

**Minutes**  
**Public Service and Trust Commission**  
**Advisory Committee on Cultural Competency**

The Advisory Committee on Cultural Competency met at 225 Spring Street, Room 204, Wethersfield, on November 24, 2015.

Attendees:

Justice Richard A. Robinson (Chair), Isabel Alvarez, Paul Bourdoulous, Troy Brown, Karen Chorney, Linda J. Cimino, Juanita Halepas, Esther Harris, Cristina Johnson, Philip Strambler, Jean M. Weisbrod (Support Staff), Shawna Woodard and Alison Zawadski

Absent:

Samuel Bruder, Precious Hyland, Ines Nieves, Daisy Ortiz, and Ewa Wojewodzki

Guest Attendee:

Zarin Kapur

The meeting was called to order at 2:15 p.m.

1. Welcome

Justice Richard A. Robinson opened the meeting.

2. Approval of Minutes

The minutes from the September 29, 2015 meeting were unanimously approved.

3. PSTC Annual Report

Karen Chorney reported that Justice Robinson, Troy Brown and she met with the Chief Justice, Chief Judge of the Appellate Court, Chief Court Administrator, Deputy Chief Court Administrator, and certain Executive Directors to discuss the progress of the ACCC since last year. The presentation included information about Diversity Week 2015, FCR 100 classes, and the expansion of the ACCC website. The report was well received by the meeting attendees.

Report recommendations included:

1. institutionalizing the four core values into employee performance appraisal forms,
2. researching and developing performance measures related to cultural responsiveness and cultural competency,
3. dedicating staff and resources to the Branch wide cultural competency initiative,
4. seeking funding to produce a cultural competency video specific to the Connecticut Judicial Branch, and
5. developing and conducting periodic Branch wide "brown bag lunch" events.

Items # 1 and #2 will be administratively reviewed for further consideration, Item #3 was tabled based on the current budget crisis, and Items #4 and #5 were approved for immediate action.

4. Diversity Week 2015 Report

Linda J. Cimino thanked all those who contributed to the event including Justice Robinson for recommending Keith M. Woods to be the keynote speaker for the Opening Celebration, and the Diversity Week subcommittee members for planning and coordinating the Opening Celebration and the training workshops for the Week's events.

Linda distributed the 2015 Diversity Week Final Report and committee members reviewed the report. Members discussed comments and feedback provided by Judicial Branch employees.

Committee members reviewed and discussed the 2015 Subcommittee recommendations. Members accepted the recommended dates of October 24-28 for the 2016 Diversity Week. Members agreed to send invitations to guests and post the Save the Date reminder on the Advisory Committee on Cultural Competency website as early as possible. Justice Robinson requested that we send an invitation, on his behalf, to the legislators, Chief Administrative Judges and their designees, and Family Support Magistrates so that he may follow-up with them to express why they may be interested in this event. Members discussed ways to make the best use of time during the half-day Opening Celebration.

5. NEW – ACCC Logo

Shawna Woodard addressed committee members about the concept of a new logo for the Advisory Committee on Cultural Competency (ACCC). Members agreed that the Court Support Services Division (CSSD) Committee on Cultural Responsiveness should use the same logo as the ACCC but with different colors (or a minor differentiating feature) because both have similar but not identical goals. Shawna asked members to submit graphic ideas and suggestions to her or Karen by the end of December and she will prepare a report to present to the graphic designer.

6. What's Happening: Cultural Events Around the Judicial Branch and Communities

- Troy Brown reported:  
Staff members from Information Technology Division and Human Resources have been attending the Foundations in Cultural Responsiveness 100 (FCR100) training workshops. Troy stated FCR100 will be offered once a month between March and November 2016 and training dates should be available in early January.
- The FCR 200 pilot program will be December 16, 2015 at the Institute of Technology and Business Development (ITBD), 185 Main Street, New Britain, CT.
- The CSSD Brown Bag Lunch series is being restructured with more information to follow.

7. New Business

- Troy reported that The Commission on Children and the Connecticut Bar Association present Kimberly J. Norwood, Professor of Law, Washington University, School of Law, A Roundtable Discussion titled "*The Impact of Implicit Bias: A Presentation and Discussion with State Leaders*" moderated by John Dankosky, Host, *Where We Live*, WNPR, on December 9, 2015, 8:30 a.m. – 1:00 p.m. at the Legislative Office Building, Room 1D, 300 Capitol Avenue, Hartford, CT.
- Justice Robinson requested that ACCC committee members make suggestions for speakers for the 2016 Diversity Week Opening Celebration at the January 26, 2016 meeting.

8. Adjourn

The meeting was adjourned at 3:40 p.m.

## 2016 Meeting Schedule

| <b>Date</b>        | <b>Place</b>                                     | <b>Time</b>      |
|--------------------|--|------------------|
| January 26, 2016   | Room 4B, 4 <sup>th</sup> Floor -<br>Wethersfield | 2:00 – 4:00 p.m. |
| March 22, 2016     | Room 204 -<br>Wethersfield                       | 2:00 – 4:00 p.m. |
| May 24, 2016       | Room 204 -<br>Wethersfield                       | 2:00 – 4:00 p.m. |
| July 26, 2016      | Room 204 -<br>Wethersfield                       | 2:00 – 4:00 p.m. |
| September 27, 2016 | Room 204 -<br>Wethersfield                       | 2:00 – 4:00 p.m. |
| November 22, 2016  | Room 204 -<br>Wethersfield                       | 2:00 – 4:00 p.m. |