

CONNECTICUT JUDICIAL BRANCH

ADVISORY COMMITTEE ON CULTURAL COMPETENCY

November 28, 2017
2:00 p.m. – 3:30 p.m.
225 Spring Street, Room 204
Wethersfield

MINUTES

Attendees: Justice Richard A. Robinson (Chair), Isabel Alvarez, Troy Brown, Samuel Bruder, Alison Chandler, Linda J. Cimino, Juanita Halepas, Esther Harris, Cristina Johnson, Zarin Kapur, Ines Nieves, Daisy Ortiz, Philip Strambler, Ewa Wojewodzki, and Shawna Woodard.

Absent: Karen Chorney

Welcome and Approval of Minutes

Justice Robinson called the meeting to order at 2:11 p.m. The minutes of the September 26, 2017 meeting were unanimously approved.

2017 Diversity Week Final Report

Zarin Kapur and Daisy Ortiz distributed a final report that included information on overall attendance, feedback on the week's activities, and recommendations for future Diversity Week events. Members discussed strategies to increase participation, particularly with employees in the southern region of the state. Strategies included:

- Recruit Diversity Week Subcommittee members from the southern region
- Send a delegation of ACCC Members to field offices to promote Diversity Week
- Offer some of the more popular classes outside of the East Hartford, Wethersfield, or New Britain training locations
- Have more of a presence throughout the year so employees do not only hear from us around Diversity Week
- Seek buy-in from the administrative judges, chief clerks and other office supervisors
- Market the event using the archived CT-N videos and/or the promotional video the Diversity Week 2017 Intern is creating
- Secure a female keynote speaker since all other speakers have been male
- Investigate how we may implement a minimum number of hours annually in cultural competency/diversity training for all employees

ACCC Video

In her absence, Karen Chorney submitted a written report:

The workgroup met on Sept. 28th to discuss the criteria for interview candidates and again by phone on November 3rd to refine the staged scenarios. The next meeting will be a phone conference on December 1st to discuss the narrated segments of the project.

On October 23rd the video crew captured Justice Lubbie Harper's keynote address, Looking in Theatre, and one additional presentation at the Opening Celebration. In addition, they taped The Importance of Intersectional Activism the following morning. Between these clips and those taken previously at Judicial Branch cultural competency programs, they feel they have sufficient footage highlighting the quality and types of educational events offered by the Judicial Branch.

In early November interviews of both the Chief Justice and Justice Robinson were filmed. We owe a huge debt of gratitude to External Affairs for their help with that!

Employee interviews, staged scenarios, authorization to film in a courthouse, and narrated segments all require approval from the Chief Court Administrator, who will be meeting with Justice Robinson and Linda Cimino (who is serving on behalf of the workgroup).

The email to be distributed to the employees who participated in Diversity Week 2017 inviting them to be interviewed has been drafted and will be sent upon approval. Those who respond will be sent the questions and given a specific appointment at a MxCC film studio in Middletown for their interview. The schedule will be determined on a first come, first served basis.

After creating 21 potential scenarios, the list was whittled down to 16 for approval and then further scripting. Each of the 16 scenarios identifies every actor, their age, race, ethnicity, and gender. Auditions for these actors will be held and hopefully filled by MxCC staff and students. A list of props required for filming is being developed.

Once approval is obtained, filming and interviews will commence as soon as possible.

FCR 100 2018 Schedule

Isabel Alvarez shared the schedule for when Foundation in Cultural Responsiveness (FCR) 100 will be delivered next year. The 2-day course will be offered 9 times to all Judicial Branch employees according to the schedule below. As a strategy to increase registration and participation, Shawna Woodard noted that the course should be added to the LMS Category "Diversity/Cultural Competency" and other categories under the **Branchwide (All Judicial Employees)** LMS category heading to ensure the most visibility.

Day	Date	Time
One	3/6/2018	8:30-4:30
Two	3/15/2018	
One	4/3/2018	8:30-4:30
Two	4/12/2018	
One	5/1/2018	8:30-4:30
Two	5/10/2018	
One	6/5/2018	8:30-4:30
Two	6/14/2018	
One	7/10/2018	8:30-4:30
Two	7/19/2018	
One	7/31/2018	8:30-4:30
Two	8/9/2018	
One	9/4/2018	8:30-4:30
Two	9/13/2018	
One	10/16/2018	9:00-5:00
Two	10/25/2018	
One	11/6/2018	8:30-4:30
Two	11/15/2018	

Training Request

Shawna reported that the Standing Committee on Guardians Ad Litem and Attorneys for Minor Children has a need for training in cultural competency for qualified mental health professionals and lawyers. At a very high-level overview, the training should include building cultural awareness; understanding the dynamics of power and privilege; and understanding the impact of culture on relationships/marriage/divorce, parenting and in the context of domestic violence. Along with Justice Robinson, the membership agreed that we may develop a program to fulfill the Standing Committee's request for training.

What's Happening?

Shawna gave an update on the MacArthur Safety and Justice Challenge grant that was awarded to Connecticut. The Commission on Racial and Ethnic Disparity in the Criminal Justice System, chaired by Justice Harper, will receive a portion of the grant to develop implicit bias training tailored to police, prosecutors, public defenders, community providers and others in the criminal justice system. They will contract with Institute for Municipal and Regional Policy (IMRP) to develop the training.

Justice Robinson and Juanita Halepas will co-facilitate "My Multicultural Self" Lunch and Learn in March or April of 2018. Shawna will investigate the use of the new Torrington courthouse as a possible location.

Troy, along with Isabel and Meghan Korn, delivered implicit bias training for the Assistant U.S. Attorneys in New Haven.

Several members of the Division of Public Defender Services participated in FCR 100 training. Justice Robinson and Troy met with a representative to discuss how they may continue this training across the state for all public defenders.

The Connecticut Bar Association requested training for their Diversity and Inclusion Committee.

A private firm in Hartford requested training for their attorneys. Understanding there may be a conflict of interest, the ACCC will investigate the use of conducting training through the Branch's Legal Exchange Program for all attorneys in the Hartford Judicial District.

Justice Robinson delivered two training sessions to Supreme and Appellate employees and members of the Office of the Attorney General.

Justice Kahn is organizing a training with the State's Attorneys.

New Business (New ACCC Initiatives, Announcements, etc.)

The ACCC will hold a special meeting on December 21, 2017 at 2:00 p.m. to discuss membership and criteria for accepting new members. Shawna will send the Committee the mission and vision statements, which will be necessary for this discussion. The mission and vision statements were previously approved at an ACCC meeting and are waiting for final approval by the Chief Justice and Office of the Chief Court Administrator.

The Committee set its 2018 meeting schedule.

The meeting adjourned at 4:00 p.m.