

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



**Regular Commission Meeting Minutes  
Wednesday, December 8, 2021  
2:00 pm  
Via Microsoft TEAMS**

**Commissioners Present**

Nicholas Kapoor, Chairman Pro Tem  
Neeta Vatti  
Andrew Norton  
Edith Pestana  
Lisa Giliberto

**Commissioners Absent**

Edward Mambruno, Secretary  
Joseph Suggs

**Staff Present**

Tanya A. Hughes, Executive Director Cheryl Sharp, Deputy Director Neva E. Vigezzi, AA Supervisor Jamie Rubin, SW Regional Manager Darcy Strand, Legislative Analyst Kristen Daniels, Executive Secretary Asst. Attorney General Emily Melendez	Gary Madison, AA Reviewer Spencer Hill, HRO Attorney Shawn Burns, WC Regional Manager Ana Mitchell, Outreach Coordinator Monica H. Richardson, Executive Secretary
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**I. Chairperson:** Commissioner Andrew Norton – Secretary Pro Tem, Presiding  
The meeting convened at 2:01 p.m.

**II. Election of Chairperson Pro Tem**

Commissioner Norton convened the meeting and requested a motion to elect a Chairman Pro Tempore for the December 8, 2021 meeting. Commissioner Vatti moved to elect Commissioner Kapoor to act in this capacity for the December 8 meeting, and Commissioner Giliberto seconded it; The vote was: Yes (3) No (0), and Abstentions (1). The motion carried. Commissioner Norton did not vote as Secretary Pro Tem and Commissioner Kapoor abstained. Commissioner Kapoor was elected as the Chairman Pro Tem for the December 8, 2021 meeting.

**III. Secretary:** Commissioner Andrew Norton, Secretary Pro Tem

Commissioner Pestana moved to approve the minutes from the November 10, 2021, regular commission meeting with noted corrections and Commissioner Vatti seconded it; The vote

to approve the November minutes was: Yes (3) No (0), and Abstentions (1). The motion carried. Commissioner Giliberto abstained. The November minutes were corrected to remove Commissioner Giliberto from being present at that meeting.

Commissioner Norton moved to approve the minutes from the October 13, 2021, regular commission meeting with an amendment and Commissioner Giliberto seconded it; The vote to approve the November minutes was: Yes (3) No (0), and Abstentions (1). The motion carried. Commissioner Pestana abstained. The October minutes were corrected to remove Commissioner Pestana from being present at that meeting.

*\*\*Commissioner Kapoor requested a motion to amend the agenda to add an exemption request – UConn, Predictive Index. A motion was made by Commissioner Norton and seconded by Commissioner Giliberto to accept the staff recommendation to amend the agenda by adding the exemption request to the agenda. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.*

#### **IV. Affirmative Action Recommendations – Vote Required**

Deputy Director Cheryl Sharp presented the following plans:

Staff Recommendations: **Approval**

##### **1. Department of Agriculture**

Representing the agency were Bryan Hurlburt, Commissioner of Department of Agriculture, Nathan Wilson, Director of Operations and Renee Lombard, DAS Equal Employment Opportunity Specialist.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 30%. The promotion goals were met at 100% and the program goals were not established in the prior filing.

The Contract Compliance Set-Aside Program for FY 2020/2021 showed 362% achievement for the SBE and 1057% achievement for the MBE.

The filing history is as follows: 2011, 2013, 2015, 2017 and 2019, Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to accept the staff recommendation to **approve** the plan of Department of Agriculture and retain biennial filing status. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

##### **2. Office of the Chief State's Attorney**

Representing the agency were Richard Colangelo, Chief State Attorney and Janice duFrend, EEO Director.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 25%. The promotion goals were met at 33% and there were no program goals set in the prior filing.

The filing history is as follows: 2016, 2017, 2018, 2019, and 2020, Approved.

The Contract Compliance Set-Aside Program for FY 2020/2021 showed 241% achievement for the SBE and 120% achievement for the MBE.

A motion was made by Commissioner Vatti and seconded by Commissioner Norton to accept the staff recommendation to **approve** the plan of the Office of the Chief State's Attorney and retain annual filing status. The vote: Yes (3), No (0) and Abstentions (1). The motion carried. Commissioner Giliberto abstained.

