summoned to appear for jury service on [date]. Jurors selected to be on a jury are required to serve until the trial is completed or the court dismisses them. Employers are obligated to pay jurors their regular rate of pay for the first five days of jury service. If you have any questions about your employee's obligation to serve as a juror or an employer's obligation to accommodate, you may contact Jury Administration at [phone number] or by email at [email address].

c) Reminder Notice/Questionnaire

The form should again include in bold type, maybe larger typeface than the rest of the letter:

You can receive payment for your jury service if your employer is not compensating you for days of jury service. You can be reimbursed for reasonable expenses like transportation and family care.

If not included in the original mailing the reminder should include a notice that an individual can provide directly to their employer explaining the obligation to appear, the employer's obligation to pay, and instructions to contact the court if the employer has any questions about the juror's obligation to serve or the employer's obligation to accommodate jury service.

Follow-Up Notices

Best practices call for sending at least one follow-up reminder of upcoming jury service. The Jury Administrator accomplishes this with a second mailing that provides both a reminder and more detailed information about jury service. For people who respond online and provide email addresses, reminders are also transmitted.

d) Enforcement

The subcommittee also examined the question of enforcement for potential jurors who are "no-shows." Separate from potential jurors whose summonses are known to be undeliverable because they are returned by the Postal Service, a substantial number are considered by the Judicial Branch to be "no shows" because either they fail to complete

eligibility forms, or they do not appear in court on the day summoned or during the one-year grace period allowed by law. In some cases, “no-shows” are sent a duplicate summons for a different date over the course of a year, which leads to some number of former “no shows” eventually appearing for service, but others do not respond at all.

Statistics compiled by the Judicial Branch report that the rates of what it classifies as “no shows” are substantially greater in urban areas. For example, in the five zip codes in Hartford with the largest number of summonses in 2019, calculated rates of no shows ranged from 10.6 to 20.3 percent. In New Haven that number ranged from 11.8 to 20.1 percent. In Bridgeport that number was 21.1 to 27.5 percent. In other words, of the 61,781 potential jurors summoned in Bridgeport whose summonses were not returned as undeliverable, 13,487 were classified as “no shows.” For comparison, 4 percent of those summoned in Avon were considered “no shows,” as were 6.6 percent in Guilford and 7.7 percent in Monroe. Thus, there is a disproportionate number of “no-shows” from communities with more concentrated minority populations.

The Judicial Branch reports “no shows” to the Attorney General for possible enforcement action under Conn. Gen. Stat. § 51-237. That statute provides in part that “[e]ach juror, duly chosen, drawn and summoned, who fails to appear shall be subject to a civil penalty, the amount of which shall be established by the judges of the Superior Court.” That statute further provides that “[t]he provisions of this section shall be enforced by the Attorney General within available appropriations.” Information available to the subcommittee indicates that no appropriations for enforcement have been made and the Attorney General does not take enforcement action.

The subcommittee considered whether enforcement might be a productive method to increase diversity on juries. The National Center for State Courts (NCSC) in its publication *Best Practices for Jury Summons Enforcement* recommends that states send out reminder and subsequent notices to those who at first do not respond. Connecticut already does that. Further, according to NCSC, over half of states do take some enforcement measures ranging from orders to show cause, contempt citations, or civil penalties. NCSC’s best practices recommend that if a state increases enforcement of summonses, it should only be pursued following a robust public relations campaign about the importance of jury service and the fact that a jury notice is a court order commanding someone to appear, and not a request. (See, Section V, *infra*. suggested changes to form). NCSC states that enforcement actions could be taken against all “no shows,” a randomly selected group, or what NCSC calls “the most recalcitrant” no shows.

There are trade-offs regarding these enforcement methods. The administrative burden of the first alternative is significant, as evinced by the fact that, under a prior version of the

statute, “no-shows” could be punished by criminal contempt charges pursued by the Division of Criminal Justice. When the state tried to pursue “no-shows” in bulk, however, the court system could not handle the influx of cases. By contrast, the second and third alternatives essentially permit some substantial number of willful “no shows” to avoid consequences while others get called on the carpet with the ultimate goal of making it known that scoffers are punished.

VI. Recommendation

There are several reasons why, at present, the subcommittee does not recommend a more robust enforcement regime. First, there may be a risk that enforcement could be considered unfair or heavy-handed. Second, it is not clear how many of those that the Judicial Branch classifies as “no shows” are willfully failing to respond to summonses – all we know is that they did not appear, but we do not know why. For example, some number are undoubtedly those who have moved without completing a change of address form. Some likely have economic or physical hardships that would excuse them from service. Some may not understand that a “summons” received in the mail is an order with legal implications for non-compliance. Fourth, there is little data one way or the other to indicate that increasing enforcement will produce more diverse venirees, which is a primary Task Force goal. Rather than increased enforcement now, we are relying on the other proposals that we have advanced as more likely to increase diversity.

However, if the other recommendations that we have proposed are adopted and do not lead to the results that we expect, enforcement is one area that could be considered. A summons is a court order, and it seems inconsistent that a court will issue such an order but tolerate some number of people disobeying it. Still, greater enforcement would be both sensitive and carry substantial costs. It would require a strong public relations campaign and would require the General Assembly to appropriate funds to the Attorney General and the Judicial Branch to implement a practicable, let alone successful process. Accordingly, the subcommittee suggests deferring this issue to see if other proposals are more productive at lower cost.

- **Auditing**

The summoning process is audited annually to ensure that it is performing according to its statutory mandate.

Recommendations: None.

VII. Conclusion

This report, in addition to the statutory recommendations made previously, is the result of a concerted six-month effort by everyone on this very hardworking and dedicated sub-committee.

Connecticut's jury summoning process is tasked with producing, from a fair cross-section of the community, enough qualified jurors for our judiciary to provide the constitutional right to a jury trial whenever that right is asserted. Although the system already does a constitutionally sufficient job, our research makes clear that obtaining truly diverse venires remains a significant challenge.

We determined early on that our mission was to find ways to improve the process in a manner that retained its constitutionality but nonetheless addressed some of the issues that cause otherwise qualified people to be lost to jury service. We also expanded those who could qualify to serve and made practical suggestions like treating the summons and reminder as postal advertising. Only time will tell if these recommendations are adopted and if they improve diversity on venire panels. Hopefully, the results will be as fruitful as those by which the Jury Summoning Sub-committee addressed its charge.

Respectfully submitted,

Esther Harris, Co-Chair

Harry Weller, Co-Chair

Implicit Bias in the Jury Selection Process and Batson Challenges

December 2, 2020

Dear Co-chairs:

We are delighted to submit to you a proposed New General Rule on Jury Selection, as well as reports and individual statements produced by the three working groups of the Implicit Bias in the Jury Selection and Batson Challenges subcommittee. Members of these working groups—the Batson Working Group, the Peremptory Challenges Working Group, and the Implicit Bias Model Jury Instructions Working Group-- devoted an enormous amount of time and energy producing what we believe to be excellent recommendations.

We believe the proposed rule and the recommendations of the working groups, if adopted, will significantly improve the quality of justice in our state.

We are all proud to have been selected by Chief Justice Robinson to take part in this important and historic process. Of course, the members of our committee are all available to discuss our proposals.

Yours truly,

David Gold

Douglas Lavine

Judges David Gold and Douglas Lavine

Committee Co-chairmen

I. New General Rule. Jury Selection

- (a) **Policy and Purpose.** The purpose of this rule is to eliminate the unfair exclusion of potential jurors based upon race or ethnicity.
- (b) **Scope; Appellate Review:** The rule applies to all parties in all jury trials. The denial of an objection to a peremptory challenge made under this rule shall be reviewed by an appellate court de novo, except that the trial court's express factual findings shall be reviewed under a clearly erroneous standard. The reviewing court shall not impute to the trial court any findings, including findings of the prospective juror's demeanor, which the trial court did not expressly state on the record. The reviewing court shall consider only reasons actually given and shall not speculate as to, or consider reasons, that were not given to explain either the party's use of the peremptory challenge or the party's failure to challenge similarly situated jurors, who are not members of the same protected group as the challenged juror. Should the reviewing court determine that the objection was erroneously denied, then the error shall be deemed prejudicial, the judgment shall be reversed, and the case remanded for a new trial.
- (c) **Objection.** A party may object to the use of a peremptory challenge to raise a claim of improper bias. The court may also raise this objection on its own. The objection shall be made by simple citation to this rule, and any further discussion shall be conducted outside the presence of the prospective juror.
- (d) **Response.** Upon objection to the exercise of a peremptory challenge pursuant to this rule, the party exercising the peremptory challenge shall articulate the reason that the peremptory challenge has been exercised.
- (e) **Determination.** The court shall then evaluate from the perspective of an objective observer, as defined in section (f) herein, the reason given to justify the peremptory challenge in light of the totality of the circumstances. If the court determines that the use of the challenge against the prospective juror, as reasonably viewed by an objective observer, legitimately raises the appearance that the prospective juror's race or ethnicity was a factor in the challenge, then the challenge shall be disallowed and the prospective juror shall be seated. If the court determines that the use of the challenge does not raise such an appearance, then the challenge shall be permitted and the prospective juror shall be excused. The court need not find purposeful discrimination to disallow the peremptory challenge. The court must explain its ruling on the record. A party whose peremptory challenge has been disallowed pursuant to this rule shall not be prohibited from attempting to challenge peremptorily the prospective juror for any other reason, or from conducting further *voir dire* of the prospective juror.

- (f) **Nature of Observer.** For the purpose of this rule, an objective observer (1) is aware that purposeful discrimination, and implicit, institutional, and unconscious biases, have historically resulted in the unfair exclusion of potential jurors on the basis of their race, or ethnicity; and (2) is deemed to be aware of and to have given due consideration to the circumstances set forth in section (g) herein.
- (g) **Circumstances considered.** In making its determination, the circumstances the court should consider include, but are not limited to, the following: (i) the number and types of questions posed to the prospective juror including consideration of whether the party exercising the peremptory challenge failed to question the prospective juror about the alleged concern or the questions asked about it; (ii) whether the party exercising the peremptory challenge asked significantly more questions or different questions of the prospective juror, unrelated to his testimony, than were asked of other prospective jurors; (iii) whether other prospective jurors provided similar answers but were not the subject of a peremptory challenge by that party; (iv) whether a reason might be disproportionately associated with a race or ethnicity; (v) if the party has used peremptory challenges disproportionately against a given race or ethnicity in the present case, or has been found by a court to have done so in a previous case; (vi) whether issues concerning race or ethnicity play a part in the facts of the case to be tried; (vii) whether the reason given by the party exercising the peremptory challenge was contrary to or unsupported by the record.
- (h) **Reasons Presumptively Invalid.** Because historically the following reasons for peremptory challenges have been associated with improper discrimination in jury selection in Connecticut or maybe influenced by implicit or explicit bias, the following are presumptively invalid reasons for a peremptory challenge: (1) having prior contact with law enforcement officers; (ii) expressing a distrust of law enforcement or a belief that law enforcement officers engage in racial profiling; (iii) having a close relationship with people who have been stopped, arrested, or convicted of a crime; (iv) living in a high-crime neighborhood; (v) having a child outside of marriage; (vi) receiving state benefits; (vii) not being a native English speaker; and (viii) having been a victim of a crime. The presumptive invalidity of any such reason may be overcome as to the use of a peremptory challenge on a prospective juror if the party exercising the challenge demonstrates to the court's satisfaction that the reason, viewed reasonably and objectively, is unrelated to the prospective juror's race or ethnicity and, while not seen by the court as sufficient to warrant excusal for cause, legitimately bears on the prospective juror's ability to be fair and impartial in light of particular facts and circumstances at issue in the case.
- (i) **Reliance on Conduct.** The following reasons for peremptory challenges also have historically been associated with improper discrimination in jury selection: allegations that the prospective juror was inattentive, failing to make eye contact or exhibited a problematic attitude, body language, or demeanor. If any party intends to offer one of these reasons or a similar reason as a justification for a peremptory challenge, that party

must provide reasonable notice to the court and the other parties so the behavior can be verified and addressed in a timely manner. A party who intends to exercise a peremptory challenge for reasons relating to those listed above in i shall, as soon as practicable, notify the court and the other party in order to determine whether such conduct was observed by the court or that party. If the alleged conduct is not corroborated by observations of the court or the objecting party, then a presumption of invalidity shall apply but may be overcome as set forth in subsection (h).

