

**Franklin H. Williams Judicial
Commission on Minorities**

**Leadership Development
Conference:
Courts for the 21st Century**

Upstate Conference

May 24, 2004

**New York State Unified Court System
Marx Hotel - Syracuse, New York**



Hon. Lewis L. Douglass
Chair

Hon. Ariel E. Belen

Hon. William J. Davis

William H. Etheridge

Felix C. Fernandez

Pamela D. Hayes, Esq.

Lenore Kramer, Esq.

Hon. yvonne lewis

Hon. Richard B. Lowe III

Rene Myatt, Esq.

Hon. Eduardo Padro

Hon. Cesar H. Quinones

Dr. Maria Ramirez

Robert M. Reaves

Hon. Rose H. Sconiers

Hon. Charles J. Tejada

Hon. Troy K. Webber

Hon. Douglas S. Wong

Joyce Y. Hartsfield, Esq.
Executive Director

A letter from Judge Lewis L. Douglass

GREETINGS TO MINORITY LEADERSHIP CONFERENCE COLLEAGUES:

ON MAY 24, 2004 THE FRANKLIN H. WILLIAMS JUDICIAL COMMISSION ON MINORITIES will host the Leadership Development Conference for the Upstate court districts. This conference is Part Two of the Leadership Development Conference that was presented on May 21, 2003, for the downstate judicial districts. The Upstate Conference will convene at the Marx Hotel in Syracuse, New York. On behalf of the Judicial Commission, it is with great pleasure that I invite you to participate in this event.

The purpose of this conference is to bring together minorities from all levels of the court system to assess the progress which has been made in the courts concerning racial matters, and to also voice our concerns about the racial barriers that are still in place. In 1991, the Judicial Commission on Minorities conducted a landmark study to assess the status of minorities within the court system. It is our intent to use the findings of this report as the basis for comparison with the present state of minorities within the court system. This one-day conference will include a range of substantive sessions including: a panel discussion with various Administrative Judges and Executive Assistants about the promotional process; a panel discussion that will focus on the roles and functions of the Human Resources Department (particularly the Office of Workforce Diversity) and the Office of the Inspector General for Bias Matters; and three dynamic discussion workshops that will produce recommendations to the Office of Court Administration (OCA).

It is also our hope to promote social networking among participants. The expected outcomes of this conference will include a scholarly report of the findings and recommendations to the OCA and an action plan for implementation of these recommendations with goals and timetables.

I hope you plan to join us on May 24 in Syracuse for this conference. Please review the information within this brochure thoroughly, and you will see why this is such an important event. It is a unique opportunity for everyone involved to share their experiences and offer input into shaping a better, more culturally sensitive court system through discussion and the formation of recommendations and an action plan.

Very truly yours,

A handwritten signature in blue ink, appearing to read "Lewis L. Douglass".

Honorable Lewis L. Douglass
Chair, Judicial Commission on Minorities

Monday, May 24, 2004

CONFERENCE AGENDA-AT-A-GLANCE

9:00 A.M. - 10:00 A.M.

CONFERENCE REGISTRATION

10:00 A.M. - 10:15 A.M.

WELCOME

Speakers:

Honorable Lewis L. Douglass

Justice of the Supreme Court, 2nd J.D.
Chair, Commission on Minorities

Honorable Rose H. Sconiers

Justice of the Supreme Court, 8th J.D.
Commission Member

10:15A.M. - 10:35 A.M.

FINDINGS AND RECOMMENDATIONS FROM THE 1991 REPORT

Honorable Richard B. Lowe, III

Justice of the Supreme Court, 1st J.D.
Commission Member

10:35 A.M.. - 11:45 A.M.

PANEL DISCUSSION

PROMOTIONAL PROCESS

Moderator:

Deputy Chief Administrative Judge
To Be Determined

Panel:

This panel will be comprised of
Administrative Judges and Executive
Assistants, to be determined.

11:45 A.M. - 11:55 A.M.

BREAK

11:55 A.M. - 12:40 P.M.

PANEL DISCUSSION

WORKFORCE DIVERSITY

Moderator:

Honorable Eduardo Padro

Justice of the Supreme Court, 1st J.D.
Commission Member

Panel:

Elizabeth Candreva

Assistant Managing Inspector, Office of
the Inspector General for Bias Matters

Lauren DeSole

Director, Human Resources

Alice Chapman-Minutello

Deputy Director, Human Resources for
Workforce Diversity

Michael J. Moore

Principal Court Analyst/Coordinator
of Outreach and Recruitment,
Workforce Diversity

12:40 P.M. - 1:40 P.M.

LUNCH

1:40 P.M - 3:15P.M.

WORKSHOPS

3:15 P.M - 4:00P.M.

REPORTS FROM WORKSHOPS

PLENARY AND WORKSHOP DESCRIPTIONS:

Monday, May 24, 2004

10:00 a.m. - 10:15 a.m.

Opening Statements

Honorable Lewis L. Douglass
Justice of the Supreme Court,
2nd Judicial District
Chair, Commission on Minorities

Honorable Rose H. Sconiers
Justice of the Supreme Court,
8th Judicial District
Commission Member

10:15 a.m. - 10:35 a.m.

Finding and Recommendations from the 1991 Report

Honorable Richard B. Lowe, III
Justice of the Supreme Court,
1st Judicial District
Commission Member

10:35 a.m. - 11:45 a.m.

