

CONNECTICUT JUDICIAL BRANCH

ADVISORY COMMITTEE ON CULTURAL COMPETENCY

July 23, 2019
2:00 p.m. – 4:00 p.m.
225 Spring Street, OVS Conference Room, Wethersfield

MINUTES

Attendees: Chief Justice Richard A. Robinson (Chair), Isabel Alvarez, Troy Brown, Samuel Bruder, Sandra Cardone, Linda J. Cimino, Patrick (PJ) Deak, Juanita Halepas, Esther Harris, Zarin Kapur, Michaelangelo Palmieri, Felix Rodriguez, Philip Strambler, Spiro Uyar, Ewa Wojewodzki, and Shawna Woodard

Absent: Brittany Kaplan/Alison Chandler, Cristina Johnson, Meghan Korn, Ines Nieves, and Daisy Ortiz

The meeting was called to order at 2:08 p.m.

The minutes of the May 28, 2019 meeting were unanimously approved with one grammatical correction.

Subcommittee Reports

Diversity Week 2019: Isabel Alvarez and Samuel Bruder gave an update on the planning of Diversity Week 2019. Mr. Adam Foss declined our keynote speaker invitation due to a scheduling conflict. We hope to invite him again for next year's event. We secured Dr. Khalilah L. Brown-Dean, Associate Professor of Political Science at Quinnipiac University. She's a nationally-renowned political expert and analyst and has been a guest speaker at a Judicial Branch event sponsored by CSSD. The planning committee will use employee feedback from past Diversity Week evaluations to plan this year's event. The Subcommittee received almost 60 photos of Judicial Branch employees to use for the mosaic image that will represent this year's theme.

Gender Fluidity and Judicial Branch Policy 618: The Dress Code Subcommittee met yesterday to review the updates/comments we received from members and Brian Hill, Director of Human Resources Management. The Advisory Committee discussed the draft policy and made some structural changes but none of the content was changed. We understand this draft policy is a major cultural change for the Judicial Branch. The ACCC would like to work with Human Resources Management to provide a Lunch and Learn, web-based training, or some document (print or web) that would complement the policy and hopefully answer questions about the changes. Also, the ACCC will make a recommendation to Human Resources Management to share this draft policy with an outside stakeholder(s) to confirm. Shawna Woodard will send the draft policy to Esther Harris to present to the Strategic Plan Employee Well Being Subcommittee.

Action and Reflection: The Subcommittee needs new members and a chair or chairpersons to galvanize the group. Zarin Kapur volunteered to chair. Felix Rodriguez, Michael Palmieri, Isabel Alvarez, Phil Strambler, Esther Harris and Troy Brown will serve on the Subcommittee.

Learning Opportunities

Privilege article: Chief Justice Robinson previously sent the ACCC members an article that was published in The New York Times on July 17, 2019: *I Wanted to Know What White Men Thought About Their Privilege. So I Asked* (by Claudia Rankine). A discussion ensued about privilege and using this article as a backdrop for a guided discussion during Diversity Week or at another time for a Lunch & Learn. Troy Brown noted that he will be facilitating a Diversity Week course either on privilege or race. Isabel Alvarez said there will be a privilege course offered on Monday, July 29th for an invited group of employees. She will share feedback on the course with the ACCC membership. Chief Justice Robinson recommended a book "The Color of Law" for further reading on this topic.

Ensuring Access for Transgender and Gender Nonconforming People We Serve: Several employees reported this training did not go well. Issues cited concerned the trainer's style and that the class was being taped without consent. Chief Justice Robinson noted the concerns as an organizational issue and said the ACCC would have to make itself available to assist training units with delivering successful classes on these subject matters.

Train the Trainer for ACCC Members: Troy Brown requested that members e-mail him if interested in these classes. Two of the classes are devoted to learning the FCR 100 curriculum. He noted it would be a good refresher for any current FCR 100 facilitators. Isabel Alvarez asked to update the FCR 100 curriculum. The ACCC previously said that small tweaks will be necessary to incorporate the Culture Matters video and scenarios, however, this will not be addressed until next year when the new FCR 100 facilitators complete their training.

New Business

The ACCC will begin to plan for the 2020 calendar year at the September 2019 meeting.

Announcements and Upcoming Events

From Chief Justice Robinson:

- All Supreme and Appellate judges and clerks will be required to participate in training regularly. The feedback was positive given this change.

From Esther Harris:

- Chief Justice Robinson is now in the new jury video. The video is available on the Judicial Branch internet page (go to the Jury page), and on the Judicial Branch YouTube page.

The meeting adjourned at 4:02 p.m.