

CONNECTICUT JUDICIAL BRANCH

ADVISORY COMMITTEE ON CULTURAL COMPETENCY

February 22, 2023
3:00 p.m. – 4:00 p.m.
Video-Conference

MINUTES

Attendees: Judge Sanchez-Figueroa (Chair); Isabel Alvarez, Troy Brown, Samuel Bruder, Lia Cestaro, Patrick (PJ) Deak, Esther Harris, Delbert Martinez, Daisy Ortiz, Michael Snyder, Philip Strambler, Spiro Uyar, and Shawna Woodard

Absent: Chief Justice Richard A. Robinson (Chairman Emeritus), Brian Hill, Meghan Korn, and Ewa Wojewodzki

Judge Sanchez-Figueroa called the meeting to order at 3:03 p.m.

Diversity Week 2023

This special meeting of the ACCC was scheduled to focus on the planning of Diversity Week 2023.

Diversity Week Subcommittee Members as of the date of this meeting:

- Isabel Alvarez
- Samuel Bruder
- Esther Harris
- Lia Cestaro
- Shawna Woodard

A Subcommittee chair will be determined on a later date.

A partnership with Employee Education and Development will be discussed at a regularly scheduled meeting when all members are present to discuss.

Judge Sanchez-Figueroa confirmed with the Chief Justice that we may host an in-person program, but we should strive to offer all sessions with a virtual option to allow all employees to participate.

Ideas concerning the theme:

- Past evaluations expressed the need to showcase different cultures (people, religions, etc.) throughout the week rather limiting our focus with a theme. Reference was made to the 2018 marketing video “We Are Judicial” – this theme would allow us to bring a variety of topics representative of our employees.
- Past evaluations also recommended an extensive list of cultural groups or issues that employees would like for us to address in a future program. Many of those groups or issues surround disenfranchised or marginalized communities, such as hidden disabilities, low-income families, transgender, women, etc. PJ suggested “Centering the Margins” as a theme title. This theme would allow us to bring a variety of topics to Diversity Week. The members present favored this idea over the first.

Ideas concerning keynote speakers:

- Isabel shared the “potential keynote speaker list” maintained by the ACCC. Additions from the committee:

- Ibrahm X. Kendi
 - Nicole Hanna Jones – 1619 project
 - Vernice “Flygirl” Armour – United State’s first black female combat pilot, former Marine and police officer, and author of Zero to Breakthrough.
 - Justice Ketanji Brown Jackson
 - Isabel Wilkerson, author of Caste
- Expect to hold the Opening Celebration at the Legislative Office Building, if available.
 - Given the program is 8 months away, we may have to consider a keynote speaker that is local, or have the keynote appear virtually. If we can get a dynamic speaker, we are not opposed to having the speaker appear virtually to eliminate issues with scheduling, travel, or cost.
 - If the keynote speaker appears in-person, we should be careful that they are not speaking to an empty room because most employees opted to participate virtually.
 - Isabel will send a list of previous workshops for members to review and provide feedback; Lia recommended a panel discussion on Roe v. Wade
 - Demo of proposed LMS solution for Opening Celebration registration will be held March 9th.
 - Shawna will send the minutes to the full committee so that members who were not present may offer their recommendations for keynote speakers by March 3rd. Recommendations should include why they are recommending the speaker.

The next regularly scheduled meeting of the Advisory Committee on Cultural Competency will be March 15, 2023 at 2:00 p.m.

The meeting adjourned at 4:09 p.m.