

**MINUTES OF THE SPECIAL MEETING OF THE
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
LEGISLATIVE OFFICE BUILDING - ROOM 2A
HARTFORD, CT 06106
WEDNESDAY, JUNE 26, 2013
2:00 P.M.**

COMMISSIONER PRESENT

Gary Collins, Chairperson
Edward Mambruno, Secretary
Cheryl Clarke (via telephone)
Tracey Gove
Andrew Norton
Patricia Wrice

COMMISSIONER ABSENT

Edith Pestana
Dawn Niles

STAFF PRESENT

David Teed, Assistant Attorney General
Tanya Hughes, Regional Manager
Epi Carrasquillo, Regional Manager
James O'Neill, Legislative Liaison
Valerie Kennedy, HRO Representative
Neva E. Vigezzi, AA Program Analyst
Susan Hom, HRO Representative
Marla Shiller, EEO Manager
Dedra Morris, Administrative Assistant

I. CHAIRPERSON

Chairperson Collins convened on Wednesday, June 26, 2013, Special Commission Meeting of the Commission on Human Rights and Opportunities to order at approximately 2:05 p.m.

II. AFFIRMATIVE ACTION PLAN RECOMMENDATION - VOTE REQUIRED

A. Staff Recommendation: Conditional Approval

1. Department of Mental Health and Addiction Services

Representing the Agency were Deputy Commissioner Paul DiLeo and Affirmative Action Director, Eric Smith. Neva Vigezzi and Valerie Kennedy spoke for the CHRO Affirmative Action Unit and explained the reasons for the staff recommendation for a conditional approval. They noted that the plan was filed 63 days late, that there were 36 goal applicants who were eliminated from consideration without explanation, that there were another 34 goal applicants for which the explanations lacked sufficient detail, and that there was no signed input from the Commissioner or the EEO Manager. Commissioner Mambruno asked for a response from DMHAS. Deputy Commissioner Paul DiLeo responded that he did not disagree

with the analysis of their plan by CHRO, or with the recommendation for a conditional approval. DMHAS Affirmative Action Director Eric Smith explained some of the difficulties encountered by DMHAS because of the large amount of hiring and in preparing the plan, but he did not disagree with CHRO's analysis or recommendation for a conditional approval. Chairperson Collins asked Deputy Commissioner DiLeo if he would submit his written recommendation about the CHRO proposed affirmative action regulations in two weeks, and the Deputy Commissioner agreed to do so.

Commissioner Gove made a motion to adopt the CHRO staff recommendation for a conditional approval with retention of annual filing status. Commissioner Wrice seconded the motion. The Commissioners voted to approve said Motion unanimously. Chairperson Collins did not vote on the Motion.

III. EXECUTIVE SESSION

At approximately 2:30 p.m. Commissioner Gove made a Motion to go into Executive Session to discuss the appointment of an Acting Executive Director, and to invite David Teed, Tanya Hughes, Cesar Noble, Neil Griffin and Emilia Dube into the Executive Session. Commissioner Wrice seconded the motion. There was no discussion. The Commissioners voted to approve said Motion unanimously. Chairperson Collins did not vote on said Motion.

IV. VOTE ON EXECUTIVE SESSION ITEMS

The Commissioners came out of Executive Session at approximately 3:27 p.m. Chairperson Collins asked the Commissioner to turn their attention to Item 4 on the Agenda, which was to Vote on the Appointment of an Acting Executive Director for CHRO. Commissioner Norton moved to appoint Tanya Hughes as the Acting Executive Director with all of the authority of that office until such time as a Permanent Executive Director is chosen, and that the Chairperson be empowered to execute any and all documents necessary to put her appointment into effect. Commissioner Gove asked if her appointment was to take effect on July 1, 2013. Commissioner Norton then amended his motion to include an effective date of July 1, 2013 for said appointment. Commissioner Mambruno then seconded said Motion as Amended. The Commissioners then voted unanimously to approve said Motion as Amended. Chairperson Collins did not vote on said Motion. Chairperson Collins then congratulated Tanya Hughes on her appointment. Tanya Hughes thanked the Commissioners for appointing her as the Acting Executive Director and assured the Commissioners that she would do her very best for the Commission and the State of Connecticut. Tanya Hughes asked whether the Commissioners would like to ask agency heads (in addition to Deputy Commissioner DiLeo) to submit their recommendations about the CHRO Affirmative Action regulations. Chairperson Collins stated that the Commissioners would probably want to take that under advisement and reflect upon that idea, and he thanked Tanya Hughes for raising it.

V. ADJOURNMENT

Chairperson Collins called the Commissioners' attention to Item 5 on the Agenda, which is Adjournment. Commissioner Gove moved to adjourn, and Commissioner Clarke seconded the Motion. There was no discussion. The Commissioners voted unanimously to approve the Motion to Adjourn at approximately 3:30 p.m.