

STATE OF CONNECTICUT COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES



Regular Commission Meeting Minutes Wednesday, September 14, 2022 2:00 p.m. Via Microsoft TEAMS

Commissioners Present

Edward Mambruno, Secretary
Lisa Giliberto
Andrew Norton
Joseph Suggs

Staff Present

Tanya A. Hughes, Executive Director
Cheryl Sharp, Deputy Director

Kimberly Jacobsen, Managing Director
Neva E. Vigezzi, AA Supervisor
Megan K. Grant, HRO Attorney
Darcy Strand, Legislative Analyst
Ana Mitchell, Outreach Coordinator
Jamie Rubin, Southwest Regional Manager
Laura Thurston, AAG

Michelle Dumas-Keuler, Managing Director
Gary Madison, AA Reviewer
Robin Trepanier, HRO Attorney
Shaun Burns, WC Regional Manager
George Welch, HRO Attorney
Diane Carter, Housing Supervisor
New Employees

I. CALL TO ORDER

Commissioner Edward Mambruno, Secretary
The meeting convened at 2:00 pm

II. APPROVAL OF MINUTES

Commissioner Mambruno requested a motion to accept the minutes as written for the August 10, 2022, Regular Commission Meeting. Commissioner Norton moved to adopt the minutes for August 10, 2022, and Commissioner Giliberto seconded. The vote was: Yes (3), No (0), and Abstentions (0). The motion is carried.

III. ELECTION OF CHAIRPERSON PRO TEMPORE

Commissioner Mambruno requested a motion to elect Commissioner Lisa Giliberto as a Chairman Pro Tempe for September 14, 2022, Commissioner Norton moved to nominate Commissioner Lisa Giliberto and Commissioner Suggs seconded the motion. The vote was: Yes (2), No (0), and Abstentions (0). The motion is carried.

IV. **CHAIRPERSON'S REPORT**

Commissioner Lisa Gilliberto announced the following changes to the agenda: Wallace v. CHRO will be moved to Executive Session, and the Greenwich Board of Education will also be voted on following Executive Session.

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

Presented by Deputy Director Cheryl Sharp

Department of Education

Staff Recommendation: Approval

Representing the agency were: Commissioner Charlene Russell-Tucker, Levy Gillespie, and Laura Stefon

This plan is recommended for approval based on compliance with the following: the plan contains all the elements required by sections 46-68-78 through 46a-68-94. The agency has demonstrated every good faith effort to achieve goals and, despite these efforts, was unable to do so, and the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews.

The goal achievement is the following:

- Hiring Goal Achievement 53 out of 104 or 53%.
- Promotional Goal Achievement 16 out of 19 or 84%.
- Program Goal Achievement was 2 out of 3 or 67%.

This agency has a five-year approval history, and it is the following: from 2017 through 2020, the plan was approved; then in 2021, it was conditionally approved.

A motion was made by Commissioner Mambruno and seconded by Commissioner Norton to accept the staff recommendation to **approve** the plan of the Department of Education and retain their annual filing status. The vote was: Yes (3), No (0), and Abstentions (0). The motion is carried.

Department of Economic and Community Development

Staff Recommendation: Approval

Representing the agency were: Deputy Commissioner Paul O. Robertson, Kathy Woodward, Kyle Abercrombie, and Heidi Gray.

This plan is recommended for approval based on compliance with the following: the plan contains all elements required by sections 46-68-78 through 46a-68-94. The agency has not met all or substantially all of its hiring and promotional goals. Program goals were not established in the prior filing, and the agency had no deficiencies in the prior plan review. Therefore, the agency is in compliance with the B4 standard.

The goal achievement is the following:

- Hiring Goal Achievement 7 out of 9 or 78%.
- Promotional Goal Achievement 1 out of 2 or 50%.
- No Program Goal Achievement

This agency has a five-year approval history, and it is the following: from 2014 and 2015, the plan was conditionally approved; from 2016 through 2020, the plan was approved.

A motion was made by Commissioner Norton and seconded by Commissioner Mambruno to accept the staff recommendation to **approve** the plan of the Department of Economic and Community Development and retain their annual filing status. The vote was: Yes (3), No (0), and Abstentions (0). The motion is carried.

Connecticut State Colleges and Universities

Staff Recommendation: Approval

Representing the agency were: President Terrence Cheng, Nicholas D'Agostino, Kimberly Carolina, and Theresa Eisenbach.

This plan is recommended for approval based on compliance with the following: the plan contains all elements required by sections 46-68-78 through 46a-68-94. The agency has not met all or substantially all of its hiring goals, promotional goals, and program goals. No promotional goals were established in the prior filing. The agency had no deficiencies in the prior plan review and therefore is in compliance with the B4 standard.

The goal achievement is the following:

- Hiring Goal Achievement 15 out of 18 or 83%.
- No Promotional Goal Achievement
- Program Goal Achievement 1 out of 1 or 100%

This agency has a five-year approval history, and it is all the following from 2017 through 2021: all approved.

A motion was made by Commissioner Norton and seconded by Commissioner Mambruno to accept the staff recommendation to **approve** the plan of Connecticut State Colleges and Universities and retain their annual filing status. The vote was: Yes (3), No (0), and Abstentions (0). The motion is carried.

