

**MINUTES OF THE REGULAR MEETING OF THE  
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES  
LEGISLATIVE OFFICE BUILDING – ROOM 1C  
HARTFORD, CT 06106  
TUESDAY, SEPTEMBER 13, 2011  
10:00 A.M.**

**COMMISSIONERS PRESENT**

Andrew Norton, Chairperson  
Cheryl Lynn Clarke  
Edward Mambruno, Secretary  
Edith Pestana  
Patricia Wrice  
Dawn Niles (on phone)  
Tracey Gove

**COMMISSIONERS ABSENT**

**STAFF PRESENT**

Robert J. Brothers, Jr., Executive Director  
David Teed, Assistant Attorney General  
Cheryl Sharp, Human Rights Attorney 3  
Margaret Peters, Secretary II

**I. CHAIRPERSON**

Chairperson Andrew Norton convened the September 13, 2011 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 10:22 a.m.

**II. SECRETARY**

Chairperson Norton requested approval of the minutes of the July 13, 2011 Commission meeting. A motion was made by Commissioner Niles to approve the July 13, 2011 minutes as presented and seconded by Commissioner Gove. Commissioner Wrice abstained. The motion passed. Minutes are approved as presented. Chairperson Norton did not vote on the motion.

Chairperson Norton requested approval of the minutes of the August 10, 2011 Commission meeting. A motion was made by Commissioner Wrice and seconded by Commissioner Mambruno to approve the August 10, 2011 minutes as presented. Commissioner Gove and Pestana abstained. The motion passed. Minutes are approved as presented. Chairperson Norton did not vote on the motion.

**III. GUEST SPEAKER – Lisa Tregoning, Program Manager for Governor’s Prevention Partnership**

The Governor’s Prevention Partnership is a non-profit, statewide public type of Partnership that seeks to and works to develop organizations, schools and communities in terms of capacity building around three (3) prevention areas: mentoring, infrastructure for young people across our state and also the prevention of underage drinking and substance abuse.

**IV. OUTREACH REPORT - Attorney Cheryl Sharp from the Legal Division**

Attorney Cheryl Sharp from the Legal Division was not present to give a verbal report; however, a written report was given to the Commissioners

**V. AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED**

A. Staff Recommendations: ***Approvals***

1. Connecticut State University System
2. Office of the Chief Medical Examiner
3. Office of the State Comptroller

Chairperson Norton entertained a motion to accept staff recommendations for approval of the three Affirmative Action Plans for the Connecticut State University System, Office of the Chief Medical Examiner and Office of the State Comptroller and that the motion includes the retention of their annual or biannual filing status. Chairperson Norton also asked that the motion include a motion to switch the order of the disapprovals: the Department of Education first, then Central Connecticut State University. A motion to approve the plans and switch the order of disapprovals was made by Commissioner Wrice seconded by Commissioner Mambruno. The motion carried unanimously. Chairperson Norton did not vote.

B. Staff Recommendations: ***Disapprovals***

1. Central Connecticut State University
  2. Department of Education
- 
1. Department of Education

The Department of Education plan is recommended for disapproval based on noncompliance with the following: the work force considered as a whole and by occupational category, is not in parity with the relevant labor market area; the agency has not met all or substantially all of its hiring, promotion and program goals; the agency has not demonstrated every good faith effort to achieve such

goals; the agency has not substantially addressed deficiencies noted by the commission in prior plan reviews.

Chairperson Norton entertained a motion to accept staff recommendation for disapproval of the Department of Education Affirmative Action Plan and that the motion includes the retention of its semi-annual filing status. A motion was made by Commissioner Wrice and seconded by Commissioner Clarke. All approved. The motion passed unanimously. Chairperson Norton did not vote on the motion.

2. Central Connecticut State University

Central Connecticut State University plan is recommended for disapproval based on noncompliance with the following: the agency has not met all or substantially all of its hiring, promotion and program goals; the agency has not demonstrated every good faith effort to achieve its goals.

Chairperson Norton entertained a motion to accept staff recommendation for disapproval of Central Connecticut State University Affirmative Action Plan and that the motion includes the retention of its annual filing status. All approved. The motion passed. Chairperson Norton did not vote on the motion.

**VI. OTHER BUSINESS**

None

**VII. DIVISION REPORTS**

A. Legislative Report

Jim O'Neill provides the Commissioners with an updated legislative report. The Legislative Session is not in session at this time. The agreement between the unions and the Governor was accepted by default.

B. Executive Director's Report

Executive Director Brothers noted that Attorney Cheryl Sharp, who handles Education and Outreach is unable to be here today. She has included information in each of the Commissioners' packages. Executive Director Brothers also noted he has not been able to fill positions since 2008. In 2008 there were approximately 108 employees; in 2011 there are only 74-75 employees. The strain on the agency to get the job done is becoming greater without adequate personnel. With the new Public Act 11-237 the cases should move along more quickly. We are in the process of providing complete agency training which will produce more closures with less people.

As of now the Office of Public Hearing is located at 450 Capitol Avenue and the Legal Division is located at 25 Sigourney Street. We are trying to consolidate the Office of Public Hearing with the Legal Division. It seems like the move is going to be successful and the Office of Public Hearing will be moved to 25 Sigourney Street within the next couple of weeks. We only have one person on staff in the Office of Public Hearing at this time, since the Governor has not appointed any referees as yet so the move should go smoothly.

**VIII. EXECUTIVE SESSION**

A motion was made by Commissioner Mambruno to go into Executive Session to discuss personnel matters. The motion was seconded by Commissioner Clarke. Executive Director Brothers and Assistant Attorney General David Teed were invited into Executive Session. The motion carried unanimously. Chairperson Norton did not vote.

**IX. RETURN TO REGULAR SESSION**

At 12:05 p.m. Commissioner Norton entertained a motion to return to Regular Session. A motion was made by Commissioner Wrice and seconded by Commissioner Clarke to return to Regular Session. The motion carried unanimously. Chairperson Norton did not vote.

**X. VOTE ON EXECUTIVE SESSION ITEMS**

(Requires a Vote by Commissioners on the Record)

Chairperson Norton motioned that in the case of the Pending Litigation Appeal from the Decision of the Norwalk Human Relations Commission in the matter of Louis v. Integrated Security Services, Inc. , the appeal is denied, the case was not timely. A motion was made by Commissioner Wrice and seconded by Commissioner Clarke. All approved. The motion passes. Chairperson Norton did not vote.

**XI. ADJOURNMENT**

There being no further business to come before the Commission, it was moved by Commissioner Gove and seconded by Commissioner Pestana to adjourn the meeting at 12:07 p.m. The motion carried unanimously. Chairperson Norton did not vote.