

# CONNECTICUT JUDICIAL BRANCH

## ADVISORY COMMITTEE ON CULTURAL COMPETENCY

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November 18, 2020  
2:00 p.m. – 3:00 p.m.  
Video-Conference

### MINUTES

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

**Absent:** Isabel Alvarez, Cristina Johnson, and Ewa Wojewodzki

The meeting was called to order at 2:10 p.m.

The minutes from the September 16, 2020 meeting were unanimously approved.

### Diversity Week 2020 Wrap-Up

Felix Rodriguez reported that we received incredible feedback on Diversity Week 2020. Very few technical glitches using a virtual format for the very first time. Many more employees participated given the virtual format. There were over 100 participants at each event Monday through Friday. The Chief asked that we consider a virtual component next year, assuming we are no longer in a pandemic, to allow employees to attend where they previously could not attend an in-person learning event. Shawna Woodard added that we will use the recordings to upload to the LMS for employees to watch and receive credit. Interpreter and Translation Services is transcribing the opening event. The Chief asked that we put the links from CT-N to past Diversity Week events on our internal website. Meghan Korn suggested that we publish the events on the Branch's YouTube page. Shawna will ask External Affairs. Also, we plan to review the Diversity Week 2020 evaluations to get some idea of Lunch and Learn topics we can deliver in 2021.

### Updates

Chief Justice Robinson reported there is no update at this time on the ACCC Statement to Branch Employees, Funding for Racial Trauma Expert, or the proposal for an Office for Diversity. Troy added that CSSD is reviewing the **Implicit Bias** course to convert to a virtual format. He does not believe **FCR 100** would do well as a virtual course. Troy also asked if ACCC members are interested in taking **Cultural Competence: A Primer for Employees** and provide feedback. This course is not a replacement for FCR 100, but it covers a lot of the same topics. Meghan Korn will send the course link to Shawna to distribute to the ACCC.

### New Business

The ACCC discussed the historical perspective of Columbus and how some states voted to rename Columbus Day to Indigenous Peoples Day. The members acknowledged that it's a legislative change and, despite the visceral reaction to Christopher Columbus, the day also acknowledges the heritage of Italian-Americans. After a lengthy discussion, the Committee agreed that we need to educate ourselves on the structure of holidays as a whole and what those mean culturally. We may find an external resource to educate us on Columbus Day, not Christopher Columbus. Matt Warshauer, a professor at Central Connecticut State University, was recommended as a possible resource.

Esther Harris recommended that we pursue an internal discussion on the trauma of racism that is inflicted upon us, and how people of color may cope and deal with the trauma. Troy shared the course description for **Urban Trauma** that will be delivered by Dr. Akbar for CSSD employees. The training addresses vicarious

trauma in staff and tools on building resilience within themselves and in urban communities. If CSSD offers another session, they will offer seats to ACCC members.

We also discussed seeking a grant to fund a racial trauma expert like Dr. Akbar. The Committee will consider this for 2021.

The ACCC agreed to keep the meeting schedule for 2021. The next regular meeting will be January 20, 2021 and we will meet every other month after that. Shawna will add the dates to everyone's calendar. She will also schedule Diversity Week 2021. We would like to pursue Bryan Stevenson to deliver the keynote. Zarin will send Shawna his contact information.

The meeting adjourned at 4:00 p.m.

DRAFT