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



**Wednesday, July 8, 2015**  
**2:00 p.m.**    
**Regular Commission Meeting**  
**Minutes**

**Commissioners Present**                                       **Commissioners Absent**

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

Joseph Suggs Shuana Tucker

Edith Pestana

**STAFF PRESENT**  
Tanya Hughes, Executive Director

Cheryl Sharp, Deputy Director                                Jim Flynn, Regional Manager  
Monica H. Richardson, Executive Secretary          Jim O’Neill, Legislative Liaison  
Emily Melendez, Assistant Attorney General         Paul Gaynor, Regional Manager  
Donna Wilkerson- Brillant, Regional Manager                           

1. **Chairperson:** Andrew Norton, Presiding

Acting Chairman Norton convened the meeting at 2:09 p.m.   He opened with an announcement that Chair Collins would not attend due to traffic in NY.

1. Approval of the Minutes

A motion was made by Commissioner Mambruno to approve the minutes from the April 8, 2015 Regular Commission Meeting. It was seconded by Commissioner Pestana.  The vote carried unanimously.

1. **Affirmative Action Recommendations – Vote Required**

Commissioner Norton asked that three of the four plans (Naugatuck Valley Community College, Three Rivers Community College, and the Military Department) recommended for approval be taken up for a vote before recusing himself from the discussion of one plan (Department of Rehabilitation Services).

A motion was made by Commissioner Suggs to act on staff recommendation for approval of the three plans, Naugatuck Valley CC, Three Rivers CC, and the Military Dept. It was seconded by Commissioner Mambruno.

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

Staff Recommendations: **Approved**

1. **Naugatuck Valley Community College**

Representing the agency were Kimberly Carolina and Ronald Clymer.

The affirmative action plan of Naugatuck Valley CC 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 met or substantially met its hiring goals (42.9%), and met its promotion goals (50%). The 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, the plans were approved.

Commissioner Mambruno commented on the college excelling in their summer programs for the high school youth. Commissioner Suggs asked about the level of diversity, especially in the executive and administrative positions. Ronald Clymer answered by saying, “Currently, the executive staff is at 28% and the teaching staff is at 17% and we hope to increase those numbers during the job search by the selection committee.” Mr. Clymer thanked the Commission’s staff for their continuous help with the AA plans.

**2.  Three Rivers Community College**

Representing the agency was President Mary Ellen Jukosi and Louise Suma.

The affirmative action plan for Thee Rivers CC 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 not met all or substantially all of its hiring goals (45.5%). They met promotion goals at 40% and its program goals were met at 100%. There were no deficiencies in the prior plan review and therefore in compliance with the SECTION 46a-68-59(b)(4) standard. The five year filing history is as follows: 2009 and 2010 approved, 2011 conditionally approved, in 2012 approved, and 2014 disapproved.

Commissioner Suggs asked if the college is seeking to attain more diversity in the executive and managerial jobs. President Jukosi responded the community at Three Rivers is committed to diversity and it is a concern of theirs, announcing that they recently appointed an Asian male to the Leadership Team. The college explained that in their search for higher qualified individuals, the positions are not desirable because there’s no protection or the individuals want to remain in a mangers union. It is one of the challenges the colleges face. Their adjunct population is more diverse than the management staff as they are more representative of the student. The President thanked Neva Vigezzi of CHRO for her invaluable help.

1. **Military Department**

Representing the Military Department was Mr. Anthony Lewis, Human Resources Director.

The affirmative action plan of the Military Department 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 met all or substantially all of its hiring goals at 63.6%, and substantially met its promotion goals at 100%. They substantially met program goals at 100%. There were no deficiencies in the prior plan review therefore in compliance with the SECTION 46a-68-59(b)(4) standard. The five year filing history is as follows: 2008, 2009, 2010, 2011, and 2013, the plans were approved and the Military Department will retain its biennial filing status.

Commissioner Norton asked to explain the differences in state of CT hires and those with military/federal involvement. Mr. Lewis responded that the governor appoints a Commissioner who is also a General in the military. He works with both the state (120 employees) and the federal (3000 employees). The employees work side by side at about 30 facilities throughout the state. There is both a state and federal AA plan. Mr. Lewis thanked the CHRO for their assistance.

