

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, July 9, 2014
2:00 P.M.**



**Minutes
Regular Commission Meeting**

Commissioners Present

Gary Collins, Chairman
Edward Mambruno, Secretary
Andrew Norton
Dawn Niles

Commissioners Absent

Edith Pestana

STAFF PRESENT

Tanya Hughes, Executive Director
David Teed, Assistant Attorney General
Monica H. Richardson, Executive Secretary
Jim Flynn, Regional Mgr.
Jim O'Neill, Legislative Liaison
Neva Vigezzi, AA Program Analyst

Charlie Krich, Principal Atty
Cheryl Sharp, Deputy Director
Alvin Bingham, AA/CC
Sue Hom, AA/CC
Paul Gaynor, Regional Mgr.

I. Chairperson: Gary H. Collins, Presiding

Chairperson Gary Collins convened the meeting at 2:02pm. He welcomed all to the summer session of the Commission. He made a short statement regarding a defining moment in the Civil Rights movement. It has been 50 years since activists, James Cheney, Michael Schwerner, and Andrew Goodwin were murdered, approximately one month after the Civil rights Act was passed. Every year since then, in Philadelphia, MS, the grave of James Cheney is desecrated on the anniversary of his death. It is a reminder of the sacrifices made and the work still to be done.

II. A motion to approve the June 11, 2014 Minutes from the Regular Commission meeting was made by Commissioner Norton. It was seconded by Commissioner Mambruno. There was an abstention by Commissioner Niles because she was not at the last meeting. The motion carried unanimously.

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

- A. Staff Recommendations: **Approved**
1. Naugatuck Valley Community College
 2. Quinebaug Valley Community College
 3. Tunxis Community College
 4. Bureau of Rehabilitative Services

Chairman Collins recognized all representatives from each agency by name and title and thanked them for attending. Alvin Bingham was called upon to present each plan.

A. Staff Recommendations (**Approval**)

(1) **Naugatuck Valley Community College**

Representing the Agency was Kim Carolina, HR Director, Ronald Clymer, EEOO, and AJ DuBois, Esq., Advisor to President.

Naugatuck Valley Community College was recommended for approval based on compliance with the following: it contained all elements required. The work force considered as a whole and by occupational category is not at parity with the relevant labor market. The agency has not met all hiring and promotion goals. All program goals have been met. The Agency demonstrated good faith effort to achieve its goals. In the five year history of the plan – 2009, 2010, 2011, 2012, and 2013, they were all approved.

Questions: Commissioner Mambruno asked how many students if any with disabilities participated in the work study program. There was no information available at this time. Commissioner Mambruno added that he would ask this question of each agency today. Chair Collins asked if there was a tenure track. How many of them were minorities or what are the demographics of the tenured faculty? There was no information at this time. That information would be forwarded to the Commission by the College.

(2) **Quinebaug Valley Community College**

Representing the Agency was Dr. Carlee Drummer, President and Dennis Sidoti, HR Director and EEO Officer

The Quinebaug plan was recommended for approval based on compliance with the following: it contained all elements required. The work force considered as whole as not at parity with the labor market area; the agency has not met all of its hiring, and program goals. There were no promotion goals. They demonstrated good faith efforts to achieve its goals. The prior plan had no deficiencies. The five year history of the plan is that in 2008, 2009, and 2010 were approved, 2011 it was conditionally approved, and 2012 the plan was approved.

Question: Commissioner Mambruno's question was answered. With regards to students with disabilities and working, it was said there is an active work-study program on the campus that many of the students are involved in as well as the students with disabilities. Actual numbers were not available at this time.

(3) Tunxis Community College

Representing the agency were Dr. Catherine Addy, President, Sharon Gaddy, AA assistant, and Pamela Kowar-Calder, HR Director.

The Tunxis Community College plan was recommended for approval based on compliance with the following: it contained all the elements required; the work force considered as a whole was not at parity with the relevant labor market. The agency was considered in compliance with its hiring because there were no full time positions filled during the reporting period. Promotion and program goals were substantially met. They demonstrated good faith efforts to achieve their goals. The prior plan had no deficiencies. The five year history of the plan was disapproved in 2008, approved in 2009 and 2010, disapproved in 2011 and approved in 2012.

QUESTION: Commissioner Mambruno asked his question regarding students with disabilities and the work study program. It was said by Dr. Addy that students who receive financial aid and part of the work-study program are the ones that receive the jobs.

A motion was made by Commissioner Mambruno to accept the staff recommendations of the four plans, Naugatuck Community College, Quinebaug Valley Community College, Tunxis Community College, and Bureau of Rehabilitative Services. The motion was seconded by Commissioner Niles. The motion carried unanimously.

Commissioner Norton excused himself from reviewing the next plan due to a conflict of interest with respect to the consideration of the affirmative action plan of the Bureau of Rehabilitative services.