Department of Transportation

Staff Recommendation: Disapproval

Representing the agency were: Deputy Commissioner Mark Rolfe, Jackie Primeau, Carolyn Caggiano, and Eric Smith.

This plan is recommended for disapproval based on noncompliance with the following: the agency has not met all or substantially all of its hiring and promotional goals. The program goals were met. The agency has not demonstrated every good faith effort to achieve its goals. The agency has been unable to achieve its goals, and the agency had no deficiencies or prior plan review, and therefore is in compliance with the B4 standard.

The goal achievement is the following:

- Hiring Goal Achievement 43 out of 195 or 22%.
- Promotional Goal Achievement 51 out of 130 or 39%
- Program Goal Achievement 4 out of 4 or 100%

This agency has a five-year approval history, and it is the following: the 2013 plan was conditionally approved and the 2014 through 2020 plans were approved.

A motion was made by Commissioner Mambruno and seconded by Commissioner Suggs to accept the staff recommendation to **disapprove** the plan of the Department of Transportation. The vote was: Yes (3), No (0), and Abstentions (0). The motion is carried.

VI. REQUEST TO REOPEN

Debbie Mair v. Milford Police Department, CHRO No. 2130106

Presented by HRO Attorney Megan K. Grant

Staff Recommendation: **Deny**

In attendance were Debbie Mair, the Complainant and Atty. Warren Holcomb, the Respondent's counsel.

Commissioner Norton requested a motion to deny the request to reopen and it was seconded by Commissioner Mambruno. The vote was: (3) Yes, No (0), and Abstentions (0). The motion was carried.

VII. DIVISION REPORTS

Executive Director's, Executive Director Tanya Hughes

- Audit review requests
- Meetings with Attorney General's Office
- Meetings with DAS, OPM and the governor's office
- Monica Hammie Richardson, resigned; New Executive Secretary Darien Sanders, eff. October 21, 2022
- New Employees (two durational attorneys and one investigator)

- EEOC Regional Conference - Rhode Island Conference
- BITS Meetings re: computer needs
- Submitted Vouchers to HUD and EEOC
- Annual Report for Governor's Office submitted 9/15/2022
- Weekly radio slot with WICC
- WYBC Radio campaign ended successfully
- DE&I Committee Media Campaign and Kids Court Academy are doing well

Outreach Report, Deputy Director Cheryl Sharp

- Connecticut Civil Rights Museum Inaugural committee launched; Scrolls of the history of the civil rights movement in Connecticut
- Finished Internship Program
- KCA (Kids Court Academy) Program
- Four Regional Offices are still doing outreach
- Partners with Boys and Girls Club
- Provide Business Training throughout the State

Legislative Update, Legislative and Administrative Advisor Darcy Strand

- Legislative agenda ready for upcoming session
- Updated re: Disparity Study
- Updated re: Equity Study

VIII. EXECUTIVE SESSION

It requires a two-thirds vote of Commissioners present and voting; staff and guests invited to attend must be noted.

A motion was made by Commissioner Mambruno and seconded by Commissioner Norton to enter Executive Session and to invite in: Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Managing Attorney Kimberly Jacobsen, Assistant Attorney General Laura Thurston, Attorney Robin Trepanier, and Attorney George Welch. A motion was made by Commissioner Norton and seconded by Commissioner Mambruno to leave the executive session; no votes were taken while in the executive session. The vote was: (2) Yes, No (0), and Abstentions (0). The motion is carried.

IX. VOTE ON EXECUTIVE SESSION ITEMS

CHRO ex rel. Janeliz Valentin v. Mystic Property Management Inc.,
CHRO No. 2250017
Presented by HRO Attorney Robin Trepanier

A motion was made by Commissioner Norton and seconded by Commissioner Mambruno to file this matter in Hartford Superior Court and that we ask for injunctive relief, civil penalty, and punitive damages. The vote was: (2) Yes, No (0), and Abstentions (0). The motion is carried.

CHRO ex rel. Diana Santiago v. William Bryant,
CHRO No. 2150106
Presented by HRO Attorney George Welch

A motion was made by Commissioner Norton and seconded by Commissioner Mambruno to file in Hartford Superior Court and that we ask for injunctive relief, civil penalty, and punitive damages. The vote was: (2) Yes, No (0), and Abstentions (0). The motion is carried.

Commission Investigation into Greenwich Board of Education
Presented by Managing Attorney Kimberly Jacobsen

A motion was made by Commissioner Norton and seconded by Commissioner Mambruno that the CHRO initiate an investigation into hiring practices at Greenwich Public Schools. The vote was: (2) Yes, No (0), and Abstentions (0). The motion is carried.

X. OLD BUSINESS

No old business.

XI. NEW BUSINESS

No new business.

XII. ANNOUCEMENT OF TIME AND DATE OF NEXT MEETING

The next Commission Meeting will occur on Wednesday, October 12, 2022, via Microsoft Teams.

XIII. ADJOURNMENT

A motion was made by Commissioner Norton and seconded by Commissioner Mambruno to adjourn the Executive Meeting. The vote was: (2) Yes, No (0), and Abstentions (0). The motion is carried.

The Executive Meeting adjourned at 4:48 pm.