Commissioner Norton then announced that he was ready to act on the pending motion to accept staff recommendations of the three above plans, Naugatuck Valley CC (retain annual filing status), Three Rivers CC(retain annual filing status), and the Military Department (retain biennial filing status). The motion was unanimously approved.

1. **Department of Rehabilitation Services**

**Commissioner Norton, having recused himself from the discussion of the Department of Rehabilitation Services passed the gavel over to Commissioner Mambruno and asked to be retrieved when the discussion is over.**

Representing the agency were Ms. Porter and Ms. Fairbanks.

The affirmative action plan of the Department of Rehabilitation Services 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 at 50%, and its promotion goals at 44%. They substantially met program goals at 100%.   There were no deficiencies in the prior plan review therefore met the B4 standard. The filing history is as follows: in 2012, 2013, and 2014, the plans were approved. This is a new agency thus they will retain annual filing status.

A motion was made by Commissioner Mambruno, moved by Commissioner Pestana to accept CHRO staff’s recommendation for the agency to retain its annual filing status. It was seconded by Commissioner Suggs. The motion carried unanimously.

Commissioner Mambruno noted the importance internships at the agency, especially for the students about to enter the workforce with disabilities.

The agency works hard and steadily to seek to increase the diversity of their staff. Thanks was given to the CHRO especially Neva Vigezzi.

Commissioner Norton returned to chair the meeting.

1. Division Reports:
2. Executive Director’s Report

This report was presented by Executive Director Tanya Hughes.

Ms. Hughes reported that the agency has renewed its request for critical personnel refills and the newly appointed Human Rights Referee to begin work. She announced that Jim Flynn, the Norwich manager was celebrating a special anniversary with CHRO- 25 years. Jim worked hard on the new CTS which is currently working out well. An agency wide outing is being planned with dates in August/September. A federal and state listening tour is being planned with direct involvement from the ED. She will collaborate with HUD and EEOC in Wash DC; CHRO will co-host an event with MS Foundation, an event at Martha’s Vineyard, MA. She stated, “We want to solidify our place as the premier civil rights organization in the country.” Ms. Hughes announced that future reporting of the Case Production will eventually be captured in a spreadsheet formula for greater accuracy and consistency. We have secured over $9 million in settlements to date. The West Central region has maintained its standing as the region with the lowest amount of aged cases (0). The regions vary from 5-8 investigators, therefore we closely monitor the need to transfer work for more equal distribution.

B. Outreach Report

This report was presented by Deputy Director Cheryl Sharp

The summer interns were acknowledged from various colleges and universities. Not all of them are law students, some are undergraduates and graduate students of a different discipline but an interest in Civil Rights. Ms. Sharp announced that Alexandra Pendergrast, one of our Kid’s Court student participants will interview President Barack Obama. “We continue to raise the social conscious of all persons we come in touch with and are proud to see one of them go on to do bigger and better things,” said Ms. Sharp.

Deputy Sharp announced the winners of our Leaders and Legends awards which will take place on July 30 at the Capitol. The uniformity committee has completed its process and the results are being placed into a manual format. It will be strictly enforced throughout the Regional offices. The Business training institute is streamlining it trainings to accommodate more businesses. The school to Prison Pipeline Forum (in which the Governor - Second Chance society- has been invited) will take place August 11.

Attorney Kim Jacobsen will be a guest speaker at Hartford Hospital for World Breastfeeding Week. Charles Krich will be honored by The CT Law Tribune with a formal ceremony in October.

C. Legislative Report

Jim O’Neill presented on the following:

The Legislative SB 446 which deals with Domestic workers was addressed in session

A significant change was presented with the new regulations regarding Mandatory Mediation

V. Reopening:

CHRO Case Numbers 1450016,1450017,1450018, and 1450019, Bazile

Michelle Dumas Keuler, Attorney 3

The Complainant’s attorney, Venoul Fountain spoke on behalf of the Baziles in this housing discrimination complaint.

A motion was made by Commissioner Mambruno to accept CHRO’s recommendation not to reopen case numbers 1450016, 1450017, 1450018 and 1450019. It was seconded by Commissioner Suggs. The motion carried unanimously.

VI. Executive Session:

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

VII. Vote on Executive Session:

VII. Adjournment

A motion was made by Commissioner Pestana to adjourn the meeting and seconded by Commissioner Suggs. The motion to adjourn carried unanimously.

The meeting ended at 3:25 p.m.