

**State of Connecticut**  
**Commission on Human Rights and Opportunities**  
**Regular Commission Meeting**  
**450 Columbus Blvd –North Plaza Conference Room C-D**  
**Hartford, CT 06106**  
**Wednesday, June 12, 2019**



**2:00 p.m.**

**Regular Commission Meeting Minutes**

**Commissioners Present**

Lisa Giliberto  
Edward Mambruno, Secretary  
Andrew Norton

Edith Pestana  
Joseph Suggs  
Nicholas Kapoor

**Commissioners Absent**

Cherron Payne, Chair  
Shuana Tucker

**Staff Present**

Tanya Hughes, Executive Director  
Cheryl Sharp, Deputy Director

Margaret Nurse Goodison, HRO Attorney	Michael Roberts, HRO Attorney
Charles Krich, Principal HRO Attorney	Jamie Rubin, Regional Manager
David Kent, HRO Attorney	Lynda Rizzo Stowe, Regional Manager
Ronald Simpson, Regional Manager	Neva E. Vigezzi, HRO Representative
Shawn Burns, Regional Manager	Muriel Carpentier, HRO Representative
Kristen Daniels, Executive Secretary	Monica H. Richardson, Executive Secretary
Emily Melendez, Assistant Attorney General	Darcy Jones, Legislative Analyst

I. Chairperson: Lisa Giliberto, Presiding

The meeting was convened at 2:05 p.m.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Kapoor to approve the minutes of the June 12, 2019. It was seconded by Commissioner Suggs. The vote: Yes (5), No (0), and Abstentions (1). The motion carried.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp

Staff Recommendations: **Approval**

1. Charter Oak Community College

Representing the agency were President Edward Klonoski and Rowena McGoldrick, AAO Manager.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 50%. The promotion goals were not established and the program goals were met at 100% (3 out of 3).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed \$47,118.00 achievement for the SBE and \$20,450.00 achievement for the MBE.

The filing history is as follows: 2014, 2015, Disapproved, 2016, 2017 Approved, and 2018 Conditionally approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Pestana to accept the staff recommendation to **approve** the plan of **Charter Oak Community College** and move to **biennial** filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion carried.

2. Capitol Community College

Representing the agency were G. Duncan Harris, Ed. D. Chief Executive Officer, and Interim President along with Rosa Rodriguez, Interim Director of Diversity and Affirmative Action as well as Josephine Agnello-Veley, Director of HR.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 33%. The promotion goals were 71% and the program goals were met at 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 101% goal achievement for the SBE and 191.8% for the MBE.

The filing history is as follows: 2010, 2011, 2013, 2015, and 2017, Approved.

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

3. Department of Social Services

Representing the agency were Janel Simpson, Deputy Commissioner, Astread Ferron-Poole, Affirmative Action Administrator, Terri-Lynn Johnston, EEO Manager and Nisa Davey, EEO Specialist.

The plan was recommended for **Approval**:

The agency has met all or substantially meet all of its hiring goals at 90%. The promotion goals were 67% and the program goals were met at 100% (3 out of 3).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 375% goal achievement for the SBE and 665% for the MBE.

The filing history is as follows: 2014, 2015, 2016, 2017 and 2018, Approved.

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

\*\* Commissioner Kapoor recused himself from consideration of the Declaratory ruling petition. He left the room until the vote was over.

#### IV. Petition for Declaratory Ruling

Raja Staggers-Hakim v. Sacred Heart University  
Presented by Charles Krich, Principal Attorney and Intern W. Weinstein

Following a presentation made by the agency (Willis Weinstein, Charles Krich) and testimony from the petitioner (Sacred Heart University, Attorney Jonathan Sterling of Carlton Fields Law Firm), a motion was made by Commissioner Norton and seconded by Commissioner Suggs to accept the staff recommendation that the Commission ***issue a declaratory ruling by a specified date and motion to investigate by September 30.***

The vote was: Yes (3), No (1) and Abstentions (0). The motion carried.

#### V. **Division Reports**

##### **Executive Director's Report: by Tanya Hughes, Executive Director**

The Executive Director reported on the interview process for the HRO trainee position for the Neal Klein vacancy. CHRO met with Marla Shiller and Commissioner Kurt Westby. Some guidelines were established going forward with Marla Shiller and CHRO such as a more physical presence at the office and to make herself more available to staff. The CHRO AA plan will get to the CHRO in time to review. M. Shiller attended the June Executive staff meeting for the first time. The interim telework program training was discussed. The auditors' review for 2017 and 2018 is ongoing. A wrap up meeting of this year's legislative session is happening tomorrow and the commissioners are welcome to call in. Commissioner Kapoor has been participating via phone. The FHAP/HUD audit has begun. The EEOC contract for 2019 has been executed and we are awaiting the opportunity to drawdown/voucher. The DAS centralization analysis discussions are continuing (5/28, 6/12, & 6/13). EEOC conference will be attended by Director Hughes. The Social Justice NAACP award was given to Tanya Hughes in May by the Greater New Haven NAACP. Commissioner Nick Kapoor received the Sacred heart University Pioneer Thirty under Thirty Award for his work in civil rights and as a commissioner of CHRO.

