

**STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**



**Regular Commission Meeting Minutes
Wednesday, April 13, 2022
2:00 pm
Via Microsoft TEAMS**

Commissioners Present

Edward Mambruno, Secretary
Lisa Giliberto
Nicholas Kapoor
Andrew Norton
Edith Pestana
Joseph Suggs

Commissioners Absent

Neeta Vatti

Staff Present

Tanya A. Hughes, Executive Director	
Cheryl Sharp, Deputy Director	
Neva E. Vigezzi, AA Supervisor	Gary Madison, AA Reviewer
Kimberly Jacobsen, HRO Attorney	Dean Spence, HRO Trainee
Robin Fox, HRO Attorney	Ana Mitchell, Outreach Coordinator
Kristen Daniels, Executive Secretary	Monica H. Richardson, Executive Secretary
Jamie Rubin, Manager, SW Region	Shawn Burns, Manager, WC Region
Asst. Attorney General Laura Thurston	Michelle Dumas Keuler, HRO Attorney

I. Chairperson: Commissioner Edward Mambruno – Secretary, Presiding
The meeting convened at 2:00 p.m.

II. Secretary: Commissioner Mambruno, Secretary
Commissioner Suggs moved to approve the minutes from the March 9, 2022, Regular Commission meeting and Commissioner Pestana seconded it; The vote to approve the minutes was: Yes (3) No (0), and Abstentions (1) Commissioner Mambruno did not vote. The motion carried.

III. Election of Chairperson Pro Tem

Commissioner Mambruno requested a motion to elect a Chairman Pro Tempore for the March 9, 2022 meeting, and Nick Kapoor was nominated to act in this capacity by Commissioner Suggs. Commissioner Pestana seconded the nomination. The vote was: Yes

(2) No (0), and Abstentions (1). Commissioner Mambruno did not vote as the Presiding Commissioner and Commissioner Kapoor abstained. The motion carried.

*** Commissioner Norton arrived at 2:04 pm.*

IV. Chairperson's Report

Commissioner Kapoor stated there were 2 Gubernatorial positions open on the CHRO. He congratulated Commissioner Andrew Norton on his renomination by the House Minority Leader and making it out of Committee. Commissioner Kapoor recognized that a quorum was intact for the meeting.

*** Commissioner Giliberto arrived at 2:09 pm*

V. Affirmative Action Recommendations – Vote Required

Deputy Director Cheryl Sharp presented the following plans:

1. Department of Revenue Services

Representing the agency were John Biello, Deputy Commissioner and Penny Potter, EEO Manager.

The plan was recommended for **Approval**:

The agency met or substantially met all its hiring goals at 65%. The promotion goals met were 0% and the program goals were not established in the prior filing.

The Contract Compliance Set-Aside Program for FY 2020/2021 showed 161.5% achievement for the SBE and 469.8% achievement for the MBE.

The filing history is as follows: 2017, 2018, 2019, 2020, and 2021 Approved.

A motion was made by Commissioner Norton and seconded by Commissioner Mambruno to accept the staff recommendation to **approve** the plan of Department of Revenue Services and retain annual filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion carried.

2. CT State Community College Shoreline West Region

Representing the agency were Dr. Thomas Coley, PhD, Regional President, Dr. Kimberly James, CT State Community College VP of Diversity Equity and Inclusion, Mr. Benjamin Barnes, CSCU Chief Financial Officer, Mr. Nicholas D'Agostino, CSCU Director of EEO, and Kimberly Carolina, EEO Officer.

The plan was recommended for **Approval**:

The agency met or substantially met all its hiring goals at 53%. The promotion goals were met at 17% and the program goals were 100% met (6 out of 6).

The Contract Compliance Set-Aside Program for FY 2020/2021 for the SBE and MBE calculations were not available.

The filing history is as follows: 2021, Approved.

A motion was made by Commissioner Mambruno and seconded by Commissioner Suggs to accept the staff recommendation to **approve** the plan of the CT State Community College Shoreline West Region and retain annual filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion carried.

VI. CT Association of Diversity and Equity Professionals

Mr. Nicholas D'Agostino, President of CADEP presented EEO Centralization concerns. They are advocating for the filling of key leadership roles in their most critical service agencies, filling of all EEO positions that are vacant, and a change in the Con. Gen. statutes regarding the filling of EEO personnel, and a requirement that they report directly to agency-heads and restore all EEO placements, independent of HR Centralization. After discussion, it was recommended that they regroup and identify legislative changes, with the assistance of CHRO. Because of the late date, any proposed changes would likely have to occur in the next legislative session.

