

CONNECTICUT JUDICIAL BRANCH

ADVISORY COMMITTEE ON CULTURAL COMPETENCY

January 17, 2024
2:00 p.m. – 3:15 p.m.
Video-Conference

MINUTES

Attendees: Chief Justice Richard A. Robinson (Chairman Emeritus), Judge Sanchez-Figueroa (Chair), Isabel Alvarez, Troy Brown, Lia Cestaro, PJ Deak, Esther Harris, Brian Hill, Meghan Korn, Daisy Rosado-Hack, Michael Snyder, Philip Strambler, Spiro Uyar, and Shawna Woodard

Absent: Delbert Martinez.

Judge Sanchez-Figueroa called the meeting to order at 2:02 p.m.

The minutes from the November 15, 2023 meeting were unanimously approved.

ACCC Membership

Judge Sanchez-Figueroa met with Judge Bozzuto. She and Judge Ficeto had recently completed FCR 100 and spoke very highly about the course. Judge Bozzuto asked if the ACCC ever considered setting term limits for membership. A discussion ensued among the ACCC membership and the following points were made.

Reasons to support membership term limits:

- Now that the Branch has a DEI Unit, the ACCC is transitioning from a working committee to an advisory committee.
- New members with fresh ideas allow others to be exposed and contribute to the Branch's efforts surrounding diversity, equity, and inclusion.
- A cyclical process should allow new members to join and be mentored by older members before their term limit expires.

Reason not to institute term limits:

- It takes a great deal of time for members to experience and learn cultural competency on this level. One's term limit may come to an end just as they are becoming more proficient.

Judge Sanchez-Figueroa created a subcommittee to develop and propose a process for term limits and recruiting new members. The subcommittee members are Troy Brown (chair), PJ Deak, and Daisy Rosado-Hack. Shawna will share with the subcommittee any past documents or information concerning member recruitment. The subcommittee will present its proposal at the next ACCC meeting in March.

Updates from the Office of Diversity, Equity, and Inclusion

- Met with Judge Bozzuto and Judge Ficeto to hear their feedback on the FCR 100 training they both attended. Their feedback was extremely positive. Both judges would like for judges to attend FCR 100 and other cultural competency trainings. The DEI Unit will develop a packet with more information that may be sent to judges.
- An LGBTQI+ language guide was shared with the ACCC and Judge Bozzuto for feedback. Our final thoughts are requested by Monday, January 22, 2024 before it's distributed Branch-wide.

- February is Black History Month. March is Women's History Month. Contact Troy and Lia if you have any ideas for programs, specifically for Women's History Month.
- A multitude of DEI trainings will be offered to employees and contracted providers in the 2024 calendar year. Lia shared their catalog of classes.
- There will be a new policy issued to all Branch employees in the coming weeks. All employees will be required to complete 20 hours of training per year. Of the 20 hours, 4 hours must include cultural competency and 2 hours must include ethics. The DEI Unit has enough classes in its catalog to support the new policy.
- Last Friday, Patrick Lakha started in the DEI Unit as a Court Planner. Troy would like for him to be invited to a future meeting to meet the ACCC members. We will send him an email from the ACCC inviting him to the March 2024 meeting.
- There is currently an Intranet (internal) web page for the DEI Unit. The Unit wants to develop an external page under jud.ct.gov to share the Branch's activities with the public. They will work with the Judicial Branch Web Board for guidance.
- The Unit has started planning for Diversity Week 2024. We will discuss this more at our next meeting. Chief Justice Robinson recommended Laura Coates, CNN Commentator, to give the keynote.

New Business

None

Announcements

This Friday, the Commission on Racial Equity and Public Health will host their symposium at the Legislative Office Building. The Judicial Branch has been acknowledged in the Commission's Equity Study for our efforts toward diversity, equity, and inclusion.

Chief Justice Robinson said he continues to receive extremely positive feedback from the public about the juror orientation video. Many have said the jurors had not thought about their biases before the video. We are improving the quality of justice and due process.

The next regularly scheduled meeting of the Advisory Committee on Cultural Competency will be March 20, 2024 at 2:00 p.m. via Video-Conference.

The meeting adjourned at 3:07 p.m.