

**NYS Justice Center**  
**Anti-Racism Workgroup Meeting Minutes**  
**September 21, 2022**  
**2:00- 3:00 pm**

- Welcome: Executive Director Denise Miranda discussed the importance of this workgroup. She welcomed and thanked all members both current and new. Also discussed the formation of this workgroup in 2020, and how we have been ahead of the curve.
- Introductions: Each member introduced themselves, their prospective unit, and their reason for joining the workgroup.
- Diversity, Equity, and Inclusion Strategic Plan: Our 5-year strategic DEI plan is currently in development and will be published pending approval from Civil Service's Office for Diversity and Inclusion Management. Discussed role of DEI consultant- has supported training and strategy sessions with agency leadership. These sessions led to the development of unit specific DEI goals that are reflected in the agency's DEI strategic plan.
- Workgroup Purpose & Goals: Discussion of purpose and goals with the group. Feedback was provided on a language update and the group being an open space to discuss concerns and solutions.
- Workgroup Guidelines: Discussion of workgroup guidelines.
- Workgroup Subcommittees: Discussion of the five subcommittees and their roles. Following our meeting, a form will be shared with members to select their top two subcommittee choices. The subcommittees are as follows:
  - 1- Professional Development & Training
  - 2- Candid Conversations
  - 3- Agency Climate
  - 4- Multicultural Immersion
  - 5- Outreach and Advocacy
- Brainstorming JC/DEI multicultural awareness event: Member shared that a multicultural Food Festival will be hosted for their unit in early October. Members discussed multicultural potlucks as an opportunity to celebrate diversity of staff members across agency units. Discussions regarding agency wide DEI based events will continue in future workgroup meetings.
- Conclusion: In person meeting/multicultural potluck for next meeting. Any member that has agenda suggestions for future meetings should contact group facilitator.
- The next JC anti-racism workgroup meeting will be scheduled for November once member availability has been determined.