- (j) **Review Process.** The chief justice shall appoint an individual or individuals to monitor issues relating to this rule.

II. Report of the *Batson* Working Group

In *State v. Gonzalez*, 206 Conn. 391 (1988) the Connecticut Supreme Court, relying on the then recent United States Supreme Court decision in *Batson v. Kentucky*, 476 U.S. 79, 106 S. Ct. 1712, 90 L. Ed. 2d 69 (1986), first recognized that racial discrimination in the exercise of peremptory challenges is unconstitutional. The *Batson* Court acknowledged that a claim of racial discrimination in the selection of jurors “raises constitutional questions of the utmost seriousness, not only for the integrity of a particular trial but also for the perceived fairness of the judicial system as a whole,” and harms “the entire community” whose confidence in the fairness of our justice system depends. Moreover, it undermines the right of jurors of color to serve.

Batson set forth the following standard for establishing claims of racially motivated peremptory challenges. “[T]he defendant first must show that he is a member of a cognizable racial group ... and that the prosecutor has exercised peremptory challenges to remove from the venire members of the defendant's race. Second, the defendant is entitled to rely on the fact, as to which there can be no dispute, that peremptory challenges constitute a jury selection practice that permits ‘those to discriminate who are of a mind to discriminate.’ ... Finally, the defendant must show that these facts and any other relevant circumstances raise an inference that the prosecutor used that practice to exclude the veniremen from the petit jury on account of their race. This combination of factors in the empaneling of the petit jury, as in the selection of the venire, raises the necessary inference of purposeful discrimination.” *Id.*, 96.

Thereafter, in *State v. Holloway* 209 Conn. 636, 646 (1989), the Connecticut Supreme Court modified the three part *Batson* test for demonstrating purposeful discrimination, eliminating the first prong so that “once such a challenge has been made (1) “the burden shifts to the state to advance a neutral explanation for the venireperson's removal” and (2) “[t]he defendant is then afforded the opportunity to demonstrate that the state's articulated reasons are insufficient or pretextual.” In other words, the Court eliminated the first prong of the three part

test of *Batson*—that is, the defendant need not prove “by a preponderance of evidence that the state's use of the peremptory challenge was tainted by purposeful discrimination.”

For more than 30 years, our courts have applied the legal framework of *Batson/Holloway*, but as our Supreme Court acknowledged in *State v. Holmes*, 334 Conn. 202, 234 (2019), themes of disparate impact and implicit bias “raise extremely serious concerns with respect to the public perception and fairness of the criminal justice system.” Discriminatory strikes, even those based on facially neutral reasons, can reflect unconscious racism of both lawyers and judges and have been difficult to address under *Batson*’s purposeful discrimination framework. *Batson* has been criticized as failing to prevent racial discrimination in jury selection because courts are unlikely to encounter direct evidence of purposeful discrimination. Judges may be hesitant to question neutral reasons provided by a party, particularly when the case involves an attorney who often appears before the judge. Similarly, placing the focus on purposeful discrimination ignores the influence of implicit biases and thereby may serve to mask the biased selections of jurors; Antony Page, *Batson’s Blind Spot: Unconscious Stereotyping & the Peremptory Challenge*, 85 B.U. L. Rev. 155, 160 (2005) (explaining that “race- and gender-based stereotypes almost inevitably affect people’s judgment and decision-making, even if people do not consciously allow these stereotypes to affect their judgment”). Finally, because trial courts normally receive strong deference on factual findings and issues of credibility, an appellate court rarely reverses a trial court’s *Batson* decision.

In response to *Batson*’s failings, commentators and legal scholars have proposed a range of alternatives and solutions. One response is to eliminate peremptory challenges, as Justice Marshall advocated in his *Batson* concurrence. (See Peremptory Challenge Working Group Report). Another idea is to propose ways to dissuade attorneys from using discriminatory strikes, such as implicit bias trainings. Nevertheless, and despite numerous scholarly commentaries, pleadings, cases, and studies illustrating the failings of *Batson*, there has not been any significant improvement in identifying and addressing improper bias in jury selection.

Following years of Court opinions, studies, and Task Force reports, in April 2018, the Washington Supreme Court took an enormous step when it used its rulemaking authority to promulgate a court rule that expressly addresses implicit and institutional racism with the intent of “eliminat[ing] the unfair exclusion” of prospective jurors based on their race. Washington’s Rule 37 expressly acknowledges that the strict purposeful discrimination requirement has thwarted *Batson*’s effectiveness and ignores unconscious racism. In short, the Rule expands protections beyond intentional discrimination.

Recognizing *Batson*’s shortcomings in preventing both purposeful and unconscious racial discrimination, the *Holmes* Court took the occasion “to consider whether further action on our part is necessary to promote public confidence in the perception of our state's judicial system

with respect to fairness to both litigants and their fellow citizens.” *Id.*, 234. Following a comprehensive review of more than three decades of research and experience since *Batson* reaffirming “that implicit bias may be equally as pernicious and destructive to the perception of the justice system;” *Id.*, 250; the Court referred the systemic considerations identified in the opinion to a Jury Selection Task Force to be appointed by the Chief Justice to propose meaningful changes to strengthen protections against discrimination in jury selection to be implemented via court rule or legislation.

Since August 2020, the *Batson* working group has studied, discussed and debated what approach to propose in response to the Chief Justice's charge that the issue be addressed. Recognizing that the extensive implicit bias research identified in the *Holmes* opinion should inform policymaking, we are pleased to recommend unanimously the adoption of a rule modeled in part on Washington's Rule 37, assuming a Practice Book approach is the route the Chief Justice wishes to take. This proposal is the result of significant debate and compromise by members of our working group and was informed by extensive legal research and discussions with members of the committee who were involved in drafting Washington's Rule 37. We believe our proposed rule retains the essential thrust of Rule 37 with some improvements informed by work done in California, taking into account the particulars of Connecticut's jury selection regime.

We invite Task Force members to assess independently the proposal being put forth. In the interest of aiding the Task Force, and other individuals or entities who may later address these issues, we thought it would be helpful to highlight four issues that we found most challenging.

First, the proposed new rule, if implemented, will replace Connecticut's modified version of the three-step *Batson* test with a wholly different methodology. It will do so, however, only with regard to some, but not all, objections to a party's exercise of a peremptory challenge. By its express terms, the proposal will apply only to those objections based on a juror's race or ethnicity, not those based on a juror's gender, religious affiliation or other protected-group status. The decision to limit our analysis only to race and ethnicity was based on a number of factors, principally the fact that the Chief Justice's charge in *Holmes* specifically related to matters of race, and concomitantly, ethnicity, in light of historical realities. This limitation in no way is intended to minimize the importance of addressing other issues of perceived or real discrimination relating to other groups or protected classes. Indeed, if the Chief Justice wants these other issues to be considered and addressed, they deserve separate and serious deliberation in the future, but the working group decided to stick to the charge given to it.

We understand that the approach being suggested will require stakeholders to accustom themselves to a new construct, in which different rules are applied to peremptory challenges directed at jurors based on race or ethnicity. Yet, it remained the unanimous view of the

working group that the proposal is essential to ensure increased confidence in our jury system. Moreover, two members of Washington's Rule 37 committee have informed us that while the adoption of Rule 37 was a controversial matter in their state, lawyers—including prosecutors—have adapted to it and accept it as part of a changed legal landscape. We have no reason to believe that lawyers won't similarly adjust in our state if our proposed rule is adopted.

A second concern raised about the proposal is the extent to which its creation of "presumptively invalid" reasons for the exercise of peremptory challenges will require the seating of jurors whose objectivity might be viewed by a party with a certain amount of skepticism, but not to the degree that the proposal would require for a peremptory challenge to be sustained over objection. Peremptory challenges have always been permitted for subjective as well as objective reasons. They make allowance for a lawyer's use of instinct and intuition in the selection process. It is also true that the law has never required parties to be bound by a venireperson's own personal assessment of his or her fairness and objectivity, but rather has afforded parties the right to rely on their own judgments. The presumptively invalid reasons identified in the proposal, however, have been associated historically with improper discrimination. The rule contains numerous safeguards to protect the right of lawyers to continue to rely on intuition and instinct in using peremptories—but *not* if that intuition and instinct are grounded in impermissible bias.

The proposal's creation of presumptively invalid reasons generated a separate area of concern as well --- that is, whether these reasons are presumed invalid as to the peremptory strike of *any* juror, regardless of the juror's race or ethnicity, or only as to jurors whose race or ethnicity made them historically subject to unfair exclusion for these reasons. Ultimately, the working group agreed that the presumptions, which are rebuttable, are an essential means by which to address the issue of historically unfair exclusion, and that the "reach" of the presumptions is most appropriately determined by judges to whom that question may be presented.

A final matter that produced spirited debate among working group members and the only area on which we could not reach a unanimous vote related to the appropriate standard of review that appellate courts should apply to the trial court's determinations made under this proposal. Not only were widely divergent opinions expressed on this issue, but some argued that the rule should make no mention of any standard of review at all, principally on the ground that the proper standard was a legal decision to be made by an appellate court. The committee voted to approve the language on the standard of review contained in section (b) "Scope, Appellate Review" but this issue was hotly debated and the decision was by no means unanimous.

These issues and areas of concern, as well as others, marked the working group's deliberations. We recognize that novel and unanticipated issues of law, and difficulties relating to interpretation of the rule, will arise. But we are confident that the lawyers and judges in our

state are more than up to the task of dealing with the changed approach we are proposing. We are unanimously of the opinion that the challenge is urgent and the imperative for change is great. We therefore cannot allow the perfect to be the enemy of the good. It is in that spirit, and with a deep desire to make our court system fairer and engender greater trust in it by all communities in our state, that we respectfully request the Task Force to consider favorably the proposal we are submitting. We sincerely hope that this proposal contributes to the ongoing effort to improve the quality of justice in our state.

Statement of Douglas Lavine in Opposition to Proposed Subsection (b), "Scope; Appellate Review," of New General Rule, Jury Selection

I think the proposed new rule is excellent in all respects, with the exception of the above-referenced section relating to the scope of appellate review. Here are my reasons for opposing the inclusion of this section.

First and foremost, I believe the proposed language clearly invades the prerogatives of the courts. By attempting to establish a standard of review, the rule ventures into an area reserved for the judicial branch. It is the courts, and the courts *alone*, who are tasked with deciding what the standard of review ought to be. This is a general principle of law which I have always thought to be beyond controversy. I have never seen a rule, in any legal context, which purports to do what this rule does. Moreover, I fail to see why any appellate court would be influenced by knowing the personal predilections, on a pure legal issue, of the people who favor a particular rule. I think the rule is a clear over reach and accomplishes nothing of real value except to create a target for people who might be looking for a reason to oppose the outstanding innovations in the rule itself.

Second—aside from the fact that I find the language of the rule somewhat confusing-- I disagree with the standard of review established by the rule. The rule states that: "The denial of an objection to a peremptory challenge made under this rule shall be reviewed by an appellate court de novo, except that the trial court's express factual findings shall be reviewed under a clearly erroneous standard." As indicated, I oppose including *any* section on standard of review in the proposed rule, but if there is to be a standard of review, I would not use the bifurcated standard suggested, which I think is cumbersome, confusing, and difficult to apply. This standard may be appropriate in other legal contexts, but I do not believe it is suited for the proposed rule. If a standard of review is to be included, I would favor a standard of "clearly erroneous" because it is easily understood, simple to apply, and in my view, more suited to the difficult and sensitive issues sure to arise under the proposed rule, and as to which reasonable people could, in most instances, disagree.

