

Minutes
Public Service and Trust Commission
Advisory Committee on Cultural Competency

The Advisory Committee on Cultural Competency met at 225 Spring Street, Wethersfield, Room 204 on September 21, 2012.

Those in attendance were:

Committee members: Hon. Richard A. Robinson (Chair), Troy Brown, Paul Bourdoulous, Laura DiFelice, Esther Harris, Precious Hyland, Stephen Ment, Daisy Ortiz, Philip Strambler, and Shawna Woodard.

The meeting was called to order at 10:20a.m. by committee Chair, the Honorable Richard A. Robinson.

1. Welcome.
2. The minutes from the meeting on July 20, 2012 were unanimously approved.
3. The Focus Group Summary was approved without comment. The Summary will be posted on the website.
4. Paul Bourdoulous discussed the Executive Summary which is being drafted, describing the main points to be covered and soliciting input from the committee. The draft will be circulated to the committee once completed.
5. The Cultural Competency Definition, which has been revised from the draft presented at the July meeting, was distributed. The first paragraph was determined to be excellent. The committee consensus was that the word 'dignity' should be added to the Core Values already established by the Branch (that is, Respect, Professionalism, Integrity and Fairness). While dignity is implicit in the Core Values, the committee felt its importance should be emphasized. After discussion, the draft will be revised and distributed at the next meeting. While the committee values finalizing the definition, it is also emphasized that the definition will not be static but will grow and continue to be developed over time.
6. Troy Brown, Laura DiFelice, Daisy Ortiz, Esther Harris and Paul Bourdoulous updated the committee on the training they presented and evaluated. The training was presented to new CSSD trainees in the Adult Probation and Juvenile Detention Officers classes. The training schedule, techniques, pre and post testing, and feedback/evaluation results were described. The committee began the discussion of how similar trainings can be rolled out to the entire branch and how this can be done.
7. Paul Bourdoulous updated the committee on changes to the Performance Appraisals process to include public service. He noted that the Focus Groups in both sessions had emphasized accountability and pointed to the Performance Appraisal as a key to this accountability.

- 8.** Committee member Cristina Johnson, who was not present, has been developing a list of community speakers who may be invited to speak to branch employees. The committee was particularly interested in this avenue for advancing cultural competency within the branch and discussed a number of ways to accomplish it.
- 9.** The next meeting will be October 19, 2012, at 10:00, in room 204 at 225 Spring Street, Wethersfield.

The meeting was adjourned at 12:00 noon.