

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, October 12, 2016
2:00 p.m.**



Regular Commission Meeting Minutes

Commissioners Present

Cherron Payne, Chair
Dawn Niles
Edith Pestana
Andrew Norton
Joseph Suggs
Lisa Giliberto

Commissioners Absent

Edward Mambruno, Secretary
Shuana Tucker

Staff Present

Tanya Hughes, Executive Director
Cheryl Sharp, Deputy Director

Charles Krich, Principal Attorney	Monica Richardson, Executive Secretary
Alix Simonetti, Commission Counsel III	Yvonne Duncan, Commission Counsel II
Michelle Dumas Keuler, Commission Counsel III	Donna W. Brilliant, Regional Manager

I. Chairperson, Cherron Payne, Presiding

The meeting convened at 2:03 p.m.

II. Secretary, Edith Pestana for Edward Mambruno

A motion was made by Commissioner Suggs to approve the Minutes of the September 14, 2016 Regular Commission Meeting. It was seconded by Commissioner Norton. The motion carried unanimously.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp: Department of Public Health, Western CT State University, Eastern CT State University, and the Department of Children and Families.

A. Staff Recommendations: **Approval**

1. Department of Public Health

Representing the agency were Dr. Raul Pino, Commissioner, Yvonne Addo, Deputy Commissioner, Mike Carey, Amanda Anduaga-Roberson and Jennifer Borenski.

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 or substantially meet all of its hiring goals at 64%, promotion goals were met at 57.4% and program goals were 100% met for this filing period. There were no deficiencies in the prior plan review.

The Contract Compliance Set-Aside Program for FY 2014/2015 showed 700% for the SBE Goal achievement and 1054% for the MBE.

The five year filing history is as follows: 2011, approved, 2012, disapproved, 2013, 2014, and 2015, were approved. They were recommended for approval and to retain their annual filing status.

A motion was made by Commissioner Andrew Norton and seconded by Commissioner Pestana to **approve** the plan and retain the annual filing status of the Department of Public Health. The motion carried unanimously.

2. Western CT State University

Representing the college was President John B. Clark, Mr. Fred Cratty, Chief of Human Resources, Mr. Daryle Dennis and Debi Freund of DCF.

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 53.6%. The promotion goals were met at 25% and the program goals were 100% met for this filing period.

The Contract Compliance Set-Aside Program for FY 2014/2015 showed 144% goal achievement for the SBE and 269% for the MBE.

The five year filing history is as follows: 2011, 2012, 2013, 2014 and 2015 were approved. They were recommended to retain their annual filing status.

A motion was made by Commissioner Suggs and seconded by Commissioner Niles to

approve the plan and retain the annual filing status of Western CT State University. The motion carried unanimously.

3. Eastern CT State University

Representing the University was President Dr. Elsa Nunez, Associate VP for Equity and Diversity Dr. Stacy Close and Mr. Jiangou Zhu, HR.

The plan was recommended for **approval**.

The agency demonstrated good faith efforts to achieve its goals: the agency did not meet all or substantially meet all of its hiring goals with hiring goals of 44%; promotion goals were met at 41.7% and 100% of program goals were met for this filing period.

The Contract Compliance Set-Aside Program for FY 2014/2015 showed 290% goal achievement for the SBE and 748% for the MBE.

The filing history is as follows: 2011, 2012, 2013, 2014, and 2015, approved. They are recommended for approval and to retain annual filing status.

A motion was made by Commissioner Niles and seconded by Commissioner Suggs for approval of the proposed affirmative action plan for the Eastern CT State University and to retain annual filing status. The motion for **approval** was carried by unanimous vote.

4. Department of Children and Families

Representing the Agency was Fernando Muniz, Deputy Commissioner, Debi Freund, Victor Brathwaite, Jeri Beckford, Irma Reyes and Shirley Amos- Cooper.

The plan was recommended for **approval**.

The agency demonstrated good faith efforts to achieve its goals: the agency did not meet all or substantially meet all of its hiring goals with hiring goals or 44.3%; promotion goals were met at 45% and 100% of program goals were met for this filing period.

The Contract Compliance Set-Aside Program for FY 2014/2015 showed 289% goal achievement for the SBE and 500% for the MBE.

