

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, December 9, 2015
2:00 p.m.**



Regular Commission Meeting Minutes

Commissioners Present

Edward Mambruno
Edith Pestana
Joseph Suggs
Andrew Norton
Shuana Tucker
Lisa Giliberto

Commissioners Absent

Dawn Niles

STAFF PRESENT

Tanya Hughes, Executive Director
Cheryl Sharp, Deputy Director
Emily Melendez, Assistant Attorney General
Spencer Hill, Commission Counsel I
Monica H. Richardson, Executive Secretary

I. **Secretary**

The meeting convened at 2:06 p.m.

Commissioner Suggs made a motion to elect Ed Mambruno as chair for the Commission meeting. Commissioner Pestana seconded the motion. The vote was unanimous. The motion carried.

II. **Approval of the Minutes**

A motion was made by Commissioner Tucker and seconded by Commissioner Suggs to approve the Minutes of the November 18, 2015 Regular Commission Meeting. The vote was 4 -yes and 1 – abstention. The motion carried.

III. Affirmative Action Recommendations – Vote Required

The four plans, Division of Criminal Justice, Department of Motor Vehicles, Department of Agriculture, and the Department of Motor Vehicles were presented by Deputy Director Sharp.

Commissioner Mambruno stated the Agenda had the Department of Agriculture's plan listed as recommended for approval. It was in fact recommended for conditional approval.

A. Staff Recommendations: **Approved**

1. Division of Criminal Justice

Representing the agency were Chief State's attorney, Kevin Kane, and Ngina McMillian.

The plan 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 did not meet all or substantially meet all of its hiring goals at 18.2%, the promotion goals were met at 35.3% and the program goals were met at 100% for this filing period. There were no deficiencies in the prior plan review. The five year filing history is as follows: 2010, 2011, 2012, 2013, and 2014, the plans were approved. **They will retain their annual filing status.**

2. Department of Motor Vehicles

Representing the Agency were Commissioner Andres Ayala Jr., Daniel Callahan of HR, Natalie Shipman of EEO and Angela Bounannata

The plan 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 did not meet all or substantially meet all of its hiring goals at 38.5%, the promotion goals were met at 43.8% and program goals were met 100% for this filing period. There were no deficiencies in the prior plan review. The five year filing history is as follows: 2010, 2011, 2012, 2013 and 2014, they were approved. **They will retain their annual filing status.**

A motion was made by Commissioner Pestana and seconded by Commissioner Tucker to approve the plans and retain the filing status of the Division of Criminal Justice and the Department of Motor Vehicles. The vote was 4-yes, 0-no. The motion carried.

B. Staff recommendation: **Conditional Approval**

3. Department of Agriculture

Representing the Agency were Commissioner Steven Reviczky, George Krivda, Alicia Nunez, and Jason Bowza.

The plan was recommended for **conditional approval** based on compliance with the

following: It contained all elements required; the agency partially demonstrated good faith efforts to achieve its goals; the agency did not meet all or substantially meet all of its hiring goals at 9.1%, the promotion goals were met at 100% and program goals were met at 100% for this filing period. There were no deficiencies in the prior plan review. The five year filing history is as follows: 2008, 2009, 2010, 2011 and 2013, they were approved. **They will retain their biennial filing status.**

A motion was made by Commissioner Norton and seconded by Commissioner Pestana to change the Conditional Approval to **Approval**. The vote was 2-yes and 2-no. Commissioner Mambruno voted yes, breaking the tie. The motion carried.

C. Staff Recommendation: **Disapproval**

4. Department of Early Childhood

Representing the Agency were Commissioner Myra Jones-Taylor and Levy Gillespie.

The plan was recommended for disapproval because in Section 46a-68-39, the Availability Analysis - the data used in all occupational categories was incorrect. A few of the categories that subsequently followed this data analysis were affected and thus incorrect also.

A motion was made by Commissioner Pestana and seconded by Commissioner Tucker to accept staff recommendation for a **Disapproval** of the plan. The vote was 4-yes, 0-no. The motion carried.

This was the first filing for the Department of Early Childhood. They have **semi-annual filing status**.

IV. Division Reports

Executive Director's Report, Tanya Hughes, Executive Director

Director Hughes spoke on the November production report in more detail. The report shows cases filed in the regional offices and the breakdown by number of cases filed, closed, and aged inventory. Contract Compliance shows the numbers of cases reviewed and maintenance of them.

The regional offices information shows the investigators progress. The West Central Region is the top producing region reporting 0% aged inventory. New uniformity standards are beginning to show positive effects. All aged cases are to be eliminated by the end of the fiscal year.

Outreach Report, Cheryl Sharp, Deputy Director

Deputy Director Sharp gave a report on the many successful outreach activities:

Future: Anti-Bullying workshop at the Islamic Center in Windsor; Implicit Bias Training; Staff training on Dec 10; The LGBT bullying webinar on Jan 8.

Successes: Anti-Sexual Harassment training for employees by the Commission's Legal counsel; Race in America; Race in CT at St Peter's Church in Windsor.

Events are listed in the full December Outreach Report.

V. Executive Session:

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

There was no Executive session.

VI Vote on Executive Session items:

(Action May Be Required)

VII. New Business

VIII. Old Business

IX. Adjournment

A motion was made by Commissioner Pestana to adjourn the meeting and seconded by Commissioner Tucker. The motion to adjourn carried unanimously. The meeting ended at 4:07 p.m.