

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, April 12, 2017
2:00 p.m.**



Regular Commission Meeting Minutes

Commissioners Present

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

Commissioners Absent

Cherron Payne, Chairperson
Shuana Tucker

Staff Present

Tanya Hughes, Executive Director
Michelle D. Keuler, Commission Counsel III
Donna W. Brilliant, Regional Manager
Monica H. Richardson, Executive Secretary

Cheryl Sharp, Deputy Director
Robin Fox, Commission Counsel III
Alix Simonetti, Commission Counsel III
Emily Melendez, AAG

I. Chairperson: Joseph Suggs, Presiding

The meeting was convened at 2:01 p.m. by Commissioner Suggs, who was designated by Chairperson Cherron Payne to serve as the presiding officer for the meeting.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Giliberto to approve the Minutes of the March 8, 2017 Regular Commission Meeting. It was seconded by Commissioner Pestana. The vote was 4 –Yes, 0 – No, and 0 - Abstentions. The motion carried.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp:
The Commission on Human Rights and Opportunities, Department of Corrections,
Department of Revenue Services, Office of the State Treasurer, and University of
Connecticut.

A. Staff Recommendations: **Approval**

1. **Commission on Human Rights and Opportunities**

Representing the agency was Executive Director Tanya Hughes, Deputy Director Cheryl Sharp and Marla Shiller, EEO Specialist.

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals; the agency did not meet or substantially meet all of its hiring goals at 54.4%. The promotion goals were not established in the prior filing because underutilization of race/sex groups is being addressed via hiring goals; program goals were met at 100% for this filing period. They did have deficiencies in the prior plan review.

The filing history is as follows: 2009- approved, 2010 –Conditionally approved, 2011 and, 2013 – approved and 2015, conditionally approved. The current plan is recommended for approval and to retain biennial filing status.

A motion was made by Commissioner Giliberto and seconded by Commissioner Mambruno to **approve** the plan and to retain biennial filing status of the Commission on Human Rights and Opportunities. The vote was 4- Yes, 0 – No and 0 – Abstentions. The motion carried unanimously.

2. **Department of Correction**

Representing the agency were Scott Semple, Commissioner, Monica Rinaldi, Deputy Commissioner of Operations, Cheryl Cepelak, Deputy Commissioner of Administration, Holly Darin, Equal Employment Opportunity Director, Jeffrey Miller, Human Resources Director, Christian Moore, EEO Specialist 2, and Judith Garcia, EEO Specialist 2.

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals. The agency did not meet all or substantially meet all of its hiring goals at 47.3%. The promotion goals were met at 55% and the program goals were 0% met for this filing period.

The Contract Compliance Set-Aside Program for FY2015/2016 showed 98.2% goal achievement for the SBE and 39.5% for the MBE.

The five year filing history is as follows: 2011, 2012, 2013, 2014, and 2015– Approved. They were recommended to retain their annual filing status.

A motion was made by Commissioner Mambruno and seconded by Commissioner Pestana to **approve** the plan and to retain annual filing status of the Department of Correction. The vote was 4- Yes, 0 – No and 0 – Abstentions. The motion carried unanimously.

3. Department of Revenue Services

Representing the agency were Kevin Sullivan, Commissioner and Penny Potter, EEO Manager.

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals. The agency did not meet all or substantially meet all of its hiring goals at 47.3%. The promotion goals were met at 55% and the program goals were 0% met for this filing period.

The Contract Compliance Set-Aside Program for FY2015/2016 showed 98.2% goal achievement for the SBE and 39.5% for the MBE.

The five year filing history is as follows: 2011, 2012, 2013, 2014, and 2015– Approved. They were recommended to retain their annual filing status.

A motion was made by Commissioner Mambruno and seconded by Commissioner Pestana to **approve** the plan and to retain annual filing status of the Department of Revenue Services. The vote was 4- Yes, 0 – No and 0 – Abstentions. The motion carried unanimously.

4. Office of the State Treasurer

Representing the agency was Ted Janiszewski, Principal Human Resource Specialist.

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals. The agency did not meet all or substantially meet all of its hiring goals at 14.3%. The promotion goals were met at 100% and the program goals were 100% met for this filing period.

The Contract Compliance Set-Aside Program for FY2015/2016 showed 41.3% goal achievement for the SBE and 138% for the MBE.

