

**MINUTES OF THE REGULAR MEETING OF THE  
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES  
LEGISLATIVE OFFICE BUILDING – ROOM 1C  
HARTFORD, CT 06106  
WEDNESDAY, MAY 11, 2011  
2:00 P.M.**

**COMMISSIONERS PRESENT**

Andrew Norton, Chairperson  
Edward Mambruno, Secretary  
Patricia J. Wrice  
Dawn Niles  
Tracey Gove (New Commissioner)  
Shelly Best

**COMMISSIONERS ABSENT**

Edith Pestana  
Cheryl Lynn Clarke

**STAFF PRESENT**

Robert J. Brothers, Jr., Executive Director  
James O'Neill, Legislative Regulations Specialist  
Margaret Peters, Secretary II

**I. CHAIRPERSON**

Chairperson Andrew Norton convened the May 11, 2011 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 2:25 p.m.

**II. SECRETARY**

Commissioner Mambruno requested approval of the minutes of the April 13, 2011 regular Commission meeting. A motion was made by Commissioner Wrice to approve the April 13 minutes as presented and seconded by Commissioner Best. All approved, motion passes. Chairperson Norton did not vote on the motion.

**III. OTHER BUSINESS**

Chairperson Norton requested permission to alter the Agenda by entertaining a motion to replace Item three with Other Business in order to accommodate Norwalk College's Certificate of Non-Compliance ruling. Commissioner Mambruno made a motion to accept change and seconded by Commissioner Wrice. Agenda is revised.

Motion to have the Certificate of non-compliance lifted from Norwalk College was entertained by Commissioner Mambruno and seconded by Wrice. The motion passed unanimously. The Certificate of non-compliance is lifted. Chairperson Norton did not vote on the motion.

#### **IV. OUTREACH REPORT**

Attorney Cheryl Sharp from the Legal Division gave highlights of what is happening with education and outreach over the past month. The Commission is continuing our Outreach efforts.

The month of April was Fair Housing month. We participated in various Fair Housing Seminars and actually gave a seminar ourselves, which was very successful. On April 26<sup>th</sup> The Commission on Human Rights and Opportunities along with seven (7) other organizations that we have built coalitions with sponsored Kids Speak, where hundreds of students from all across the State of Connecticut, from 14 School Districts came together to debate/discuss and have pure dialog surrounding issues of hate crimes in American schools. Governor Daniel Malloy was our Keynote Speaker and Attorney General Jepson, Comptroller Kevin Limbo and Deputy State Treasurer Harris also spoke to the students. Commissioner Norton and Commissioner Pestana were in attendance at this event. This is an event designed to raise social awareness of youth regarding civil and human rights issues.

We participated on a panel for the Transgender lives conference on April 30<sup>th</sup>. We spoke about the Commission's process and Complaint process/filing complaints and the coverage and protection that our State Statutes offers that are not covered under Federal Law.

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

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

1. Board of Trustees/Community Technical Colleges
2. Dept of Consumer Protection
3. Office of Protection and Advocacy
4. Department of Public Works
5. Dept. of Mental Health and Addiction Services

Chairperson Norton requested a motion to accept staff recommendation for approval of all five of the Affirmative Action Plans and that the motion includes the retention of their annual filing status; the Board of Trustees/Community

Technical Colleges, Dept. of Consumer Protection, Office of Protection and Advocacy, Dept. of Public Works and the Dept. of Mental Health and Addiction Services. Commissioner Mambruno moved and Commissioner Best seconded.

1. Board of Trustees/Community Technical Colleges

The Office of the Governor plan was recommended for approval based on compliance with the following: the plan contains all elements required; the workforce is not in parity, agency has not met all or substantially all of its hiring and program goals, the agency has demonstrated every good faith effort to achieve such goals; and the agency had substantially addressed deficiencies noted by the commission in prior plan reviews.

2. Dept of Consumer Protection

The Office of the Dept of Consumer Protection plan was recommended for approval based on compliance with the following: the plan contains all elements required; the workforce is not in parity, there were no hires or promotions during the reporting period and therefore, the agency is in compliance with the (b)(2) standard; the agency has demonstrated every good faith effort to achieve such goals; and the agency had no deficiencies in the prior plan review and therefore, are in compliance with the (b)(4) standard.

