

**NYS Justice Center:**  
**Anti-Racism Workgroup Minutes**  
**September 19, 2023 / 2:00 - 3:00 pm**

**I. Welcome**

- September holidays/heritage celebrations
- New members

**II. DEI Updates**

A. DEI Climate Survey Results

- Recording of survey result presentation available
- Covers updated demographic info, commitment to DEI, areas of opportunity/growth

B. 2024 DEI Training Track – currently in development with Training Unit

C. Subcommittees

I. Focus Areas

- a. Internal– Education and awareness; professional development/training; staff engagement
- b. External– Hiring and recruitment; outreach, advocacy and stakeholder engagement
- c. Facilitator to share subcommittee descriptions

II. Member selection and Chairs

- a. Chairs to be selected by Sept 29<sup>th</sup>
- b. Committees to develop draft recommendations for initial report out in November
- c. December/January- Finalize recommendation documents

D. Events

I. Civil Service/ Justice Center Co-Sponsorship

- a. Disability Rights & Employment Awareness Month Celebration (Oct. 5) – Memo to be released later this week
- b. Hispanic Heritage Month (Oct. 12)
- c. Lunch & Learn: Rosh Hashanah and Yom Kippur

**III. Member Report Out**

**IV. Conclusion:** Next meeting to be scheduled for late November