

**State of Connecticut  
Commission on Human Rights and Opportunities  
Regular Commission Meeting  
Legislative Office Building – Rm 1A  
Hartford, CT 06106  
Wednesday, February 19, 2014  
2:00 P.M.**



**Minutes  
Regular Commission Meeting**

**Commissioners Present**

Gary Collins, Chairman  
Edith Pestana  
Andrew Norton  
Cesar Noble  
Dawn Niles  
Edward Mambruno, Secretary, via telephone

**Commissioners Absent**

Tracey Gove

**STAFF PRESENT**

Tanya Hughes, Executive Director

David Teed, Assistant Attorney General  
Monica H. Richardson, Executive Secretary  
Bob Zamlowski, Housing, Atty. III  
Alvin Bingham, AA/CC Supervisor  
Jim O'Neill, Legislative Liaison  
Donna Wilkerson –Brillant, Regional Mgr.  
Neva Vigezzi, HRO Rep.

Charlie Krich Principal, Atty.  
Cheryl Sharp, Atty. III  
Michelle Dumas Keuler Atty. III  
Kim Jacobsen, Atty. III  
Alix Simonetti, Atty. III  
Sue Hom, HRO Rep

**I. Chairperson: Gary H. Collins, Presiding**

Chairperson Gary Collins convened the meeting at 2:00 pm. There was one commissioner who attended via teleconference: Commissioner Mambruno – he joined the meeting at 2:04 p.m.

Chairman Collins welcomed everyone in attendance as well as persons representing the agencies that had plans being presented in front of the Commission. They were from DEEP and DCF.

- II.** A motion to approve the January 14, 2014 minutes from the Regular Commission meeting was made by Commissioner Norton. It was seconded by Commissioner Pestana. The motion carried unanimously with Commissioner Niles abstaining.

**III. Affirmative Action Recommendations – Vote Required:**

**A. Staff Recommendations: Approved**

(1) Department of Energy and Environmental Protection

(2) Department of Children and Families

Chairman Collins opened discussion for the plans to be presented. Commissioner Pestana recused herself from the DEEP discussion and vote on this plan.

Alvin Bingham was called upon to present each plan.

**A. Staff Recommendations (Approval)**

**(1) Department of Energy and Environmental Protection**

Representing the agency were Robert Klee, Commissioner and Barbara K. Viadella, EEO Manager.

The Department of Energy and Environmental Protection plan was recommended for approval based on compliance with the following: it contained all elements required; the work force considered as whole was not at parity with the relevant labor market; the agency has not met all its hiring and promotion goals but did meet all of its program goals. The agency demonstrated good faith effort to achieve its goals. There were no deficiencies in the prior plan review. In 2012 the plan was approved. This was the first filing of the plan.

There were no questions, comments, or concerns from the Commissioners.

Commissioner Niles moved to approve the plan and Commissioner Norton seconded it. The motion was approved unanimously. Commissioner Pestana abstained.

**(2) Department of Children and Families**

Representing the agency were Fernando Muniz, Deputy Commissioner, Debi Freund, Director of Diversity and Equity, Victor Brathwaite, Terri-Lynn Johnston, Debbie Sass, all EEO Specialists and Shirley Amos Cooper.

The Department of Children and Families Agency plan was recommended for approval based on compliance with the following: it contained all elements required. The work force considered as

whole was not at parity with the labor market area; the agency has not met all or substantially all of its hiring and promotion goals. It has met substantially all of its program goals. The agency demonstrated good faith efforts to achieve its goals. The prior plan had no deficiencies. The five year history of the plan was 2008, 2009, 2010, 2011, and 2012 were all approved.

There were no questions from the Commissioners.

Commissioner Norton moved to approve the plan and Commissioner Niles seconded it. The motion was approved unanimously.

Fernando Muniz made a statement thanking CHRO and the Commissioners for their continuous support over the years in the development of the plan and specifically, Neva Vigezzi.

Commissioner Klee also made a statement thanking staff at CHRO, specifically Susan Hom.

Chairman Collins duly noted their feedback and noted his appreciation.

#### **IV. Contract Compliance Requirements**

##### **Request for Exemption, University of Connecticut Health Center, Styrolution America, LLC**

Attorney Simonetti recommended that a conditional exemption be granted to UCONN Health Center based on their agreement with Styrolution with the following conditions: that UCONN Health Center includes the required AA/EOE language and that it must be noted in a letter confirming acknowledgement of its protections against discrimination. The letter must include ancestry and confirm the term disability to cover discrimination on the basis of mental, intellectual and physical disability.

Commissioner Pestana made a motion to grant this exemption with conditions, and it was seconded by Commissioner Niles. The motion was approved unanimously.

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

##### **A. Executive Director's Report, Tanya Hughes**

The ED thanked the CHRO staff for their hard work and dedication which included a letter of commendation from one of the agencies. The commissioners were provided with a "snapshot view" of the case closures in the form of a month to month production chart. That production chart also included cases filed and cases settled.

##### **B. Legislative Report**

This report was given by Legislative Liaison, Jim O'Neill. He reported the AA regulations were withdrawn from the Attorney General's office for the purpose of making corrections and then will be resubmitted..

### C. Outreach Report

This report was provided by Executive Director Hughes in Cheryl Sharp's absence. ED Hughes highlighted many items that were in the report, among them being the 'N' word in View symposium tentatively scheduled for April 30, 2014. Also discussed were CHRO's participation in a Fair and Impartial Policing Training program, grant writing and the upcoming Racial Profiling Town Hall meeting in May 2014.

- VI.** A motion was made by Commissioner Pestana to go into Executive Session by Commissioner Pestana to consider the items listed on the agenda under Executive Session. The motion was seconded by Commissioner Norton and approved unanimously at 2:40pm.

### **VII. Return from Executive Session**

The meeting reconvened following the executive session at 3:30pm.

#### **A. Reopening Request**

- (1) Tiana Armstrong v. State of CT, Judicial Branch, CHRO# 1310035

The motion was made to grant the reopening by Commissioner Norton and seconded by Commissioner Pestana. The vote carried unanimously.

- (2) Glen Garrity Sr. v Hartford Financial Services, CHRO#1110373

The motion was made to grant the reopening by Commissioner Noble and seconded by Commissioner Mambruno. The vote carried unanimously.

### **VIII. Adjournment**

A motion to adjourn the meeting was made by Commissioner Pestana and seconded by Commissioner Noble. The vote to adjourn carried unanimously.

The meeting ended at 3:35 pm.

