

**State of Connecticut  
Commission on Human Rights and Opportunities  
Regular Commission Meeting  
Legislative Office Building, Room 1A  
Hartford, CT 06106  
Wednesday, August 8, 2018**



**2:00 p.m.**

**Regular Commission Meeting Minutes**

**Commissioners Present**

Cherron Payne, Chair  
Lisa Giliberto  
Edith Pestana  
Joseph Suggs  
Nicholas Kapoor  
Shuana Tucker

**Commissioners Absent**

Edward Mambruno, Secretary

**Staff Present**

Cheryl Sharp, Deputy Director  
Emily Melendez, Assistant Attorney General

Michelle Dumas Keuler, Commission Counsel III  
Jamie Rubin, Regional Manager, SW  
Darcy E. Jones, Legislative Analyst  
Neva Elaine Vigezzi, AA HRO Representative  
Monica H. Richardson, Executive Secretary

Kimberly Jacobsen, Commission Counsel III  
Robin Kinstler Fox, Commission Counsel III  
Ronald Simpson, Regional Manager, Capitol  
Muriel Carpentier, AA HRO Representative  
Kristen Daniels, Executive Secretary

I. **Chairperson:** Cherron Payne, Presiding

The meeting was convened at 2:32 p.m. Audio recording began at 2:43. Manual minutes were taken until audio recording was activated.

II. **Secretary:** Commissioner Pestana

A motion was made by Commissioner Kapoor to approve the minutes of the July 11, 2018 Regular Commission Meeting. It was seconded by Commissioner Norton. The vote was: Yes (6), No (0), and Abstentions (0). The motion was unanimous.

III. **Affirmative Action Recommendations – Vote Required**

The following plans were presented by Deputy Director Cheryl Sharp:

A. Staff Recommendations: **Approval**

### 1. Norwalk Community College

Representing the agency was President David L. Levinson, Ph.D. and Cheryl DeVonish, Esq., Chief Operating Officer

The plan was recommended for **Approval**:

The agency did not meet all or substantially all of its hiring goals at 50%. The promotion goals were met at 80% and the program goals were met at 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 86% goal achievement for the SBE and 43% for the MBE.

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

A motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to accept staff recommendation to **approve** the plan of **Norwalk Community College** and retain annual filing status. The vote was: Yes (5), No (1) and Abstentions (0). The motion carried.

### 2. Tunxis Community College

Representing the agency was Charles Cleary, Dean of Administration, AA Officer, and Acting HR Director, and Marcia Bonitto, Affirmative Action Assistant.

The plan was recommended for **Approval**:

The agency did not meet all or substantially all of its hiring goals at 38%. The promotion goals were met at 50% and the program goals were met at 50% (1 out of 2).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 34% goal achievement for the SBE and 193% for the MBE.

The filing history is as follows: 2010, Approved, 2011, Disapproved, 2012, 2014, and 2016, Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Suggs to accept staff recommendation to **approve** the plan of **Tunxis Community College** and retain biennial filing status. The vote was: Yes (6), No (0) and Abstentions (0). The motion was unanimous.

### 3. Department of Mental Health & Addiction Services

Representing the agency were Commissioner Miriam Delphin-Rittmon, Tommy Wilson, EEO Specialist 2, and Ellen Boynton, Director of Multicultural Healthcare Equity

The plan was recommended for **Approval**:

The agency has not met all or substantially all of its hiring goals at 31.2% and the promotion goals at 33%. The program goals were not met at 0% (0 out of 1)

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 102% goal achievement for the SBE and 207% for the MBE.

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

A motion was made by Commissioner Kapoor and seconded by Commissioner Tucker to accept staff recommendation to **approve** the plan of the **Department of Mental Health & Addiction Services** and retain annual filing status. The vote was: Yes (6), No (0) and Abstentions (0). The motion was unanimous.

#### 4. Department of Transportation

Representing the agency were Commissioner Redeker, Deputy Commissioner Barry, Cheryl Malerba, Vicki Arpin, Camille Grant and Ada Alvarez.

The plan was recommended for **Approval**:

The agency has **not** met all or substantially all of its hiring goals at 21.6% and the promotion goals were met at 35.3%. Program goals were met at 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 1112.1% goal achievement for the SBE and 1625.4% for the MBE.

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

A motion was made by Commissioner Pestana and seconded Commissioner Kapoor to accept staff recommendation to **approve** the plan of the **Department of Transportation** and retain annual filing status. The vote was: Yes (6), No (0) and Abstentions (0). The motion was unanimous.

#### B. Staff Recommendations: **Conditional Approval**

#### 5. Gateway Community College

Representing the agency were President Paul Broadie, Theresa Eisenach and Lucy Brown, HR Director and EEO.

