



2019-2020  
OFFICERS AND  
BOARD OF DIRECTORS

Dan A. Brody  
*President*  
Robinson & Cole LLP

Carolyn Ikari  
*Vice President*  
Office of the U.S. Attorney

Yuri Min  
*Vice President of Communications*  
Office of the Supreme and  
Appellate Court Clerk

Shivani Desai  
*Vice President of Membership*  
Tokio Marine HCC

Wonchi Ju  
*Treasurer*  
Withers Worldwide

Raymond Withers-Tong  
*Secretary*  
Social Security Administration

Tanya A. Bovée  
*Director*  
Jackson Lewis LLP

Andrew Feng  
*Director*  
Ernst & Young LLP

Angel Feng  
*Director*  
Mintz Levin Cohn Ferris Glovsky  
and Popeo, P.C.

Katherine Hagmann  
*Director*  
Wiggin and Dana LLP

John Ho  
*Director*  
Cozen O'Connor

## CONNECTICUT ASIAN PACIFIC AMERICAN BAR ASSOCIATION

November 23, 2020

Submission to the 2020 Connecticut Judicial Compensation Commission by the Connecticut Asian Pacific American Bar Association (CAPABA) by Dan A. Brody, CAPABA President

To the Members of the Commission:

The Connecticut Asian Pacific American Bar Association (CAPABA®) supports the increase of judicial compensation to adequate levels to attract highly qualified, experienced, and diverse attorneys to serve in judicial capacities.

CAPABA is the only association geared towards Asian Pacific American (“APA”) attorneys in Connecticut. From its founding 20 years ago, one of CAPABA’s missions has been to promote judicial appointments of qualified APAs.<sup>1</sup>

APA judges continue to be underrepresented on the Connecticut bench. Currently, APA judges account for only one Appellate Court Judge and six Judges of the Superior Court.

We agree with the admonition in the Chief Justice’s submission that “Judicial candidates must come from varied backgrounds to ensure a bench that is as diverse as the population it serves.”

To that end, we write to remind the Commission that Connecticut’s failure to increase judicial compensation contributes to the lack of minority representation on the bench.

In the last compensation review cycle, CAPABA, along with the Crawford Black Bar Association, the Connecticut Hispanic Bar Association, and the South Asian Bar Association of Connecticut reported to the Commission the results of a joint survey they conducted. The survey showed that inadequate salary is a deterrent to minority lawyers’ application to judicial office. This is still the case in 2020, and even more so because the General Assembly did not set compensation at the levels recommended by then-Chief Justice Rogers or by the 2012 Commission.

Adequate judicial compensation is necessary to encourage diverse candidates to aspire to join the bench and to retain highly qualified and diverse judges on the

<sup>1</sup> Please note that the CAPABA director who is a Superior Court judge recused himself from this matter.

Daniel Jo  
*Director*  
Silver Golub & Teitell LLP

The Honorable Hunchu Kwak  
*Director*  
Connecticut Superior Court

Edward C. Lee  
*Director*  
CVS Health Corporation

Ling Ly  
*Director*  
Travelers

Anna Matsuo  
*Director*  
Orrick

Michelle Querijero  
*Director*  
Allied World

Perna Rao  
*Director*  
Omnia Law, LLP

bench. For this reason, we urge the Commission to recommend increased judicial compensation for the forthcoming fiscal years.

Thank you for the opportunity to address the Commission.



Dan A. Brody  
President, CAPABA