

CONNECTICUT JUDICIAL BRANCH

ADVISORY COMMITTEE ON CULTURAL COMPETENCY

July 19, 2023
2:00 p.m. – 3:45 p.m.
Middlesex JD, 1 Court Street, Jury Room, Middletown, CT

MINUTES

Attendees: Judge Sanchez-Figueroa (Chair); Isabel Alvarez, Troy Brown, Lia Cestaro, Brian Hill, Meghan Korn, Delbert Martinez, Daisy Ortiz, and Shawna Woodard

Absent: Chief Justice Richard A. Robinson (Chairman Emeritus), Samuel Bruder, Patrick (PJ) Deak, Esther Harris, Michael Snyder, Philip Strambler, Spiro Uyar, and Ewa Wojewodzki

Judge Sanchez-Figueroa called the meeting to order at 2:20 p.m.

The minutes from the May 17, 2023 meeting were unanimously approved.

Prior to the meeting, a cultural potluck lunch was enjoyed by all attending. A recommendation was made to host an in-person meeting twice per year. Members agreed to change the July and November meetings from virtual to in-person. Meghan and Lia will confirm if there is meeting space available at CSSD in Glastonbury for the November 2023 meeting.

Diversity Week 2023

Troy Brown reported that the Save the Date will be emailed to all Judicial Branch employees very soon. Dr. Robert Livingston of Harvard University is unable to be the keynote speaker, but he agreed to conduct a pre-Diversity Week session on October 19, 2023. The Legislative Office Building has yet to confirm the availability of their rooms, but we expect to hear from them soon. Many workshops have already been scheduled; a complete Diversity Week 2023 schedule will be ready by next month.

Future Projects/Activities Status/Office of Diversity, Equity, and Inclusion Updates

Foundations in Cultural Responsiveness (FCR) 100: A session is held once per month with Troy Brown collaborating with CSSD facilitators. In a few months, CSSD expects to issue an RFP to recruit contracted providers to help with facilitation, which will allow us to schedule more offerings. In August, the Chief Court Administrator and Deputy Chief Court Administrator will participate in a class that Lia and Troy are co-facilitating. Finally, a representative from the Commission on Racial Equity in Public Health will attend a future session.

Focus Groups: Before scheduling focus groups with Judicial Branch employees, Troy would like to conduct one with the ACCC first to determine what areas the DEI Unit should focus their efforts. This will be done as part of today's meeting.

Gender Identity Proposal Update: Judge Bozzuto has given her approval to implement the proposal. Troy will work with Brian on next steps.

Other Updates from the Office of DEI:

- Intern in the DEI Unit is working out well.
- Spiro has been working on the DEI internal web page.
- Troy wants to explore a DEI page on our public site.

- A DEI mailbox was established and comments/feedback from Branch employees have been received.
- Candid Conversations on Racial and Ethnic Disparities have taken place with employees in Juvenile Probation. Troy will later share the schedule and comments received.

Public Act 23-133 Concerning State Agency Communications Relevant to the Latin American Community

The Public Act says that state entities shall use the terms “Latino,” “Latina,” and “Latine.” Latinx is no longer an acceptable term for the gender neutral. Troy remarked that the Branch’s educational materials, forms, etc. should be changed from “Latinx” to “Latina, Latino or Latine.”

New Business

Troy conducted a brief focus group with the ACCC helping him to shape the priorities of the DEI Unit.

Announcements

The next regularly scheduled meeting of the Advisory Committee on Cultural Competency will be September 20, 2023 at 2:00 p.m. via Microsoft Teams.

The meeting adjourned at 4:09 p.m.