

**State of Connecticut
Commission on Human Rights and Opportunities**



**Regular Commission Meeting Minutes
Wednesday, January 13, 2021
2:00 pm
Via Microsoft TEAMS**

Commissioners Present

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

Staff Present

Tanya Hughes, Executive Director

Michelle Dumas Keuler, HRO Attorney	Neva E. Vigezzi, AA Supervisor
Brian Festa, HRO Attorney	Lynda Rizzo Stowe, Regional Manager
Charles Krich, Principal Attorney	Shawn Burns, Regional Manager
Kristen Daniels, Executive Secretary	Monica H. Richardson, Executive Secretary
Jamie Ruben, Regional Manager	Darcy Strand, Legislative Analyst

I. Chairperson: Dr. Cherron Payne, Presiding

The meeting convened at 2:09 p.m.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Giliberto to approve the minutes of the December 9, 2020 regular commission meeting. Commissioner Kapoor seconded it; The vote: Yes (6) No (0), and Abstentions (0). The motion carried.

III. Affirmative Action Recommendations – Vote Required

Attorney Michelle Dumas Keuler for Cheryl Sharp presented the following plans:

Staff Recommendations: **Approval**

1. Connecticut Agricultural Experiment Station

Representing the agency were Dr. Jason C. White, PhD, Director and Dr. Wade Elmer, and Mike Cavadini. The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 0%. There were no promotion goals for this reporting period and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 692% achievement for the SBE and 853 % achievement for the MBE.

The filing history is as follows: 2013 Approved, 2015 Conditionally Approved, 2016 and 2017 Approved, and 2019 Conditionally Approved.

A motion was made by Commissioner Norton and seconded by Commissioner Kapoor to accept the staff recommendation to **Approve** the plan of the Connecticut Agricultural Experiment Station and retain annual filing status. The vote: Yes (6), No (0) and Abstentions (0). The motion carried.

2. Department of Banking

Representing the agency were Commissioner Jorge Perez, Belinda Rivera, Human Resources Generalist 2, Alicia Nuñez, EEO Director, and Jennifer Taplin, EEO Manager. The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 71.4%. The promotion goals were met 100% and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 8.3 % achievement for the SBE and 21.9% achievement for the MBE.

The filing history is as follows: 2010, 2012, 2016, 2014, and 2018 Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Vatti to accept the staff recommendation to **Approve** the plan of the Department of Banking and retain annual filing status. The vote: Yes (7), No (0) and Abstentions (0). The motion carried.

3. Department of Children and Families

Representing the agency were Commissioner Vanessa Dorantes, Deputy Commissioner Jodi Hill-Lilly, Jeanette Perez, Linda Stewart, and Desiray Bell. The plan was recommended for **Approval**.

The agency did not meet all or substantially meet all its hiring goals at 29%. The promotion goals were met at 52% and the program goals were met 88%.

The Contract Compliance Set-Aside Program for FY 2018/2019 showed 262.3 % achievement for the SBE and 351.7% achievement for the MBE.

The filing history is as follows: 2015 Approved, 2016 Approved, 2017 Disapproved, 2018 Conditionally Approved, and 2019 Approved.

A motion was made by Commissioner Norton and seconded by Commissioner Vatti to accept the staff recommendation to **Approve** the plan of the Department of Children and Families and retain annual filing status. The vote: Yes (7), No (0) and Abstentions (0). The motion carried.

4. Department of Emergency Services and Public Protection

Representing the agency were Commissioner James Rovella, Lt Colonel Michael Davis, Ngina McMillan, EEO Director and Daphne Lewis, EEO Specialist. The plan was recommended for **Approval**.

The agency did not meet all or substantially meet all its hiring goals at 41%. The promotion goals were met at 16% and the program goals were met 0%.

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 124.5 % achievement for the SBE and 170.3% achievement for the MBE.

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

A motion was made by Commissioner Giliberto and seconded by Commissioner Kapoor to accept the staff recommendation to **Approve** the plan of the Department of Emergency Services and Public Protection and retain annual filing status. The vote: Yes (7), No (0) and Abstentions (0). The motion carried.

5. Department of Labor

Representing the agency were Commissioner Kurt Westby, Neil Griffin, Human Resources Administrator and Muriel Carpentier, EEO Specialist. The plan was recommended for **Approval**.

The agency did not meet all or substantially meet all its hiring goals at 50%. The promotion goals were met at 64% and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY 2018/2019 showed 425% achievement for the SBE and 727% achievement for the MBE.

The filing history is as follows: 2015, 2016, 2017, 2018 Approved and 2019 Disapproved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Norton to accept the staff recommendation to **Approve** the plan of the Department of Labor and retain annual filing status. The vote: Yes (7), No (0) and Abstentions (0). The motion carried.

6. Southern Connecticut State University

Representing the agency was President Joe Bertolino, Diane Ariza, the VP of Diversity, Equity, and Inclusion, Paula Rice, Director/Title IX Coordinator and Mildred Verdejo, the SCSU Administrative assistant. The plan was recommended for **Approval**.

The agency did not meet all or substantially meet all its hiring goals at 41%. The promotion goals were met at 75% and the program goals were met at 50%.

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 174% achievement for the SBE and 146.5% achievement for the MBE.

The filing history is as follows: 2015 and 2016 Approved, 2017 Conditionally Approved, 2018 and 2019 Approved.

A motion was made by Commissioner Norton and seconded by Commissioner Giliberto to accept the staff recommendation to **Approve** the plan of Southern Connecticut State University and retain annual filing status. The vote: Yes (7), No (0) and Abstentions (0). The motion carried.

7. Metropolitan District Commission

Representing the agency was Scott Jellison, CEO, Bob Zaik, Director of HR, Rita Kelly, EEO Officer, and HR Managers, Jamie Harlow and Olga Cordova. The plan was recommended for **Approval**.

The agency did not meet all or substantially meet all its hiring goals at 33.3%. The promotion goals were met at 50% and the program goals were met at 100%.

The Contract Compliance Set-Aside Program data was not available for FY 2019/2020 for the SBE and the MBE.

The filing history is as follows: 2015 Conditionally Approved 2016, Disapproved, 2017, Approved, 2018, Approved, and 2019 Disapproved.

A motion was made by Commissioner Norton and seconded by Commissioner Suggs to accept the staff recommendation to **approve** the plan of Metropolitan District Commission and retain annual filing status. The vote: Yes (7), No (0) and Abstentions (0). The motion carried.

** Commissioner Vatti exited the meeting at 3:25 pm.

IV. Request for Reopen

1. Robert Anderson v. CT Tool & Manufacturing Company
CHRO No. 1710177
Presented by Attorney Brian Festa

A motion was made by Commissioner Giliberto and seconded by Commissioner Suggs to accept the staff recommendation to **deny** the reopening of CHRO case 1710177. The vote: Yes (4), No (0) and Abstentions (2) Commissioner Pestana and Commissioner Kapoor abstained. The motion carried.

V. Division Reports

1. **Executive Director's Report: by Tanya Hughes, Executive Director**
2. **Outreach Report: by Cheryl Sharp, Deputy Director**
3. **Legislative update: by Darcy Jones Strand**

Chair Payne suggested in lieu of the reports being presented, to allow for questions from the Commissioners regarding the reports previously received.

VI. Adjournment

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

The meeting adjourned at 4:35 p.m.

The minutes of the Regular Commission meeting dated January 13, 2021 were approved on February 10, 2021.

Prepared by:

Tanya A. Hughes

03/02/2021

Tanya A. Hughes, Executive Director