

CONNECTICUT JUDICIAL BRANCH

ADVISORY COMMITTEE ON CULTURAL COMPETENCY

January 15, 2020
2:00 p.m. – 3:30 p.m.
225 Spring Street, Room 4B, Wethersfield

MINUTES

Attendees: Chief Justice Richard A. Robinson (Chair), Isabel Alvarez, Juana Brown, Troy Brown, Sandra Cardone, Linda J. Cimino, Patrick (PJ) Deak, Esther Harris, Daisy Ortiz, Michaelangelo Palmieri, Felix Rodriguez, Philip Strambler, and Shawna Woodard

Absent: Samuel Bruder, Juanita Halepas, Cristina Johnson, Zarin Kapur, Meghan Korn, Ines Nieves, Spiro Uyar, and Ewa Wojewodzki

The meeting was called to order at 2:05 p.m.

The minutes of the September 24, 2019 meeting were unanimously approved.

Internal Bias Conversation Follow-Up

Chief Justice Robinson asked the committee for feedback on how we determine if the conversations had in October and November should continue. The committee agreed to do this at a meeting on February 19, 2020.

Subcommittee Reports

Diversity Week 2019: Isabel Alvarez reported that she will e-mail the final report to the committee. She briefly gave an update on the success of the 2019 program. A discussion ensued regarding making the opening remarks and keynote speaker available via the LMS for credit. A resource is needed to make the video available for the LMS. The alternative would be to embed the CT-N link on the ACCC website and send a Branchwide email that it is available. Chief Justice Robinson requested that we make it available in the LMS in the next three to four months. Isabel Alvarez will lead this.

Diversity Week 2020: Isabel reported that in October she sent a request to Adam Foss to deliver the keynote. She has been in contact with his scheduler, but she has not confirmed his availability. Felix Rodriguez expressed his interest in co-chairing. A co-chair must be found. The Diversity Week Subcommittee should begin to meet to pursue other people to deliver the keynote while the Adam Foss request is pending. The LOB is reserved for October 19, 2020. The Chief would like the next meeting agenda to include a discussion to establish standing committees and members.

Gender Fluidity and Judicial Branch Policy 618: Esther Harris reported that the revised dress code policy was approved and distributed to the Branch. She thanked all of the committee members who worked on this project.

Action and Reflection Subcommittee: In Zarin Kapur's absence, Shawna Woodard reported that Zarin is unable to continue as chair of the subcommittee. This committee was formed to educate and develop ourselves as committee members. Chief Justice Robinson asked for this to be discussed at our next meeting.

Recommended Lunch and Learn Programs for 2020

The committee discussed possible Lunch and Learn programs for the year. The following ideas were presented as possibilities:

My Multicultural Self – Troy Brown would like to defer his interest in this topic after we have the discussion about standing committees with permanent members (discussion to be had at our next meeting).

True Justice documentary screening – The documentary is available for purchase and we may show it for educational purposes without copyright infringement.

All Me: The Life and Times of Winfred Rembert – A film screening and discussion about race and racism in America – PJ Deak is willing to find out if this opportunity is available.

Tammy Lenair – Chief Justice Robinson said she may be interested in doing a Lunch and Learn to talk about her work...

FCR 100 Update

Troy Brown reported there are twelve FCR 100 facilitators available to deliver a class this year. The Judicial Branch is considering making FCR 100 a requirement for all employees. If that is approved, we must find additional FCR 100 facilitators. Most of the current facilitators are from CSSD and Troy hopes that we can recruit facilitators from other divisions.

Some ACCC members were involved in revising the FCR 100 curriculum. The revised curriculum will be used for a class starting in January.

Regarding the Culture Matters video, Troy feels the video does not fit well into the FCR 100 curriculum and would be best served as a standalone Lunch and Learn like the breakout session that Isabel Alvarez and Michael Palmieri did at Diversity Week 2019. Isabel Alvarez recommended that, instead, we use the Culture Matters video as its own web-based training. Whether it's a Lunch and Learn or web-based course (or both) the decision should be discussed by a permanent subcommittee that can review these options.

Announcements and Upcoming Events

Troy Brown announced:

- CSSD is planning their Black History Month events. He will forward more information at a later date.
- CSSD plans to host an event for Women's History Month.

Felix Rodriguez announced:

- The current state of concerns in Puerto Rico since the earthquake. He is collecting monetary donations and encouraged us to give to others who are leading efforts. He also asked that we be mindful about our Puerto Rican colleagues who may be in emotional distress thinking about their loved ones.

PJ Deak announced:

- March 29, book signing
- On March 13th, a film about Dizzy Gillespie going back to Cuba

Chief Justice Robinson announced:

- On January 22, he is doing a panel discussion in Stamford on the bail bond system

The meeting adjourned at 3:55 p.m.