

State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
450 Columbus Blvd –North Plaza Conference Room C-D
Hartford, CT 06106
Wednesday, May 8, 2019



2:00 p.m.

Regular Commission Meeting Minutes

Commissioners Present

Nicholas Kapoor
Edward Mambruno, Secretary
Andrew Norton

Lisa Giliberto
Joseph Suggs
Shuana Tucker

Commissioners Absent

Cherron Payne, Chair
Edith Pestana

Staff Present

Tanya Hughes, Executive Director
Cheryl Sharp, Deputy Director

Alix Simonetti, HRO Attorney
Ronald Simpson, Regional Manager
Shawn Burns, Regional Manager
Neva E. Vigezzi, HRO Representative
Monica H. Richardson, Executive Secretary
Emily Melendez, Assistant Attorney General

Robin Fox, HRO Attorney
Jamie Rubin, Regional Manager
Lynda Rizzo Stowe, Reg. Manager
Muriel Carpentier, HRO Representative
Kristen Daniels, Executive Secretary

I. Chairperson: Nicholas Kapoor, Presiding.

The meeting was convened at 2:02 p.m.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Suggs to approve the minutes of the April 10, 2019. It was seconded by Commissioner Tucker. The vote: Yes (5), No (0), and Abstentions (0). The motion carried.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp.

Staff Recommendations: **Approval**

1. Connecticut State Library

Representing the agency were Kendall Wiggin, CT State Librarian, Robert Kinney, CT State Library Outreach Coordinator, and Alicia Nuñez, Director of Equal Employment Opportunity.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 66.7%. The program goals were met at 100% (2 out of 2) and promotion goals were not established during this reporting period.

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 23.4% goal achievement for the SBE and 24.5% for the MBE.

The filing history is as follows: 2010, 2011, 2013, 2015, and 2017, Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Tucker to accept the staff recommendation to **approve** the plan of the Connecticut State Library and retain **biennial** filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion was carried unanimously.

VII. Division Reports

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

The Executive Director reported on operations, personnel, production activities and DOL activities. She announced that the inaugural telecommute program was officially released on May 6 with guidelines; the Auditors are continuing review of 2017 and 2018; a representative of CHRO attended Dismantling Systemic Racism by SERC, April 26; Kid's Court Jr. will meet on May 2 at the Capitol; an NAACP award will be presented to Executive Director Tanya Hughes on May 16; Tanya Hughes will attend the 2019 EEOC /FEPA conference in San Diego, CA, June 17-21 and the IAORHA conference in Atlanta in August. CHRO met with the new undersecretary of OPM to review the budget options, opportunities for refill, etc.

Outreach Report: by Cheryl Sharp, Deputy Director. See detailed report. (Attached)

Future outreach activities: Business Training Institute, Sexual Harassment Training, May 13, Minority Construction Council, May 15, FOIA conference, May 3, James Cooper Fellow Reception, May 6, Veteran Coffee House, May 3 and Kid's Speak, May 22 at UCONN Law School.

Legislative Report: Presented by Deputy Director Sharp for Darcy Jones, Legislative Analyst (Darcy Jones was attending the Legislative session at the LOB during the commission meeting.) The report explained that the Appropriations committee released its budget which nearly mirrors the Governor's proposal. The newly formatted legislative report was circulated in an excel chart that compiled all the bills that CHRO has been following this legislative session. Noted during the meeting were SB 3 Sexual Assault/Sexual Harassment which is slated to carry a fiscal note. An update was provided on HB7222 –the AG's bill.

VII. New Business: N/A

VIII. Executive Session

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

Commissioner Giliberto moved to go into Executive session at 2:30 pm; it was seconded by Commissioner Suggs. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

Invited into Executive Session with the Commissioners was AAG Emily Melendez, Tanya Hughes, Cheryl Sharp and Attorneys Alix Simonetti and Robin Fox for the first part of Executive Session; invited into the second part of executive session was AAG Emily Melendez.

Pending Litigation:

1. Housing Election Cases (2)

Presented by Alix Simonetti, HRO Attorney
CHRO ex rel. Christian T. Gilbert v. Town of Wallingford and its Zoning Board of Appeals, CHRO Case No. 1850189, and

CHRO ex rel Abigail T. Gilbert v. Town of Wallingford and its Zoning Board of Appeals, CHRO Case No 1850190.

Presented by Robin Fox for Scott Madeo, HRO Attorney
CHRO ex rel. Elizabeth J. Mills Sanders v. Greenwich Premier Services Company , et al. CHRO Case No. 1950048 and

CHRO ex rel. Elizabeth J. Mills Sanders v. Town of Greenwich and Planning and Zoning Dept, and their agents, Katie Deluca and Crystal Berry, et al. CHRO Case No. 1950096

2. Wallace v. Sharp, et al.

Presented by AAG Emily Melendez

3. Wallace v. Hughes, et al.

Presented by AAG Emily Melendez

IX. Return from Executive Session

Commissioner Suggs moved to return from Executive session at 3:08 pm; it was seconded by Commissioner Giliberto. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

X. Vote on Executive Session Items

(Action May Be Required)

CHRO ex rel. Christian T. Gilbert v. Town of Wallingford and its Zoning Board of Appeals, CHRO Case No. 1850189, and

CHRO ex rel Abigail T. Gilbert v. Town of Wallingford and its Zoning Board of Appeals, CHRO Case No 1850190.

A motion was made by Commissioner Giliberto and seconded by Commissioner Suggs to accept the staff recommendation to have the Commission counsel file this case in the Judicial district of New Haven at Meriden and seek injunctive relief, punitive damages, and a civil penalty.

The vote was: Yes (5), No (0) and Abstentions (0). The motion was carried unanimously.

CHRO ex rel. Elizabeth J. Mills Sanders v. Greenwich Premier Services Company, et al. CHRO Case No. 1950048 and

CHRO ex rel. Elizabeth J. Mills Sanders v. Old Track Properties LLC, et al. CHRO Case No. 1950039 and

CHRO ex rel. Elizabeth J. Mills Sanders v. Town of Greenwich and Planning and Zoning Dept., and their agents, Katie Deluca and Crystal Berry, et al. CHRO Case No. 1950096

A motion was made by Commissioner Giliberto and seconded by Commissioner Suggs to accept the staff recommendation have the commission legal counsel file these cases in the Housing Session of Norwalk Judicial court and seek injunctive relief punitive damages and a civil penalty.

The vote was: Yes (5), No (0) and Abstentions (0). The motion was carried unanimously.

XI. Old Business: N/A

XII. Adjournment

A motion was made by Commissioner Suggs to adjourn the meeting; it was seconded by Commissioner Mambruno. The vote was: Yes (5), No (0) and Abstentions (0). The motion to adjourn carried unanimously. The meeting adjourned at 3:16 p.m.