

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, January 14, 2015
2:00 p.m.**



**Regular Commission Meeting
Minutes**

Commissioners Present

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

STAFF PRESENT

Tanya Hughes, Executive Director

Cheryl Sharp, Deputy Director	Jim Flynn, Regional Manager
Monica H. Richardson, Executive Secretary	Sue Hom, HRO Rep
David Teed, Assistant Attorney General	Neva Vigezzi, Program Analyst
Alvin Bingham, AA/CC Supervisor	Danielle Caron, Intern
Donna Wilkerson- Brillant, Regional Mgr.	Jim O'Neill, Legislative Liaison
Kim Jacobsen, Attorney III	
Michelle Dumas Keuler, Attorney III	

I. Chairperson: Gary H. Collins, Presiding

Chairman Collins convened the meeting at 2:00 p.m. He welcomed all to the first meeting of the New Year. He and the other Commissioners applauded the staff of CHRO for all their efforts in the past year. He noted that a local newspaper has reported that CHRO is leading a group of agencies that are addressing bullying, discrimination, and sexual harassment in schools.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Mambruno to approve the minutes from the December 10, 2014 Regular Commission Meeting. It was seconded by Commissioner Norton. The vote was unanimous

III. Affirmative Action Recommendations – Vote Required

The plan was presented to the Commissioners by Alvin Bingham.

A. Staff Recommendations: Approved

1. Department of Banking

Representing the agency was Victoria Soucy, Affirmative Action designee, Bonnie Schlechtweg of Human Resources, and Bruce Adams, General Counsel.

The Affirmative Action plan of the Department of Banking 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; the agency has not met all or substantially all of its hiring goals (60%), but did substantially meet its program goals (75%). There were no promotion goals. There were no deficiencies in the prior plan review. The five year filing history is as follows: 2007, 2008, 2009, 2010, and 2012, the plans were approved.

A motion was made by Commissioner Mambruno to approve the Department of Banking plan. It was seconded by Commissioner Pestana. The vote was unanimous.

Note: Recognition of DESPP plan was not ready for review for this meeting. A telephone conference will be scheduled prior to January 28, 2015. Commissioner Schriro was present.

Affirmative Action/Contract Compliance Supervisor, Alvin Bingham, further reported on contract compliance activity for the month of December advising that there was an informational, review/training session. Approximately 10 contractors came to CHRO's Central office to work on their contract compliance plans

IV. Division Reports:

A. Executive Director's Report

This report was presented by Executive Director Tanya Hughes.

She reported that the agency is encouraged and excited about the collaborations with other groups that have been strengthened over the past 18 months; there are several anticipated vacancies in CHRO coming up over the next few months due to retirement. The agency is aggressively seeking to address the need for critical refills.

CHRO working closely with the BEST on the CTS in response to our tracking needs and to address queries from other groups who are interested in the statistical data we can provide for their organization such as the AAPAC who made such requests at a recent training meeting attended by Director Hughes and Deputy Sharp.

Feedback from the December training revealed that the CHRO agency wide training was well received by the staff. Director Hughes thanked the Commissioners who were able to attend.

CHRO welcomed the 2015 legislative session by planning a legislative breakfast reception on January 21, 2015 to encourage support of our legislative agenda and provide information on our progress and developments. The production numbers for CHRO reflect a significant reduction in aged inventory (5%). Chair Collins noted that when he came to the Commission just one year ago, the number was 20%. “Tremendous progress is revealed by this number from a year ago...Bravo!” The monetary settlements for this fiscal year are noted at 2.5 million dollars to date. A strong suggestion was made by Commissioner Norton to use more visual aids to highlight our achievements as well as what CHRO does.

Director Hughes and Deputy Sharp noted that they will have visual aids and a booklet of information to distribute at the legislative breakfast.

B. Outreach Report

This report was presented by Deputy Director Cheryl Sharp who reported the following:

- The Agency was on the front page of the Hartford Courant for working with US Department of Justice and Americans with Disabilities in regards to the Education Work Group.
- The MLK Holiday Commission will hold it annual event at the Capitol, Monday January 19, 2015. CHRO serves as secretariat to this commission and will participate in this event.
- Deputy Sharp and Jim O’Neill attended had a celebration in December honoring Senator Coleman.
- The CHRO blog has grown exponentially and has international bloggers from several countries.
- The Great Debate (Howard University v. Harvard University) sponsored by the NAACP is coming up. CHRO has expressed a desire to participate and /or serve as a sponsor to this event. A suggestion was made to somehow live-stream it.
- The first Racial Profiling report will be issued in February by Central Connecticut State University and others (DOT).

C. Legislative Report

Jim O’Neill presented on the following:

- The Legislative session began on January 7, 2015. There are going to be weekly reports for our Agency.
- The regulations will be resubmitted to the AG’s office for consideration

- Meet and Greet set for next month will be held in the Old Judiciary room. There will be further information given on this at a later date.
- The MLK event will take place in the North Lobby of the Capitol on Monday, Jan 19, 2015 from 11-1.

V. Executive Session:

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

At 2:50 p.m. a motion was made by Commissioner Pestana to go into Executive Session. It was seconded by Commissioner Mambruno. The motion carried unanimously. Invited into that session were Director Hughes, Deputy Sharp, Attorney Kim Jacobsen, Attorney Michelle Dumas Keuler, and Assistant Attorney General David Teed.

VI. Vote on Executive Session:

The Commissioners came out of Executive Session at 3:20 p.m.

The Reopening request for Matejek v. Archdiocese of Hartford was voted upon. A motion was made by Commissioner Mambruno to accept the recommendation to grant the reopening. It was seconded by Commissioner Pestana. The motion carried unanimously.

VII. Adjournment

A motion was made by Commissioner Niles to adjourn the meeting and seconded by Commissioner Norton. The motion to adjourn carried unanimously. The meeting ended at 3:25 p.m.