*** Commissioner Suggs exited the meeting at 3:07 pm*

VII. Request to Reopen

Cara Kaufman v. Brookfield Board of Education

CHRO Case No. 2020298 Presented by Attorney Robin Fox

The Chairman Pro Tem recognized all those wishing to speak on the matter including Commission Counsel Robin Fox, Complainant Cara Kaufman, and Respondent Brookfield Board of Education represented by counsel.

A motion was made by Commissioner Giliberto and seconded by Commissioner Mambruno to accept the staff recommendation to reopen CHRO Case No. 2020298 Cara Kaufman v. Brookfield Board of Education. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

VIII. Division Reports

1. Executive Director Report: Tanya Hughes, Executive Director

- Meetings with AAG
- Litigation activity
- Meeting with OPH/DAS
- Disparity Study Launch
- Ongoing Recruitment activity
- WICC Radio slot; every Monday 8:08 am <https://www.wicc600.com>
- AKA Day at the Capitol
- Production report
- BPRC event at 4/21, YWCA, In the company of women & Norwich DEI event

2. Outreach Report: by Cheryl Sharp, Deputy Director

See detailed report as highlighted by Deputy Director Sharp.

- Kid's court Academy, 2nd session resumed March 1
- Kid's court essay competition due May 13.

- Ramadan Celebration
- Legislative initiatives -continuing to do outreach
- Ambassador program
- PSA with kids and KCA
- Housing Training and Sexual Harassment training continue
- Ana Mitchell, Outreach coordinator is continuing outreach
- D & I committee

3. Legislative update: by Attorney Darcy Strand

Attorney Strand was not present as she was monitoring the General Assembly that was in session during this meeting.

IX. Executive Session

A motion was made by Commissioner Pestana and seconded by Commissioner Giliberto to enter Executive Session and to invite into the Executive Session for discussion of *CHRO ex rel. Alyssa McClain v. Van T. Hoang & Cham K. Tu*, CHRO Case No. 2150218: AAG Thurston, Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and CHRO Attorney Kimberly Jacobsen; and further that AAG Thurston was invited into the Executive Session for discussion on the following pending litigation: *Wallace v. Sharp, et al; Johnson v. Hughes, et al.; Mica Notz v. CHRO*. The vote: Yes (4), No (0) and Abstentions (0). The motion carried. Executive session began at 3:50 pm.

At the conclusion of the discussion of *CHRO ex rel. Alyssa McClain v. Van T. Hoang & Cham K. Tu*, CHRO Case No. 2150218 at 3:58 pm, Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and CHRO Attorney Kimberly Jacobsen exited the Executive Session.

Return from Executive Session:

The Chairman Pro Tem declared the Commission out of Executive Session at 4:13 pm and the Commission reconvened in public session. The Chairman Pro Tem noted that no votes or action was taken in the Executive Session.

X. Vote on Executive session items

CHRO ex rel. Alyssa McClain v. Van T. Hoang & Cham K. Tu,
CHRO No. 2150218

A motion was made by Commissioner Pestana and seconded by Commissioner Giliberto to accept the staff recommendation to have the commission legal counsel file this case in Hartford Superior Court and seek injunctive relief to the extent necessary, punitive damages, and a civil penalty. The vote: Yes (4), No (0) and Abstentions (0). The motion carried and the Chairman Pro Tem noted he would execute the Affidavit on behalf of the Commission forthwith.

XI. Old Business

XII. New Business

XIII. Announcement of Time and Date of Next Meeting

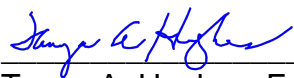
The Chairman Pro Tem noted that the next regular meeting of the CHRO would be held at 2 pm on May 11, 2022 via Microsoft Teams.

XIV. Adjournment

Hearing no other business to be brought before the Commission at this meeting, Commissioner Norton moved to adjourn the meeting followed by a second from Commissioner Giliberto. The vote: Yes (4), No (0) and Abstentions (0). The motion carried and the Chairman Pro Tem declared the meeting adjourned at 4:15 pm.

The minutes of the Regular Commission meeting dated **April 13, 2022** were approved on May 11, 2022.

Prepared by:



Tanya A. Hughes, Executive Director