

CONNECTICUT JUDICIAL BRANCH

ADVISORY COMMITTEE ON CULTURAL COMPETENCY

September 21, 2022
2:00 p.m. – 3:30 p.m.
Video-Conference

MINUTES

Attendees: Judge Sanchez-Figueroa (Chair); Isabel Alvarez, Troy Brown, Sandra Cardone, Lia Cestaro, Patrick (PJ) Deak, Esther Harris, Brian Hill, Meghan Korn, Delbert Martinez, Michael Snyder, Philip Strambler, Spiro Uyar, and Shawna Woodard

Absent: Chief Justice Richard A. Robinson (Chairman Emeritus), Samuel Bruder, Daisy Ortiz, and Ewa Wojewodzki

Judge Sanchez-Figueroa called the meeting to order at 2:06 p.m.

Minutes from the July 20, 2022 meeting were unanimously approved.

Diversity Week 2022

Isabel Alvarez reported that the courses are being entered into the LMS. She identified some logistical issues with scheduling “post-reflections” after each workshop. A recommendation was made to allow the learners to remain online after the course ends to ask the presenter questions (if the presenter chooses to stay) and engage in conversation with their peers. This post-course reflections will not be in the LMS and participants will not receive training credit if they opt to stay. Isabel will draft a script to be read at each offering about the post-session. Isabel also reported that the flyers were sent to offices Branchwide. Judge Sanchez-Figueroa said we still need to identify which judge will do the closing at the Opening Celebration. We will further discuss the value of a closing speech on Friday and what was done in previous years.

Gender Identity Proposal Update

Lia Cestaro reported that the final document was shared with all members. Lia also shared there is a meeting this week regarding updating the gender identity within CMIS. Judge Sanchez-Figueroa said she presented the proposal to Chief Justice Robinson, and he saw no issues with the proposal as presented. They discussed next steps which will be to present the proposal to Judge Carroll, the Chief Court Administrator. Judge Sanchez-Figueroa will present the proposal to him. Brian Hill added there are multiple entities that may have to review the proposal after Judge Carroll’s review, including, but not limited to, Human Resources Management, the Branchwide Training Advisory Committee, and Facilities.

New Business

New Business was devoted to discuss any new ideas members have or ideas that were previously discussed that we may want to address in the future:

- **Columbus Day:** Will it require a legislative proposal for the Judicial Branch to recognize Indigenous People Day? Absent our authority, could the committee make a statement about why we feel the change is important? Judge Sanchez-Figueroa requested this to be on the next agenda.
- **Juneteenth Day:** Should the committee make a statement about the holiday?
- **Determining Identity for Individuals Cultural/Religious Face Coverings:** The ACCC previously answered this issue by referring Court Operations to the State of Connecticut Notary Public Manual for

guidance. The ACCC also made recommendations for how an employee may show sensitivity and respect in the process of determining one's identity while wearing a cultural or religious face covering.

- **Lunch & Learns:** Can we reorganize a subcommittee to begin offering Lunch & Learns again virtually? Judge Sanchez-Figueroa asked for this to be on the next agenda.
- **Ongoing Training:** The Committee should endorse, promote, and/or organize training programs throughout the year for all Branch employees. Additionally, all cultural competency programs should be vetted by the ACCC to ensure they are quality programs that help us get to the object to ensure a culturally competent workforce. Additionally, trainers should have some knowledge and training in cultural competency matters. We must further discuss how we may serve in an advisory capacity for training units within the Branch.
- **Office of Diversity, Equity, and Inclusion:** Judge Sanchez-Figueroa will re-engage Chief Justice Robinson
- **ACCC Committee Charge:** We should reassess our charge and mission statement to ensure we are meeting the initial charge and recommend revising the charge based on what we are currently doing and what we want to accomplish in the future. How are we perceived? We are the advisory committee to whom?
- **Focus Groups:** In 2011 and 2012, we conducted a series of focus groups with employees. We should revisit the focus group results and consider doing them again considering our workplace has changed considerably.
- **Foundations in Cultural Responsiveness (FCR) 100:** The program is the flagship program of the ACCC. Facilitators need to be recruited and trained to continue the program and offer it regularly. Judge Sanchez-Figueroa asked for this to be on the next agenda.

Announcements

The internal website "About Us" page must be updated to include Judge Sanchez-Figueroa. Shawna Woodard will contact Philip Strambler to edit the page.

The next meeting of the Advisory Committee on Cultural Competency will be November 16, 2022 at 2:00 p.m.

The meeting adjourned at 3:40 p.m.