Next, I think the proposed standard will create unnecessary difficulties for trial judges who, for the most part, try to be fair. Having been a trial judge for 12 years, I am aware of the blinding speed with which difficult, often vexing issues come at the bench. Evaluating and assessing one's own unconscious biases—as well as those of other stakeholders in the system—is inherently difficult. This rule will require trial judges to make particularly difficult decisions under a wide variety of unknowable circumstances. I think any standard of review should afford reasonable leeway to the trial judges applying it.

Finally, the rule states that the erroneous denial of an objection shall *automatically* result in reversal. While that should perhaps be the result in many—maybe even most—cases, I think such a rigid, mechanical rule is unwise and demonstrates again why putting any standard of review in the rule is inadvisable. I have never seen a rule which declares, in the text of the rule itself, that a violation is *per se* reversible. I would leave the reversal judgment to judges who have the benefit of the full record before them. I think decisions about automatic reversal are far better left to the courts, and do not belong in a rule such as this one.

I would like to add one final point. I believe the rule we are proposing is forward-looking and superb. In all likelihood, any new rule will have to be approved by a vote of the judges of the Superior Court, assuming it is adopted by the entire Task Force first. I would not assume that all of the judges will be enthusiastic about the rule. The standard of review section, as it presently stands, is certain in my opinion to provoke opposition which could undermine the support for the rule while adding nothing of value. The disputed section was barely adopted by a majority of the members of our own committee. I fear it could spark opposition among the judges. That would be most unfortunate given all the positive benefits the rule could bring.

For all of these reasons, I respectfully oppose the inclusion in the rule of the section relating to the scope of appellate review.

Chief State's Attorney Richard Colangelo and Judge David Gold join in this statement.

Individual Statement of Daniel Krisch Re: Report of the *Batson* Working Group and Proposed Practice Book Rule

I support the proposed new rule except for subsection (b) (“Appellate Review”), which opens the door to a *DeJesus* problem.⁶ Under *DeJesus*, the judges of the Superior Court cannot adopt a rule that restricts the Supreme Court’s “oversight and supervision” of the courts’ “core judicial truth-seeking function”.⁷ Subsection (b) does that: It limits the substantive power of

⁶See *State v. DeJesus*, 288 Conn. 418 (2008).

⁷ See *id.* at 461-62.

the Supreme and Appellate Courts by defining the standard of review, circumscribing the manner of review,⁸ and declaring any error to be structural. Though “rules governing pleading, practice and procedure” are fair game,⁹ the standard of review, manner of review, and whether an error can be harmless are part and parcel of appellate courts’ core function. Even if subsection (b) is not unconstitutional, it invites litigation on that point – needlessly so, as settled precedent already requires a reviewing court to review most constitutional issues *de novo* and scrutinize the record carefully. No other rule in the Practice Book prescribes the standard of review, circumscribes the manner of review, or declares an error structural. The rest of the rule is laudatory; it should not have a possibly fatal flaw baked into it.

Our Support for the Inclusion of (b) Appellate Review

Five of the members of this subcommittee voted to propose (b) Appellate review provision, fully appreciating the ultimate authority of the Supreme Court to determine the appropriate appellate standard of review; we have merely articulated the standard routinely applied to questions of constitutional significance. For example, when determining whether a trial court’s actions constituted an impermissible restriction on a defendant’s speech, the Supreme Court has expressly recognized that the inquiry presents a question of law, over which appellate review is plenary. See *Lafferty v. Jones*, 2020 WL 4248476 (2020). (In first amendment contexts appellate courts are bound to apply a *de novo* standard of review; the inquiry into protected status of speech is one of law, not fact. Accordingly an appellate court is compelled to examine for itself the statements and circumstances at issue to determine whether they are protected; the appellate court has an obligation to make an independent examination of the whole record in order to make sure that the judgment does not constitute a forbidden intrusion. This rule of independent review is in recognition that reviewing courts must review the evidence to insure that those principles have been constitutionally applied and appellate courts are obliged to conduct a fresh examination of crucial facts under the rule of independent review.) However, the heightened scrutiny that the Supreme Court applies in first amendment cases does not authorize it to make credibility determinations regarding disputed issues of fact. Rather the Court accepts all subsidiary credibility determinations and findings that are not clearly erroneous. *State v. Krijger*, 313 Conn. 434, 446-47 (2014). Therefore, we are not charting a new

⁸ Subsection (b) imposes severe restrictions on the reviewing court – e.g., not imputing findings to the trial court, not considering the failure to challenge similarly situated jurors – that, as far as I know, exist in no other context. In addition to the *DeJesus* problem, this seems too one-size-fits-all. It may be that, in most cases, these restrictions make sense, but, perhaps not in every case. The subsection leaves no wiggle room for a reviewing court, if the facts warrant it, to achieve substantial justice.

⁹ See *id.*

course, but rather are identifying the well-travelled path regarding matters of constitutional significance.

The next consideration to which objection has been voiced pertains to the requirement that a trial judge articulate expressly his reasons for his ruling as to the exercise of a peremptory challenge. The proposal refuses to indulge in the fiction that a reviewing court can presume facts not provided or evidence not identified in support of the ruling. Again, this is not uncharted territory. See *State v. Kinchen*, 243 Conn. 690, 706 (1998) (“In light of the sensitive balancing test required under § 54–56, we will not presume that the trial court considered factors to which absolutely no reference was made, either by the court or by the parties, prior to the court’s dismissal of the charge.”). Plainly stating that the reviewing court is bound by the specific reasons presented in the record forces the court to review what was proffered and not look for a race-neutral reason to uphold the challenge.

The final objection pertains to the presumption of error when a reviewing court concludes that the trial court acted improperly in ruling on a peremptory challenge. The proposal treats this as structural error. “Structural [error] cases defy analysis by harmless error standards because the entire conduct of the trial, from beginning to end, is obviously affected These cases contain a defect affecting the framework within which the trial proceeds, rather than simply an error in the trial process itself.... Such errors infect the entire trial process ... and necessarily render a trial fundamentally unfair.” (Citations omitted; internal quotation marks omitted.) *State v. Lopez*, 271 Conn. 724, 733-4 (2004). Quite simply, a decision that deprives a venireman of the ability to serve on a jury as a result of improper bias deserves this treatment.

We fully appreciate that we have a limited role as Committee members, and that if this Rule, even without (b), is adopted by the judges of the Superior court as a Practice Book provision, we will have accomplished a great deal. We also fully recognize that the ultimate decisions regarding scope of review, demand for articulation and the label afforded an error will in the end be left to the Supreme Court. Nevertheless, because of the significance of the issue at stake and the failure of less stringent requirements to ameliorate the injustices that have continued despite good faith efforts, we strongly urge consideration of this provision as a reflection of our aspiration that meaningful change will occur during this administration. Our judicial system’s inability to seat racially balanced juries has undermined society’s confidence in the fairness of the process. People of color do not see themselves well represented on Connecticut’s juries. There are many reasons for this, some of which relate back to generations of systemic racism both inside and outside the justice system. Our mandate as a Task Force was to make meaningful recommendations that will move us towards a bias free jury selection process. The proposed rule is designed to make a fundamental change and move the system beyond the status quo. The inclusion of (b) provides added assurance of its success.

Our group has not proposed ending or limiting the number of peremptory challenges because we found no data to support that such a change would significantly improve the diversity of juries. We unanimously agree that the proposed rule is necessary and a majority agree that the rule should provide a scope of appellate review that will allow for a more meaningful evaluation of the use of peremptory challenges when racial bias is alleged. This approach makes it clear that ensuring a fairly chosen and diverse jury is of critical importance to due process.

There may well be opposition to (b) and litigation may ensue if it is adopted. Conflict may be necessary as we try to grapple with how to effectively protect both the right to a jury of one's peers and the use of peremptory challenges. Bold action is required if there is to be meaningful change in the way a reviewing court considers Batson challenges. We feel that this proposal moves our system towards that change.

Aigne Goldsby

Neal Feigenson

Joette Katz

Christine Rapillo

Preston Tisdale

III. Report of the Peremptory Challenges Working Group

The Peremptory Challenges Working Group¹⁰ considered whether the use of peremptory challenges “contribute[s] to imbedding implicit bias in the jury selection process[,]” and, if so, whether (1) peremptory challenges should “be eliminated or at least severely limited[,] and (2) judges should “presid[e] over the civil jury selection process[.]”¹¹ Given the formidable legal and practical barriers that stand in the way of either idea, the PCWG unanimously recommends no changes to the current system of peremptory challenges or to the civil jury selection process.

¹⁰ The members of the Peremptory Challenges Working Group are Professor Neal R. Feigenson, Attorney Daniel J. Krisch, Tobechukwu Umeugo, and Chief Public Defender Christine Rapillo.

¹¹ See Subcommittee Charge for Implicit Bias in the Jury Selection Process and Batson Challenges (available at https://www.jud.ct.gov/Committees/jury_taskforce/default.htm#Implicit).

A. Peremptory Challenges in Connecticut

Peremptory challenges have been a part of jury trials since the mid-14th century,¹² and “are deeply rooted in our nation’s jurisprudence[.] [They] serve as one state-created means to the constitutional end of an impartial jury and a fair trial.”¹³ Such challenges “permit each party to reject certain prospective jurors whom they believe, but cannot demonstrate, harbor some latent predisposition against their position or for the opponent’s position[.]”¹⁴ The proper exercise of challenges by both sides helps produce an unbiased and impartial jury, though courts also must consider prospective jurors’ “separate and independent interest in participating in the trial process.”¹⁵

Connecticut, uniquely among the states,¹⁶ has constitutionalized peremptory challenges. Article First, Sec. 19 of the Connecticut constitution provides: “In all civil and criminal actions tried by a jury, the parties shall have the right to challenge jurors peremptorily, the number of such challenges to be established by law.” The legislature adopted (and the voters approved) this provision in 1972 “to preserve ... the fundamental character of jury trials ... [by] guaranteeing that parties would continue to have certain rights, previously granted only by statute, regarding the selection of individual jurors.”¹⁷

In a criminal case, the number of peremptory challenges depends on the seriousness of the charges and whether there are alternate jurors: The parties each get twenty-five challenges in

¹² See *Swain v. Alabama*, 380 U.S. 202, 212-15 (1965) (discussing the “very old credentials” of peremptory challenges); see also *Holland v. Illinois*, 493 U.S. 474, 481-82 n. 1 (1990).

¹³ See *State v. Edwards*, 314 Conn. 465, 483 (2014).

¹⁴ See *Carrano v. Yale-New Haven Hosp.*, 279 Conn. 622, 638-39 (2006).

¹⁵ See *State v. Gould*, 322 Conn. 519, 528 (2016). There is no individual right to sit on a particular jury, but the federal and state constitutions give “all persons ... the right not to be excluded summarily because of discriminatory and stereotypical presumptions that reflect and reinforce patterns of historical discrimination.” *J.E.B. v. Alabama*, 511 U.S. 127, 141-42 (1994).

¹⁶ See *Rozbicki v. Huybrechts*, 218 Conn. 386, 392 n. 2 (1991) (“[t]he provisions concerning peremptory challenges and the individual voir dire appear to be unique to Connecticut’s constitution”).