3. Office of Protection and Advocacy

The Office of Protection and Advocacy plan was recommended for approval based on compliance with the following: the plan contains all elements required; the workforce, considered as a whole and by occupational category, is not in parity with the relevant labor market area. The agency has met all or substantially all of its hiring, promotion and program goals and the agency had no deficiency elements in the previous plan reviews.

4. Department of Public Works

The Department of Public Works plan was recommended for approval based on compliance with the following: the plan contains all elements required; The agency has demonstrated every good faith effort to achieve such goals; and the agency had no deficiency elements in the previous plan reviews.

5. Dept. of Mental Health and Addiction Services

The Department of Mental Health and Addiction Services plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has demonstrated every good faith

effort to achieve such goals; and the agency had no deficiency elements in the previous plan reviews.

Chairperson Norton requested a motion to accept staff recommendation for approval of the Affirmative Action Plans for the Board of Trustees/Community Technical Colleges, Dept. of Consumer Protection, Office of Protection and Advocacy, Dept. of Public Works and the Dept. of Mental Health and Addiction Services and that the agencies retain their annual filing status. The motion passed unanimously. All five plans are approved and they shall retain their annual filing status. Chairperson Norton did not vote on the motion.

B. Staff Recommendations: **Conditionally Approved**

1. Dept. of Veterans' Affairs

Chairperson Norton requested a motion to accept staff recommendation for conditional approval of the Affirmative Action Plan for the Dept. of Veterans' Affairs and that the agency retain its annual filing status.

A motion was made by Commissioner Mambruno and seconded by Commissioner Wrice to accept staff recommendation for conditional approval of the Dept. of Veterans' Affairs and that the agency retain its annual filing status. The motion passed unanimously. Chairperson Norton did not vote on the motion.

VI **DIVISION REPORTS**

A. Legislative Report

Jim O'Neill provides the Commissioners with an updated legislative report and news articles on an ongoing basis. We are trying to move two of our bills forward, making progress with one, it is going forward. The second one is waiting for paperwork to be filed by committee. Spoke briefly on Governor's Plan B.

B. Executive Director's Report

Charlie Krich acting on behalf of Executive Director Brothers noted that there is Agency Training on May 23 on MAR process. This training is conducted by the Legal Staff and is for Investigative Staff. A new form is being introduced in hopes of speeding up complaint process.

Case Processing is slow due to reduced staffing, which will make it a challenge to meet our contract with EEOC. We will receive less funding from EEOC this year because of this shortage in staffing.

## **VII EXECUTIVE SESSION**

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

## **VIII RETURN TO REGULAR SESSION**

Returned to regular session at 3:43 p.m. No votes were taken

### **B. Reopening Requests**

#### **1. Turner v. Dept. of Developmental Disabilities, CHRO No. 1010190**

A motion was made by Commissioner Best and seconded by Commissioner Wrice to accept the staff recommendations to grant the reopening requests in the matter of Turner v. Dept. of Developmental Disabilities CHRO Case No. 1010190. A motion to grant the reopening request was entertained. All approved no one opposed. The motion carried unanimously. Chairperson Norton did not vote.

#### **2. Vasyliv v. Adesta, LLC, CHRO No. 1030072**

A motion was made by Commissioner Wrice and seconded by Commissioner Best to accept the staff recommendations to grant the reopening requests in the matter of Vasyliv v. Adesta, LLC CHRO Case No. 1030072. A motion to grant the reopening request was entertained. All approved no one opposed. The motion carried unanimously. Chairperson Norton did not vote.

### **Appeals from Local Human Rights Agencies**

#### **1. Fernandes v. Yankee Gas, NHRC Case No. 228-08E**

A motion was made by Commissioner Best and seconded by Commissioner Wrice to remand to Norwalk Human Relations Commission

the matter of Fernandes v. Yankee Gas, NHRC Case No. 228-08E. All approved no one opposed. The motion carried unanimously. Chairperson Norton did not vote.

**X     ADJOURNMENT**

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