

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
450 Columbus Blvd, North
Hartford, CT 06106
Wednesday, February 14, 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
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
Michelle Dumas Keuler, Commission Counsel
Neva Elaine Vigezzi, AA HRO Representative

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

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

The meeting was convened at 2:10 p.m. by Chair Cherron Payne.

II. **Secretary:** Edward Mambruno

A motion was made by Commissioner Pestana to approve the Minutes of the January 10, 2018 Regular Commission Meeting. It was seconded by Commissioner Kapoor. The vote was: Yes (7), 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 Emergency Services and Public Protection
Department of Energy and Environmental Protection
Central Connecticut State University
Office of the Secretary of the State

A. Staff Recommendations: **Approved**

1. Department of Emergency Services and Public Protection

Representing the agency was Commissioner Dora Schriro, Arielle Reich, and Daphne Lewis.

The plan was recommended for **Conditional Approval**:

The agency did not meet or substantially meet all of its hiring goals at 25%. The promotion goals were met at 38% for this filing period. The program goals were met at 100%.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 37% goal achievement for the SBE and 50% for the MBE.

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

A motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to accept staff recommendation and **conditionally approve** the plan of the Department of Emergency Services and Public Protection and retain annual filing status. The vote was: Yes (7), No (0) and Abstentions (0). The motion carried unanimously.

2. Department of Energy and Environmental Protection

Representing the agency was Commissioner Robert Klee and Barbara Viadella.

The plan was recommended for **Approval**:

The agency did not meet or substantially meet all of its hiring goals at 18.2%. The promotion goals were met at 38.5% for this filing period. The program goals were met at 100%.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 408.6% goal achievement for the SBE and 804.3% 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 Suggs to accept staff recommendation and **approve** the plan of the Department of Energy and Environmental Protection and retain biennial filing status. The vote was: Yes (6), No (0) and Abstentions (1). The motion carried.

3. Central Connecticut State University

Representing the agency was President Zulma Toro, Rosa Rodriguez and Sharon Gaddy.

The plan was recommended for **Approval**:

The agency did not meet or substantially meet all of its hiring goals at 42.9%. The promotion goals were met at 39.8% for this filing period. The program goals were 71.4% met.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 2454.9% goal achievement for the SBE and 2222.7% 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 Tucker to accept staff recommendation and **approve** the plan of the Central Connecticut State University and retain annual filing status. The vote was: Yes (7), No (0) and Abstentions (0). The motion carried unanimously.

B. Staff Recommendation: **Pending**

4. Office of the Secretary of the State

Representing the agency was Deputy Secretary Scott Bates, Sofia Bonilla, and Tina Prakash.

The plan was recommended for **Conditional Approval or Disapproval**:

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

The Contract Compliance Set-Aside Program for FY2016/2017 showed 192.8% goal achievement for the SBE and 575.9% for the MBE.

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

A motion was made by Commissioner Giliberto and seconded by Commissioner Tucker to accept staff recommendation and **disapprove** the plan of the Office of the Secretary of the State for failure to file after the 90-day Filing date and rescind the biennial. The vote was: Yes (5), No (0) and Abstentions (1). The motion carried.

*Commissioner Norton recused himself and left the hearing room.

IV. Exemption Request.

Presented by Alix Simonetti, Commission Counsel

Department of Rehabilitation Services

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 (1). The motion carried.

*Commissioner Norton returned to the meeting.

V. Division Reports

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

- Maintaining Minimum aged inventory, contract compliance reporting zero aged inventory for the first time.
- Increased case filings overall;
- Vouchered for \$1,596,430 from EEOC;
- New location of Commission meetings - Feb-May;
- CHRO Diversity and Inclusion meeting 1/23;
- Go Red Event, 2/13 New haven Lawn Club.

A detailed production report was provided. Please see attached.

Outreach Report: presented by Cheryl Sharp, Deputy Director

Future Outreach Activities

- Sexual Harassment Prevention Training, Feb 25
- Legislative Breakfast at the Legislative Office Building, Feb 24
- Kids Speak, May 22
- #Me Too Campaign

Outreach Successes

- Legislative Working Group for Affirmative Action *Attendees: 25*
- DMHAS Training, Feb 28
- 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 (7), No (0) and Abstentions (0). The motion was carried at 3:55 pm.

Invited into Executive Session were Tanya Hughes, Cheryl Sharp, Michelle Dumas Keuler, David Kent, Margaret Nurse-Goodison, and Jody Walker-Smith.

Pending Litigation:

1. CHRO ex rel. John Fields v. Georgienna Fisher, Home Selling Team, LLC et al
CHRO No. 1750163, 1750164

Presented by Kim Jacobsen – Commission Counsel
(This matter was removed from the Agenda. It settled the day before the Commission meeting.)

2. CHRO ex rel. Linda DeMeir v. Valley Mall Manor
CHRO No. 1850040
Presented by Jody Walker Smith – Commission Counsel

3. Department of Mental Health and Addiction Services

*Commissioner Norton left the meeting at 4:32 p.m.

VIII. Return from Executive Session

Commissioner Kapoor moved to resume the meeting following Executive Session and it was seconded by Commissioner Tucker. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

IX. Vote on Executive Session Items:

CHRO ex rel. Linda DeMeir v. Valley Mall Manor
CHRO No. 1850040

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 Tucker. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

- X. Old Business : N/A

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 (6), No (0), and Abstentions (0). The meeting adjourned at 4:40 p.m.