Promotional Process

This panel will discuss the promotional process within the Unified Court System—emphasizing competitive, non-competitive and exempt positions.

MODERATOR:

Deputy Chief Administrative Judge
To Be Determined

PANEL:

This panel will be comprised of Administrative Judges and Executive Assistants, to be determined.

11:45 a.m. - 11:55 a.m.

Break

11:55 a.m. - 12:40 p.m.

Workforce Diversity

This panel will examine the functions and duties of the Human Resources Division—with specific focus on the Office of Workforce Diversity—and the Office of the Inspector General for Bias Matters.

MODERATOR:

Honorable Eduardo Padro
Justice of the Supreme Court,
1st Judicial District
Commission Member

PANEL:

Elizabeth Candreva
Assistant Managing Inspector,
Office of the Inspector General for
Bias Matters

Lauren DeSole
Director, Human Resources

Alice Chapman-Minutello
Deputy Director, Human Resources
for Workforce Diversity

Michael J. Moore
Principal Court Analyst/
Coordinator of Outreach and
Recruitment, Workforce Diversity

12:40 p.m. - 1:40 p.m.

Lunch

1:40 p.m. - 3:15 p.m.

Workshops

A. Perception of Bias

This is a workshop on how to eliminate bias and insure fair and equal treatment for all within our Unified Court System.

B. Embracing Leadership for a Competitive Advantage

The focus of this workshop is to learn how to develop networking, leadership, managerial, and administrative qualities and skills.

C. Promotional Opportunities/ Non Judicial

This workshop will explore the effects of competitive and non-competitive examinations with respect to a level playing field and the impact of upward mobility upon minorities. Is there adequate representation in management and supervisory positions?

3:15 p.m. - 4:00 p.m.

Reports from Workshops



Attendees at the Leadership Development Conference held at the Judicial Institute in White Plains, New York on May 21, 2003, listened intently to panel presenters.

General Information:

Registration Information

Conference registration must be received by Monday, May 3, 2004. Seating for sessions in workshops will be limited. Workshop choices will be granted on a first-come, first-serve basis. We suggest that you register early.

Please complete the enclosed registration form and return it to:

Judicial Commission on Minorities

Ms. C.R. Wormsby

Office of Court Administration
25 Beaver Street, Room 861
New York, New York 10004

Phone #:

212-428-2790

Fax #:

212-428-2792

Email:

cwormsby@courts.state.ny.us

The registration information is also available online at:

www.nycourts.gov/ip/minorities.pdf



**The Marx Hotel is located at:
701 E. Genesee Street
Syracuse, New York 13210
Telephone: 315 479-7000**

The Marx Hotel is located approximately 7 miles from Hancock International Airport. Driving time from the hotel to the airport is typically 15 minutes. The hotel provides complimentary scheduled van transportation to and from the airport.

Hancock International Airport is located in Syracuse and is serviced by several major airlines and shuttle carriers—including American Airlines, Continental, Delta, JetBlue, Northwest, TransMeridian, United, and USAirways.

If you are driving, the directions are as follows:

I-81S toward Syracuse/Thruway
Take Harrison Street/Exit 18—toward
Adams Street. Bear left at bottom
of exit. Continue to Adams Street.
Make U-turn at Adams to Almond.
Go through 3 stop lights. The Marx
Hotel is on the right.

Exit 18—"Harrison/Adams." Continue straight through 4 lights. The Marx Hotel is on the right.

Exit 18 - "Harrison/Adams." Bear left at the bottom of the exit. Continue to Adams Street. Make U-turn at Adams to Almond. Go through 3 stop lights. The Marx Hotel is on the right.

Merge to 81 S. Get off immediately at Exit 18—"Harrison/Adams." Continue to Adams Street. Make a U-turn at Adams to Almond. Go through 3 stop lights. The Marx Hotel is on the right.

Exit 13 - "Townsend Street." Turn left onto Townsend Street. Take the first left onto Erie Boulevard. Go down 2 streets to Almond Street and take right. Go through 3 intersections. The Marx Hotel will be on the left.





Registration Form

Leadership Development Conference: Courts for the 21st Century Upstate Conference

MAY 24, 2004 • MARX HOTEL, SYRACUSE, NEW YORK

PLEASE PRINT YOUR NAME AND TITLE AS YOU WISH THEM TO APPEAR ON YOUR NAME BADGE:

NAME: _____

TITLE: _____

ORGANIZATION / COURT LOCATION: _____

ADMINISTRATIVE JUDGE: _____

ADDRESS: _____

CITY: _____

STATE: _____

ZIP: _____

PHONE: () _____

FAX: () _____

E-MAIL: _____

SPECIAL DIETARY NEEDS: ☐ KOSHER ☐ VEGETARIAN _____

IF YOU PLAN TO DRIVE PLEASE CHECK: ☐

Workshop Selections:

Please indicate your workshop preference.

MONDAY MAY 24, 2004

1:40 P.M. – 3:05 P.M.

A. PERCEPTION OF BIAS

☐ 1ST

☐ 2ND

☐ 3RD

CHOICE

B. EMBRACING LEADERSHIP

☐ 1ST

☐ 2ND

☐ 3RD

CHOICE

**C. PROMOTIONAL
OPPORTUNITIES**

☐ 1ST

☐ 2ND

☐ 3RD

CHOICE