

**MINUTES OF THE REGULAR MEETING OF THE
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
LEGISLATIVE OFFICE BUILDING – ROOM 1A
HARTFORD, CT 06106
WEDNESDAY, APRIL 13, 2011
2:00 P.M.**

COMMISSIONERS PRESENT

Andrew Norton, Chairperson
Edward Mambruno, Secretary
Edith Pestana
Shelly Best
Patricia J. Wrice

COMMISSIONERS ABSENT

Cheryl Lynn Clarke
Dawn Niles

STAFF PRESENT

Robert J. Brothers, Jr., Executive Director
James O'Neill, Legislative Regulations Specialist
Margaret Peters, Secretary II

I. CHAIRPERSON

Chairperson Andrew Norton convened the April 13, 2011 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 2:03 p.m.

II. SECRETARY

Commissioner Mambruno requested approval of the minutes of the March 9, 2011 regular Commission meeting. A motion was made by Commissioner Pestana to approve the March 9 minutes as presented and seconded by Commissioner Best. All approved with the exception of Commissioner Wrice who abstains from the motion. The motion passes. Chairperson Norton did not vote on the motion.

III. OUTREACH REPORT

Attorney Cheryl Sharp from the Legal Division gave highlights of what is happening with education and outreach over the past month. We have just completed our Housing Seminar because this was Fair Housing month, the seminar was the most well attended event of the education and outreach events

we have had so far. One of our upcoming events is our Kids Speak Seminar will be held on April 26th, we had extended an invitation to Governor Malloy to be our keynote speaker and he has just confirmed that he will be able to speak at this event. We have invited students from across the state to participate in Kids Speak. This is an event designed to raise social awareness of youth regarding civil and human rights issues, to reduce prejudice and stop discriminatory bullying in schools.

We are participating in the Stand against Racism which is scheduled for April 29. All four CHRO regions have signed up to participate. Literature will be available soon, this event is sponsored by YWCA. There will be hundreds of sites throughout the state of CT for the Stand Against Racism, the CHRO have four sites, which is very good.

The documentary on Civil Rights is still being edited, we are hoping to unveil it during our next commissioner's meeting.

A Transgender live conference is scheduled for April 30th. We will have a presentation at the conference.

IV. AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED

A. Staff Recommendations: *Approvals*

1. Office of the Governor
2. Office of State Treasurer
3. Dept of Emergency & Homeland Security
4. Dept of Info Technology
5. Commission on Human Rights and Opportunities

Chairperson Norton requested a motion to accept staff recommendation for approval of all five of the Affirmative Action Plans and that the motion includes the retention of their annual filing status; the Office of the Governor, Office of the State Treasurer, Dept. of Emergency Management & Homeland Security, Dept. of info Technology and the Commission on Human Rights and Opportunities Commissioner Wrice moved and Commissioner Mambruno seconded.

1. Office of the Governor

The Office of the Governor plan was recommended for approval based on compliance with the following: the plan contains all elements required; the workforce is not in parity, agency has not met all or substantially all of its hiring and promotion goals, the agency has demonstrated every good faith effort to achieve such goals; and the agency has no deficiencies in prior plan reviews.

2. Office of State Treasurer

The Office of State Treasurer plan was recommended for approval based on compliance with the following: the plan contains all elements required; the workforce is not in parity, the agency has demonstrated every good faith effort to achieve such goals; and the agency had no deficiency elements in the previous plan reviews.

3. The Department of Emergency and Homeland Security

The Department of Emergency and Homeland Security plan was recommended for approval based on compliance with the following: the plan contains all elements required; the workforce, is not in parity. The agency has not met all hiring goals, promotion goals, program goals were all met. The agency has demonstrated every good faith effort to achieve such goals; and the agency had no deficiency elements in the previous plan reviews.

4. The Department of Information Technology

The Department of Information Technology plan was recommended for approval based on compliance with the following: the plan contains all elements required; The agency has demonstrated every good faith effort to achieve such goals; and the agency had no deficiency elements in the previous plan reviews.