¹⁷ See *id.* at 392.

capital cases, fifteen “for offenses punishable by life imprisonment,” six for all other felonies, and three for any other offense.¹⁸ If there are alternate jurors, then the parties each get thirty challenges in capital cases, eighteen “for offenses punishable by life imprisonment,” eight for all other felonies, and four for any other offense.¹⁹ In a civil case, each party gets three peremptory challenges.²⁰

B. Whether Peremptory Challenges Contribute to Implicit Bias in Jury Selection

Scholarly research and logic suggest that peremptory challenges provide an opportunity for implicit bias to impact jury selection. Many studies have found that peremptory challenges are used to exclude Black venirepersons more frequently than white venirepersons.²¹ One

¹⁸ See Conn. Gen. Stat. § 54-82g. In a multi-count prosecution, the most serious charge determines the number of peremptory challenges. See *id.*

¹⁹ See Conn. Gen. Stat. § 54-82h(a).

²⁰ See Conn. Gen. Stat. § 51-241. In a multi-party case, a “unity of interest” between the plaintiffs or the defendants permits the court to treat them as one party, but the court also may allot additional peremptory challenges to them. See *id.* However, the number of peremptory challenges for one side may not “exceed twice the number of peremptory challenges” for the other. See *id.*

²¹ See, e.g., David C. Baldus, George Woodworth, David Zuckerman, Neil Alan Weiner, & Barbara Broffitt, “The Use of Peremptory Challenges in Capital Murder Trials,” 3 *Journal of Constitutional Law* 3 (2001) (study of 317 capital murder cases in PA from 1981-1997, finding that African-Americans 4.5 times more likely than whites to be stricken by prosecution’s use of peremptory challenges); Whitney DeCamp & Elise DeCamp, “It’s Still About Race: Peremptory Challenge Use on Black Prospective Jurors,” 57 *Journal of Research in Crime and Delinquency* 3 (2020) (study based on data from over 2,500 venire members in 89 trials in MS from 1992-2012, finding that African-Americans 4.5 times more likely than whites to be stricken by prosecution’s use of peremptories, while whites 4.2 times more likely to be stricken by defense); Francis X. Flanagan, “Race, Gender, and Juries: Evidence from North Carolina,” 61 *Journal of Law and Economics* 189 (2018) (study of 1,200 felony jury trials in NC in 2010-12, finding that prosecutors use peremptory strikes against African-American prospective jurors twice as often as against whites); Catherine M. Grosso & Barbara O’Brien, “A Stubborn Legacy: The Overwhelming Importance of Race in Jury Selection in 173 Post-Batson North Carolina Capital Trials,” 97 *Iowa Law Review* 1531 (2012); (study of 173 post-Batson capital trials in NC, finding that African-Americans twice as likely as whites to be stricken by prosecutors); Mary R. Rose, “The Peremptory Challenge Accused of Race or Gender Discrimination? Some Data from One County,” 23 *Law and Human Behavior* 695 (1999) (study of 13 criminal trials post-Batson in NC, finding that prosecution used 60% of its peremptory challenges against African-Americans, who made up only 32% of prospective jurors questioned); Samuel R. Sommers & Michael I. Norton, “Race-Based Judgments, Race-Neutral Justifications: Experimental Examination of Peremptory Use and the Batson Challenge Procedure,” 31 *Law and Human Behavior* 261 (2007) (experimental study finding that participants assigned role of prosecutor significantly more likely to use peremptory challenges against African-American than white prospective jurors); Ronald F. Wright, Kami Chavis, & Gregory S. Parks, “The Jury Sunshine Project: Jury Selection Data as a Political Issue,” 2018 *University of Illinois Law Review* 1407 (2018) (study of database of 30,000 prospective jurors in 1,300 NC criminal trials in 2011, finding that prosecutors struck African-Americans about twice as often as whites); *but cf.* Shari Seidman Diamond, Destiny Peery, Francis J. Dolan, & Emily Dolan, “Achieving Diversity on the Jury: Jury Size and the Peremptory Challenge,” 6 *Journal of Empirical Legal Studies* 425 (2009) (peremptory challenges systematically related to race/ethnicity but opposing challenges cancel each other out, so no overall effect on makeup of jury).

consequence has been “the elimination of ... prospective jurors whose views are reasonable and widely shared in their communities[,]” a “blatant flaw that significantly disadvantages black defendants – and people belonging to other suspect classes[.]”²² Moreover, “[p]eremptory challenges by their very nature invite corruption of the judicial process by allowing – almost countenancing – discrimination ... [and inviting] parties [to] strik[e] prospective jurors on the basis of speculation and stereotypes.”²³ The exclusion of prospective jurors due to “real or imagined partiality that is less easily designated or demonstrable”²⁴ opens the door to the excluder’s implicit biases. A ‘gut’ decision for which no reasons must be given is more likely the product of the unconscious biases that reside in everyone’s guts.²⁵ While a requirement to articulate the reasons for a decision can be a check on implicit bias,²⁶ the principal cure for these problems – *Batson* challenges – has proven inadequate. A separate Working Group has recommended significant changes to the way in which our courts handle *Batson* challenges.²⁷

There is little empirical evidence about the degree to which peremptory challenges alone introduce implicit bias into the jury selection process. Though the topic, by its very nature, defies data-driven analysis,²⁸ one article notes that “although peremptory challenges can radically warp the composition of any single jury ... multiple studies suggest that, excepting capital cases, peremptories only negligibly affect whether, on average (i.e., across a set of

²² See *State v. Holmes*, 176 Conn. App. 156, 193 & 198 (2017) (Lavine, J., concurring), *aff’d*, 334 Conn. 202 (2019).

²³ See *State v. Holmes*, 334 Conn. 202, 254-55 (2019) (Mullins, J., concurring).

²⁴ See *Swain*, 380 U.S. at 220.

²⁵ See *Holmes*, 334 Conn. at 256 (Mullins, J., concurring) (“[w]ith limited information and time, and a lack of any reliable way to determine the subtle biases of each prospective juror, attorneys tend to rely heavily on stereotypes and generalizations in deciding how to exercise peremptory challenges”) (quoting *State v. Saintcalle*, 309 P.3d 326, 353 (Wash. 2013) (Gonzalez, J., concurring)).

²⁶ See https://www.ncsc.org/data/assets/pdf_file/0024/17637/implicit-bias-bench-card.pdf (“articulate the reasoning behind your decision before committing to a decision to allow yourself to critically review your decision-making process”); <https://nfdc.info/wp-content/uploads/2018/07/Addressing-Bias-Bench-Card-1.pdf> (“slow down the process of making decisions, induce deliberation, and ensure that decisions are based in fact, rather than an aggregate of biases”).

²⁷ See Report of the *Batson* Working Group.

²⁸ See *Batson v. Kentucky*, 476 U.S. 79, 106 (1986) (Marshall, J., concurring) (“[i]t is even possible that an attorney may lie to himself in an effort to convince himself that his motives are legal”).

cases), juries tend to represent their communities.”²⁹ Implicit bias impacts every step of jury selection – e.g., the composition of jury pools, the frequency of response to jury summonses – which hampers any attempt to isolate the pernicious effect of peremptory challenges.³⁰ In addition, the PCWG found no empirical studies on the relationship between the number of peremptory challenges allowed and racial disparity on juries.³¹

C. Whether to Eliminate or Limit Peremptory Challenges

I. Elimination of Peremptory Challenges

Four reasons militate against the elimination of peremptory challenges. First and foremost, to do so Connecticut would have to amend Art. First, § 19 of its constitution.³² Whether to tilt at that windmill is beyond the PCWG’s purview;³³ it suffices to note the laborious process that a constitutional amendment would require.³⁴

Second, peremptory challenges fulfill important goals: They give parties and their lawyers a sense of control over the proceedings; they enhance the public’s perception of procedural fairness; they are a hedge against unrestrained judicial power; they prevent some biased

²⁹ See Mary R. Rose, Raul S. Casarez, & Carmen M. Gutierrez, “Jury Pool Underrepresentation in the Modern Era: Evidence from Federal Courts,” 15 *Journal of Empirical Legal Studies* 378, 379 n. 1 (2018).

³⁰ See Paula Hannaford-Agor, “Systematic Negligence in Jury Operations: Why the Definition of Systematic Exclusion in Fair Cross Section Claims Must Be Expanded,” 59 *Drake Law Review* 761, 770-74, 773-74 (2011); Equal Justice Initiative, “Illegal Racial Discrimination in Jury Selection: A Continuing Legacy” 35 (2010); Rose, *supra* n. 21 (study of federal jury pools including over 700 counties found an absolute disparity of 3.9% between Blacks’ percentage of the jury pool and their percentage of the general population).

³¹ PCWG member Neal Feigenson spoke to several leading scholars in the field – among them Professor Mary Rose, see *supra*, n. 21 – none of whom knew of any such studies.

³² See *supra*, pp. 1-2.

³³ See Charge of Task Force (available at https://jud.ct.gov/Committees/jury_taskforce/#Purpose) (“[t]o propose meaningful changes to be implemented via court rule or legislation”).

³⁴ See Conn. Const. Art. Twelve. Many influential voices have called for the elimination of peremptory challenges. See *Miller-El v. Dretke*, 545 U.S. 231, 273 (Breyer, J. concurring); *Batson*, 476 U.S. at 105 (Marshall, J., concurring); Jeffrey Bellin & Junichi P. Semitsu, Widening *Batson*’s Net to Ensnare More than the Unapologetically Bigoted or Painfully Unimaginative Attorney, 96 *Cornell Law Review* 1075 (2011); Mark W. Bennett, Unraveling the Gordian Knot of Implicit Bias in Jury Selection: The Problems of Judge-Dominated Voir Dire, the Failed Promise of *Batson*, and Proposed Solutions, 4 *Harvard Law and Policy Review* 149 (2010); Morris B. Hoffman, Abolish Peremptory Challenges, 82 *Judicature* 202, 203 (1999). Connecticut’s unique constitutional barrier aside, no jurisdiction yet has paid heed to these voices.

individuals from serving on juries; and they save time that otherwise would be spent on cause challenges.³⁵

Third, such a proposal likely would face great resistance from the bar and the bench. Peremptory challenges are written into our legal DNA.³⁶ Though tradition alone cannot save an idea whose time has passed, stability is a cornerstone of the judicial system.³⁷ The PCWG anticipates that important stakeholders who are familiar with things as they are – prosecutors, defense attorneys, civil trial lawyers, and judges – instinctively (and vociferously) will oppose the elimination of peremptory challenges.³⁸ Their likely opposition could well make a constitutional amendment a non-starter.

Fourth, as noted, it is unclear how much the elimination of peremptory challenges would reduce implicit bias in jury selection. Doing so necessarily would have some ameliorative effect, as it is safe to assume that attorneys sometimes exercise peremptory challenges on the basis of

³⁵ See Barbara Babcock, A Place in the Palladium: Women's Rights and Jury Service, 61 *University of Cincinnati Law Review* 1139, 1175 (1993); E. Allan Lind & Tom R. Tyler, *The Social Psychology of Procedural Justice* (1988); Tania Tetlow, Solving Batson, 56 *William & Mary Law Review* 1859, 1925-26 (2015); Kenneth J. Mellili, *Batson in Practice: What We Have Learned About Batson and Peremptory Challenges*, 71 *Notre Dame Law Review* 447, 484 (1996).

³⁶ See *Holmes*, 334 Conn. at 223.

³⁷ See *State v. Evans*, 329 Conn. 770, 805 (2018), *cert. denied*, 139 S. Ct. 1304 (2019) (stability in the law “allows for predictability in the ordering of conduct ... promotes the necessary perception that the law is relatively unchanging ... saves resources and it promotes judicial efficiency ... [and] is an obvious manifestation of the notion that ... consistency itself has normative value”).