## **Outreach Report: by Cheryl Sharp, Deputy Director**

See detailed report

- Kid's Court Competition, 6/11
- Student Interns for the Summer of 2019 recognized
- Weaver High School (3 schools in 1), Cheryl Sharp keynote speaker, June 12
- Fair Housing Training for the Danbury Housing Authority, 6/11
- GNACC Legislative Breakfast, 6/1
- The Legislative session ended. Darcy Jones was congratulated on the phenomenal work she did during the Legislative session for the Commission on Human Rights and Opportunities.

## **Legislative update: by Darcy Jones, Legislative Analyst**

Darcy Jones reported on the following:

- Governor Lamont's budget passed on June 4
- SB 3 AAC Sexual Assault and Sexual Harassment (SB1111)
- HB 7222 AAC duties of the Office of the Attorney General; died on Senate calendar
- There will be a special session (Bonding and school construction), maybe July 8 but no official date yet.

*\*\*Commissioner Suggs left the meeting at 3:15 pm.*

### 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 at 3:25 pm and was seconded by Commissioner Pestana. The vote was: Yes (4), No (0) and Abstentions (0). The motion carried unanimously.

Invited into Executive Session with the Commissioners were AAG Emily Melendez, Attorney Roberts, ED Tanya Hughes, and DD Cheryl Sharp for the first part of Executive Session; invited into the second part of executive session was AAG Emily Melendez.

### VIII. Return from Executive Session (1)

ED Hughes requested to entertain DMHAS update prior to Executive session. Commissioner Norton moved to return from Executive session at 3:27 pm and it was seconded by Commissioner Pestana to hear the DHMAS update before going into Executive session. The vote was: Yes (4), No (0) and Abstentions (0). The motion carried unanimously.

### IX. Old Business:

## **Update: Department of Mental Health and Addiction Services**

Presented by Ellen Boynton, Director of Multicultural Health from DHMAS & HRO Attorneys, David Kent and Margaret Nurse Goodison

Ellen Boynton reported on numerous changes in policies and procedures addressing concerns that were outlined at the Public Meeting hosted by CHRO in 2018. Some of those include:

- Four coordinated trainings conducted, including the CHRO with 200 individuals on Employment Discrimination;
- Developed curriculum for 7 facilities with the approval of CHRO from May – Nov 2018 Ongoing training will be offered during the year starting later 2019;
- The disciplinary process (NHAS-20) was addressed/focused on at CVH first. A meeting with CVH (CT Valley Hospital) delegates, the Commissioner, the HR Director and the Local 1199 rep were at these meetings. A form for concerns, complaints, inconsistencies, and tracking complaints was developed;
- An Employee handbook is now on every desktop in which all the employees have access;
- Implicit bias training with the Local 1199 is going to occur soon. “Achieving the Intended” is the name of the training at Middlesex Community College.

### X. 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 at 3:50 pm and was seconded by Commissioner Pestana. The vote was: Yes (4), No (0) and Abstentions (0). The motion carried unanimously.

Invited into Executive Session with the Commissioners were AAG Emily Melendez, Attorney Michael Roberts, ED Tanya Hughes, and DD Cheryl Sharp for the first part of Executive Session; invited into the second part of executive session was AAG Emily Melendez.

Pending Litigation:

#### 1. Housing Election Cases

Presented by Michael Roberts, HRO Attorney

CHRO ex rel. Hillary Nammack v. 445 W. Putnam, LLC, et al.

CHRO Case No. 1950034, and

CHRO ex rel. Hillary Nammack v. JTM Realty, LLC, LLC & Jeffrey T. Miller, et al.

CHRO Case No. 1950035

2. Wallace v. Sharp, et al.

3. Johnson v. Hughes, et al

XI. Return from Executive Session (II)

Commissioner Kapoor moved to return from Executive session at 4:13 pm and was seconded by Commissioner Pestana. The vote was: Yes (4), No (0) and Abstentions (0). The motion carried unanimously.

XII. Vote on Executive Session Items  
*(Action May Be Required)*

CHRO ex rel. Hillary Nammack v. 445 W. Putnam, LLC, et al.  
CHRO Case No. 1950034, and

CHRO ex rel. Hillary Nammack v. JTM Realty, LLC, LLC & Jeffrey T. Miller, et al.  
CHRO Case No. 1950035

A motion was made by Commissioner Kapoor and seconded by Commissioner Pestana to accept the staff recommendation to have the commission legal counsel file these cases in the Judicial District of Norwalk and seek injunctive relief, punitive damages and a civil penalty.

The vote: Yes (3), No (1) and Abstentions (0). The motion carried.

XIII. Adjournment

A motion was made by Commissioner Kapoor to adjourn the meeting; it was seconded by Commissioner Mambruno. The vote was Yes (4), No (0), and Abstentions (0). The motion carried unanimously.

The meeting adjourned at 4:15 p.m.