

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, September 10, 2014
2:00 P.M.**



**Minutes
Regular Commission Meeting**

Commissioners Present

Gary H. Collins, Chairman
Edward Mambruno, Secretary
Edith Pestana
Dawn Niles

Commissioners Absent

Andrew Norton

STAFF PRESENT

Tanya Hughes, Executive Director

Cheryl Sharp, Deputy Director
Charles Krich, Principal Attorney
Monica H. Richardson, Executive Secretary
David Teed, Assistant Attorney General
Alvin Bingham, AA/CC Supervisor
Donna Wilkerson- Brilliant, Regional Mgr.

Jim Flynn, Regional Manager
Neva Vigezzi, HRO Rep
Sue Hom, HRO Rep
Jim O'Neill, Legislative Liaison
Danielle Caron, Intern

- I. **Chairperson:** Gary H. Collins
Chairman Collins convened the meeting at 2:00 p.m. He acknowledged the tragedy in Ferguson, Mississippi and the civil rights challenge to the Commission to address these issues through education, advocacy, and enforcement. Chair Collins thanked Commissioner Mambruno for chairing the August Commission meeting.

- II. **Secretary:** Edward Mambruno
A motion was made by Commissioner Pestana to approve the minutes from the August 13, 2014 Regular Commission meeting. It was seconded by Commissioner Mambruno. The motion carried unanimously.

III. Affirmative Action Recommendations – Vote Required

All plans were presented to the Commissioners by Alvin Bingham.

A. Staff Recommendations : Approved

1. Office of the Attorney General

Representing the agency were Perry Zinn-Rowthorn, Deputy Attorney General and Susan Cavanaugh.

The Affirmative Action plan of the Office of the Attorney General was recommended for approval based on compliance with the following: It contained all elements required; the agency demonstrated good faith effort to achieve its goals; the agency has not met all of its hiring goals (46%). Their promotion goals were 47.4 %. There were no program goals set. There were no deficiencies in the prior plan review. The five year filing history is as follows: 2009, 2010, 2011, 2012 and 2013 the plans were all approved.

There were no questions or comments from the Commissioners.

2. Office of the State Comptroller

Representing the agency were P. Martha Carlson, Deputy Comptroller, Sandra Cady, and Johnette Tolliver

The plan for the Office of the State Comptroller was recommended for approval based on compliance with the following; It contained all elements required; the Agency demonstrated good faith efforts to achieve its goals; it has not met or substantially met all of its hiring (33%), promotion (50%), and program goals (66%). There were no deficiencies in prior plan review. The five year filing history is as follows 2009, 2010, and 2011 they were approved. In 2012 it was disapproved and 2013 approved.

Chair Collins asked what were the 7 professional positions noted. The answer was IT and internal auditors.

3. Board of Regents for Higher Education

Representing the Board of Regents were President Dr. Gregory Gray, Laurie Dunn, Leah Glende.

The plan was recommended for approval based on compliance with the following: it contained all elements required; the work force is not at parity with the relevant labor market, though it did not meet all of its hiring (41.7%). No promotion

goals were set, and program goals were met 100%, the Board of Regents demonstrated good faith efforts to achieve its goals. There were no deficiencies in its prior plan. The filing history is as follows: 2012 approved and 2013 was conditionally approved.

4. Department of Education

Representing the Agency were Commissioner Stefan Pryor, Charlene Russell-Tucker, Levy Gillespie, and Barbara Brown..

The Affirmative Action plan for the Department of Education was recommended for approval based on compliance with the following: it contained all elements required; the work force as a whole is not considered at parity with the relevant labor market; the agency had not met all or substantially all of its long term hiring goals (52.9%) and promotion goals (70%) and its program goals(50%); the agency demonstrated good faith efforts to achieve its goals; there were no deficiencies in its prior plan. The five year filing history is as follows: 2009, approved and 2010, 2011, and 2012 were disapproved, and 2013 was approved.