(4) Bureau of Rehabilitative Services

Representing the agency were Commissioner Amy Porter, Sabrina Betts, Anne Fairbanks, and Marcia Bonitto.

The Department of Rehabilitation Services was recommended for approval based on compliance with the following: it contained all the 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; all program goals have been met; the agency did demonstrate good faith effort to achieve its goals.

Questions: Commissioner Mambruno asked if many persons or Veterans were part of their program. It was stated that they were not. Chair Collins asked if the goals they had in mind for themselves have manifested or represented the view they have in mind for their agency or if they match our goals. The answer was they have a diversified and interesting pool of people including many with disabilities. They look for ways to increase their pool of students to achieve more goals.

B. Staff Recommendation – Disapproved

(1) Three Rivers Community Technical College

Representing the agency were new President, Mary Ellen Jukoski, Gregory Souza, and Leah Glende.

Three Rivers Community Technical College was recommended for disapproval. The agency has not met all or substantially its hiring, promotion, and program goals and because the Agency did not demonstrate good faith effort to achieve its goals. The history of the five year filing plan is 2008, 2009, and 2010 approved, 2011, disapproved, and 2012 approved.

A statement was made by the new President, Mary Ellen Jukowski concerning the issues with the plan.

Questions: Commissioner Norton asked about an employee’s advisory committee. Neva Vigezzi answered it is not always at the smaller colleges. Can people talk about years of experience or adequate experience? Neva answered that they would rather know what the goal candidate lacked compared to the other goal candidates. Answer to Commissioner Mambruno’s standing question was not available but they would get it.

A motion was made by Commissioner Niles to accept the staff recommendation to disapprove the plan and to rescind the biennial filing status. It was seconded by Commissioner Norton. The motion carried unanimously.

A motion to amend the agenda to consider a request for a contract compliance exemption for a contract with the Department of Transportation, was made by Commissioner Norton and seconded by Commissioner Niles. The motion carried unanimously.

IV. Contract Compliance Requirements

Request for Exemption, Department of Transportation, Right of Way
CHRO Attorney, Alix Simonetti.

Alix Simonetti recommended that the Commissioners grant an exemption to contracts with various property owners at 37 intersections in Waterbury,CT.

A motion was made by Commissioner Norton to grant the request for exemption as presented with the exception that DOT need not provide a list to identify the name, address and phone numbers of all property owners and the land they own and the specifics of each lease. The motion was seconded by Commissioner Niles. The motion carried unanimously.

V. Division Reports

A. Executive Director’s Report, Tanya Hughes

The ED report began with an announcement regarding **the new Deputy Director, Cheryl Sharp** and new manager of the Bridgeport office, Paul Gaynor. We've had several personnel changes in FY2014. Director Hughes noted we are on board with CTS updates and we are on target to go live. We are in preparation for the move to 450 Columbus Blvd. Spacing issues are being attended to presently. Closure statistics are on the production report and overall aged cases were highlighted this time. The case closures for EEOC were discussed. We are closing more cases than we are taking in. The ED read a memo directed towards CASE regarding Phase 2. CHRO was added to the Contract Compliance Bidding Transparency and the ED was there for the signing with Governor Dannel Malloy.

B. Outreach Report, Deputy Director Cheryl Sharp

The summer interns were introduced and there were two of them that participated in the training of some CT contractors. They were given high accolades for their participation. Staff Attorney Kim Jacobsen was noted for her article in the CT Law Journal regarding breast feeding. The Racial Profiling Board and Working Group held a meeting where numbers were released regarding traffic stops. The data is broken down by town. There are several events planned for the coming months at CHRO including the "N" Word in view.. We will keep all updated. Visit our Facebook page!

Legislative Report, Jim O'Neill

The legislative session begins the first week in January, unless there is a special session. Regulations were withdrawn to make some corrections. AAG Teed participates in that process. A comprehensive guide of key legislatures and interests of the Commission are being put together. Revised versions of regulations have to be approved separately. They will not go into the next session.

At 3:15 a motion was made by Commissioner Mambruno and seconded by Commissioner Niles to go into Executive Session to discuss an item listed on the agenda. Invited into the executive session were the ED, the DD, Attorney Dumas-Keular and David Teed, AAG. The motion carried unanimously.

VI. Executive Session

(Requires a two-thirds vote of Commissioner Present and Voting – Staff and Guests invited to attend must be noted.)

A. Reopening Request

Sound Community Services v. Amber Washington Associates
CHRO #125007

VII. Vote on Executive Session

The Commissioners came out of executive session at 3:26 p.m.

Reopening Request

(1) Sound Community Services v Amber Washington Associates, CHRO Case No. 125007

The Respondent, Attorney Levin of Amber Washington Associates made a statement regarding the reopening request. He wants the case reopened to review the consideration portion.

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

IX. Adjournment

A motion to adjourn the meeting was made by Commissioner Niles and seconded by Commissioner Mambruno. The vote to adjourn carried unanimously. The meeting ended at 3:36 pm.

