

NYS Justice Center
Anti-Racism Workgroup Minutes
March 13, 2024
02:00 - 03:00 pm

I. Welcome

II. Introductions

- a. Executive Leadership
 - i. Executive Director: Ms. Denise Miranda
 - ii. Executive Deputy Director: Mr. Robert Miller
 - iii. Chief of Staff: Ms. Shannon Cantiello
 - iv. Deputy Director, Office of Administration: Mr. Derek Holtzclaw

- b. Workgroup Members

III. Workgroup Background

- a. Purpose and Goals
 - i. Integral part of agency's 5-year DEI strategic plan
 - ii. Supports the agency's commitment to diversity, equity, and inclusion
 - iii. Represents staff members across all business areas
 - iv. Holds safe space for members to address concerns
 - v. Supports the implementation of new and existing DEI practices and initiatives

- b. Internal and External Subcommittees
 - i. Several opportunity areas were identified based on the agency's 2023 DEI Climate Survey results. The subcommittees were established based on this feedback from staff members.
 - ii. Internal Subcommittee: Education and awareness, professional development, training, and staff engagement
 - iii. External Subcommittee: Hiring and recruitment of diverse candidates, outreach, advocacy, and stakeholder engagement

IV. Presentations

- a. Introduction of Subcommittee Chairs
 - i. Internal: Nikki O'Meara, Theresa Wells
 - ii. External: Dee Levy, Victoria Clingan

- b. Internal Subcommittee Recommendations
 - i. Presented by Geneva Lewis and Michael Wilmot
 - ii. See attached deck for priority recommendations selected by group
- c. External Subcommittee Recommendations
 - i. Presented by Tom VerGow and Dee Levy
 - ii. See attached deck for priority recommendations selected by group
- d. Feedback from Leadership
- e. Next steps: Sidra to follow up with Leadership on subcommittee recommendations. Next steps to be shared during Spring workgroup meeting.

V. Conclusion

- a. Sidra to follow up with minutes and subcommittee presentation decks
- b. Next meeting TBD