

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, November 8, 2017
2:00 p.m.**



Regular Commission Meeting Minutes

Commissioners Present

Cherron Payne, Chairperson
Edward Mambruno, Secretary
Andrew Norton
Edith Pestana
Joseph Suggs
Lisa Giliberto

Commissioners Absent

Shuana Tucker
Nicholas Kapoor

Staff Present

Tanya Hughes, Executive Director	
Cheryl Sharp, Deputy Director	
Emily Melendez, Assistant Attorney General	Yvonne Duncan, Commission Counsel II
Monica H. Richardson, Executive Secretary	Michelle Dumas Keuler, Commission Counsel III
Lynda Rizzo Stowe, Regional Manager	Donna Wilkerson Brillant, Regional Manager
Ronald Simpson, Regional Manager	Neva Elaine Vigezzi, AA HRO Representative
Darcy Jones, Legislative Analyst	

I. Chairperson: Cherron Payne, Presiding

The meeting was convened at 2:09 p.m. by Chair Cherron Payne.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Giliberto to approve the Minutes of the October 11, 2017 Regular Commission Meeting. It was seconded by Commissioner Pestana. The vote was: Yes (5), No (0), and Abstentions (0). The motion carried.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp:

Department of Administrative Services
Department of Labor
Worker's Compensation Commission
Metropolitan District Commission
Southern Connecticut State University

A. Staff Recommendations: **Approved**

1. Department of Administrative Services

Representing the agency was Melody A. Currey, Commissioner, Alicia Nuñez, Director Equal Employment Opportunity, and Brenda Abele, DAS Human Resources Administrator.

The plan was recommended for **Approval**:

The agency did not meet or substantially meet all of its hiring goals at 37.5%. The promotion goals were met at 83.3% for this filing period. The program goals were met at 100%.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 184.9% goal achievement for the SBE and 138.8% for the MBE.

The filing history is as follows: 2014, 2015 and 2016 - Approved.

A motion was made by Commissioner Pestana and seconded by Commissioner Norton to accept staff recommendation and **approve** the plan of the Department of Administrative Services and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

2. Department of Labor

Representing the agency was Commissioner, Scott Jackson, EEO Manager, Marla Shiller, Human Resources Director, Neil Griffin, and Administrative Assistant, Lee Ryan.

The plan was recommended for **Approval**:

The agency did not meet or substantially meet all of its hiring goals at 66.7%. The promotion goals were met at 55.6% for this filing period. The program goals were met 100%.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 134.3% goal achievement for the SBE and 176.5% for the MBE.

The filing history is as follows: 2012, Approved, 2013, Conditionally Approved, 2014, 2015 and 2016 - Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Suggs to accept staff recommendation and **approve** the plan of the Department of Labor and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

3. Worker's Compensation Commission

Representing the agency was Chairman John A. Mastropietro and Affirmative Action Officer, Sandra C. Cunningham the Principal HR Specialist.

The plan was recommended for **Approval**:

The agency did not meet or substantially meet all of its hiring goals at 0%. The promotion goals were not established for this filing period. The program goals were met at 100%.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 519.5% goal achievement for the SBE and 421.2% for the MBE.

The filing history is as follows: 2009, 2010, 2011, 2013, and 2015 - Approved.

A motion was made by Commissioner Norton and seconded by Commissioner Giliberto to accept staff recommendation and **approve** the plan of the Worker's Compensation Commission and retain biennial filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

4. Metropolitan District Commission

Representing the agency was Bob Zaik, Human Resources Director, Marcy Wright-Bolling, Assistant Human Resources Director, Rita Kelley, EEO Officer and Michael Jefferson, Diversity Manager

The plan was recommended for Approval:

The agency did not meet or substantially meet all of its hiring goals at 27.8%. The promotion goals were met at 33.3% for this filing period. The program goals were met at 100%.

The Contract Compliance Set-Aside Program for FY2015/2016 showed 48.2% goal achievement for the SBE and 73.8% for the MBE.

The filing history is as follows: 2012, 2013, 2014, 2015, and 2016 - Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to accept staff recommendation and approve the plan of the Metropolitan District Commission and retain biennial filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously

B. Staff Recommendations: Conditionally Approved

5. Southern Connecticut State University

Representing the agency were President Joe Bertolino, Paula Rice, Director of Diversity & Equity, and Brenda Harris.

The plan was recommended for Conditional Approval:
The agency did not meet all or substantially meet all of its hiring goals at 35%. The promotion goals were met at 60% and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY2016/2017 was not available

The five-year filing history is as follows: 2012, Disapproved, 2013, Conditionally Approved and 2014, Disapproved, 2015 and 2016 Approved. They were recommended to retain their annual filing status.

A motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to conditionally approve the plan and to **retain annual filing status** of Southern CT State University. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

IV. Division Reports

Executive Director's Report: presented by Tanya Hughes, Executive Director

- Continuous updates and adjustments to forms and process as new situations arise. Also, consulting with EEOC about utilizing the company they are using (Oracle).
- Maintaining minimum aged inventory
- Closures/Settlements
- Housing Conference and Training , Boston, Oct 26-17
- Speaking engagements and Meetings:
 - EEOC Regional Conference – October 25-27, Saratoga Springs, NY
 - Urban League, November 10
 - La Voz, November 10
 - Leaders and Legends, November 16

A detailed production report was provided. Please see attached.

Outreach Report: presented by Cheryl Sharp, Deputy Director

Future Outreach Activities

- Leaders and Legends Award Ceremony, Nov 16,
- COGS Training for Contract Compliance, Nov. 7
- Yale University, and Veteran's Status, Nov. 14
- CT Woman's Hall of Fame, Nov 9

Outreach Successes

- Foundations Training ,Legal *Attendees: 150*
- Legal Rights of Working Parents, *Attendees: 25*
- Civil Rights Presentation at St. James Church *Attendees: 50*
- CT Equality coalition *Attendees: 20*
- Quinnipiac Public Interest Career Fair *Attendees: 75*
- Suffolk University School of Law, Fair Housing Training, *Attendees : 80*

A detailed report was provided. See attached.

Legislative Report: presented by Darcy Jones, Legislative Analyst and Commission Counsel

On October 31, the State of Connecticut/Governor Malloy signed a budget. The impact on CHRO was that the agency lost funding but did not lose any specific programs. Two press releases we given by CHRO this month, Issues Facing Working Parents and Sexual harassment accusations in Hollywood: # MeToo Social Media buzz.

A detailed report was provided. See attached

V. Exemption Request.

Presented by Yvonne Duncan, Commission Counsel

University of Connecticut, Gaussian, Inc.

*Chair Payne recused herself and left the hearing room. Commissioner Mambruno presided over the meeting.

A motion was made by Commissioner Pestana and seconded by Commissioner Suggs to accept staff recommendation to **grant the UCONN request for exemption of Gaussian, Inc. from the certification contract compliance requirements of Conn, Gen. Stat. 4a-60 and 4a-60a.** The vote was: Yes (3), No (1) and Abstentions (0). The motion carried.

*Chair Payne returned to the meeting.

VI. New Business: N/A

VII. Executive Session

(Requires a two-thirds vote of Commissioners Present and Voting – Staff and Guests Invited to Attend Must Be Noted)

Commissioner Suggs moved to go into Executive session and was seconded by Commissioner Mambruno. The vote was: Yes (4), No (0) and Abstentions (0). The motion was carried at 3:54 pm.

Invited into Executive Session were Tanya Hughes, Cheryl Sharp, Darcy Jones, Michelle Dumas Keuler, and David Kent. AAG Emily Melendez did not enter Executive Session recused herself from Executive session, she is state appointed counsel for DMHAS.

Pending Litigation:

1. CHRO ex rel. Cathy O’Keefe and Richard O’Keefe v. Town of Portland, et al.
CHRO Case No. 1750173

Presented by Darcy Jones – Commission Counsel, Legislative Analyst

2. CT NAACP – Department of Mental Health and Addiction Services, Request for Commission Issued Complaint

Personnel Matters: N/A

VIII. Return from Executive Session

Commissioner Pestana made a motion to resume the meeting following Executive Session at 4:35 p.m. and it was seconded by Commissioner Suggs. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

IX. Vote on Executive Session Items:

1. CHRO ex rel. Cathy O’Keefe and Richard O’Keefe v. Town of Portland, et al.
CHRO Case No. 1750173

Commissioner Giliberto made a motion to have commission legal counsel file this case in Superior Court and seek injunctive relief to the extent necessary, punitive damages, and a

civil penalty and it was seconded by Commissioner Suggs. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

2. CT NAACP – Department of Mental Health and Addiction Services, Request for Commission Issued Complaint

Commissioner Norton made a motion to have a Public Forum held with the date and venue to be decided by CHRO and it was seconded by Commissioner Suggs. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

***Commissioner Norton made a statement of high regards of the reappointment of the CHRO Executive Director, Tanya Hughes, for another 4 years because he was not present during the vote by the Commissioners.*

X. Adjournment

A motion was made by Commissioner Giliberto to adjourn the meeting and was seconded by Commissioner Pestana. The motion to adjourn carried unanimously. The vote was Yes (5), No (0), and Abstentions (0). The meeting adjourned at 4:45 p.m.