

**State of Connecticut  
Commission on Human Rights and Opportunities  
Regular Commission Meeting  
450 Columbus Blvd, North, Plaza level, Room C-D  
Hartford, CT 06106  
Wednesday, April 11, 2018  
2:00 p.m.**



**Regular Commission Meeting Minutes**

**Commissioners Present**

**Edward Mambruno, Secretary**

Andrew Norton  
Lisa Giliberto  
Nicholas Kapoor  
Shuana Tucker  
Joseph Suggs

**Commissioners Absent**

Cherron Payne, Chair  
Edith Pestana

**Staff Present**

Tanya Hughes, Executive Director  
Cheryl Sharp, Deputy Director  
Emily Melendez, Assistant Attorney General

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

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

I. **Chairperson:** Edward Mambruno, Presiding

The meeting was convened at 2:00 p.m.

Commissioner Pestana was to Chair the meeting. She had a family emergency and could not attend the meeting. Chair Payne was contacted and Commissioner Mambruno was asked to Chair the meeting.

II. **Secretary:** Edward Mambruno

A motion was made by Commissioner Suggs to approve the Minutes of the March 14, 2018 Regular

Commission Meeting. It was seconded by Commissioner Tucker. The vote was: Yes (4), No (0), and Abstentions (0). The motion carried.

*\*\*Commissioner Norton joined the meeting.*

### III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp:

Office of the State Treasurer  
Department of Correction  
Department of Revenue Services  
University of Connecticut

#### A. Staff Recommendations: **Approved**

##### 1. Office of the State Treasurer

Representing the agency was Christine Shaw, EEO designee and Ted Janiszewski of HR.

The plan was recommended for **Approval**:

The agency did not meet or substantially meet all of its hiring goals at 70%. The promotion goals were met at 50% for this filing period. The program goals were not established for this filing period

The Contract Compliance Set-Aside Program for FY2016/2017 did not show in the AA summary their achievement for the SBE or the MBE.

The filing history is as follows: 2011 and 2012, Approved 2014, Approved by Default, 2016, Disapproved, and 2017, Approved.

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

##### 2. Department of Correction

Representing the agency was Commissioner Scott Semple, Monica Rinaldi, Deputy Commissioner of Operations and Rehabilitative Services, Cheryl Cepelak, Deputy Commissioner of Administration, Jeffrey Miller, Human Resources Director, Holly Darin, Equal Employment Opportunity Director, and Sheila Antonacci, Equal Employment Opportunity Specialist 1

The plan was recommended for **Approval**:

The agency did not meet or substantially meet all of its hiring goals at 35.5%. The promotion goals were met at 66% for this filing period. The program goals were met at 66.7%.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 127.2% goal

achievement for the SBE and 30.6% 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 Suggs to accept staff recommendation and **approve** the plan of the Department of Correction and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

### 3. Department of Revenue Services

Representing the agency was Commissioner Kevin Sullivan and Penny Potter, EEO Specialist.

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 100% for this filing period. The program goals were not established for this filing period.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 113% goal achievement for the SBE and 343.4% for the MBE.

The filing history is as follows: 2013, 2014, 2015, 2016, and 2017, Approved.

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

### B. Staff Recommendation: **Conditional Approval**

### 4. University of Connecticut

Representing the agency was Elizabeth Conklin, Associate Vice President, Office of Institutional Equity, Joelle Murchison, Associate Vice President, in the Office for Diversity and Inclusion Chris Delello, Associate Vice President, Human Resources, and Hannah Prytko, EEO

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

The agency did not meet or substantially meet all of its hiring goals at 40.4%. The promotion goals were met at 40.4%. 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: 2012, 2014, 2015, 2016 and 2017 - Approved.

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

## IV. Exemption Request.

Presented by Alix Simonetti, Commission Counsel

## **1. Request for Exemption; University of Connecticut (UCONN) Cadence Design Systems, Inc.**

A motion was made by Commissioner Suggs and seconded by Commissioner Norton to accept staff recommendation and to **Conditionally Grant** the requested Exemption. The vote was: Yes (4), No (1) and Abstentions (0). The motion carried. The conditions are:

1. This exemption granted is limited to the above-referenced contract.
2. To the extent that at any part of the performance of this contract has to be performed in the State of Connecticut by Cadence's staff, Cadence's staff members performing the work must be informed that the State of Connecticut prohibits discrimination on the basis of race, color, religious creed, age (at any age), sex, gender identity or expression, sexual orientation, marital status, national origin, ancestry, genetic information, present or past history of mental disability, intellectual disability, learning disability, and physical disability (including chronic physical conditions). The exemption recommended herein will not diminish the contractor's duty or responsibility to comply with the law prohibiting discrimination in the state of Connecticut.

