

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106**



**Wednesday, June 10, 2015
2:00 p.m.
Regular Commission Meeting Minutes**

Commissioners Present

Andrew Norton
Edward Mambruno
Edith Pestana
Shuana Tucker
Joseph Suggs

Commissioners Absent

Gary Collins, Chair
Dawn Niles

STAFF PRESENT

Tanya Hughes, Executive Director

Cheryl Sharp, Deputy Director
Monica H. Richardson, Executive Secretary
Donna Wilkerson- Brilliant, Regional Manager

Emily Melendez, Asst. Atty. General
Jim Flynn, Regional Manager
Jim O'Neill, Legislative Liaison

I. Andrew Norton, Presiding Chair

Commissioner Norton convened the meeting at 2:02 p.m.

II. Approval of the Minutes

Commissioner Mambruno moved to approve the Minutes from the May 20, 2015 Regular Commission Meeting. Commissioner Pestana made the motion to approve the Minutes and the motion was seconded by Commissioner Tucker. The motion was approved unanimously.

III. Affirmative Action Recommendations – Vote Required

The presiding Chair, Commissioner Norton asked for a vote from the Commissioners to regarding staff recommendations to approve the three AA Plans; CT State Library (retain their biennial filing status), Manchester Community College (retain their biennial filing status), and Capital Community College (retain their annual filing status). The motion was made by Commissioner Mambruno to accept staff recommendations and seconded by Commissioner Tucker. The vote was unanimous; motion carried.

The plans were presented to the Commissioners by Deputy Director Cheryl Sharp.

Staff Recommendations: **Approved**

1. CT State Library

Representing the agency were State Librarian Kendall Wiggin and Jamila Goolgar, DAS EEO Designee.

The affirmative action plan of the CT State Library 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 had not met all or substantially all of its hiring goals (14.3); there were no promotion goals/ they met all of the program goals (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, 2013 the plans were approved.

2. Manchester Community College

Representing the agency were President Gena Glickman and Leah Glende, Manager of Diversity.

The affirmative action plan for Manchester Community College 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 had not met all or substantially all of its hiring goals at 60%. The agency met its promotion goals at 38% and met all of their program goals (100%). There were no deficiencies in the prior plan review and therefore in compliance with the B4 standard. The five year filing history is as follows: 2010, 2011 were disapproved; 2012 the plan was approved; 2013 the plan was conditionally approved. (*Deputy Director Sharp corrected the written report which erroneously listed the 2013 plan as having been approved).

Commissioner Suggs asked about the trends seen when hiring a diverse staff over a number of years. President Glickman said "an increase in the adjunct staff is on the horizon and the minority population has increased from 30% to 40% this year". Commissioner Norton congratulated them on turning around their approval of their AA plans.

3. Capital Community College

Representing the agency were President Wilfredo Nieves and Rita Kelly, the Affirmative Action Officer.

The affirmative action plan for Capital Community College 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 had not met all or substantially all of its hiring goals (35.7%), and substantially met its promotion goals (100%). There were no program goals during this filing period. There were no deficiencies in the prior plan review. The five year filing history is as follows: 2008, conditionally approved; 2009, disapproved and 2010, 2011, and 2013 – approved.

Commissioner Suggs asked for the numbers of minorities on the staff. President Nieves and Rita Kelly provided the demographics of the student body which are 32% are African American, 28% are Latina, 16% are Asian, and 20% are white. The non-instructional staff is 50% minority also. The professional staff is approximately 40% people of color.

A motion was made by Commissioner Mambruno to accept the staff's approval for the three plans- CT State Library, Manchester Community College, and Capital Community College. It was seconded by Commissioner Tucker. The motion was unanimously carried.

Staff Recommendation: **Disapproved**

Representing the Agency were President Edward D. Klonoski and CFO, Clifford S. Williams.

1. Charter Oak State College

The AA plan for Charter Oak Community College was recommended for disapproval. The agency has not met or substantially met all of its hiring goals (33.3%). There were no promotion goals for this filing period. The program goals were met at 80%. A goal applicant search of 64 persons yielded numerous persons not qualified.

Commissioner Tucker asked about the screening process for applicants and who does the screening. The answer was that a search committee actually does this; a data base system was put into place for this purpose.

A motion was made by Commissioner Norton to accept the staff recommendation of disapproval and retain annual filing status. It was seconded by Commissioner Mambruno. The motion carried unanimously.

IV. Contract Compliance Requirements:

Request for Exemption: Standard and Poor's Financial Services LLC
CHRO Attorney, Alix Simonetti

Representing the agency were Veronica Cook, Program Director of UCONN Supplier and Diversity and Amy Horn from Procurement, and Associate Professor George Plesco.

UCONN reported that the data base subscriptions are about to expire and an agreement is currently being drafted. CHRO Attorney Alix Simonetti expressed concerns about additional information that was received on the day of the meeting that in her opinion would alter the commission's ability to make a determination. Commissioner Suggs recommended that the parties caucus and table this matter for later on the agenda. After a brief discussion outside the meeting room with Attorney Alix Simonetti, the parties agreed to redraft the exemption letter by June 30 to include the newly received information.

A motion was made to accept Standard and Poor's financial Services, LLC for exemption by Commissioner Tucker and it was seconded by Commissioner Pestana. The motion carried unanimously.

V. Request for Reopening:

Susan Mende v. Office of the Attorney General.
CHRO No. 1510131,
Attorney Michelle Dumas Keuler

Following extensive testimony from the complainant, respondent and commission staff, Commissioner Pestana made a motion to accept the recommendation to deny the reopening. It was seconded by Commissioner Mambruno. The motion was unanimously upheld.

VI. Request for Declaratory Ruling

Michael Booker v. City of Bridgeport, Police Dept.
CHRO case No. 1520392
CHRO Attorney, Charles Krich

Attorney Krich presented the commission's recommendation to set this matter down for a specified proceeding. The City of Bridgeport Police Dept. was represented by City Attorney Betsy A. Ingram who identified herself and asserted that CHRO has no jurisdiction over public accommodation in police departments.

Commissioner Mambruno moved to seek discovery on jurisdiction over public accommodations for other municipalities and Bridgeport. Commissioner Pestana seconded it. Commissioner Mambruno later moved to withdraw the previous motion and Commissioner Pestana seconded rescinding the motion.

Commissioner Mambruno then moved to set the case down for specified proceedings, particularly, to continue the investigation. It was seconded by Commissioner Pestana. The motion carried unanimously.

VII. Division Reports:

A. Executive Directors Report, Executive Director Tanya Hughes

The Executive Directors report relayed current status of aged cases and showed the progression/ history of how far the agency has advanced in one and half years. It was reported that the West Central regional office is down to zero aged cases and Regional Manager Donna Wilkerson Brilliant was asked to stand and be recognized for her and her staff's efforts. The Director made a brief statement on the conditionally approved CHRO plan and actions taken to rectify the conditional approval.

B. Outreach Report, Deputy Director Cheryl Sharp

The Outreach report was submitted but there was no time left to present the report.

C. Legislative Report, Jim O'Neill

The report was submitted but there was no time left to present the report.

VIII. 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.

IX. Vote on Executive Session:

X. New Business – None

XI. Old Business - None

XII. 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 4:25pm.