The plan was recommended for **Approval**:

The agency has **not** met all or substantially all of its hiring goals at 50% and the promotion goals were met 66% and the program goals were met 100% (3 out of 3).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 130% goal achievement for the SBE and 165% for the MBE.

The filing history is as follows: 2011, 2012, and 2014, Approved, 2016, Conditionally Approved and 2017, Disapproved.

A motion was made by Commissioner Tucker and seconded Commissioner Kapoor to accept staff recommendation to **conditionally approve** the plan of **Gateway Community College** and retain annual filing status. The vote was: Yes (6), No (0) and Abstentions (0). The vote was unanimous.

## 6. Housatonic Community College

Representing the agency were President Paul Broadie, Theresa Eisenach and Lucy Brown, HR Director and EEO.

The plan was recommended for **Conditional Approval**:

The agency has **not** met all or substantially met all of its hiring goals at 47% and the promotion goals were met 50% and the program goals were met 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 261% goal achievement for the SBE and 216% for the MBE.

The filing history is as follows: 2010, Approved, 2011, Approved by Default, 2012, Approved, 2012, 2014, and 2016, Approved

A motion was made by Commissioner Giliberto and seconded by Commissioner Suggs to accept staff recommendation to **conditionally approve** the plan of **Housatonic Community College** and retain biennial filing status. The vote was: Yes (6), No (0) and Abstentions (0). The motion was unanimous.

## IV. Division Reports

*\*\*\*Chair Payne asked, in the interest of time, that staff not present the division reports and the commissioners would read them later.*

Executive Director's Report: by Cheryl Sharp, Deputy Director, Not presented

A detailed production report was provided. See attached.

*\*\*\* CHRO has changes in management: Shawn Burns was promoted from investigator to the West Central Region (Waterbury); Jamie Rubin is a new hire for the Southwest region (Bridgeport); Ron Simpson transferred from Southwest to the Capitol Region (Hartford).*

Outreach Report: presented by Cheryl Sharp, Deputy Director

Future Outreach Activities

- The 75th anniversary Celebration, October 21-25; details to follow
- Pride Rally in Hartford, September 8
- Sexual Harassment Prevention Training

Outreach Successes

- Hartford Jazz festival, Housing unit, 800 Attendees
- Radio Interview, Prison Reform, 7/31/18

A detailed report was provided. See attached.

Legislative Report: by Darcy Jones, Legislative Analyst and Commission Counsel

A report was provided. See attached.

V. New Business:

VI. Executive Session

*(Requires a two-thirds vote of Commissioners Present and Voting – Staff and Guests Invited to Attend Must Be Noted)*

Commissioner Kapoor moved to go into Executive session and was seconded by Commissioner Pestana. The vote was: Yes (6), No (0) and Abstentions (0). The motion was unanimous at 3:55 pm.

*Invited into Executive Session with the Commissioners for the first portion was AAG Emily Melendez, Deputy Cheryl Sharp, Attorneys Robin Fox, Michelle Dumas Keuler, Robin Fox, and Kimberly Jacobsen.*

*Invited into Executive session for the second portion was AAG Emily Melendez.*

1. Pending Litigation

CHRO ex rel. Tatiana Sellers v. Todd Grisham, et al.  
CHRO Case No. 1850071  
Presented by Attorney Kimberly Jacobsen

CHRO ex rel. Ikram Shaikh v. RMS Bethel, LLC and RMS Real Estate Group, LLC, et al.  
CHRO Case No. 1850104  
Presented by Attorney Robin Kinstler Fox

2. Personnel Matter

Evaluation, Executive Director

VII. Return from Executive Session

Commissioner Kapoor made a motion to resume the meeting at 4:37 p.m. following Executive Session and it was seconded by Commissioner Giliberto. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

VIII. Vote on Executive Session Items: (Action May Be Required):

CHRO ex rel. Tatiana Sellers v. Todd Grisham, et al.  
CHRO Case No. 1850071

Commissioner Kapoor moved to have commission legal counsel file this case in Superior Court and seek injunctive relief to the extent necessary, punitive damages, and a civil penalty; it was seconded by Commissioner Tucker. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

CHRO ex rel. Ikram Shaikh v. RMS Bethel, LLC and RMS Real Estate  
Group, LLC, et al.  
CHRO Case No. 1850104

Commissioner Kapoor moved to have commission legal counsel file this case in Superior Court and seek injunctive relief to the extent necessary, punitive damages, and a civil penalty; it was seconded by Commissioner Tucker. The vote was: Yes (5), No (1) and Abstentions (0). The motion carried unanimously.

IX. Old Business: N/A

X. Adjournment

A motion was made by Commissioner Kapoor to adjourn the meeting and was seconded by Commissioner Tucker. The motion to adjourn carried unanimously. The vote was Yes (6), No (0), and Abstentions (0). The meeting adjourned at 4:41 p.m.