

CONNECTICUT JUDICIAL BRANCH

ADVISORY COMMITTEE ON CULTURAL COMPETENCY

September 24, 2019
2:00 p.m. – 4:00 p.m.
225 Spring Street, Room 4B, Wethersfield

MINUTES

Attendees: Troy Brown, Samuel Bruder, Sandra Cardone, Alison Chandler, Patrick (PJ) Deak, Juanita Halepas, Esther Harris, Zarin Kapur, Meghan Korn, Ines Nieves, Daisy Ortiz, Felix Rodriguez, Philip Strambler, Ewa Wojewodzki, Shawna Woodard, and Juana Brown (Guest)

Absent: Chief Justice Richard A. Robinson (Chair), Isabel Alvarez, Linda J. Cimino, Cristina Johnson, Michaelangelo Palmieri, and Spiro Uyar

The meeting was called to order at 2:06 p.m.

The minutes of the July 23, 2019 meeting were unanimously approved with one correction.

Subcommittee Reports

Diversity Week 2019: Sam Bruder reported that over 140 employees have registered for the Opening Celebration since registration opened yesterday. Sam shared the tentative list of volunteer assignments and the Opening Celebration program. Registration for the week events will open this Friday or next Monday. The Subcommittee still needs three volunteers to support the week's learning events. Felix Rodriguez, Phil Strambler, and Juana Brown offered their time to support those open events. Sandra Cardone emphasized the need for ACCC members to encourage participation in the week's learning events so that none get cancelled due to low enrollment. Great care was taken to not only secure dynamic speakers, but to also offer a variety of topics in locations across the state.

Gender Fluidity and Judicial Branch Policy 618: On behalf of Esther Harris, Shawna reported that the draft policy will be submitted to the Strategic Plan **Implementation** Committee today. The Strategic Plan Employee Well-Being Subcommittee made one minor edit to include that denim of any color on the Inappropriate Attire list. Shawna also said that the list of LGBTQI resources we provided were also submitted to the Implementation Committee and Human Resources Management. Daisy Ortiz asked if the dress code policy should comment on hats and head coverings, such as scarves, for medical or religious reasons. She cited a workplace issue where an employee will need to wear a scarf for medical reasons. There is nothing in the current dress code or the revised draft that speaks on hats or head coverings. Esther joined the ACCC meeting and added that there is a policy disclaimer that says these guidelines only set the general parameters and are not intended to be all-inclusive.

Action and Reflection Subcommittee: Zarin Kapur reported that the Subcommittee met on September 4, 2019. On October 29th she and Phil Strambler will present their ethnographies, and on December 17th Felix Rodriguez will present his. Also, on December 17th, the Subcommittee will host a holiday party. Shawna Woodard will change the December 17th Outlook Meeting Invite to start at 1:00 p.m. through 3:00 p.m. Zarin distributed a document that should help ACCC members with preparing their own ethnography for a future meeting. The Subcommittee would like to conduct a Lunch & Learn for ACCC members surrounding the Brian Stevens documentary, *True Justice*. PJ Deak will assist Zarin by obtaining the permission to screen the documentary. Subcommittee will meet again on November 21st at Support Enforcement Services in East Hartford.

Plan for 2020 Calendar Year

The ACCC will begin to plan their 2020 calendar year. Some items discussed:

- **Meetings:** We currently meet on the 3rd Tuesday of each month from 2-4 p.m. Since the Strategic Plan meetings are on the same schedule, consider changing our meeting schedule to the 2nd or 4th Tuesday of each month provided that Chief Justice Robinson is available.
- **Action and Reflection Subcommittee:** The subcommittee should plan their 2020 activities for the meetings that are reserved for them.
- **Diversity Week:**
 - Diversity Week is typically scheduled the 3rd week of October, however, Room 4B in Wethersfield is booked solid that week in 2020. Recommendations include:
 - Contact the unit that has Wethersfield booked to see if their reservation is firm.
 - Use CSSD's facility in Glastonbury as the hub for the learning events we would normally schedule in Wethersfield.
 - Consider moving Diversity Week 2020 to the 4th week of October. We confirmed that the COSCA conference dates have not been set and they will work around Diversity Week.
 - Adam Foss was unable to accept our invitation to be the keynote for Diversity Week 2019 as he had another engagement. The ACCC unanimously agreed to send him an invitation now for Diversity Week 2020. This will require us to confirm the dates for Diversity Week 2020.
 - Establish a Diversity Week Keynote Subcommittee to secure a speaker for the 2021 calendar year. This is assuming that Adam Foss accepts our invitation for Diversity Week 2020. If not, this Keynote Subcommittee will secure an alternate for 2020.
 - Diversity Week 2020 co-chairs should be named earlier in the year. Shawna Woodard encouraged members to consider this role and let her know if interested.
- **Training for the Branch:**
 - Shawna Woodard encouraged members to begin thinking about one or two Lunch and Learn workshops that the ACCC could offer in 2020. The facilitators can be external to the Branch. For one, the Action and Reflection Subcommittee previously stated they would like to conduct a Lunch & Learn for ACCC members surrounding the Brian Stevens documentary, *True Justice*.
 - Troy Brown requested the ACCC to consider hosting an event to commemorate one or more of the annual special months recognized by presidential proclamation, such as Black History Month (February), Women's History Month (March), Asian Pacific American Heritage Month (May), Gay and Lesbian Pride Month (June), and/or Hispanic Heritage month (September/October).

Train the Trainer for ACCC Members: Troy Brown reported they just completed 5 days of training with 11 participants. Of this group, 5 will move forward with the FCR 100 component to become FCR 100 facilitators. Their training in the FCR 100 curriculum will occur in October. At the conclusion of their training, each person will be evaluated to determine their readiness to deliver FCR 100 with a lead facilitator. After the new facilitators are in place, Troy expects to meet with all FCR 100 facilitators to discuss the curriculum and consider any revisions to it. Revisions would include incorporating the Culture Matters video the ACCC produced through the SJI grant.

New Business

On behalf of Chief Justice Robinson, Shawna Woodard polled the membership on their availability to participate in an important conversation about gender bias that favors men. The members unanimously

approved to postpone the Action and Reflection Subcommittee activity scheduled for October 29th to dedicate that meeting time to this conversation. Shawna will send a meeting invite to the committee.

Announcements and Upcoming Events

Shawna Woodard thanked Alison Chandler for her years of service on the Advisory Committee on Cultural Competency.

Troy Brown announced:

- Hispanic Heritage Month at CSSD
 - On October 2nd from 12:30-4:00 p.m. at ITBD in New Britain, a screening and discussion on the PBS documentary, ***Empire of Dreams***.
 - On October 7th from 1:00-4:00 p.m. at ITBD in New Britain, ***The Latina Experience*** with the President and the Interim Vice President of Diversity and Inclusion at Central Connecticut State University.
- CSSD will host a Black History Month event in 2020.

PJ Deak announced:

- On October 25th at 6:30 p.m. at the Unitarian Society of New Haven in Hamden, a potluck and film screening of ***I Am Evidence: My body Was a Crime Scene***.
- On December 1st at 12:00 p.m. at the Unitarian Society of New Haven in Hamden, a book discussion on ***Invisible No More*** by Andrea Ritchie.
- On December 6th at 6:30 p.m. at the Unitarian Society of New Haven in Hamden, a potluck and film screening of ***The Brightness of Noon: the Intersect of Faith, Immigration and Refugees – Part I***.

The meeting adjourned at 4:00 p.m.