

# CONNECTICUT JUDICIAL BRANCH

## ADVISORY COMMITTEE ON CULTURAL COMPETENCY

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July 24, 2018  
2:00 p.m. – 4:00 p.m.  
225 Spring Street, Room 4B, Wethersfield

### MINUTES

**Attendees:** Chief Justice Richard A. Robinson (Chair), Isabel Alvarez, Troy Brown, Samuel Bruder, Sandra Cardone, Patrick (PJ) Deak, Juanita Halepas, Esther Harris, Meghan Korn, Daisy Ortiz, Michael Palmieri, Felix Rodriguez, Philip Strambler, Spiro Uyar, and Shawna Woodard

**Absent:** Alison Chandler, Linda J. Cimino, Cristina Johnson, Zarin Kapur, Ines Nieves, and Ewa Wojewodzki

Chief Justice Robinson called the meeting to order at 2:11 p.m.

The minutes of the May 22, 2018 meeting and the notes from the June 26, 2018 Action and Reflection Subcommittee activity were unanimously approved.

### Final Reports on Past Events

**GAL/AMC Training:** Troy Brown reported that the training occurred in June 2018 and went very well despite only having 90 minutes to deliver. Training was co-facilitated by him and Zarin Kapur. Feedback from the participants was good. Judge Bozzuto was very complimentary of the team for creating this training for her committee. A copy of the participant workbook was shared. We may ask for more time to present if asked to do this again.

**Action and Reflection Subcommittee: *The Loving Generation Discussion*:** Esther reported that in June she and Isabel Alvarez showed two of the four videos in the documentary series and facilitated a discussion with a group of ACCC members. She feels the discussion was lively and it was a worthwhile effort. Members who were present shared their feedback.

### ACCC Educational and Outreach Videos

Shawna Woodard reported that Chief Justice Robinson and Troy Brown were given flash drives with the educational video files. The outreach video is with Interpreter and Translator Services to translate into Polish and Spanish. Once that is complete, Alison Chandler will upload the outreach video in English, Spanish and Polish to the Judicial Branch YouTube page. Members said they have not seen the outreach video yet. If it's not on the YouTube page by our next meeting, Shawna will have a copy available for everyone to view.

### Diversity Week 2018

Samuel Bruder reported that we are still looking for a keynote speaker. Most speakers are either too expensive or already booked. He recommended that we form a subcommittee to identify speakers a year in advance.

We expect to send the save the date on August 3<sup>rd</sup> and would like to include the keynote on it.

He announced the Opening Celebration breakout session presenters and their topics. He also provided some information on the Week Learning Events.

The Subcommittee would like to use the Opening Celebration name tags to allow employees to write-in their preferred pronoun options (i.e., He, his, him; She, her, hers; They, them, theirs, etc.). ACCC members discussed the pros and cons of doing this. Decision was made to include a blank line on the name tag and incorporate an ice breaker at the beginning of the Opening Celebration to explain it.

### **Subcommittee Reports:**

**Gender Fluidity and Judicial Branch Policy 618:** Sam Bruder reported that work is progressing. They are meeting again next week to continue strategizing their approach to the issue.

**Action and Reflection:** Esther Harris reported that the Subcommittee will need to meet again to discuss future activities. They will not present in August.

### **Announcements and Upcoming Events**

Troy Brown announced:

- They just completed the pilot of FCR 100 as a 3-day program. He will review the feedback to determine if and how many times they will deliver the 3-day program next year. We want to discuss with Chief Justice Robinson the mandate of FCR 100. Shortly, all of the Branch's Executive Directors will have participated in FCR 100. The recommendation in the short-term is to require all Directors and Deputy Directors to participate in a workshop.
- He and Meghan co-facilitated *Unpacking Privilege* at the Harriet Beecher Stowe Center last week. He thanked Spiro and Phil for their support by attending.
- *Unfiltered Conversation on Race* at the Harriet Beecher Stowe Center on August 2 and 16 co-facilitated by him and Ellen Boynton.

Daisy Ortiz announced:

- That in her work of drafting RFPs for CSSD, they are starting to add more purposeful language that deals with cultural competency. They expect respondents to give more detail on their ability to provide services in a cultural competent manner.

On behalf of Zarin Kapur, Shawna Woodard announced:

- That Support Enforcement is currently delivering a Customer Service Refresher training that is mandatory for all of their employees. The course includes a section on bias and how it may impact their delivery of customer service to internal and external stakeholders. Their goal is to reduce any inconsistencies and unfairness when dealing with their customers.

Chief Justice Robinson reported:

- He presented in Denver and will deliver two trainings for youth in August on the Amistad ship.
- He is also presenting in Vermont in August and San Diego in November.

Esther Harris reported:

- That she and Alison Chandler will share more information at a later date on a Lunch and Learn they are developing around body image.

### **New Business**

Troy asked if we could add to a future agenda an opportunity to review the 2011-2012 focus groups we conducted and discuss how best to follow-up with the participants for feedback on our progress.

The meeting was adjourned at 4:15 p.m.