³⁸ PCWG member Christine Rapillo informally surveyed attorneys in her office; their opinions varied: Some attorneys urged the elimination of peremptory challenges and increased efforts to promote jury pool inclusivity – among them greater compensation for jurors. Other attorneys thought that peremptory challenges are an important tool for defense lawyers – e.g., if they suspect that a potential juror was untruthful or harbored implicit biases that could not be uncovered through voir dire. They suggested revising statutes and the Practice Book to provide for a case-by-case expanded inquiry into a prosecutor’s “race neutral” grounds and that objections to a juror’s address, employment or level of education also be case-specific. See also *Holmes*, 334 Conn. at 242-43 n. 20 (“[t]he state, while acknowledging that Batson has been widely criticized as being ineffectual, criticizes such diversity conscious solutions as unconstitutional and discriminatory in their own right insofar as they would affirmatively treat white and minority venirepersons differently”) (quotation marks omitted). Proposals to eliminate individual voir dire – the peremptory challenge’s constitutional sibling – either have died on the vine, provoked a firestorm of controversy, or both. For example, in 1997, the House proposed an amendment to eliminate individual voir dire, which went nowhere after a public hearing. See <https://www.cga.ct.gov/PS98/rpt%5Colr%5Chtm/98-R-0710.htm> (discussing 1997 House Joint Resolution 4). More recent discussions have tended towards hyperbole. See Richard A. Silver, “Individual Voir Dire = Justice,” *The SG&T Blog* (March 30, 2016) (available at <https://www.sgtlaw.com/2016/03/individual-voir-dire-justice/>).

their implicit biases.³⁹ Though it offends justice if bias excludes even a single prospective juror,⁴⁰ it seems ill-advised to take a monumental step for a possibly marginal gain.

II. Limitations on Peremptory Challenges

In keeping with Justice Mullins' suggestions in *Holmes*, the PCWG considered two possible limitations on peremptory challenges short of eliminating them: (1) an across-the-board reduction in the number given to each party, and (2) giving the State fewer challenges than the defendant in criminal cases.⁴¹ The first measure has some appeal to it: Reducing the number of peremptory challenges necessarily reduces the number of opportunities for an attorney to exercise those challenges in a discriminatory manner.⁴² However, many of the reasons against the elimination of peremptory challenges likewise counsel against either limitation. First, there is no empirical or scholarly support for the notion that a reduction in the number of peremptory challenges would have a significant effect on implicit bias in jury selection.⁴³ Nor is there a workable evidence-based methodology by which to decide on the reduced number. Second, peremptory challenges serve a salutary function, see *supra*, p. 5, and are a deeply-rooted part of our judicial system.⁴⁴ Third, Connecticut already gives parties a relatively small number of peremptory challenges. In nearly all felony trials, for example, the parties get six challenges (eight if there are alternate jurors), which is low compared to other states. The same is true in civil cases.⁴⁵ Moreover, there does not

³⁹ See *supra*, p. 3.

⁴⁰ See *Holmes*, 334 Conn. at 259-60 (Mullins, J., concurring) ("every time a discriminatory, peremptory strike goes unchallenged or such a strike passes muster in our courts, it violates the equal protection rights not only of the affected parties but also of the individual jurors who were improperly stricken").

⁴¹ See *id.* at 260-64 (discussing possible solutions short of eliminating peremptory challenges)

⁴² See *id.* at 259 ("a substantial reduction in access to, peremptory challenges is the most effective way to lessen the discrimination that arises from peremptory challenges").

⁴³ See *supra*, p. 4 & n. 21.

⁴⁴ See *supra*, p. 5 & n. 29.

⁴⁵ See National Center for State Courts, "Trial Juries: Allocation of Peremptory Challenges" (available at <http://data.ncsc.org/QvAJAXZfc/opendoc.htm?document=Public%20App/SCO.qvw&host=QVS@qlikviewisa&anonymous=true&bookmark=Document\BM181>). Hawaii, Kansas, and Louisiana allot the most challenges (twelve) in non-capital criminal cases, while Colorado allots the fewest (five). See *id.*, Table 4.4a. Connecticut does top the list for capital cases. See *id.* Connecticut is in the middle of the pack for civil cases. See *id.*, Table 4.4c. All of the data is as of 2016-2017. See *id.*, Table 4.4d.

appear to be a trend among the states to reduce the number of peremptory challenges, let alone one that bespeaks an intent to reduce implicit bias in jury selection.

Giving the State fewer peremptory challenges than the defendant is a closer call. A handful of other states do so, as do the federal courts in non-capital cases.⁴⁶ The justifications for this asymmetry include: (1) the most obvious problems in the use of peremptory challenges pertain to their use by prosecutors; (2) defendants have a greater need for peremptory challenges, given that their liberty is at stake, while the prosecution has far greater resources; (3) asymmetry is the more deeply-rooted historical practice, while symmetry is a relatively recent innovation; and (4) *Batson* sets up an inherently unlevel playing field.⁴⁷

On the other hand, twice as many states gave the defendant more peremptory challenges pre-*Batson* than do so now.⁴⁸ This trend likely reflects a changed perception of the need for asymmetry.⁴⁹ Furthermore, asymmetry would face a unique constitutional hurdle in Connecticut: Art. First, § 19 guarantees “the parties” in a criminal trial the right to challenge jurors peremptorily; it does not distinguish between the State and the defendant. Though Art. First, § 19 empowers the legislature to set the number of peremptory challenges, it does not expressly permit it to distinguish between the parties when doing so.⁵⁰ It is uncertain, too, whether the legislature would look favorably on a proposal that the public might perceive as pro-defendant.

D. Whether Judges Should Preside Over Civil Jury Selection

Three factors militate against having judges preside over civil jury selection. First, there does not appear to be a link between a judge’s mere presence and a reduction in bias during jury selection. The PCWG is aware of no empirical studies or scholarly articles that suggest

⁴⁶ See *id.*, Table 4.4a; Fed. R. Crim. P. 24(b)(2); see also Anna Roberts, Asymmetry as Fairness: Reversing a Peremptory Trend, 92 Washington University Law Review 1503, 1536-38 (2015).

⁴⁷ See Roberts, *supra* n. 38; Daniel Hatoum, Injustice in Black and White: Eliminating Prosecutors’ Peremptory Strikes in Interracial Death Penalty Cases, 84 Brooklyn Law Review 165 (2018).

⁴⁸ See Roberts, *supra* n. 38; C.J. Williams, On the Origins of Numbers: Where Did the Number of Peremptory Strikes Come From and Why Is Origin Important?, 39 American Journal of Trial Advocacy 481, 506-07 (2016).

⁴⁹ See *id.* (discussing history of Fed. R. Crim. P. 24).

⁵⁰ Cf. *Holmes*, 334 Conn. at 261-63 (Mullins, J., concurring) (“given that the legal basis for the state’s constitutional right to peremptory challenges in a criminal case is certainly open to question ... it is appropriate to consider whether the state should be entitled to an equal number of peremptory challenges as the accused in a criminal case”).

otherwise. Second, Connecticut has required judges to preside over criminal jury selection for a quarter century,⁵¹ yet bias in jury selection remains a problem in criminal cases. Indeed, given the hidden nature of implicit bias, it is unlikely that the presence of a judge would have any effect.

Finally, such a rule would be costly, inefficient, and likely would encounter resistance from judges. Voir dire often lasts for days; shackling a judge to the bench while the process grinds along would hinder the conduct of other important business.⁵²

IV. Report of the Implicit Bias Model Jury Instruction Working Group

The Implicit Bias Model Jury Instruction Working Group⁵³ was tasked with “developing model jury instructions ... to educate jurors about implicit bias and how to avoid it in their deliberations.”⁵⁴ After reviewing the current instruction, Criminal Jury Instruction 2.10-3B,⁵⁵ implicit bias instructions from other jurisdictions, and the relevant empirical and scholarly literature, the Working Group recommends: (1) making modest revisions to the current instruction, detailed below; (2) giving the instruction in civil as well as criminal cases; and (3) giving a version of the instruction at the beginning as well as the end of trial. The Working

⁵¹ See *State v. Patterson*, 230 Conn. 385, 397 (1994) (“hold[ing], under our supervisory power over the courts, that henceforth the judge is required to remain on the bench throughout the voir dire of a criminal trial”); see *id.* at n. 12 (not deciding whether to apply rule to civil cases). The Supreme Court sanctioned this dichotomy – albeit in *dicta* – in *Kervick v. Silver Hill Hosp.*, 309 Conn. 688, 704-05 (2013).

⁵² See *Kervick*, 309 Conn. at 705 (“long-standing practice, whereby the judge is absent and voir dire is conducted off of the record, allows for the efficient use of scarce judicial resources”).

⁵³ The members of the working group are Attorney Daniel J. Krisch and Professor Neal Feigenson.

⁵⁴ See Subcommittee Charge for Implicit Bias in the Jury Selection Process and Batson Challenges (available at https://www.jud.ct.gov/Committees/jury_taskforce/default.htm#Implicit).

⁵⁵ “As I indicated earlier, your verdict must be based on the evidence, and you may not go outside the evidence to find facts; that is, you may not resort to guesswork, conjecture or suspicion.

“As human beings, we all have personal likes and dislikes, opinions, prejudices, and biases. Generally, we are aware of these things, but you also should consider the possibility that you have implicit biases, that is, biases of which you may not be consciously aware. Personal opinions, preferences or biases have no place in a courtroom, where our goal is to treat all parties equally and to arrive at a just and proper verdict. All people deserve fair treatment in our system of justice, regardless of their race, national origin, religion, age, ability, gender, sexual orientation, education, income level or any other personal characteristic.

“Although our personal biases can affect how we perceive, remember and evaluate information, being aware of them may help you avoid their influence throughout your decision-making process. Techniques to identify and check one’s implicit biases include: slowing down and examining your thought processes thoroughly to identify where you may be relying on reflexive, gut reactions or making assumptions that have no basis in the evidence; asking yourself whether you would view the evidence differently if the players were reversed or other types of people were involved; and listening carefully to the opinions of your fellow jurors, each of whom brings a different, valid perspective to the table.

“In sum, your task is to render a verdict based on facts drawn from the evidence and not on personal prejudice or bias. Again, decisions based upon biases for or against particular groups of people or stereotypes regarding such groups are unfair and have no place in the courtroom.”

Group also recommends showing jurors selected for jury service a short video that explains implicit bias.

A. Content of the instruction

No empirical research has found that implicit bias instructions help reduce the effect of racial or other biases on jurors' thinking or decision-making.⁵⁶ However, other psychological research suggests that a properly-drafted implicit bias instruction might be useful.⁵⁷ The research also points to the most important features of an effective implicit bias instruction: explaining implicit bias and its effects; motivating jurors to avoid it; offering specific techniques for debiasing; and being written in clear, plain English.

Connecticut adopted its pattern instruction in 2019. Eight other states and two federal courts⁵⁸ have some form of an implicit bias instruction; in many ways, Connecticut's instruction is one of the most thorough of the bunch. Despite that fact, and despite the recent vintage of Connecticut's instruction, the Working Group recommends a few modest changes.

Brief explanation of implicit bias and its effects. Bringing the fact of implicit bias to jurors' attention is the first step toward addressing it.⁵⁹ Beyond this, explaining the concept of implicit bias effectively can provide jurors with an understanding of what it is they are supposed to be addressing and help motivate them to do so.

Connecticut's instruction sets out the concept of implicit bias very briefly:

⁵⁶ The leading study is Jennifer K. Elek & Paula Hannaford-Agor, "Implicit Bias and the American Juror," 51 *Court Review* 116 (2015). See also Hannah Bolotin, "Mitigating Implicit Racial Bias Among Criminal Court Jurors: Intervention Through Instruction," undergraduate thesis, Wesleyan University (2019), https://digitalcollections.wesleyan.edu/object/ir1422?solr_nav%5Bid%5D=75017250094dbf52a0f8&solr_nav%5Bpage%5D=0&solr_nav%5Boffset%5D=0 (last visited 8/7/20). The control group in each study (i.e., the group not given an implicit bias instruction) did not display any racial bias, so there was nothing for the experimental instruction to debias.

⁵⁷ An implicit bias instruction also signals to the public that the judiciary recognizes the gravity of the problem of racial bias in the legal system and is making efforts to address it.

