

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, January 10, 2018
2:00 p.m.**



Regular Commission Meeting Minutes

Commissioners Present

Cherron Payne, Chairperson
Edward Mambruno, Secretary
Andrew Norton
Edith Pestana
Lisa Giliberto
Nicholas Kapoor

Commissioners Absent

Shuana Tucker
Joseph Suggs

Staff Present

Tanya Hughes, Executive Director
Cheryl Sharp, Deputy Director

Alix Simonetti, Commission Counsel
Monica H. Richardson, Executive Secretary
Darcy Jones, Legislative Analyst
Donna Wilkerson Brillant, Regional Manager
Neva Elaine Vigezzi, AA HRO Representative

David Kent, Commission Counsel
Margaret Nurse Goodison Commission Counsel
Lynda Rizzo Stowe, Regional Manager
Ronald Simpson, Regional Manager
Muriel Carpentier, AA HRO Representative

I. **Chairperson:** Cherron Payne, Presiding

The meeting was convened at 2:13 p.m. by Chair Cherron Payne.

II. **Secretary:** Edward Mambruno

A motion was made by Commissioner Pestana to approve the Minutes of the December 13, 2017 Regular Commission Meeting. It was seconded by Commissioner Norton. 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:

CT Agricultural Experiment Station
Office of Policy and Management
UCONN Health Center

A. Staff Recommendations: **Approved**

1. CT Agricultural Experiment Station

Representing the agency was Jason C. White, Ph.D., State Chemist, Vice Director and Michael Cavadini.

The plan was recommended for **Approval**:

The agency did not have any hires. There were no promotions established for this filing period.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 192% goal achievement for the SBE and 193% for the MBE.

The filing history is as follows: 2010, 2011, 2013, 2015 and 2016 - Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Pestana to accept staff recommendation and **approve** the plan of the Agricultural Experimental Station and retain biennial filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

2. Office of Policy and Management

Representing the agency was Deputy Secretary, Susan Weisselburg, Chief Administrative Officer, MaryAnn Palmarozza, and Principal HR, Carolyn Kozak.

The plan was recommended for **Approval**:

The agency did not meet or substantially meet all of its hiring goals at 61%. The promotion goals were met at 50% for this filing period. The program goals were met at 100%.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 283% goal achievement for the SBE and 131% for the MBE.

The filing history is as follows: 2010, 2011, 2012, 2014 and 2016 - Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Mambruno to accept staff recommendation and **approve** the plan of the Office of Policy Management and retain biennial filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

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

3. UCONN Health Center

Representing the agency was Andy Agwunobi, CEO and Executive Vice President for Health Affairs, Carole Andrews, Chief Administrative Officer, John Peebles, Vice President of Human Resources, Joelle Murchison, Chief Diversity Officer Associate Vice President, and Elizabeth Conklin, Affirmative Action Officer and Associate Vice President.

The plan was recommended for **Approval**:

The agency did not meet or substantially meet all of its hiring goals at 39.9%. The promotion goals were met at 44.4% for this filing period. The program goals were 100 % met.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 329.5% goal achievement for the SBE and 4.7% 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 Mambruno to accept staff recommendation and **approve** the plan of the UCONN Health Center and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

*Chair Payne returned to the meeting.

IV. Exemption Request.

Presented by Alix Simonetti, Commission Counsel

Department of Transportation, Bureau of Engineering and Construction Request for Exemption for Right of Way Easement

A motion was made by Commissioner Pestana and seconded by Commissioner Kapoor to accept staff recommendation and **to conditionally GRANT** the requested Exemption. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously

V. Division Reports

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

- Preparing calendar of events - 75th Anniversary of CHRO
- Agency Wide Meeting
- EEOC & HUD partnerships
- New location of Commission meetings - Feb-May
- Maintaining minimum aged inventory - throughout regions and legal department
- Closures - decrease for December in all units but WC, which maintained
- Settlements - successful throughout
- Filings - WC and CA are reporting increased number of filings; all others decreased with the exception of EA which is maintaining average filings
- DMHAS meeting; public forum on 1/25

A detailed production report was provided. Please see attached.

Outreach Report: presented by Cheryl Sharp, Deputy Director

Future Outreach Activities

- NAACP Public Forum , Jan 25
- Agency Wide Training, Jan 22
- MLK at Yale Peabody, Jan 27,28
- Yale University and Veteran's Status

Outreach Successes

- Department of Housing Regulations *Attendees: 35*
- Legal Rights of Working Parents, *Attendees: 25*
- Library Tour *Attendees: 25*
- 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

A detailed report was provided. See attached

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 Kapoor moved to go into Executive session and was seconded by Commissioner Pestana. The vote was: Yes (5), No (0) and Abstentions (0). The motion was carried at 3:20 pm.

Invited into Executive Session were Tanya Hughes, Cheryl Sharp, Alix Simonetti, David Kent and Margaret Nurse-Goodison

Pending Litigation:

1. CHRO ex rel. Julissa Cortes v. Margaret Valentin et al.
CHRO Case No. 1750137

Presented by Margaret Nurse Goodison – Commission Counsel

2. CHRO ex rel. Andrea Vashier v. Bristol Housing Authority et al.
CHRO Case No. 1850022

Personnel Matters: N/A

VIII. Return from Executive Session

Commissioner Kapoor made a motion to resume the meeting following Executive Session and it was seconded by Commissioner Giliberto. 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 Kapoor 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 Giliberto. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

2. CHRO ex rel. Andrea Vashier v. Bristol Housing Authority et al.
CHRO Case No. 1850022

Commissioner Kapoor moved 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; it was seconded by Commissioner Norton. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

X. Old Business

Park Hardware Decision, Declaratory Ruling Petition,
Presented by Robin Fox, Commission Counsel

Commissioner Kapoor moved to accept staff recommendation and it was seconded by Commissioner Norton. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously

XI. Adjournment

A motion was made by Commissioner Kapoor 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 4:11 p.m.