

STATE OF CONNECTICUT COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES



Regular Commission Meeting Minutes Wednesday, August 10, 2022 2:00 p.m. Via Microsoft TEAMS

Commissioners Present

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

Staff Present

Cheryl Sharp, Deputy Director

Neva E. Vigezzi, AA Supervisor	Gary Madison, AA Reviewer
Jody Walker-Smith, HRO Attorney	Michelle Dumas-Keuler, HRO Attorney
Darcy Strand, Legislative Analyst	Catherine Spain, HRO Attorney
Laura Thurston, AAG	Michael Roberts, HRO Attorney
Ana Mitchell, Outreach Coordinator	Kimberly Jacobsen, HRO Attorney
Anna-Marie Puryear, HRO Attorney	Timothy Lewendon, HRO Attorney
*New Employees	*CHRO Summer Interns 2022

I. CALL TO ORDER

Commissioner Edward Mambruno, Secretary
The meeting convened at 2:00 pm

II. ELECTION OF CHAIRPERSON PRO TEMPORE

Commissioner Mambruno requested a motion to elect a Chairman Pro Tempe for the August 10, 2022, meeting, and Commissioner Norton made a motion to nominate Commissioner Kapoor to act in this capacity. Commissioner Suggs seconded the motion. Commissioner Kapoor abstained. Yes (5) No (0) and Abstentions (0). The motion was carried.

III. CHAIRPERSON'S REPORT

Commissioner Kapoor had nothing to report.

IV. APPROVAL OF MINUTES

Commissioner Mambruno requested a motion to approve the minutes from the July 13, 2022, Regular Commission Meeting. Commissioner Giliberto made the motion and Commissioner Pestana seconded it. The vote to approve the minutes was: Yes (6) No (0) and Abstentions (0). The motion carried.

V. AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED

Presented by Deputy Director Cheryl Sharp

Staff Recommendation: **Approval**

1. Connecticut State Community College Northwest Region

Representing the agency were:

James Lombella, Northwest Regional President
Lisa Dresdner, CEO of Naugatuck Valley Community College
Michelle Coach, CEO of Asnuntuck Community College
John Paul Chasing Cardenas, VP of Diversity, Equity and Inclusion
Nicholas D'Agostino, Director of EEO
Kimberly Carolina, Manager of EEO

The plan has been recommended for approval based on compliance with the following: the plan contains all elements required by 46a-68-78 through 94. The agency has demonstrated every good faith effort to achieve its goals, but despite these efforts, was unable to do so, and the agency had no deficiencies in prior plan reviews and therefore is in compliance with the B4 standard.

The Goal Achievements were the following:

- Hiring Goal Achievement is 20 out of 32 for 62%
- Promotional Goal Achievement is 13 out of 20 for 65%
- Program Goal Achievement is 5 out of 5 for 100%

The filing history is as follows: 2021, the plan was approved and that was the first filing.

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

VI. CONTRACT COMPLIANCE: REQUEST FOR EXEMPTION

Presented by HRO Attorney Michael Roberts (in Spencer Hill's absence)

Staff Recommendation: **Approval**

1. Dynata Holdings Corporation

In attendance were Veronica Cooks, UCONN and Mark Robbins, UCONN

This is a request for exemption related to a data collection project. The company in question has given commitments not to discriminate and to various diversity and inclusion efforts, however, they don't have an express affirmative action program and therefore have requested an exemption from certifying that they would take those respective steps with respect to the plan. However, the overall recommendation is that the exemption be approved.

Commissioner Kapoor confirmed that the Commissioners are in receipt of the August 2, 2022, letter from Executive Director, Tanya A. Hughes to Veronica Cooks about this contract and with the suggested recommendation from the Commission.

Commissioner Kapoor requested a motion to approve the request for exemption incorporating the details outlined in the August 2, 2022 letter. A motion was made by Commissioner Norton and seconded by Commissioner Mambruno. The vote: Yes (5) No (0) and Abstentions (0). The motion carried.

VII. REQUEST TO REOPEN

A. Kloth-Zanard v. Connecticut State Police CHRO No. 2230249

Presented by HRO Attorney Michael E. Roberts

Staff Recommendation: **Deny**

In attendance were Joan Kloth-Zanard, Complainant and Kathleen Ayers, Respondent.

Commissioner Kapoor confirmed that the Commissioners are in receipt of the Memorandum from Attorney Roberts through the Office of Executive Director outlining the background facts of the case and the recommendations.

Commissioner Kapoor requested a motion to deny the request to reopen. A motion was made by Commissioner Giliberto and seconded by Commissioner Norton. The vote: Yes (4) No (1) and Abstentions (0). The motion carried.

B. Mustafa Ibrahim v. University of Connecticut CHRO No. 2240214

Presented by HRO Attorney Timothy Lewendon

Staff Recommendation: **Deny**

In attendance were Mustafa Ibrahim, Complainant and Leslie Salafia and Mary Lenehan, Respondent.

Commissioner Kapoor requested a motion to deny the request to reopen. A motion was made by Commissioner Norton and seconded by Commissioner Pestana. The vote: Yes (5) No (0) and Abstentions (0). The motion carried.

DIVISION REPORTS

- A. Executive Director's, Deputy Director Cheryl Sharp
(in Tanya Hughes' absence)
- B. Outreach Report, Deputy Director Cheryl Sharp
- C. Legislative Update, Legislative and Administrative Advisor Darcy Strand

VIII. EXECUTIVE SESSION

Requires a two-thirds vote of Commissioners present and voting; staff and guests invited to attend must be noted.

The Commission took no actions in Executive Session. Deputy Director, Cheryl Sharp, Attorney Michelle Dumas-Keuler, Attorney Anna-Marie Puryear, and Attorney Jody Walker-Smith left Executive Session at 3:59 p.m. at the conclusion of discussion on Executive Session items A and B.

IX. VOTE ON EXECUTIVE SESSION ITEMS

- A. Jessica Rodriguez v. Starfleet Consulting LLC, et al.
CHRO No. 2250061

Commissioner Kapoor requested a motion. A motion for Commission Legal Counsel to file in Judicial District of Hartford, Hartford Housing Session was made by Commissioner Giliberto and seconded by Commissioner Norton. The vote: Yes (4) No (0) and Abstentions (0). The motion carried.

- B. Kristine Noon v. Brook Run Development and Robert Lanziero
CHRO No. 2250075

Commissioner Kapoor requested a motion. A motion for Commission Legal Counsel to file in G.A. 23 at New Haven was made by Commissioner Giliberto and seconded by Commissioner Norton. The vote: Yes (4) No (0) and Abstentions (0). The motion carried.

Commissioner Kapoor requested a motion to adjourn. A motion to adjourn the meeting was made by Commissioner Giliberto and seconded by Commissioner Pestana. The vote: Yes (3) No (0) and Abstentions (0). The motion carried.

X. OLD BUSINESS

N/A

XI. **NEW BUSINESS**

N/A

XII. **ANNOUNCEMENT OF TIME AND DATE OF NEXT MEETING**

The next meeting will occur via Teams on Wednesday, September 14, 2022, at 2:00 p.m.

XIII. **ADJOURNMENT**

The meeting adjourned at 4:49 p.m.

The minutes of the Regular Commission meeting dated August 10, 2022, were approved on September 14, 2022.

Prepared by:



Tanya A. Hughes, Executive Director