

CONNECTICUT JUDICIAL BRANCH

ADVISORY COMMITTEE ON CULTURAL COMPETENCY

November 20, 2024
2:00 p.m. – 3:15 p.m.
Video-Conference

MINUTES

Attendees: Judge Norma Sanchez-Figueroa (Chair), Troy Brown, Lia Cestaro, PJ Deak, Esther Harris, Brian Hill, Meghan Korn, Daisy Rosado-Hack, Derik Rodriguez, Michael Snyder, Philip Strambler, and Shawna Woodard.

Absent: Isabel Alvarez and Spiro Uyar

Judge Sanchez-Figueroa called the meeting to order at 2:08 p.m.

The minutes from the September 18, 2024 meeting were unanimously approved.

Cultural Competency Training for the Guardian ad Litem (GAL) Standing Committee

Troy Brown reported that he and Lia Cestaro co-facilitated the course on September 30, 2024. It ran for 2 hours and was conducted virtually. The participant feedback was positive. Troy will speak with Damon Goldstein to confirm how often he would like this course to be delivered for planning purposes, and if the Standing Committee would be open to an in-person training.

Diversity Week 2024

Lia Cestaro shared photos from the Opening Celebration and shared some information from the final report. She was very pleased with this year's participation. A total of 181 participants attended the Opening Ceremony, which is about 20 more people than last year. All divisions across the Branch were in attendance. A discussion ensued about how to increase employee participation across the Branch. Several strategies were recommended. Next year's date was set – the week of October 27, 2025.

ACCC Membership Subcommittee

Troy Brown shared the proposed membership application and other items created by the Subcommittee. It is anticipated that this new process will begin January 1, 2025. A new subcommittee is needed to review new member applications and track term limits of existing members. Troy Brown, Phil Strambler, and Shawna Woodard volunteered to serve on the new subcommittee.

Updates from the Office of Diversity, Equity, and Inclusion

- HRM now has interview questions that are DEI-specific
- Will conduct an anonymous survey of all Judicial Branch employees
- Focus groups will be scheduled after the survey
- Public internet page is still in development
- Recruiting FCR 100 facilitators – contact Troy Brown or Lia Cestaro

- Cultural celebrations will continue to be acknowledged
- Lia and Troy co-facilitated *Courageous Conversations* to Oregon judges

New Business

None

Announcements

- Congratulations to Troy Brown on his DEI Leadership award presented by CHRO

The next regularly scheduled meeting of the Advisory Committee on Cultural Competency will be January 15, 2025 at 2:00 p.m. via Microsoft Teams.

The meeting adjourned at 3:33 p.m.