⁵⁸ The states are Arkansas (Model Jury Instruc. – Civil 103), California (Jud. Council of Cal. Crim. Jury Instruc. 200), Illinois (Pattern Jury Instruc. – Civil 1.08), Michigan (Model Civ. Jury Instrucs. 3.02, 97.13, 97.33; Model Crim. Jury Instruc. 2.26), Missouri (Approved Jury Instruc. (Civ.) 2.00(C), 2.03(A)), Oregon (Uniform Crim. Jury Instrucs. 1001, 1004, 1005), Pennsylvania (Suggested Standard Crim. Jury Instruc. 2.02; Suggested Standard Civ. Jury Instruc. 1.140), and Washington (Pattern Jury Instrucs. Civ. 1.01, 155.01). The federal courts are the Ninth Circuit (Model Crim. Jury Instrucs. 1.1, 1.7) and the Western District of Washington (Crim. Jury Instruc. – Implicit Bias).

⁵⁹ E.g., Cynthia Lee, "Awareness as a First Step Toward Overcoming Implicit Bias," in *Enhancing Justice: Reducing Bias* 289 (Sarah Redfiled et al. eds., 2017), https://scholarship.law.gwu.edu/cgi/viewcontent.cgi?article=2550&context=faculty_publications (last visited 8/7/20). More generally, awareness of unwanted influences on mental processing is the first step toward correcting any unwanted effects (Timothy D. Wilson & Nancy Brekke, "Mental Contamination and Mental Correction: Unwanted Influences on Judgments and Evaluations," 116 *Psychological Bulletin* 117 (1994)).

As human beings, we all have personal likes and dislikes, opinions, prejudices, and biases. Generally, we are aware of these things, but you also should consider the possibility that you have implicit biases, that is, biases of which you may not be consciously aware.⁶⁰

This labels the concept of implicit bias without thoroughly explaining it. A fuller explanation is likely to help jurors understand the concept better. Compare this excerpt from the American Bar Association's "Achieving an Impartial Jury" (AIJ) proposed instruction:

Scientists studying the way our brains work have shown that, for all of us, our first responses are often like reflexes. Just like our knee reflexes, our mental responses are quick and automatic. Even though these quick responses may not be what we consciously think, they could influence how we judge people or even how we remember or evaluate the evidence.⁶¹

These few sentences offer jurors a simple analogy to help them understand what implicit bias is and how it works: It's like a physical reflex. The description explicitly and directly explains the connection between jurors' reflexive responses and their judgments about the evidence and the case. The first sentence alludes to the scientific support for the concept of implicit bias, which may enhance its credibility. These sentences also attempt to relieve jurors of feeling somehow blameworthy for having unconscious biases and thus may avoid provoking them to react defensively to the instruction.

Motivating jurors to avoid the bias. Understanding that a bias exists and what its effects may be is not enough to enable jurors to avoid its influence. An instruction also must motivate jurors to try to correct for the effects of the bias.⁶² One way to increase jurors' motivation to follow an instruction is to explain the reason(s) behind the instruction. Studies of limiting instructions, for instance, have found that explaining to jurors the goals they are intended to serve increases the likelihood that jurors will follow them.⁶³

⁶⁰ See *supra* note 3.

⁶¹ American Bar Association, "Achieving an Impartial Jury (AIJ) Toolbox" 17-18 (2015), https://www.americanbar.org/content/dam/aba/publications/criminaljustice/voirdire_toolchest.pdf (last visited 8/7/20).

⁶² Wilson & Brekke, *supra* note 7.

⁶³ E.g., Shari Seidman Diamond & Jonathan Casper, "Blindfolding the Jury to Verdict Consequences: Damages, Experts, and the Civil Jury," 26 *Law and Society Review* 513 (1992); Joel Lieberman & Bruce Sales, "What Social Science Teaches Us About the Jury Instruction Process," 3 *Psychology, Public Policy, and Law* 589 (1997). See also Nancy Steblay, Harmon M. Hosch, Scott E. Culhane, & Adam McWethy, "The Impact on Juror Verdicts of Judicial Instruction to Disregard Inadmissible Evidence: A Meta-Analysis," 30 *Law and Human Behavior* 469, 486 (2006)

As the authors of a study of instructions to disregard inadmissible evidence explain: “Jurors may be influenced to comply [with an instruction to disregard] only to the extent to which they agree with the judge’s explanation as to why certain evidence should be disregarded.”⁶⁴ An implicit bias instruction, therefore, should set out the rationale for the instruction in language that jurors can understand.

Connecticut’s current instruction states:

Personal opinions, preferences or biases have no place in a courtroom, where our goal is to treat all parties equally and to arrive at a just and proper verdict. All people deserve fair treatment in our system of justice, regardless of their race, national origin, religion, age, ability, gender, sexual orientation, education, income level or any other personal characteristic.⁶⁵

These aspirational statements alone may not be enough to obtain jurors’ compliance, however. In fact, emphasizing these sorts of extrinsic motivations to avoid racial bias may even backfire and exacerbate the role of the proscribed bias. For one thing, merely instructing jurors about the unwanted influence calls more attention to it and thus may enhance its prominence in their memory and judgment.⁶⁶ In addition, the language used to convey the purpose of the rule may alienate jurors and provoke their *reactance*, that is, a desire to do the opposite of what they have been instructed to do because they feel that their freedom to choose how to act is being threatened.⁶⁷ First, although jurors are generally motivated to reach what they consider to be a just verdict,⁶⁸ they may bristle at being told to comply with standards they see as being imposed on them by an external authority. “[S]tudies ha[ve] shown that some types of individuals are angered and feel threatened by external pressure to comply with mandatory nondiscrimination standards. When away from the watchful eye of the authority figure setting the standards for compliance, these individuals are more likely to engage in biased decision making, presumably in attempts to ‘reassert their personal freedom.’”⁶⁹

(when an instruction to disregard inadmissible evidence provided a reason for inadmissibility, the effect of the inadmissible evidence on mock jurors’ verdicts was reduced).

⁶⁴ Steblay et al., *supra* note 11, at 473.

⁶⁵ See *supra* note 3.

⁶⁶ See, e.g., Keri Edwards & Tamara S. Bryan, “Judgmental Biases Produced by Instructions to Disregard: The (Paradoxical) Case of Emotional Information,” 23 *Personality and Social Psychology Bulletin* 849 (1997); see generally Daniel M. Wegner, *White Bears and Other Unwanted Thoughts* (1989).

⁶⁷ On jurors’ reactance to limiting instructions generally, see Joel Lieberman & Jamie Arndt, “Understanding the Limits of Limiting Instructions,” 6 *Psychology, Public Policy, and Law* 677 (2000).

⁶⁸ Saul M. Kassin & Samuel R. Sommers, “Inadmissible Testimony, Instructions to Disregard, and the Jury: Substantive Versus Procedural Considerations,” 23 *Personality and Social Psychology Bulletin* 1046–54 (1997).

⁶⁹ Jennifer K. Elek & Paula Hannaford-Agor, “First, Do No Harm: On Addressing the Problem of Implicit Bias in Juror Decision Making,” 49 *Court Review* 190, 193 (2013). The authors continue: “Thus if an authority designs the

Second, the risk of reactance may be heightened when the instruction is couched in authoritarian terms, implying that the jurors, unlike the judge, have some flaw they need to correct. Research indicates that jurors are more likely to comply with an instruction when it includes them as part of an in-group which, together with the judge, is engaged in a joint activity.⁷⁰

While the current Connecticut instruction begins, “As human beings, we all have personal likes and dislikes, opinions, prejudices, and biases. Generally, we are aware of these things,”⁷¹ thus using the first-person plural to welcome the jurors into an ingroup,⁷² it immediately shifts to a more authoritarian tone, using the second person. The current instruction’s articulation of the nondiscrimination standard in itself is unproblematic.

Specific techniques for debiasing. An implicit bias instruction should offer jurors specific methods they can use to try to reduce the effect of their biases on their thinking and decision-making.⁷³ Connecticut’s current instruction is quite good in this respect; in fact, no other jurisdiction currently provides better guidance:

Techniques to identify and check one’s implicit biases include: slowing down and examining your thought processes thoroughly to identify where you may be relying on reflexive, gut reactions or making assumptions that have no basis in the evidence; asking yourself whether you would view the evidence differently if the players were reversed or other types of people were involved; and listening carefully to the opinions of your fellow jurors, each of whom brings a different, valid perspective to the table.

Slow down and examine your own thinking. Several other actual or proposed implicit bias instructions include this advice, using varying language.⁷⁴ If followed, this instruction would yield the benefit not only of focusing jurors’ attention on the problem of implicit bias but, by getting jurors to slow down, of reducing their cognitive load. This

educational message to pressure individuals to comply with social or institutional standards for racial fairness, this *extrinsic* motivation to regulate prejudice can incite hostility and generate backlash that may increase expressions of racial prejudice.”

⁷⁰ See ABA/AIJ, *supra* note 9, at 17 nn. 66-67 and sources cited therein.

⁷¹ See *supra* note 3.

⁷² See *supra* note 9 (ABA/AIJ explanation).

⁷³ See Anna Roberts, “Implicit Jury Bias: Are Informational Interventions Effective?,” in Cynthia J. Najdowski & Margaret C. Stevenson (eds.), *Criminal Juries in the 21st Century* 85, 96 (2019).

⁷⁴ E.g., ABA/AIJ, *supra* note 9, at 18; Elek & Hannaford-Agor, “Implicit Bias and the American Juror,” *supra* note 4, at 119; Michigan Model Civil Jury Instructions 97.13; Federal District Court for the Western District of Washington implicit bias video, <https://www.wawd.uscourts.gov/jury/unconscious-bias> (last visited 8/7/20).

would be beneficial because reduced cognitive load is associated with a reduced reliance on heuristic thinking,⁷⁵ including the resort to stereotypes.⁷⁶

Imagine if you would view the evidence differently if the parties or witnesses belonged to different ethnic or other groups. This encouragement to take another person's perspective has also been strongly recommended as a debiasing technique.⁷⁷ An especially striking example is one professor's suggestion that jurors be invited to make a "race-switching assumption," which:

involves imagining the same events, the same circumstances, the same people, but switching the races of the parties. For example, if the defendant is White and the victim is Latino, you would imagine a Latino defendant and a White victim. If your evaluation of the case before you is different after engaging in race-switching, this suggests a subconscious reliance on stereotypes. You may then wish to reevaluate the case from a neutral, unbiased perspective.⁷⁸

While Connecticut's instruction gets at the idea of perspective-taking, it is not as clearly and directly worded as it might be (see below).

Listen to other jurors' views. The advice to "consider the other side" is a longstanding principle in the law which, in the form of advising jurors to listen to one another's views, is incorporated into every set of instructions we reviewed. Social scientific evidence for its potential efficacy comes from a number of studies finding that "considering the opposite" instructions reduce biases in social judgments.⁷⁹ Encouraging jurors to listen to one another's views before deciding also aims to enhance the quality and experience of jury deliberations more generally. Connecticut's current instruction is excellent on this point.

Clear, direct, plain language. As decades of research and "plain English jury instructions" reforms show, framing instructions in simple, clear language helps jurors understand them better.⁸⁰ The current Connecticut instruction is, for the most part,

⁷⁵ See Richard Petty & John Caccioppo, "The Elaboration Likelihood Model of Persuasion," in Leon Berkowitz (ed.), *Advances in Experimental Social Psychology* (vol. 19) 123-205 (1986).

⁷⁶ E.g., Ad Van Knippenberg, Ap Dijksterhuis, & Diane Vermeulen, "Judgement and Memory of a Criminal Act: The Effects of Stereotypes and Cognitive Load," 29 *European Journal of Social Psychology* 191 (1999).

⁷⁷ See ABA/AIJ, *supra* note 9, at 19 & n. 75; Elek & Hannaford-Agor, "Implicit Bias and the American Juror," *supra* note 4, at 119-20 & n. 9; Federal District Court for the Western District of Washington implicit bias video, *supra* note 20.

