

STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

REGULAR COMMISSION MEETING
450 Columbus Blvd – North Plaza Hearing Room B
HARTFORD, CT 06103
Wednesday, February 19, 2020
2:00 p.m.



Regular Commission Meeting Minutes

Commissioners Present - All

Cherron Payne, Chair
Edward Mambruno, Secretary
Edith Pestana
Andrew Norton
Lisa Giliberto
Neeta Vatti
Nicholas Kapoor
Joseph Suggs

Staff Present

Tanya Hughes, Executive Director
Cheryl Sharp, Deputy Director
Darcy Jones, Legislative Analyst
Michelle Dumas Keuler, HRO Attorney
Shawn Burns, Regional Manager
Monica H. Richardson, Executive Secretary
Alix Simonetti, HRO Attorney
Ronald Simpson, Regional Manager
Muriel Carpentier, HRO Representative
Kristen Daniels, Executive Secretary

I. Chairperson: Cherron Payne, Presiding
Chair Payne convened the meeting at 2:06 p.m.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Pestana to approve the minutes of the January 8, 2020 regular meeting. It was seconded by Commissioner Norton. The vote: Yes (4), No (0), and Abstentions (2 – L. Giliberto, N. Vatti). The motion carried.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp:

Staff Recommendations: **Approval**

1. **Central Connecticut State University**

Representing the agency were Dr. Zulma Toro, President, Dr. Rusty Barcelp, Interim VP of Equity & Inclusion, and Pamela N. Whitley, Senior Equity & Inclusion Officer.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 49%. The promotion goals were met at 55% and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 2841% achievement for the SBE and 3243% achievement for the MBE.

The filing history is as follows: 2014, 2015, and 2016, 2017 and 2018, Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to accept the staff recommendation to **approve** the plan of Central CT State University and **retain annual** filing status. The vote: Yes (5), No (1) and Abstentions (0). The motion carried.

**Chair Payne recused herself and vacated the meeting. Commissioner Suggs was appointed to preside over the request for exemption.

IV. Contract Compliance Request for Exemption,
UCONN Health Center with Frontage Laboratories
Presented by Alix Simonetti, Commission Counsel

Following a presentation made by the agency and testimony from Veronica Cook on behalf of the requester, a motion was made by Commissioner Giliberto and seconded by Commissioner Kapoor to accept the staff recommendation that the Commissioners **conditionally grant the exemption** for Frontage Laboratories from the identified nondiscrimination contract compliance requirements of CGA Statute Sections 4A-60 and 4A-60a with four conditions in connection with Frontage laboratories and Dr. Liang's research noted in the memo to Commissioners.

The vote was: Yes (6), No (0) and Abstentions (0) The motion carried.

**Chair Payne returned to chambers to resume chairing the meeting.

V. Division Reports

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

The Executive Director reported on ongoing budget review, position refills and preparation for use of a magistrate in OPH; the production report was reviewed; Congratulations to Commissioner Vatti and Commissioner Giliberto on new positions of employment.

Outreach Report: by Cheryl Sharp, Deputy Director

See detailed report.

- Attended NYU Law School to recruit, Feb 7
- Lunch and Learn, Capital region, Feb 11
- UConn Law School, Diversity and Inclusion, Feb 11
- Western New England Law School, Intern Fair, Feb 13
- Sexual Harassment Training, Feb 21

- SERC Training, Feb 21
- Kid's Speak, UConn Law School, May 19

Legislative update: by Darcy Jones, Legislative Analyst

Darcy Jones reported on the following:

- Bill tracker will be sent to Commissioners
- Commissioner nominations, March 5 or March 10
- Legislative meetings do not meet every Friday but every 3rd Friday (varies)

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 Kapoor moved to go into Executive session and was seconded by Commissioner Pestana. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

Invited into Executive Session with the commissioners were Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Attorney Robin Fox

Pending Litigation:

1. CHRO ex rel. Michael Cavo v. City of Shelton Housing Authority
CHRO No. 1950167
Presented by Attorney Robin Fox

VIII. Return from Executive Session, (Action May Be Required)

Commissioner Giliberto moved to return from executive session at 3:30 pm and Commissioner Suggs seconded. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

CHRO ex rel. Michael Cavo v. City of Shelton Housing Authority
CHRO No. 1950167

A motion was made by Commissioner Kapoor to accept staff recommendation to have the commission legal counsel file this case in the judicial district of Ansonia-Milford and seek injunctive relief, punitive damages, and a civil penalty. Commissioner Giliberto seconded. The vote was: Yes (6), No (0), and Abstentions (0). The motion carried unanimously.

IX. Old Business - N/A

X. Adjournment

A motion was made by Commissioner Mambruno to adjourn the meeting; it was seconded by Commissioner Giliberto. The vote was: Yes (6), No (0), and Abstentions (0).

The meeting adjourned at 3:40 p.m.