**\*\*Note:** Commissioner Kapoor asked to continue the discussion of "Availability" at the January 2022 meeting under "Old Business".

### 3. Office of Early Childhood

Representing the agency were Michael Curley, Legal Program Director, Levy Gillespie, EEO Director, Lawanda Scott-EEO Specialist, and Barbara Owens, Administrative Assistant.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 26%. The promotion goals were not met at 0% and the program goals were met 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 2289% goal achievement for the SBE and 7379% goal achievement for the MBE.

The filing history is as follows: 2015 and 2016(March), Disapproved, 2016(September), 2017, and 2019, Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to accept the staff recommendation to **approve** the plan of the Office of Early Childhood and retain biennial filing status. The vote: Yes (4), No (0) and Abstentions (0) The motion carried.

### 4. Office of State Comptroller

Representing the agency were Martha Carlson, Deputy State Comptroller, Bonnie Schlechtweg, Human Resources Generalist 2, and Morgan Roane, EEO, HR Generalist 3

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 58%. The promotion goals were met at 33% and the program goals were met 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 353% achievement for the SBE and 1522% achievement for the MBE.

The filing history is as follows: 2016, 2017, 2018, 2019, and 2020, Approved.

A motion was made by Commissioner Pestana and seconded by Commissioner Norton to accept the staff recommendation to **approve** the plan of the Office of State Comptroller and retain annual filing status. The vote: Yes (4), No (0) and Abstentions (0) The motion carried.

### 5. UConn Health

Representing the agency were Letissa Reid, J.D., Associate Vice President and Affirmative Action Officer, Office of Institutional Equity, Janel Simpson, Chief Administrative Officer, UCH, Lakeesha Brown, Associate Vice President, UCH, Office of Human Resources Christopher Delello, Associate Vice President, Chief Human Resources Officer, and Hanna Prytko, Manager, EEO and Search Compliance, Office of Institutional Equity.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 53%. The promotion goals were met at 28% and the program goals were met 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 125% achievement for the SBE and 96% achievement for the MBE.

The filing history is as follows: 2016, 2017, 2018, 2019, and 2020, Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Vatti to accept the staff recommendation to approve the plan of UConn Health and retain annual filing status. The vote: Yes (4), No (0) and Abstentions (0); The motion carried.

### **CONTRACT COMPLIANCE: REQUEST FOR EXEMPTION**

UConn: Predictive Index Exemption

Presented by Attorney Spencer Hill

A motion was made by Commissioner Giliberto and seconded by Commissioner Vatti to accept the staff recommendation to grant the exemption for the Predictive Index. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

### **V. Division Reports**

1. Executive Director Report: Tanya Hughes, Executive Director
  - Budget Review; Justifications for positions; recruitment activity (Reg. Manager/ Durational Attorney)
  - OPH Protocol Meeting Schedule
  - Daily review of OT/Comp time requests
  - Budget Meetings/Reasonable Accommodations
  - EEOC/ FEPA Training
  - IT Optimization
  - Production Report
  - D & I committee -active media campaign
  - WICC 600 Radio Program, every Monday 8:08 am <https://www.wicc600.com>
  - Billboard Campaign
  - IAOHRA Conference
2. Outreach Report: by Cheryl Sharp, Deputy Director  
*See detailed report as highlighted by Deputy Director Sharp.*
  - CTRP3 Policy Work Group
  - Fair Housing Conference – Examining Inequities Through Fair Housing Lens, American Indian and Alaska native discrimination
  - Kids Court Academy
  - Latino Media Webinar

- Police T&A Taskforce – Logistics subcommittee

3. Legislative update: by Attorney Darcy Strand

- Disparity Study: We anticipate the contract with the firm selected to conduct the disparity study will be finalized this month and by the January commission meeting, we will be able to talk about the opening stages of the study.
- Equity Study: The bidding period closed on November 19th. Over the next month CHRO, DAS, and OPM will be evaluating the bids before entering contract negotiations with the highest scoring bidder.
- Preparing for the 2022 Session: We are currently drafting bills for the 2022 session, which begins in February. We continue to work with partners on other issues that we believe will be a part of the upcoming session, such as zoning reform and police accountability.

**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 items**

**VIII. New Business**

**IX. Old Business**

**X. Adjournment**

The meeting was adjourned by unanimous consent at 3:42 pm.