⁷⁸ See ABA/AIJ, *supra* note 9, at 21-22.

⁷⁹ E.g., Charles G. Lord, Mark R. Lepper, & Elizabeth Preston, "Considering the Opposite: A Corrective Strategy for Social Judgment," 47 *Journal of Personality and Social Psychology* 1231 (1984).

⁸⁰ E.g., American Bar Association, *Principles for Juries and Jury Trials* principles 6.C, 14 (2005); Lieberman & Sales, *supra* note 11; for a brief overview, see Dennis J. Devine, *Jury Decision Making: The State of the Science* 57 (2012).

clear and precise, but the second specific technique for reducing bias, perspective-taking – “[Ask] yourself whether you would view the evidence differently if the players were reversed or other types of people were involved” – is a bit oblique.

B. Proposed revision of Criminal Jury Instruction 2.10-3B⁸¹:

As I indicated earlier, your verdict must be based on the evidence, and you may not go outside the evidence to find facts; that is, you may not resort to guesswork, conjecture or suspicion.

~~As human beings, we all have personal likes and dislikes, opinions, prejudices, and biases. Generally, we are aware of these things, but you also should consider the possibility that you have implicit biases, that is, biases of which you may not be consciously aware. Personal opinions, preferences or biases have no place in a courtroom, where our goal is to treat all parties equally and to arrive at a just and proper verdict.~~

Our system of justice depends on judges like me and jurors like you being able and willing to make careful and fair decisions. All people deserve fair treatment in our system of justice, regardless of their race, national origin, religion, age, ability, gender, sexual orientation, education, income level or any other personal characteristic. Scientists studying the way our brains work, however, have shown that, for all of us, our first responses are often like reflexes. Just like our knee reflexes, our mental responses are quick and automatic. Even though these quick responses may not be what we consciously think, they can influence how we judge people and how we remember or evaluate the evidence. This kind of quick, unconscious response is what is known as an implicit bias.

Although our ~~personal~~ implicit biases can affect how we perceive, remember and evaluate information, being aware of them ~~may~~ can help you avoid their influence ~~throughout your decision-making process.~~ Here are some ~~Techniques to identify and check counter one's~~ implicit biases. include: ~~s~~Slowing down and ~~examine~~examining your thought processes thoroughly to identify where you may be relying on reflexive, gut reactions or making assumptions that have no basis in the evidence; ~~a~~Asking yourself whether you would view the evidence differently if ~~the players were reversed or other types of people were involved~~ the defendant or the victim were of a different race, gender, or ethnicity than they are – for instance, if the defendant is White and the victim is Black, whether you would view the evidence differently if the defendant were Black and the victim were White; ~~and~~ Listening carefully to the opinions of your fellow jurors, each of whom brings a different, valid perspective to the table.

⁸¹ Additions are underlined; deletions are struck through.

~~In sum, your task is to render a verdict based on facts drawn from the evidence and not on personal prejudice or bias. Again, decisions based upon biases for or against particular groups of people or stereotypes regarding such groups are unfair and have no place in the courtroom.~~

C. Instructing in civil cases

Given the value of an implicit bias instruction, the Working Group sees no reason not to recommend that it be given in civil as well as criminal cases. Of the other jurisdictions that address implicit bias in jury instructions,⁸² six include those instructions or some portion of them in civil cases and six in criminal cases (in two jurisdictions,⁸³ implicit bias instructions or at least some portion of them are given in both civil and criminal cases).

D. Instructing at beginning of trial

Psychological research has found that pre-instructing juries enables them to process and recall the evidence better.⁸⁴ As one Washington state court judge has written, “[i]ntroducing the topic of implicit bias during juror orientation is optimal. . . . Such timing is important because it is during orientation that jurors are introduced to the concepts of the right to fair trial, the role of the jury system, and the need to discard bias and prejudice to decide the case fairly. Awareness of unconscious stereotypes and biases is logically related.”⁸⁵ The Working Group therefore recommends that any implicit bias instruction be given at the beginning of trial as well as immediately before deliberations, in a condensed form if desired for sake of efficiency.

E. Implicit bias video

To improve jurors’ understanding of implicit bias, at least one court shows jurors a video that explains the concept.⁸⁶ After reviewing this video and some others available online, the Working Group recommends that a short and simple video explaining implicit bias be adopted or created and shown to jurors: in criminal cases, after the panel is brought into the courtroom and at a sufficiently early stage so that the topic can be addressed at voir dire; in civil cases, at a time to be determined by the task force. If this general recommendation is adopted, the task force can then determine the precise nature and contents of the video.

⁸² See note 6 *supra*.

⁸³ Michigan and Pennsylvania.

⁸⁴ See, e.g., Martin J. Bourgeois, Irwin A. Horowitz, Lynne ForsterLee, & Jon Grahe, “Nominal and Interactive Groups: Effects of Preinstruction and Deliberations on Decisions and Evidence Recall in Complex Trials,” 80 *Journal of Applied Psychology* 58 (1995); Devine, *supra* note 28, at 66.

⁸⁵ Theresa J. Doyle, “U.S. District Court Produces Video, Drafts Jury Instructions on Implicit Bias,” King County [WA] Bar Bulletin 2 (April 2017).

⁸⁶ Federal District Court for the Western District of Washington, <https://www.wawd.uscourts.gov/jury/unconscious-bias> (last visited 11/3/20).

Juror Outreach & Education Subcommittee:

Co-Chairs: Honorable Joan K. Alexander, CT Judicial Branch, Appellate Court
Attorney Charleen E. Merced Agosto, CT Hispanic Bar Association

Members: Attorney Molly Arabolos, CT Asian Pacific American Bar Association
Attorney Sheila Sinha Charmoy, South Asian Bar Association of CT
Attorney Glenn B. Coffin, CT Defense Lawyers Association (CDLA)
Scot X. Esdaile, President, CT NAACP
Hannah Kogan, UCONN Law School Student
Shari L. DeLuca, Jury Outreach Coordinator – Support Staff

I. Subcommittee Charge:

This subcommittee will review the current Jury Outreach Program, study jury related public service campaigns from other states, look at the feasibility of partnering with community organizations from minority communities, and study whether there is a role that community colleges and universities can play in educating our citizens about jury service. In addition, the subcommittee will identify resources needed for an outreach program that specifically targets minority communities.

Jury Outreach & Education continues to be an important component of the jury process. Misinformation and negative perceptions of the criminal justice system can impact whether or not an individual will show up for jury service, particularly individuals from minority populations and those with LEP. As it is written, the statute requires that an individual summoned for jury service must be able to speak and understand English to serve on a jury. This subcommittee should explore whether this statutory provision warrants revision and how the availability of court interpreters in the voir dire and trial process might impact diversity of potential jurors who appear for jury service.

This subcommittee reviewed the current Jury Outreach Program, studied jury related public service campaigns from other states, looked at the feasibility of partnering with community organizations from minority communities, and studied whether there is a role that community colleges and universities can play in educating our citizens about jury service. In conducting this review, the subcommittee identified important resources needed for an outreach program that specifically targets minority communities. The subcommittee discussed the modification of the

statutory provision requiring jurors to speak and understand English in order to serve on a jury. The subcommittee is not proposing any changes to the jury statute. The subcommittee believed that due to the limited number of accessible court interpreters and the potential for complicated legal implications involved in this type of statutory change, the more effective focus at this time is to expand jury outreach. The following recommendations are respectfully submitted for consideration:

II. Research of Other State Outreach Programs:

In reviewing other states jury outreach programs, it was determined that many states simply have websites that specify information for jurors including contacts, information for employers regarding jury service, and other useful information. However, there are states with more specific outreach information:

- **Massachusetts:** The Office of Jury Commissioner (OJC) conducts a Public Outreach Program designed to inform the public about the experience of serving on a jury. The goal of the program is to emphasize jury duty as a building block of good citizenship and a rewarding, positive experience. The program was developed to help reduce juror delinquency. The program works with groups to tailor messaging for each audience, ranging from students to adults in fraternal, religious, and social organizations. The goal of this program is to emphasize the very important contribution jurors make to preserving law and order and justice for all. The Public Outreach Program teaches groups about jury duty using audio visual methods, mock trials, audience participation, historical materials and case examples.
- **Arizona:** The state of Arizona's website offers numerous links to educational information including information on jury service, videos regarding orientation for jurors, information on court officers, key legal terms, courtroom personnel and a jurors' "Bill of Rights." Arizona jurors' rights are defined as follows:

JUDGES, ATTORNEYS AND COURT STAFF SHALL MAKE EVERY EFFORT TO ASSURE THAT ARIZONA JURORS ARE:

- Treated with courtesy and respect.
- Afforded privacy and security safeguards.
- Randomly selected for jury service without regard for race, ethnicity, gender, age, religion, physical disability, sexual orientation or economic status.
- Provided with comfortable and convenient facilities, with accommodations to address the special needs of jurors with physical disabilities.

- Informed of trial schedules as often as possible.
- Informed of the trial process and of the applicable law in plain and clear language.
- Permitted to take notes during trial and to ask questions of witnesses or the judge, as permitted by law, and to have them answered where appropriate.
- When the law permits, told of the circumstances under which they may discuss the evidence during the trial among themselves in the jury room, while all are present, as long as they keep an open mind until a verdict is rendered.
- Given answers, as permitted by law, to questions and requests that arise during deliberations regarding the law as it relates to their specific case.
- Offered assistance if they experience serious anxiety, stress, or trauma as a result of jury service.
- Permitted to express concerns, complaints and recommendations to courthouse authorities.
- Compensated in a timely manner for jury service.

The information provided to jurors in Arizona is very comprehensive and accessible.

- **New York:** The state of New York has a webpage - <https://www.nynd.uscourts.gov/juror-faq>. Contained on that webpage is information regarding jury service and the different types of cases. It also makes available a “Juror Appreciation Kit.”

As previously indicated, many states simply have general information on a website. Arizona and Massachusetts seem very detailed in their outreach programs. While the above described outreach forums may not be entirely practicable for Connecticut, something similar – even a pre-recorded video segment informing jurors of what to expect - would be useful. In addition, Arizona’s juror bill of rights is an interesting idea which demonstrates that the court recognizes the needs and concerns of jurors before they serve. The subcommittee also proposes that a week dedicated to juror outreach be held each year which would emphasize the importance of jury service throughout many different communities.

III. Community Outreach

In order to secure a more diverse jury pool, a starting point would be to draw on the many diverse affinity bars already in existence to do outreach and serve as spokespersons. Many of those affinity bars are represented on this task force which already shows their commitment to the necessary changes being considered. Having Black, Indigenous, and People of Color (BIPOC)

attorneys engaging and encouraging communities for greater jury participation would send a positive message that real change is coming. Those affinity bars should be called upon to reach out to a variety of different groups. Some of these groups could include social organizations, local community centers, libraries, and PTAs/PTOs. In a post-pandemic world, fairs, cultural events, and even voter registration drives should be considered as possible locations to have representation from the bar. The affinity bar and volunteers could present remotely, or eventually in-person, the importance of jury service. There should be certain common bullet points used by all but the mode and manner in which they decide to present could be modified based on the specific group they would be addressing.

The manner of presentation should include, both a written pamphlet or information sheet, as well as an in-person presentation. The information sheet could be a shorter and more engaging version of the one that is currently being sent to potential jurors. This could be accomplished by limiting or highlighting a few important things to know about jury service. All representatives would have these concise pamphlets for their presentations, allowing for uniformity in the message to jurors. In-person presentations could range from a panel comprised of lawyers, former jurors, and/or judges discussing their jury trial experiences and answering questions from the audience, a pre-recorded video with judges, lawyers, and former jurors, or booths set up at various events for walk-by participation. The importance of in-person interaction is to make the information more dynamic and interactive. In-person interaction also allows for “real people” to answer questions or concerns in “real time.”

