

**State of Connecticut  
Commission on Human Rights and Opportunities  
Regular Commission Meeting  
Legislative Office Building, Room 1A  
Hartford, CT 06106  
Wednesday, November 14, 2018**



**2:00 p.m.**

**Regular Commission Meeting Minutes**

**Commissioners Present**

Cherron Payne, Chair  
Edward Mambruno, Secretary  
Andrew Norton  
Lisa Gilberto  
Edith Pestana  
Nicholas Kapoor

**Commissioners Absent**

Shuana Tucker  
Joseph Suggs

**Staff Present**

Tanya Hughes, Executive Director  
Cheryl Sharp, Deputy Director

Brian Festa, Commission Counsel II	Ronald Simpson, Regional Manager, Capitol
Shawn Burns, Regional Manager, WC	Jamie Rubin, Regional Manager, SW
Neva E. Vigezzi, AA HRO Representative	Muriel Carpentier, AA HRO Representative
Monica H. Richardson, Executive Secretary	Kristen Daniels, Executive Secretary
Emily Melendez, Assistant Attorney General	

I. Chairperson: Cherron Payne, Presiding

The meeting was convened at 2:06 p.m.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Kapoor to approve the minutes of the October 10, 2018 regular commission meeting with the following corrections: reflect that Commissioner Gilberto was absent. It was seconded by Commissioner Pestana. The vote was: Yes (4), No (0), and Abstentions (1). The motion carried.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp:

A. Staff Recommendations: **Approval**

1. Department of Administrative Services

Representing the agency was Commissioner Melody Currey, Alicia Nuñez, Director Equal Employment Opportunity, Erin Choquette, Policy & Legislative Advisor, and Brenda Abele, Human Resources Administrator.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 46.4%. The promotion goals were met at 60% and the program goals were met at 100% (3 out of 3).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 177.4% goal achievement for the SBE and 121.6% for the MBE.

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

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation to **approve** the plan of **Department of Administrative Services** and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

2. Southern Connecticut State University

Representing the agency was President Joe Bertolino, Paula Rice, Director of Diversity & Equity, and Brenda Harris.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 39%. The promotion goals were 73% and the program goals were met at 67% (2 out of 3).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 304% goal achievement for the SBE and 147% for the MBE.

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

A motion was made by Commissioner Kapoor and seconded by Commissioner Pestana to accept the staff recommendation to **approve** the plan of the **Southern Connecticut State University** and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

3. Department of Public Health

Representing the agency were Commissioner Raul Pino, Yvonne Addo, Deputy Commissioner, Amanda Anduaga-Roberson, EEO Manager, and Mike Carey, HR Administrator 2.

The plan was recommended for **Approval**:

The agency has met all or substantially met all of its hiring goals at 74%. The promotion goals were met at 75% and the program goals were achieved at 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 30% goal achievement for the SBE and 556% for the MBE.

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

A motion was made by Commissioner Kapoor and seconded by Commissioner Pestana to accept staff recommendation to **approve** the plan of **Department of Public Health** and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

#### 4. Department of Labor

Representing the agency were Deputy Commissioner Daryle Dudzinski, Marla Shiller, EEO Manager, Neil Griffin, Director of Human Resources, and Lee Ryan, Administrative Assistant.

The plan was recommended for **Approval**:

The agency has met all or substantially met all of its hiring goals at 66.7%. The promotion goals were met at 50% and the program goals were achieved at 100% (3 out of 3).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 134.3% goal achievement for the SBE and 176.5% for the MBE.

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

A motion was made by Commissioner Giliberto and seconded by Commissioner Mambruno to accept the staff recommendation to **approve** the plan of **Department of Labor** and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The vote was unanimous.

#### 5. Metropolitan District Commission

Representing the agency were Bob Jakes, Rita Kelly, AAO and Michael Jefferson.

The plan was recommended for **Approval**:

The agency has not met all or substantially all of its hiring goals at 37.5%. There were no promotion goals and the program goals were achieved at 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 75.4% goal achievement for the SBE and 143.9% for the MBE.

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

A motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to accept the staff recommendation to **approve** the plan of **Metropolitan District Commission** and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The vote was unanimous.

#### B. Staff Recommendation: **Disapproval**

##### 6. Department of Children and Families

Representing the agency were Commissioner Joette Katz, Cindy Butterfield, Deputy Commissioner, Candy Phillips, EEO Director, Irma Reyes, EEO Specialist 2 and Jeanette Perez, HR Administrator.

The plan was recommended for **Disapproval**:

The agency has not met all or substantially met all of its hiring goals at 61.5%. The promotion goals were met at 41% and the program goals were met at 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 75.4% goal achievement for the SBE and 143.9% for the MBE.

The filing history is as follows: 2012, 2013, 2014, 2015, 2016, Approved and 2017, Disapproved.

A motion was made by Commissioner Kapoor to **Conditionally Approve** the AA plan the **Department of Children and Families** and seconded by Commissioner Mambruno and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The vote was unanimous.

#### IV. Request for Reopening:

Presented by Brian Festa, Commission Counsel II

RE: Tenell Rhodes, Sr. v. General Digital Corporation  
CHRO No. 1840329

Following a presentation made by the agency, a motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation that the request for reopening be **granted**. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

#### V. Division Reports

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

Director Hughes reported on the following items: personnel, public relations and engagements, CHRO Anniversary activities, and operations. She announced a training seminar for commissioners on Dec 10 and agency wide training on December 17.

Outreach Report: presented by Cheryl Sharp, Deputy Director

Future Outreach Activities

- Fair Housing Training, Dec 10
- Norwich Legislative Breakfast, Dec 4
- Public Forum on Racial profiling, Dec 5
- Annual Judges of Color reception, Nov 14

A newly formatted and detailed report was provided. See attached.

VI. New Business:

2019 Calendar, Vote required

A motion was made by Commissioner Kapoor and seconded by Commissioner Pestana to accept the dates of calendar year 2019 with the understanding that there will be a follow-up on location of the meeting for January 9, 2019. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

VII. Executive Session

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

VIII. Vote on Executive Session Items

*(Action May Be Required)*

IX. Old Business: N/A

X. Adjournment

A motion was made by Commissioner Kapoor to adjourn the meeting and was seconded by Commissioner Giliberto. The motion to adjourn carried unanimously. The vote was Yes (5), No (0), and Abstentions (0). The meeting adjourned at 4:15 p.m.