

**State of Connecticut  
Commission on Human Rights and Opportunities  
Regular Commission Meeting  
450 Columbus Blvd –North Plaza Hearing Room B  
Hartford, CT 06106  
Wednesday, January 9, 2019**



**2:00 p.m.**

**Regular Commission Meeting Minutes**

**Commissioners Present - All**

Cherron Payne, Chair  
Edward Mambruno, Secretary  
Andrew Norton  
Edith Pestana

Lisa Giliberto  
Shuana Tucker  
Nicholas Kapoor  
Joseph Suggs

**Staff Present**

Michelle Dumas Keuler, HRO Attorney  
Ronald Simpson, Regional Manager  
Shawn Burns, Regional Manager  
Margaret Nurse-Goodison, HRO Attorney  
Neva E. Vigezzi, HRO Representative  
Monica H. Richardson, Executive Secretary  
Emily Melendez, Assistant Attorney General

Alix Simonetti, HRO Attorney  
Jamie Rubin, Regional Manager  
Lynda Rizzo Stowe, Reg. Manager  
Jody Walker Smith, HRO Attorney  
Muriel Carpentier, HRO Representative  
Kristen Daniels, Executive Secretary

I. Chairperson: Cherron Payne, Presiding

The meeting was convened at 2:04 p.m.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Giliberto to approve the minutes of the December 12, 2018. It was seconded by Commissioner Tucker. The vote was: Yes (6), No (0), and Abstentions (1). The motion carried.

*\*\*Commissioner Suggs arrived at 2:06 pm*

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by HRO Attorney Alix Simonetti:

Staff Recommendations: **Approval**

1. Department of Banking

Commissioner Perez, Marcia Bonitto, Affirmative Action Specialist, Jennifer Taplin, DAS-Smart; and Matthew Smith, Executive Assistant.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 57%. The promotion goals were met at 100% and the program goals were met at 75% (3 out of 4).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 58% goal achievement for the SBE and 1200% for the MBE.

The filing history is as follows: 2009, 2010, 2012, 2014, and 2016, Approved.

A motion was made by Commissioner Tucker and seconded by Commissioner Pestana to accept the staff recommendation to **approve** the plan of **Department of Banking** and retain biennial filing status. The vote was: Yes (7), No (0) and Abstentions (0). The motion was unanimous.

2. Department of Emergency Services and Public Protection

Representing the agency was Attorney Brenda Bergeron for Acting Commissioner William Hackett, Ngina McMillian, EEO Director and Daphne Lewis, EEO/AAO.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 31%. The promotion goals were 35% and the program goals were met at 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 79% goal achievement for the SBE and 150% for the MBE.

The filing history is as follows: 2013, Conditionally Approved, 2014, Disapproved, 2015, Conditionally Approved, 2016, Disapproved and 2017, Conditionally Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto 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 was: Yes (7), No (0) and Abstentions (0). The motion was unanimous.

IV. Request for Reopening:

1. Presented by Margaret Nurse-Goodison, HRO Attorney

RE: Lorraine Bedus v. Waste Management CHRO No. 1610250

Following a presentation made by the agency, testimony from the petitioner and respondent's attorney, a motion was made by Commissioner Giliberto and seconded by Commissioner Kapoor to accept the staff recommendation that the request for reopening be **denied**. The vote was: Yes (7), No (0) and Abstentions (0). The motion carried.

*\* Chair Payne announced the Commissioners will thoroughly review the ED report and Outreach reports individually.*

V. Division Reports

Executive Director's Report: by Tanya Hughes, Executive Director

Outreach Report: by Cheryl Sharp, Deputy Director

Legislative update: by Michelle Duma Keuler, HRO Attorney

Commissioner Kapoor and Chair Payne want to remind the Legislative committee to keep them abreast and updated on a regular basis throughout this 2019 session.

The Legislative Breakfast is Feb 13 at the LOB with other agencies participating this year in collaboration with CHRO.

Commissioner Suggs inquired about the status of a Declaratory Ruling for Mica Notz. Attorney Dumas Kueler indicated she would relay the concerns and someone would provide an update at a later date.

VI. New Business: N/A

VII. Executive Session

*(Requires a two-thirds vote of commissioners present and voting – staff and guests invited to attend must be noted)*

Pending Litigation

1. Housing Election Case

Presented by Jody Walker Smith, HRO Attorney

CHRO ex rel. Kasey Dykas v. Barry Abramowitz, et al.

CHRO Case No. 1850169

VIII. Return from Executive Session

Commissioner Giliberto made a motion to resume the meeting at 3:24 p.m. following Executive Session and it was seconded by Commissioner Tucker. The vote was: Yes (7), No (0) and Abstentions (0). The motion carried unanimously

IX. Vote on Executive Session Items

*(Action May Be Required)*

CHRO ex rel. Kasey Dykas v. Barry Abramowitz, et al.  
CHRO Case No. 1850169

Commissioner Kapoor moved to have commission legal counsel file this case in Superior Court and seek injunctive relief to the extent necessary, punitive damages, and a civil penalty; it was seconded by Commissioner Suggs. The vote was: Yes (7), No (0) and Abstentions (0). The motion carried unanimously

X. Old Business:

Commissioner Suggs asked about a Declaratory Ruling for Mica Notz.

XI. Adjournment

A motion was made by Commissioner Pestana to adjourn the meeting; it was seconded by Commissioner Kapoor. The motion to adjourn carried unanimously. The vote was Yes (7), No (0), and Abstentions (0).The meeting adjourned at 3:24 p.m.