IV. New Citizens/Naturalization Ceremony Outreach

As the jury pool continues to expand, the subcommittee also considered how to reach out to new citizens. The following statistics from the American Immigration Council show the rapid growth of immigrant populations in our state as follows:

- a) 15% of our population is comprised of immigrants; and
- b) The fastest growing populations are from⁸⁷:
 - India (9% of immigrants);
 - Jamaica (7%);
 - Dominican Republic (5%);
 - Poland (5%); and,
 - Ecuador (5%).

⁸⁷ (source: <https://www.americanimmigrationcouncil.org/research/immigrants - Connecticut>)

Currently, the State of Connecticut Judicial Branch does not have resources directly targeting these fast-growing populations. Brochures should be translated, and the Branch should consider providing digital real time translation services to allow new citizens to begin to participate in the jury process.

The Connecticut Commission on Women, Children, Seniors, Equity and Opportunity has done extensive outreach into the immigrant population in our state. There are sub-commissions for African American, Latino and Asian populations. All three deal with specific immigrant populations. The Asian Sub-commission investigated translation services for non-English speaking immigrants for purposes of medical care and legal issues. The Branch should consider utilizing this valuable resource to conduct outreach into these communities. In addition, the fastest growing immigrant populations also have civic and social engagement organizations, specifically: Asian Pacific American Coalition (CT-APSC), West Indian Social Club (WISC) located in Hartford, Polish American Foundation of CT, and the Ecuadorian Civic Center of Danbury. The Branch should consider forming liaisons with these organizations in order to provide outreach to these diverse communities.

In order to accomplish these connections, the following ideas are recommended:

- a) Provide brochures that are in the following languages:
 - A) Hindi and Tamil;
 - B) Hmong and Laotian;
 - C) Spanish; and,
 - D) Polish.

- b) Utilize the resources above to directly target the brochures to these communities. These brochures should be widely disseminated among the organizations listed above, as well as at naturalization ceremonies.

- c) The Judicial Branch has a built-in resource as many of the minority judges have been involved extensively with their corresponding civic and social organizations. The subcommittee recommends that minority judges from these populations attend community events. The outreach by judges to these communities would be a very valuable asset. For example, a judge informally attending a function such as India Day or West Indian Independence celebrations will make the judicial system more inviting and less intimidating to new citizens. Similarly, a representative of the Judicial Branch could attend naturalization ceremonies. It would again be helpful to use a panel to give talks about the judicial process and our judicial system to these

communities with volunteers from the minority Bar Associations: South Asian Bar Association of Connecticut (SABAC), Crawford Bar Association, and Connecticut Hispanic Bar Association (CHBA). The more the Branch makes its presence known in these informal environments, the more likely it is to engage these populations. Events at the Supreme and Appellate Court which are targeted to these populations is another way to make the judicial process more inviting.

The Judicial Branch should keep the countries of origin in mind when addressing outreach. Depending on the country of origin, the legal system may be fairly similar or very different from ours. India and the Dominican Republic do not have jury trials. India abolished jury trials pursuant to the 1973 Code of Criminal Procedure. In Poland, trials are heard by a judge or a panel of judges. Although there are no trials by jury per se, for lesser crimes trials are heard by a judge along with two Polish citizens. The citizens work in conjunction with the judge to determine guilt or innocence and to determine the sentence. For these populations the education, brochures, and outreach should include comprehensive explanations of our jury system, as well as clear expectations of the role of a juror. Our jury process is extensive and complicated, thus educational material should include an explanation of the voir dire process, the types of issues that may excuse a person from serving as a juror, the expected time off from work, the expectations during trial, and the deliberation process. Most significantly, the information should include the cultural and historical basis for why we have jury trials in the United States. The information should also include practical and useful information such as to what to wear, whether food or drink is accessible, where to park, and what to expect on the day of jury service.

V. High School/College Outreach

The following are recommendations to improve and build upon current outreach with students, both in high school and college, including increasing student participation in the Jury Outreach Program itself:

- a) Currently, presentations to high school students, and previously to some college students, is largely made possible through connections with specific teachers willing to allot time out of their curriculum to allow the Jury Outreach Coordinator to use class time to give a presentation on jury service in Connecticut. The current presentation is singlehandedly done by the Jury Outreach Coordinator herself, Shari DeLuca. She has done a commendable job and uniquely tailors her presentation, along with an associated PowerPoint, to her audience. The subcommittee recommends, if possible, funding to hire additional staff to assist the current Jury Outreach Coordinator or cross-training other judicial employees to do these presentations. Having additional staff

would allow for an increased number of presentations across the state. In the past, four employees worked in Jury Outreach and conducted these program presentations. The subcommittee recommends preparing a special presentation that educates students but also fosters a lively debate that could be introduced in Connecticut schools' curriculum. This special presentation can be introduced in the history, civics, or government classes.

- b) Another recommendation is the utilization of Judicial Branch souvenirs or mementos. At community events, this is a major draw rather than just having various brochures and pamphlets on the table. In the past, bags were available that included various items - rulers, pens, pencils, erasers, note pads, coloring books, crayons, stickers, and candy. The goal of having these Judicial Branch bags was to draw younger children to the table because with them were adults—the actual target audience. The subcommittee recommends providing these type of items at community events and at presentations to students in high school and college. Such memorable items will be taken home, will be used by both the student and parents alike, and can be designed to provide a link to the Judicial Branch's website on the item.
- c) While at community events and schools, the Jury Outreach Program should encourage students to follow the Connecticut Judicial Branch on social media (Twitter, Instagram, Facebook, etc.). Social media is obviously extremely popular among young adults and is an easy way to engage. Apart from court closures or logistical updates, the Judicial Branch should increase efforts to reach out and seem “friendlier” through its social media posts. For instance, providing a weekly “fact” about some aspect of the Connecticut Judicial Branch or certain employees keeps the community engaged in the judicial process. Additional postings regarding open employment positions, including the Job Shadow Program, Court Aide Program, and any internship or experiential learning opportunities will help keep younger individuals and students involved. Further, students that receive or see social media posts and updates from the Connecticut Judicial Branch may share it with their parents—this again could lead to an increase in adults using the Connecticut Judicial Branch’s website as a resource for other items apart from jury service questions.
- d) The subcommittee would like to see more practicing attorneys and law students assist as volunteers in the Jury Outreach Program’s school presentations on jury service. These individuals can provide another perspective to the importance of serving as a juror from a practice-based standpoint. Many students (both undergraduate and graduate/law students) do not know of the current Jury Outreach Program by the Connecticut Judicial Branch or that it welcomes interns. To increase student involvement as volunteers, the

subcommittee hopes to have all Connecticut college and university's websites regarding Community Outreach options add the Jury Outreach Coordinator's contact information. Students will then become aware of the Jury Outreach Program and may reach out to the Coordinator to participate and volunteer at outreach events, including presentations about jury selection at local schools. For UConn School of Law, in particular, this information can be added to the school's Pro Bono webpage as another volunteer opportunity.

- e) Further, the subcommittee recommends the Jury Outreach Coordinator do an annual information and training session initially at UConn Law School, and eventually branching out to other Connecticut law schools. At UConn Law School, the subcommittee proposes to have this training paired up with the Pro Bono program as part of the Pro Bono Pledge. By partnering with UConn Law School and other Connecticut law schools in this training, it will provide law students with an understanding of how jury service and summoning works in Connecticut. Not only does this educate future lawyers, but it also provides them with the necessary information and tools to accompany and assist the Jury Outreach Coordinator on presentations to local high schools, colleges and other community organizations.
- f) Finally, in addressing interactions with college students, it is recommended that the Judicial Branch partner with organizations already established at the school. For example, most colleges and universities have NAACP chapters and these organizations regularly meet and could provide an appropriate forum for direct communication about jury service.

As a general matter, the subcommittee recommends the updating of pamphlets regarding "Jury Duty in Connecticut: What Every Student Should Know." This includes adding webpage links to the CT Judicial Branch website and the FAQ page, as well as outlining the electronic process for students attending college out of state that want to send notice of their inability to serve as a juror. Currently, the pamphlet only provides for the option of writing a letter to the Jury Administrator and does not include the online process available through the Judicial Branch's website. Once the updates have been accomplished, the subcommittee recommends making these pamphlets available in school administrative offices, including career services, community outreach centers, and service-learning centers across college campuses and universities.

To summarize, the subcommittee recommendations are divided into two main categories:

- a) **Materials and Communications:**

- i. Creating a Juror's Bill of Rights, such as the one adopted in Arizona.
- ii. Revising jury materials to make the information less intimidating and easier to understand.
- iii. Expanding the use of social media for jury service communications.
- iv. Creating public service announcements for broadcast media which include past jurors and highlights diversity in jury service.
- v. Participating in local radio interviews about juries.
- vi. Creating a Mock Trial video to be used in high schools and colleges.
- vii. Publishing op-ed pieces about jury service and the importance of diversity in the jury panel.
- viii. Participating in interviews on local television, radio and social media about the Juror Taskforce recommendations, resulting legislative changes and impact on Connecticut communities.
- ix. Creating posters and visual media to make jury service more visible and attractive.
- x. Establishing a Jury Service Week. Each year the Juror Outreach Coordinator will direct an educational campaign to diverse communities about jury service.
- xi. Creating a Juror Appreciation Kit that could include a gavel key chain, bookmarks (such as those provided by the American Bar Association) with an imprinted juror appreciation message, and/or an "I've been a Juror" sticker.

b) Community Engagement

- i. Hiring of additional, diverse personnel or cross-training current personnel for the Jury Outreach Program.
- ii. Preparing a list of contacts that will participate in the Juror Service Week.

- iii. Creating a permanent volunteer and/or pro bono program focused on juror education and outreach:
 - The creation of a volunteer and/or externship program with local universities and law schools to assist the Jury Outreach Coordinator in furthering the education about jury service; and,
 - The creation of a permanent collaboration with Connecticut high schools, both public and private, to educate teenagers about jury service. Inviting Judges, lawyers, and court administrators into school classrooms to serve as a direct resource to engage students in a compelling and interactive way.
- iv. Creating a permanent partnership with the local bar associations (regional and diversity bars) to establish an educational campaign that could be carried out during Juror Service Week. The local bar associations would be responsible for partnership with organizations such as the local Chamber of Commerce or other community based groups for the purpose of educating and engaging the community.
- v. Engaging the private sector to help with new and innovative designs for public messages and communications regarding jury service.
- vi. Attending naturalization ceremonies.

Jury Outreach and Education is an important component of the jury process. As indicated in the Subcommittee Charge, misinformation and negative perceptions of the criminal justice system can impact whether or not an individual will show up for jury service, particularly individuals from minority populations and those with LEP. This subcommittee believes that by improving education, communications and community interactions through a coordinated juror outreach program, a more diverse jury panel will become available for future trials in Connecticut.

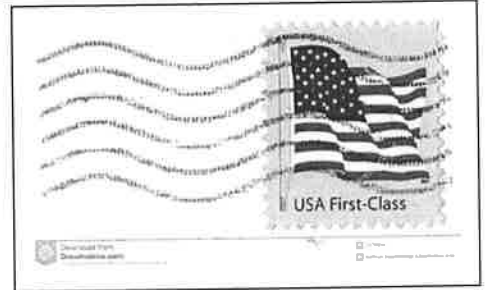
Appendix A.



Richard A. Robinson, Chief Justice

Barcode

c/o State of Connecticut Judicial Branch
Jury Administration
P.O. Box 260448
Hartford, CT 06126-0448



A summons for you to serve your community and ensure equal justice

Return window



Richard A. Robinson, Chief Justice



Window

Barcode

c/o State of Connecticut Judicial Branch
Jury Administration
P.O. Box 260448

A reminder of your date to serve to serve your community and ensure equal justice

Return window