

**State of Connecticut
Commission on Human Rights and Opportunities**



**Regular Commission Meeting Minutes
Wednesday, April 14, 2021
2:00 pm
Via Microsoft TEAMS**

Commissioners Present

Edward Mambruno, Acting Chair
Joseph Suggs
Andrew Norton
Lisa Giliberto
Nicholas Kapoor
Neeta Vatti

Commissioners Absent

Cherron Payne
Edith Pestana

Staff Present

Tanya Hughes, Executive Director
Cheryl Sharp, Deputy Director

Neva E. Vigezzi, AA Supervisor	Gary Madison, AA Reviewer
Lynda Rizzo Stowe, Regional Manager	Shawn Burns, Regional Manager
Jamie Rubin, Regional Manager	Darcy Strand, Legislative Analyst
Brian Festa, HRO Attorney	Emily Melendez, AAG
Kristen Daniels, Executive Secretary	Monica H. Richardson, Executive Secretary

I. Chairperson: Commissioner Edward Mambruno, Presiding

The meeting convened at 2:00 p.m.

II. Secretary: Commissioner Lisa Giliberto, Acting Secretary

A motion was made by Commissioner Giliberto to approve of the minutes of the March 10, 2021 regular commission meeting. Commissioner Vatti seconded it; The vote: Yes (5) No (0), and Abstentions (0). The motion carried.

III. Affirmative Action Recommendations – Vote Required

Deputy Director Cheryl Sharp presented the following plans:

Staff Recommendations: **Approval**

A motion was made by Commissioner Kapoor to edit the agenda to alter the order of the CSCC Shoreline West to present their plan due to technical difficulties and allow the Department of Revenue Services to present first. Commissioner Norton seconded. The vote: Yes (5) No (0), and Abstentions (0). The motion carried.

1. Department of Revenue Services

Representing the agency were Deputy Commissioner John Biello and Penny Potter, EEO Manager.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 77%. The promotion goals were met 48% and the program goals were not established in the prior plan review.

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 300% achievement for the SBE and 967.5% achievement for the MBE.

The filing history is as follows: 2016, 2017, 2019, 2019, and 2020 Approved.

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

2. Connecticut State Community College Shoreline West Region

Representing the agency were Regional President, Thomas Coley, Nicholas D'Agostino, D & I, and Andrew Kripp, VP of HR.

The plan was recommended for **Approval**:

The Goal Achievements were not applicable for the first filing. The plan contained all elements, therefore, was deemed in compliance with the (b)(2) standard. There were no deficiencies in the prior plan review and therefore in compliance with the (b)(4) standard.

The filing history is as follows: First filing, 2021 – Approved.

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

A motion was made by Commissioner Suggs to edit the order of the agenda for Connecticut Insurance Department plan to be presented. Commissioner Kapoor seconded it; The vote: Yes (5) No (0), and Abstentions (0). The motion carried.

3. Connecticut Insurance Department

Representing the agency were, Deputy Commissioner Josh Hershman, Theresa Judge (DAS) HR for CID, and Victoria Cruse (DAS) HR. Commissioner Andrew N. Mais had to leave the meeting before the agency plan was presented due to a prior commitment.

The affirmative action plan was recommended to be **Disapproved and the biennial filing status be rescinded for failure to file an affirmative action plan because** ninety days had passed from the December 30, 2020 filing date, pursuant to Section 46a-68-95(c) of the Affirmative Action Regulations.

A motion was made by Commissioner Norton and seconded by Commissioner Kapoor to accept the staff recommendation for the next AA plan for the **Connecticut Insurance Department** to be due on December 30, 2021 and rescind biennial filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion carried.

*** 3:04 pm Commissioner Joseph Suggs exited the meeting*

4. Commission on Human Rights and Opportunities

Representing the agency were the Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Muriel Carpentier, EEO.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 36%. The promotion goals were 0% and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY 2018/2019 showed 198.5% achievement for the SBE and 226.2% achievement for the MBE.

The filing history is as follows: 2011, 2013, Approved, 2015, Conditionally Approved 2017, Approved and 2019, Conditionally Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation to **approve** the plan of the Commission on Human Rights and Opportunities and retain biennial filing status. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

IV. REQUEST FOR REOPEN – Commissioner Giliberto presiding

1. David Wickiser v. East Conn
CHRO No. 2040234
Presented by Attorney Brian Festa

A motion was made by Commissioner Mambruno and seconded by Commissioner Norton to accept the staff recommendation to **deny** the request to reopen CHRO case 2040234, David Wickiser v. East Conn. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

2. Yarhonda Freeman v. Professional Security Consultants
CHRO No. 2030570
Presented by Attorney Brian Festa

A motion was made by Commissioner Kapoor and seconded by Commissioner Vatti to accept the staff recommendation to **accept** the reopening request for the purpose of issuing a Release of Jurisdiction to the complainant. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

V. Division Reports

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

The Executive director accepted questions on the previously submitted status report and production report from the Commissioners.

2. Outreach Report: by Cheryl Sharp, Deputy Director

See detailed report as highlighted by Deputy Director Sharp.

- Kid's court was highlighted. It began on Tuesday April 6, 2021. Commissioners were asked to volunteer.

3. Legislative update: by Darcy Jones Strand

Attorney Strand reported that the public hearing portion of the legislative session was over. Highlights included the disparity study, strengthening the sexual harassment laws, the Crown Act, and procedural changes within our statutes. An updated Bill chart was provided.

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 at 3:55 pm. Commissioner Norton seconded it. The vote was: Yes (4), No (0) and Abstentions (0). The motion carried.

Invited into Executive Session with the Commissioners was AAG Melendez.

Pending Litigation:

1. Wallace v. Sharp, et al.
2. Johnson v. Hughes, et al
3. Mica Notz v. CHRO

Return from Executive Session

Commissioner Vatti moved to return from Executive session at 4:05 pm and Commissioner Norton seconded it. The vote was: Yes (4), No (0) and Abstentions (0). The motion carried.

VII. Vote on Executive session items: *(Action May Be Required) -N/a*

VIII. Old Business

IX. Adjournment

A motion was made by Commissioner Giliberto to adjourn the meeting; Commissioner Kapoor seconded it. The vote was: Yes (4), No (0), and Abstentions (0). The motion carried.

The meeting adjourned at 4:05 p.m.