5. The Commission on Human Rights and Opportunities

The Department of The Commission on Human Rights and Opportunities plan was recommended for approval based on compliance with the following: the plan contains all elements required; the workforce is not in parity, the agency has met all of its program goals, the agency has demonstrated every good faith effort to achieve such goals; and the agency had no deficiency elements in the previous plan reviews.

Chairperson Norton requested a motion to accept staff recommendation for approval of the Affirmative Action Plans for the Office of the Governor, Office of the State Treasurer, Dept. of Emergency Management & Homeland Security, Dept. of Information Technology and the Commission on Human Rights and Opportunities and that the agencies retain their annual filing status. The motion passed unanimously. All five plans are passed and they retain their annual filing status. Chairperson Norton did not vote on the motion.

V. MEET THE REGIONAL MANAGERS

James Flynn – Manager, Norwich Office

Mr. Flynn is the Manager of Eastern Region Office which is located in the Norwich City Hall, 100 Broadway, Room 208 in Norwich, Connecticut. Mr. Flynn has been Manager in the Norwich office for eleven years.

We cover 68 towns, the eastern half of Connecticut; which range from the Connecticut river to Rhode Island boarder and from the Mass. boarder to the Sound. We have seven full time investigators, one does Intake; six in full investigation unit and they also do Merit Assessment Review (MAR) as well as I. We also have two support staff.

VI. OTHER BUSINESS

A. Certificate of Non-Compliance for Norwalk Community College is pending because of disapproval after disapproval for the past few years. They are unable to hire or promote until these issues are resolved. They are planning on coming before the commissioners next month.

B. The Request for Exemption: UCONN Health Center Contract with Lecats Ventriloscope, LLC; and University of Connecticut Health Center.

A motion was made by Commissioner Best and seconded by Commissioner Wrice to grant the Request for Exemption for UCONN Health Center Contract with Lecats Ventriloscope, LLC; and University of Connecticut Health Center. The motion passed unanimously. The request was granted. Chairperson Norton did not vote on the motion.

C. The Request for Contract Exemption: University of Connecticut and Google, Inc. (Pending)

A motion was made by Commissioner Wrice and seconded by Commissioner Pestana to grant the Request for Contract Exemption for University of Connecticut and Google, Inc. The motion passed unanimously. The request was granted. Chairperson Norton did not vote on the motion.

D. Motion to Amend CHRO complaints 1150073 and 1150074 to add the Commission as a party because the Complainant has died and the practices complained of raise public policy issues.

A motion was made by Commissioner Wrice and seconded by Commissioner Pestana to add the Commission as a party. The motion passed unanimously. The request was granted. Chairperson Norton did not vote on the motion.

VII. DIVISION REPORTS

A. Legislative Report

Jim O'Neill provides the Commissioners with an updated legislative report on an ongoing basis. He noted that Bill #1192 was amended. We now have the power to bring action against the Respondent when they do not attend the fact finding conference. We can now default them, which means that the cases can be moved along quickly so they can get to court in a timely manner which allows us to release the case and allows us to obtain Federal funding.

B. Executive Director's Report

Executive Director Brothers noted that he does not know the status of Bill #1010 which is Governor's proposal for Affirmation Action to move to DAS.

Mileage forms for the commissioners will be e-mailed to them.

Executive Director Brothers reminded the commissioners that they are required to receive five hours of training per year. If they attend any Legal or Attorney Sharp's training sessions, this will be used as part of their training. Legal conducts numerous training which can be useful for the commissioners.

VIII. EXECUTIVE SESSION

None

IX. RETURN TO REGULAR SESSION

No Executive Session

X. ADJOURNMENT

There being no further business to come before the Commission, it was moved by Commissioner Wrice and seconded by Commissioner Niles to adjourn the meeting at 3:45 p.m. The motion carried unanimously. Chairperson Norton did not vote.