## **2. Request for Exemption for Municipal Street Paving Contracts**

A motion was made by Commissioner Norton 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.

The conditions are:

The Municipality must still inform the contractor of the nondiscrimination requirements CONN. GEN. STAT. §§ 4a-60, 4a-60a prior to the submission of bids, and include the nondiscrimination language in the contract, and must notify the Commission of the award of the contract. However, the municipality must also inform the contractor of this limited exemption and the conditions of the exemption.

Despite the fact that there is no set-aside plan compliance requirement, the street paving contract(s)/subcontract(s) shall include the nondiscrimination language of CONN. GEN. STAT. §§ 4a-60 and 4a-60a, and the contractor shall remain subject to the obligation of performing the contract without discrimination on the basis of any or all of the protected statuses identified in § 4a-60 and § 4a-60a.

Pursuant to the exemption, the Commission understands that the contractor will not be able to subcontract any work on the contract and as such, it will not be required to comply with the set-aside provisions of CONN. GEN. STAT. § 4a-60g.

This limited exemption will not have any precedential value in connection with any other request for exemption made by any entity: private or public.

## V. Division Reports

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

- Maintaining Minimum aged inventory, contract compliance reporting zero aged inventory
- Increased case filings overall;
- Legislative Program Review –provided update on the status of recommendations;
- Testimony on Bills;
- CHRO invited to present to the Joint Committee on Legislative Management on Sexual Harassment;
- Met with DHMAS officials, ongoing training events;
- CHRO Diversity and Inclusion meeting this month;
- Attended Confirmation Hearing for Chair Payne and Commissioner Suggs.

A detailed production report was provided. Please see attached.

Outreach Report: presented by Cheryl Sharp, Deputy Director

### Future Outreach Activities

- Landlord Training at Aqua Turf, April 13;
- Affirmative Action Training at Aqua Turf;
- CT Bar Foundation Reception, James W. Cooper Fellow, New Fellow- Deputy Director Attorney Cheryl Sharp, May 10;
- Press conference for Veteran's "Bad Paper" bill, April 19;
- CT Racial Profiling Meeting, April 17;
- Kids Speak, May 22

### Outreach Successes

- Legislative Working Group for Affirmative Action *Attendees: 25*;
- DMHAS Training, April 19;
- # Me Too Campaign Update;
- Video Projects: Life After Incarceration, What is Affirmative action? What is Contract Compliance?;
- Regional Outreach continues in throughout the regions

A detailed report was provided. See attached.

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

Several Bills of interest to the CHRO were voted upon over the past two weeks: HB 5265 (GAE Cmte), HB 5324 (Transportation Cmte), and SB 284 (Veteran's Affairs Cmte) and several others

A detailed report was provided. See attached

## VI. New Business: Vote on Change of Date for Regular Commission Meeting

A motion was made by Commissioner Norton and seconded by Commissioner Suggs to change the date of the May meeting from May 9 to May 16. The meeting will be held at the LOB instead of 450

Columbus Blvd, Hartford, provided we are able to secure a room. Otherwise, it will remain as originally scheduled. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

VII. Executive Session

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

Chair Mambruno called the item on the agenda and then asked AAG Melendez to confirm if there was an item going forward. She explained that there had been miscommunication and thus there was nothing to present in Executive Session. The Commission then went on to the next item.

VIII. Vote on Executive Session Items: N/A

IX. Old Business:

DHMAS Update

Presented by David Kent and Margaret Nurse Goodison –CHRO received requested documents which must be reviewed.

*\*\*Commissioner Tucker exited the meeting at 4:10 pm*

X. Adjournment

A motion was made by Commissioner Norton to adjourn the meeting and was seconded by Commissioner Suggs. The motion to adjourn carried unanimously. The vote was Yes (4), No (0), and Abstentions (0). The meeting adjourned at 4:40 p.m.