A question was asked by Chair Collins as to why were the plans disapproved for 3 years. Dr. Kennedy answered the change in structure contributed to this, as well as a number of hires that didn't go through the affirmative action process.

5. Central CT State University

Representing the University was President Jack Miller, Rosa Rodriguez, and Sharon Gaddy.

The Affirmative Action plan for the Central CT State University was recommended for approval based on compliance with the following: it contained all elements required; the work force as a whole is not considered at parity with the relevant labor market; the agency had not met all or substantially all of its long term hiring goals (51.2%) and promotion goals (50%) Its program goals were 100% met; the agency demonstrated good faith efforts to achieve its goals; there were no deficiencies in its prior plan. The five year filing history is as follows: 2009, approved by default and 2010, approved, 2011, disapproved and 2012, approved, and in, 2013 approved.

Commissioner Mambruno made a motion to accept the staff recommendation of approval for Affirmative Action plans for Office of the Attorney General, Office of the State Comptroller, Board of Regents for Higher Education, Department of Education and Central State University. The motion was seconded by Commissioner Pestana. The motion carried unanimously.

B. Staff Recommendation: Disapproved

1. Charter Oak State College

The representatives for this agency were Ed Klonoski, President and Clifford S. Williams, who serves as Chief Financial Officer, Administrative Officer, and Affirmative Action representative.

The Affirmative Action plan for the Charter Oak State College was recommended for disapproval based on the following: it contained all elements required; the work force as a whole is not considered at parity with the relevant labor market; the agency had not met all or substantially all of its long term hiring goals (11.1%). There were no promotion goals for this reporting period. Its program goals were 100% met; the agency did not demonstrate good faith efforts to achieve its goals. There were no deficiencies in its prior plan. The five year filing history is as follows: 2008, approved, 2009 disapproved, 2010 and 2011 conditionally approved and in 2012, it was approved.

IV. Division Reports:

A. Executive Director's Report, Director Tanya Hughes

Director Hughes presented the production report for the production year FY 2014-15. It was shown that our aged inventory has continuously decreased in the past year. Personnel updates were made regarding appraisals for the managerial staff. This hasn't been done in the past three years. The CTS system is being tested on a more advanced level. The glitches are being worked on. The Agency wide training will be held in early December. The Norwich regional office has to be renovated and the move to 450 Columbus Blvd is moving forward as planned. CHRO was featured on CT-N airings: the LGBTQ Symposium and the Contract Compliance Bid Transparency group. CHRO was well represented at both.

B. Outreach Report

Deputy Director Sharp introduced, Danielle Caron, an intern who will be with us for a year working closely with policy and education. Every CHRO employee is being interviewed for the Agency strategic plan. Ninety percent of them have met with the Deputy Director. Good and useful information is coming out of that, such as getting more information to the public by doing library tours. Other initiatives are being worked on. The 50th anniversary of the Civil Rights Act is being celebrated at the University of Hartford and CHRO has been invited to sit on the panel. The first Racial Profiling report will be coming out this month which was preceded by a press release from CCSU on September 10, 2014.

C. Legislative Report

The proposed AA regulations were resubmitted to the Regulation Review

Committee on September 4, 2014. The 2015 session will begin in January of 2015. He reported that we had solicited input from each division on areas that will improve their ability to perform their jobs more effectively and efficiently.

V. Executive Session:

(Requires a two-thirds vote of Commissioners Present and Voting – Staff and Guests Invited to attend Must Be Noted)

Chair Collins called for the meeting to go into executive session at 3:07 pm. He asked that Director Hughes, Deputy Sharp, and Assistant Attorney General Teed attend that session. A motion to go into Executive session was made by Commissioner Mambruno and seconded by Commissioner Pestana. The motion carried unanimously.

VI. Vote on Executive Session Items

The meeting resumed at 3:20 p.m.
There were no votes taken under executive items.

VII. Adjournment

A motion was made by Commissioner Mambruno adjourn the meeting and seconded by Commissioner Pestana. The motion to adjourn carried unanimously.
The meeting ended at 3:22 p.m.