

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
450 Columbus Boulevard– South Tower, 2nd floor, Room H
HARTFORD, CT 06103
Wednesday, March 14, 2018
2:00 p.m.**



Regular Commission Meeting Minutes

Commissioners Present

Cherron Payne, Chairperson
Edward Mambruno, Secretary
Edith Pestana
Lisa Giliberto
Nicholas Kapoor
Joseph Suggs

Commissioners Absent

Shuana Tucker
Andrew Norton

Staff Present

Tanya Hughes, Executive Director
Cheryl Sharp, Deputy Director

Alix Simonetti, Commission Counsel
Michelle Dumas Keuler, Commission Counsel
Darcy Jones, Legislative Analyst
Donna Wilkerson Brillant, Regional Manager
Ronald Simpson, Regional Manager
Neva Elaine Vigezzi, AA HRO Representative

David Kent, Commission Counsel
Margaret Nurse Goodison Commission Counsel
Lynda Rizzo Stowe, Regional Manager
Monica H. Richardson, Executive Secretary
Kristen Daniels, Executive Secretary
Muriel Carpentier, AA HRO Representative

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

The meeting was convened at 2:01 p.m. by Chair Cherron Payne.

II. **Secretary:** Edward Mambruno

A motion was made by Commissioner Pestana to approve the Minutes of the February 14, 2018 Regular Commission Meeting. It was seconded by Commissioner Suggs. The vote was: Yes (5), No (0), and Abstentions (0). The motion carried unanimously.

*A motion was made by Commissioner Kapoor to amend the Agenda for the March 14, Regular Commission Meeting. It was seconded by Commissioner Suggs. The vote was: Yes (5), No (0),

and Abstentions (0). The motion carried unanimously

The items made to the Agenda were as follows: **New Business**, an Exemption request from the Judicial Branch and under **Old Business**, an update regarding DHMAS.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp:

Department of Housing
Department of Developmental Services

A. Staff Recommendation: **Approved**

1. Department of Housing

Representing the agency was Commissioner Evonne Klein and Dimple Desai, Director of Small Cities and Technical Offices.

The plan was recommended for **Approval**:

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

The Contract Compliance Set-Aside Program for FY2016/2017 showed 5.99% goal achievement for the SBE and 6.6% for the MBE.

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

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

B. Staff Recommendation: **Conditional Approval**

2. Department of Developmental Services

Representing the agency was Deputy Commissioner Peter Mason, EEO Director Renée LaBarge, EEO Specialist Jennifer Taplin, Assistant Human Resources Administrator, Teresa Gonzalez, and Fiscal Services, Nicholas Jerard.

*Commissioner Norton recused himself and left the hearing room during the discussion for DDS.

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

The agency did not meet or substantially meet all of its hiring goals at 63%. The promotion goals were met at 64% for this filing period. There were no program goals.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 169% goal achievement for the SBE and 211% for the MBE.

The filing history is as follows: 2012 and 2013, Approved, 2014, conditional approval, and 2015, 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 (4), No (0) and Abstentions (0). The motion carried unanimously.

*Commissioner Norton returned to the meeting.

IV. Division Reports

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

Director Hughes orally reviewed her monthly activities

A detailed production report was provided. Please see attached.

Outreach Report: presented by Cheryl Sharp, Deputy Director

Future Outreach Activities

- Department of Justice Education Roundtable, April 4
- Kid's Speak, Kid's Court, May 22
- Contract Compliance T.A. Sessions
- Yale University and Veteran's Status

Outreach Successes

- Legislative Fair Housing Working Group *Attendees: 35*
- Sexual harassment Prevention training, *Attendees: 40*
- Discrimination Prevention Training *Attendees: 25*
- CT Equality coalition *Attendees: 20*

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

V. New Business:

Exemption Request.

Presented by Alix Simonetti, Commission Counsel

Judicial Branch: Regarding: Contracts with the Commission on Accreditation for Law Enforcement Officials

A motion was made by Commissioner Kapoor and seconded by Commissioner Mambruno 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

VI. 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 Suggs. The vote was: Yes (5), No (0) and Abstentions (0). The motion was carried at 3:13 pm.

Invited into Executive Session were Tanya Hughes, Cheryl Sharp, Michelle Dumas Keuler, David Kent and Alix Simonetti

Pending Litigation:

The Imperial Company, Restoration Contractor, Inc.

Presented by David Kent for Robin Fox, Commission Counsel

Personnel Matters: N/A

VII. Return from Executive Session

Commissioner Kapoor made a motion to resume the meeting following Executive Session and it was seconded by Commissioner Suggs. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously at 3:54 pm.

VIII. Vote on Executive Session Items:

The Imperial Company, Restoration Contractor, Inc.

Commissioner Kapoor made a motion to follow the recommendation of the Commission was seconded by Commissioner Suggs. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

IX. Old Business

DHMAS Update

Presented by Attorneys Michelle Dumas Keuler, David Kent, and Margaret Nurse Goodison

X. Adjournment

A motion was made by Commissioner Pestana to adjourn the meeting and was seconded by Commissioner Kapoor. The motion to adjourn carried unanimously. The vote was Yes (5), No (0), and Abstentions (0). The meeting adjourned at 4:11 p.m.

