

**NYS Justice Center for the Protection of People with Special Needs**  
**Anti-Racism Workgroup Minutes**  
**July 25, 2024 / 3:00 - 4:00 pm**

**I. Welcome and Introductions**

Sidra Chaudhary, Director of Diversity, Equity and Inclusion and Workgroup Facilitator

- a. Welcome: new members and special guests
- b. Heritage Month Celebrations and Holidays: Please review agency Diversity Calendar
- c. Moment of Reflection: Acknowledgment of the distressing events currently happening and the difficulty/trauma it may cause. Reminder that this as a safe space and one of understanding. Take care of yourself, check in on others, seek any resources that may be of assistance – this group can be a tool.

**II. Special Remarks**

- a. Maria Lisi-Murray, Acting Executive Director
  - i. Thanks members, and remarks on the NYS Justice Center’s ongoing commitment to DEI efforts while strengthening our agency as whole.
- b. Daniel Dobies, Marsha P. Johnson, Sylvia Rivera and Edie Windsor LGBTQ+ Fellow, Office of Governor Kathy Hochul
  - i. Introduction and background
  - ii. Governor’s commitment to DEI
  - iii. Leveraging agency groups such as this one to expand and build upon existing DEI best practices.
  - iv. Focused on three pillars of collective work:
    - i. Conduct
    - ii. Character
    - iii. Content
  - v. Future collaboration with this workgroup

**III. Updates**

- a. Connect JC Website Launch: Chrissy Buttigieg, Director of Strategic Communications
  - i. Overview of new intranet site: Connect JC
  - ii. Highlighted the hard work being completed by Erin Hogan, Deputy Director of Public Information and our colleagues serving as “intranet ambassadors”
  - iii. New features and DEI Page
  - iv. Post-launch training and information

- b. Subcommittee Recommendations: Sidra Chaudhary
  - i. Agency leadership transition
  - ii. Implementation of existing and new DEI related Executive Orders
  - iii. Per the internal subcommittee's recommendation on "Elevating Individual and Collective Knowledge": The DEI micro learning series was held in the Spring; goal is to continue the series while new DEI trainings are being developed. Additional items include the incorporation of a DEI topic in our agency's Fall In-Service, revamping our Wellness site, and creating additional learning opportunities for workgroup members.
  - iv. Per the external subcommittee's recommendation on hiring and recruitment of diverse populations and Executive Order 31: implementation of strategies for the hiring of individuals with disabilities and reviewing accessibility related items.
  - v. Will keep this group updated on upcoming initiatives, opportunities, and status of long-term recommendations developed by both subcommittees.
- c. Executive Order 31: Accessibility and hiring individuals with disabilities.
  - i. Our agency has developed a strategic plan in accordance with EO 31. Updates to be shared on implementation/roll out in the coming weeks.
- d. Language Access Plan
  - i. Plan is updated every 2 years. Please share any input/feedback you would like to be considered as the document is being updated.

#### **IV. Group Discussion**

- a. JC Connect DEI and Wellness Pages: input and updates
- b. Safe Space Flyers: Items developed by OCFS's DEI team to underscore safe spaces/respecting differences in the workplace
  - i. Feedback
  - ii. Campaign ideas to be determined

#### **V. Conclusion**

- a. Workgroup Membership 2024-2026 and participation form