

NYS Justice Center
Anti-Racism Workgroup Meeting
March 29, 2023

Updates

- DEI Strategic Plan approved and posted on the public site and DEI intranet.
- DEI intranet page officially launched – “one stop shop” for all things DEI at our agency. Includes current initiatives, newsletters, resources, events, etc.

Initiatives

1. **Community Engagement Sessions** – this is a safe space to connect with and learn from fellow staff members – next session is April 13th.
2. **Lunch and Learn Series**- launched with Holi presentation and it was well received. Recordings are available on DEI page. Coming up:
 - April 6th: Passover presentation
 - April 14th: Eid al-Fitr presentation
3. **Celebrating our Diversity** – new section of the newsletter – staff members can submit a blurb and photos about a holiday, tradition, cultural background. Workgroup member discussion on strategies for increased staff participation.
4. **Holiday Acknowledgements**

Current methods the agency is utilizing-

- DEI Newsletter/Diversity Calendar
- DEI Lunch and Learn Series
- Executive Messaging
- LinkedIn/Social Media Posts
- Co-Sponsorship of monthly awareness events

DEI Climate Survey

67% response rate. Analysis to be completed in the coming weeks.

Updates

Member discussion on current DEI practices around the agency.

Conclusion

Next meeting: May 2023. Please contact Sidra Chaudhary with questions, comments, and/or suggestions.