

**MINUTES OF THE REGULAR MEETING OF THE  
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES  
LEGISLATIVE OFFICE BUILDING – ROOM 1A  
HARTFORD, CT 06106  
WEDNESDAY, JANUARY 11, 2012  
2:00 P.M.**

**COMMISSIONERS PRESENT**

Andrew Norton, Chairperson  
Edward Mambruno, Secretary  
Cheryl Lynn Clarke  
Dawn Niles  
Tracey Gove  
Patricia Wrice  
Edith Pestana  
Lyn May  
Suzanne Tirado

**COMMISSIONERS ABSENT**

**STAFF PRESENT**

Robert J. Brothers, Jr., Executive Director  
David Teed, Assistant Attorney General  
James O'Neill, Legislative Liaison  
Cheryl Sharp, Human Rights Attorney III  
Alvin K. Bingham  
Susan Hom  
Valerie Kennedy  
Neva E. Vigezzi  
Margaret Peters, Secretary II

**I. CHAIRPERSON**

Chairperson Andrew Norton convened the January 11, 2012 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 2:13 p.m.

Chairperson Andrew Norton recognized two new Commissioners: Commissioner Lyn May and Commissioner Suzanne Tirado. He also noted that this is the first time in years that there were nine commissioners.

**II. SECRETARY**

Commissioner Mambruno requested approval of the minutes of the Wednesday December 14, 2011 regular Commission meeting. A motion was made by Commissioner Clarke to approve the December 14, 2011 minutes as presented and seconded by Commissioner Niles. The motion was approved unanimously. Chairperson Norton did not vote on the motion.

**III. GUEST SPEAKER**

None

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

Attorney Cheryl Sharp from the Legal Division noted that CHRO will participate in the Martin Luther King, Jr. celebration in New Haven.

CHRO provided training on discriminatory harassment and bullying to a group of students who are in a special program in Stratford. Students received instruction and materials on the CHRO process and were advised on the problems that exist when students engage in discriminatory conduct.

Attorney Sharp also provided training to a group of graduate students at the UCONN School of Social Work which focused on CHRO's mission, investigative, prosecutorial and adjudicative processes.

Attorney Sharp prepared a grant proposal and submitted it to the Department of Housing and Urban Development (HUD) for a partnership with the Department of Energy and Environmental Protection (DEEP). If the proposal is accepted, DEEP and CHRO will investigate barriers that may be responsible for the disproportionate exposures to environmental hazards that are occurring in Section 8 housing.

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

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

1. Office of Policy and Management
2. CT Agricultural Experiment Station
3. UCONN Health Center

Chairperson Norton asked for a motion to accept staff recommendations for approval of the three Affirmative Action Plans: Office of Policy and Management,

CT Agricultural Experiment Station and UCONN Health Center and that the motion includes the retention of their annual/bi-annual filing status. Such a motion was made by Commissioner Gove and seconded by Commissioner Pestana.

Chairperson Norton made note that the two new Commissioners could not vote today pending completion of the required training.

Chairperson Norton called for a vote on the motion concerning the three plans. The motion was approved unanimously. Chairperson Norton did not vote on the motion.

**VI. OTHER BUSINESS**

None

**VII. DIVISION REPORTS**

**A. Legislative Report**

Jim O'Neill gave a Legislative Report. Legislation was passed that a working group be formed to assess the Affirmative Action Regulations. The history of this is that the agency has had the same regulations for the past 27 years. The only change was an amendment which was done in 1999. The agency has been four years rewriting the Regulations. Over the course of the past three years there have been a number of attempts either to gut Affirmative Action, move it to Department of Administrative Services or to allow agencies like the Department of Transportation to substitute federal plans in lieu of State plans. Federal plans are substantially different.

The working group met for the first time on October 25, 2011. After two months the group was able to accomplish more than was done in years, although there is still the need for revisions and fine tuning.

A Public Hearing has been scheduled for February 8, 2012 at 10:00 a.m., in the Legislative Office Building. Changes can be submitted in writing to CHRO prior to the February 8<sup>th</sup> meeting in order to make recommendations, comments or assist in proposed changes/agreement with draft.

**B. Executive Director's Report**

None

**VIII. EXECUTIVE SESSION**

None

**X. RETURN TO REGULAR SESSION**

None

**IX. VOTE ON EXECUTIVE SESSION ITEMS**

(Requires a Vote by Commissioners on the Record)

None

**XI. ADJOURNMENT**

There being no further business to come before the Commission, it was moved by Commissioner Mambruno and seconded by Commissioner Gove to adjourn the meeting at 4:00 p.m. The motion carried unanimously. Chairperson Norton did not vote.