

Minutes

Public Service and Trust Commission Committee on Cultural Competency Subcommittee on the Prioritization of Recommendations

October 22, 2009

The Committee on Cultural Competency, Subcommittee on the Prioritization of Recommendations, met at 99 East River Drive, East Hartford, in room 707, on October 22, 2009.

Those in attendance: Ms. Robyn N. Oliver (Chair), Family Support Magistrate David A. Dee, Atty. Linda A. Dow, Hon. Barbara M. Quinn

Those not in attendance: Hon. Maria Araujo Kahn, Hon. Kevin A. Randolph

The chair of the Committee on Cultural Competency, Judge Richard A. Robinson, was also in attendance.

The meeting was called to order at 1:02 by Ms. Oliver.

1. Ms. Oliver welcomed the subcommittee members in attendance.
2. Ms. Oliver reiterated the purpose of the subcommittee: to prioritize the recommendations developed by the Committee on Diversity in the Branch Workforce.
3. The subcommittee reviewed the document prepared by Ms. Oliver entitled "Recommendations for review and prioritization by Judicial Administration – Proposed Categories." The document divided the recommendations under general headings: Training, Data Collections and Analysis, Internal Communication, Public Education/Marketing, and Recruitment/Hiring/Retention/Promotion. There were several recommendations that were listed under multiple categories. The subcommittee first determined where the multiple listed recommendations should be placed. The subcommittee unanimously agreed that the recommendation listed as #5 in Training and # 18 in Recruitment should be kept in the Training category and removed from the Recruitment category. The subcommittee unanimously agreed that the recommendation listed as # 8 in Data Collection and # 11 in Internal Communication should be kept in the Data Collection category and removed from the Internal Communication category.
4. A discussion ensued to determine whether the one recommendation listed under the Internal Communication category could be placed in another category. The subcommittee unanimously agreed to move the remaining recommendation under Internal Communication to the Recruitment/Hiring/Retention/Promotion category.

5. A discussion ensued to prioritize the general categories. The subcommittee unanimously agreed that the priority should be: (1) Training, (2) Data Collections and Analysis, (3) Recruitment/Hiring/Retention/Promotion, and (4) Public Education/Marketing.

6. A discussion ensued to prioritize the recommendations listed under each category:

Under the Training category, the subcommittee unanimously agreed that the first three recommendations were equally important and should be prioritized as 1a, 1b and 1c. The subcommittee unanimously agreed that the remaining two recommendations were equally important and should be prioritized as 2a and 2b.

Under the Data Collections and Analysis category, the subcommittee unanimously agreed that the recommendation regarding the development of a uniform system to collect data was the highest priority, which can be partially accomplished through the recommendation regarding a survey of Branch staff. The Advisory Committee on Diversity is in the process of developing a survey and it will be forwarded to this subcommittee when it is finalized. The final recommendation regarding affirmative action coordinators was prioritized as third in this category.

Under the Recruitment/Hiring/Retention/Promotion category, the subcommittee unanimously agreed that the first priority should be the recommendation on evaluating/developing methods to retain employees and enhance career mobility. The two recommendations relating to the interview process can be combined and were prioritized second. The final two recommendations regarding the Mentoring Program are currently in progress and being addressed by the Advisory Committee on Diversity.

The subcommittee did not prioritize those recommendations listed under the Public Education/Marketing category as they have been referred to the External Affairs Advisory Board.

The meeting adjourned at 1:48.