

CONNECTICUT JUDICIAL BRANCH
ADVISORY COMMITTEE ON CULTURAL COMPETENCY

November 22, 2016
2:00 p.m. – 4:00 p.m.
225 Spring Street, Room 204
Wethersfield

AGENDA

Attendees

Hon. Richard A. Robinson (Chair), Isabel Alvarez, Troy Brown, Sam Bruder, Alison Chandler, Karen Chorney, Linda Cimino, Juanita Halepas, Esther Harris, Zarin Kapur, Philip Strambler, and Shawna Woodard

Absent: Cristina Johnson (on extended leave), Ines Nieves, Daisy Ortiz, and Ewa Wojewodzki

1. Welcome

Justice Robinson commenced the meeting at 2:08 p.m.

2. Approval of Minutes

The meeting minutes from September 27, 2016 were reviewed and unanimously approved.

3. Diversity Week 2016 Report

Alison Chandler and Sam Bruder reviewed the 2016 Diversity Week report and the group briefly discussed some of the feedback on the evaluations and statistics regarding attendance and participation.

Discussion was held about whether attendees were new or experienced Diversity Week participants. Concern was raised about employees possibly being implicitly or explicitly discouraged from registering for events for various reasons. There were anecdotal reports that employees felt Diversity Week was not intended for them, or that their attendance would not be approved for operational reasons. For 2017, Justice Robinson will consider asking the Chief Justice to encourage attendance at all levels.

A concern was raised about the process of the Q&A section of the keynote. A suggestion was made that each registrant be given a 3X5 card upon entry to the plenary session to jot down inquiries that occurred to them during the keynote address. ACCC volunteers could collect cards from the aisles and one volunteer could screen the cards for issues the speaker could address during the Q&A.

Alison noted that the CT-N videos from 2016 and 2017 will be uploaded to the Judicial Branch's YouTube site and made available on the Judicial Branch public website. A link could be placed on the ACCC website, which Phil Strambler said he could do.

Justice Robinson requested the final report to send to Chief Justice Rogers, Chief Court Administrator Judge Carroll, Deputy Chief Court Administrator Judge Solomon and the Branch's Executive Directors.

Justice Robinson showed the Committee two videos that he said may serve well for a future Diversity Week breakout session or Lunch and Learn for employees:

[Vox – “The myth of race debunked in 3 minutes”](#)

[Buzz Feed – “What Dark-Skinned People Will Never Tell You”](#)

A discussion ensued about these videos and the need to have meaningful conversations about race, racial categories and colorism so that we are aware of the things we do every day that support these thoughts and stereotypes.

4. Lunch and Learn

Shawna Woodard reported that there were currently 20 employees registered for the ACCC’s inaugural Lunch and Learn event, “Disability Culture and Life Beyond the ADA,” scheduled for November 29. ACCC members were asked to confirm their attendance with Shawna or Karen Chorney.

Utilizing a committee list serve was suggested as a way for committee members to brainstorm and share ideas for future Lunch and Learn events.

Troy Brown reported that in October, upon request, he conducted a CSSD Brown Bag Lunch in the Waterbury Probation office regarding the recent events concerning Colin Kaepernick refusing to stand during the national anthem at a San Francisco 49er’s football game. Troy will be repeating the lunch discussion on November 29.

Juanita Halepas reported making subtle inquiries in New Haven in preparation for the next ACCC-sponsored Lunch and Learn. Justice Robinson, Juanita, Troy, and Phil Strambler will be coordinating the next event, tentatively scheduled for Spring 2017.

5. Foundations in Cultural Responsiveness (FCR) 100 Updates

Isabel Alvarez reported that just in 2016, a total of 254 individuals completed the FCR 100 training program. This number was comprised of 159 Branch employees and 95 contracted providers.

A total of 917 individuals have completed this program since its inception in 2012 through the end of 2016.

The 2017 schedule will be distributed soon and classes will begin in March. There are 10 sessions scheduled for 2017.

Troy Brown reported that FCR 200 will be offered three times in 2017 with the first date on March 2, 2017. This course requires FCR 100 as a pre-requisite. He added there are no plans to offer another FCR 100 Train the Trainer program since we have a good number of facilitators already.

Karen Chorney and Zarin Kapur will co-facilitate additional FCR 100 classes throughout 2017 as well.

6. Membership

Justice Robinson announced that Precious Hyland has resigned from the Committee to pursue other opportunities and remarked on her value to the Committee over the years. He then opened a discussion about recruiting members for ACCC vacancies.

Isabel Alvarez reported that, upon her request, PJ Deak submitted a request to join the ACCC. Shawna Woodard reported that PJ had also spoken with her about his interest.

Shawna noted that other individuals had expressed similar interest and she requested that interested parties contact her directly by December 30. She will collect all recommendations for Justice Robinson to determine how we will fill vacancies.

Karen Chorney raised several issues regarding the process of recruiting and adding members including but not limited to those of rules/bylaws, the balance of members among divisions and units, and individual qualifications, capacities and skill sets.

7. ACCC Vision and Mission Statements

A matrix describing the differences between Mission Statements and Vision Statements was distributed by Karen Chorney in preparation for a discussion at the January meeting.

Justice Robinson noted the importance of this Committee especially in this current political climate and reactions post-election. He stressed the importance of drafting our mission and vision statements and requested that it be the focus of the next meeting. If we cannot dedicate the January meeting to this task, then he would like to schedule a separate meeting outside of our regular meeting schedule to discuss. Karen Chorney requested members to send her any research done on drafting mission or vision statements.

8. What's Happening

There were no upcoming events shared by the members.

9. New Business and Announcements

Justice Robinson thanked Alison Chandler and Sam Bruder for their leadership in delivering to the Branch another successful Diversity Week, and to pass that knowledge to the 2017 chairs once selected.

Shawna Woodard said she will send meeting invites via Microsoft Outlook for the 2017 meetings.

Isabel Alvarez reminded the members to participate in the two training opportunities previously sent by Meghan Korn. These events are exclusive to the ACCC and CSSD's cultural competency committee.

- Racism and the Myth of Color Blindness, Presenter: Mara Gottlieb, NY University, April 26, 2017, 9 a.m. to 4 p.m., ITBD, Room 319
- Multicultural Issues in the Workplace: Working with Marginalized Populations, Presenter: Derrick Gordon, Yale University, May 26, 2017, 9 a.m. to 4 p.m., ITBD, Room 319

10. Adjourn

The meeting was adjourned at 4:08 p.m.