The filing history is as follows: 2011, 2012, 2013, 2014, and 2015, approved. They are recommended for approval and to retain annual filing status.

A motion was made by Commissioner Suggs and seconded by Commissioner Pestana for approval of the proposed affirmative action plan for the Department of Children and Families and to retain annual filing status. The motion for **approval** was carried by unanimous vote.

IV. Division Reports

Executive Director's Report: presented by Tanya Hughes, Executive Director

The Director thanked all staff and commissioners for their support during the Legislative Review Committee. The Production report for the month of September was reviewed in detail. The Agency wide meeting was announced to be held Friday, December 2nd at the 450 Columbus Blvd location. The ED and DD will attend the EEOC conference in Burlington, VT in which CHRO is presenting on accommodation in regards to pregnancy disability. The Director also reported having presented opening remarks to the CADEP members at their annual meeting.

Outreach Report: presented by Cheryl Sharp, Deputy Director.

Future events include:

- Fair Housing Training, October 26
- Equal Justice Works Training, October 28, 29
- CHRO Public Access TV show, coming soon
- Foundations Training, October 25
- Police and Racial Profiling discussion, Nov 9
- Legends and Leaders Awards Ceremony, Nov 17,
- Meet the General Contractors, Oct 19

Outreach Successes

- Stand Down, Veterans, Sept 23
- Birth Lady Blog
- Manchester Community College

A detailed report was provided.

Legislative Report: presented by Michelle Dumas Keuler, Commission Counsel III

- The Legislative Review hearing testimony.
- Meeting with Representative Butler, Co-chair of the Housing Committee and CHRO.
- CHRO is anticipating a surge in complaints pending for the outcome of the National election.
- CHRO's biggest issue is the budget.

V. Exemption Request:

1. Connecticut Health Insurance Exchange a/k/a Access Health of Connecticut (Access Health CT) contract with International City Management Association Retirement Corporation (ICMA-RC)

A motion was made by Commissioner Pestana and seconded by Commissioner Niles to grant Access Health an exemption with proposed conditions. The motion in favor of **granting** Access Health the Exemption was carried by unanimous vote.

2. UCONN Health Center: Grant Based Collaborative and Consulting Agreements

Chair Payne recused herself from the proceedings and exited the chamber. Commissioner Suggs was appointed acting chair.

A motion was made by Commissioner Norton and seconded by Commissioner Pestana to grant UCONN Health Center an exemption with proposed conditions. The motion for **granting** the UCONN Health Center Exemption was carried by unanimous vote.

VI. New Business: N/A

VII. Executive Session

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

Commissioner Andrew Norton moved to go into executive session. The motion was seconded by Commissioner Edith Pestana. The motion carried by unanimous vote at 3:26 p.m.

Invited into executive session were: Director Hughes, Deputy Director Sharp, and Attorney Charles Krich.

VIII. Return from Executive Session

Commissioner Norton moved to resume the meeting following executive session at 4:10 pm. The motion was seconded by Commissioner Edith Pestana. The motion carried unanimously.

Attorney Krich exited the meeting at 4:11 p.m.

There were no items to vote on from Executive session.

IX. Old Business: Waterbury Public Schools, Michelle Dumas Keuler, Commission Counsel

Attorney Dumas Kueler reported that CHRO met with Attorney Peter Haviland, Department of Education Discussion regarding staff recruitment and retention at the Waterbury schools; there are appointments being made to speak to various persons in the Waterbury at the Department of Ed.; Review of the voluminous documents submitted is almost complete by CHRO. Recommendations should be made to the Commissioners of CHRO within a couple months.

Co-Founder of R.A.C.C.E. (Radical Advocates for Cross-Cultural Education), Robert M. Goodrich made a statement to the Commissioners regarding what is being demanded: Provided examples of what the school system can do to increase efficacy of its practices (implementation of recruiting rules and creation of a policy oversight commission). He testified that he submitted a very specific proposal and the response was that it can not be done due to constitutional challenges.

X. Adjournment

A motion was made by Commissioner Suggs to adjourn the meeting and seconded by Commissioner Andrew Norton. The motion to adjourn carried unanimously. The meeting ended at 4:19 p.m.