

NYS Justice Center  
Anti-Racism Workgroup Minutes  
January 19, 2023

I. Welcome

II. Allyship Recap

III. Allyship in Practice

- a. Moving beyond the “Ally” title
- b. Doing the internal work
- c. Defining and recognizing privilege
- d. Break-out discussion

IV. DEI Updates

- a. DEI Strategic Plan- officially approved and to be posted on DEI sites
- b. Websites
  - a. External DEI page- launched in December
  - b. Internal DEI page- in development phase
- c. DEI Climate Survey
  - a. In development phase and to be released February 2023
- d. New DEI Initiatives
  - a. Celebrating our Diversity: DEI newsletter update
  - b. Lunch and Learn Series: DEI conversations

V. Conclusion

- a. Next meeting: March
- b. Contact Sidra Chaudhary with questions, comments, and/or suggestions