The five year filing history is as follows: 2010, 2011, and 2012 – Approved, 2014 –Approved by default, 2016 - Disapproved.

A motion was made by Commissioner Mambruno and seconded by Commissioner Pestana to **approve** the plan and to retain annual filing status of the Office of the State Treasurer. The vote was 4- Yes, 0 – No and 0 – Abstentions. The motion carried unanimously.

5. University of Connecticut

Representing the agency was Elizabeth Conklin, Associate Vice President for the Office of Institutional Equity and Joelle Murchison, Chief Diversity Officer and Associate Vice President for the Office of Diversity and Inclusion

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals. The agency did not meet all or substantially meet all of its hiring goals at 35%. The promotion goals were met at 44.3% and the program goals were 100% met for this filing period.

The Contract Compliance Set-Aside Program for FY2015/2016 showed 153% goal achievement for the SBE and 206% for the MBE.

The five year filing history is as follows: 2011, 2012, 2014, 2015 and 2016 - Approved.

A motion was made by Commissioner Mambruno and seconded by Commissioner Giliberto to **approve** the plan and to retain annual filing status of the University of Connecticut. The vote was 4- Yes, 0 – No and 0 – Abstentions. The motion carried unanimously.

IV. CONTRACT COMPLIANCE

Request for Exemption:

A Request for Exemption on state financed street paving work on municipal public works contracts was presented by Commission counsel, Alix Simonetti.

A motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to accept staff recommendation that the request for exemption be conditionally granted as outlined in the request. The vote was 4- Yes, 0 – No and 0 – Abstentions. The motion carried unanimously.

V. Division Reports

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

A detailed Production report was provided. Updates were provided on all agency operations.

Outreach Report: presented by Cheryl Sharp, Deputy Director

Future Outreach Activities

- CT Racial Profiling Advisory Meeting, April 11, 35 attendees,
- Kids Speak and Kids Court, May 23, 300 registered
- Bridgeport Parent Leaders Training Institute, April 11, 30 attendees
- Life after Incarceration Video Project, completion 2018
- Yale Law School Panel, Woman's Equal Pay Day, Tanya Hughes, April 4, 50 attendees
- FFACT conference /Panel discussion–Incarceration & Second chance, April 26
- Law Speak at UCONN law, Cheryl Sharp, May 1.
- Lean showcase at state Legislature, CHRO Attorney Spencer Hill , April 27

Outreach Successes

- Disability Summit, Mohegan Sun, March 11, 400+ attendees
- True colors, March 17
- AKA day at the Capitol, March 8 30 attendees
- Diversity Event at Metropolitan Water district, March 17, 80 Attendees

A detailed report was provided.

Legislative Report: presented by Michelle Dumas Keuler, Commission Counsel

A spreadsheet of all the Bills that CHRO has provided testimony for has been made.

CHRO has given testimony regarding the:

- HB 6695 –Conversion Therapy
- Disability summit – March 11 at Mohegan Sun
- The Lockbox is still in the Bill

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 Pestana moved to go into executive session. The motion was seconded by Commissioner Mambruno. The motion was carried by unanimous vote at 3:15 pm.

Invited into Executive session were Tanya Hughes, Cheryl Sharp, Michelle Dumas Keuler, Robin Fox and AAG Emily Melendez.

1. Waterbury Public Schools
2. CHRO ex rel. Angela Johnson v. George Konandreas, et al.
CHRO Case No. 1750007

VIII. Return from Executive Session

Commissioner Norton made a motion to resume the meeting following Executive session at 4:39p.m. and it was seconded by Commissioner Pestana. The vote was 3 – Yes and 0 – No,
The motion carried unanimously.

1. Waterbury Public Schools

A motion was made by Commissioner Norton to continue this item to next month's Agenda. The vote was 3 – Yes, 0 –No, and 0 – Abstentions. The motion carried unanimously.

2. CHRO ex rel. Angela Johnson v. George Konandreas, et al.
CHRO Case No. 1750007

A motion was made by Commissioner Norton and seconded by Commissioner Giliberto to accept staff recommendations. The vote was 3-Yes, 0- No, 0- Abstentions. The vote was unanimous.

IX. Old Business: N/A

X. Adjournment

A motion was made by Commissioner Pestana to adjourn the meeting and seconded by Commissioner Giliberto. The motion to adjourn carried unanimously. The vote was 3-Yes, 0- No, and 0- Abstentions. The meeting ended at 4:46 p.m.