

State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building, Room 1A
300 Capitol Ave
HARTFORD, CT 06103
Wednesday, July 10, 2019



2:00 p.m.

Regular Commission Meeting Minutes

Commissioners Present

Cherron Payne, Chair
Lisa Giliberto
Edward Mambruno, Secretary
Andrew Norton
Joseph Suggs
Nicholas Kapoor

Commissioners Absent

Edith Pestana
Shuana Tucker

Staff Present

Tanya Hughes, Executive Director
Cheryl Sharp, Deputy Director

Alix Simonetti, HRO Attorney	Neva E. Vigezzi, HRO Representative
Jamie Rubin, Regional Manager	Muriel Carpentier, HRO Representative
Lynda Rizzo Stowe, Regional Manager	Ronald Simpson, Regional Manager
Shawn Burns, Regional Manager	Darcy Jones, Legislative Analyst
Kristen Daniels, Executive Secretary	Monica H. Richardson, Executive Secretary
Emily Melendez, Assistant Attorney General	

I. Chairperson: Cherron Payne, Presiding

The meeting was convened at 2:09 p.m.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Suggs to approve the minutes of the July 10, 2019. It was seconded by Commissioner Giliberto. The vote: Yes (5), No (0), and Abstentions (0). The motion carried unanimously.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp

Staff Recommendations: **Approval**

1. Naugatuck Valley Community College

Representing the agency were Kimberly Carolina, HR Director and Ron Clymer, EEO.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 33.3%. The promotion goals were met at 50% and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 224.6% achievement for the SBE and 506.6% achievement for the MBE.

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

A motion was made by Commissioner Giliberto and seconded by Commissioner Kapoor to accept the staff recommendation to **approve** the plan of **Naugatuck Valley Community College** and retain **annual** filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

2. Manchester Community College

Representing the agency were Dr. Tanya Milner-Harlee, Ed.D and CEO, and Patricia Lindo, HR Director.

The plan was recommended for **Approval**:

The agency has met all or substantially all of its hiring goals at 80%. The promotion goals were met at 73% and the program goals were met at 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 618% goal achievement for the SBE and 1479% 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 Giliberto to accept the staff recommendation to **approve** the plan of **Manchester Community College** and retain **biennial** filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

3. Middlesex Community College

Representing the agency were Dr. Steven Minkler, Ed.D and CEO and Anastasia Pych, HR Director.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 29%. The promotion goals were not established and the program goals were met at 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 52% goal achievement for the SBE and 59% for the MBE.

The filing history is as follows: 2013, Approved, 4/2015, Disapproved for Failure to File, 10/2015, Approved, 2016, Approved, and 2018, Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Suggs to accept the staff recommendation to **approve** the plan of the **Middlesex Community College** and retain **annual** filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

** Commissioner Norton recused himself from consideration of the Department of Rehabilitation Services AA plan. He left chambers until the vote was over. (2:47 pm)

4. Department of Rehabilitation Services

Representing the agency were Commissioner Amy Porter and Francine Dew, HR Administrator.

The plan was recommended for **Approval**:

The agency has not met all or substantially all of its hiring goals at 32%. The promotion goals were met at 57% and the program goals were met at 100%.

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 136.8% goal achievement for the SBE and 124.9% 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 **Department of Rehabilitation Services** and retain **biennial** filing status. The vote was: Yes (4), No (0) and Abstentions (0). The motion carried.

**Commissioner Norton returned to the meeting at 2:56 p.m.

Staff Recommendations: **Disapproval**

5. Connecticut Military Department

Representing the agency were Adjutant General Francis Evon, Anthony Lewis, Human Resources Manager and Ms. Cordula, AA Trainer.

The plan was recommended for **Disapproval**:

The agency has not met all or substantially all of its hiring goals at 40%. The promotion goals were met at 67% and the program goals were also met at 67%.

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 1328% goal achievement for the SBE and 614% 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 Norton to grant a **conditional approval** of the **Connecticut Military Department** and retain **biennial** filing status (staff recommendation was disapproval). The vote was: Yes (2), No (3) and Abstentions (0). The motion did not pass.

A *second* motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation to **disapprove** the plan of **Connecticut Military Department** and **rescind biennial** filing status. The vote was: Yes (3), No (2) and Abstentions (0). The motion carried.

IV. Contract Compliance Request for Exemption

Office of the Treasurer – Foreign Litigation Waiver
Presented by Alix Simonetti, Commission Counsel

Following a presentation made by the agency and testimony from the requester, John Rubén Flores, General Counsel, Office of the Treasurer and Karen Grenon, Assistant General Counsel, a motion was made by Commissioner Suggs and seconded by Commissioner Mambruno to accept the staff recommendation that the Commission deny a blanket exemption and issue a **conditional exemption** for the next 3 months for contracts entered into with foreign entities to recoup financial losses from foreign securities investment. Secondly, for each contract entered for which this exemption has been applied, the office of the Treasurer must provide the specific information: identification of the contractors performing in the agreement entered, the value of the contract (providing the information involved if not a clear dollar value), the expected duration of the contract, the consideration (the nature of the dispute) and the description of the service or litigation involved in the agreement.

The vote was: Yes (4), No (0) and Abstentions (1). The motion carried.

V. **Division Reports**

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

The Executive Director reported on the budget option requests that must be reviewed by OPM; the AA supervisor posting and a site inspection of the 450 Columbus Blvd space, a meeting with the Governor's office, the IAORHA conference in August, the racial profiling committee and the outstanding Summer Forum being presented by our summer interns.

Outreach Report: by Cheryl Sharp, Deputy Director

See detailed report

- Summer Symposium-Historical Trauma, 7/17/19
- Racial Inequity in the legal Profession at Simmons College in Boston, 7/18/19
- Health and Equity Conference at UCONN, 8/6/19

Legislative update: by Darcy Jones, Legislative Analyst

Darcy Jones reported on the following:

- SB3 as amended by SB 1111, An act combatting Sexual Assault and Sexual Harassment
- Effective October 1, 2019 (Except section 3, which is effective July 1, 2019)

***Commissioner Kapoor left at 3:46 and returned at 3:50*

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 4:11 pm and was seconded by Commissioner Giliberto. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

Invited into Executive Session with the Commissioners were AAG Emily Melendez, for the first part of Executive Session, the Pending Litigation; no one was invited into the second part of executive session for the Executive Director's Evaluation.

VIII. Return from Executive Session

Commissioner Kapoor moved to return from Executive session at 4:27 pm and it was seconded by Commissioner Suggs. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

IX. Old Business N/A

X. Adjournment

A motion was made by Commissioner Norton to adjourn the meeting; it was seconded by Commissioner Suggs. The vote was Yes (5), No (0), and Abstentions (0). The motion carried unanimously.

The meeting adjourned at 4:28 p.m.