

**STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**



**Regular Commission Meeting Minutes
Wednesday, February 9, 2021
2:00 pm
Via Microsoft TEAMS**

Commissioners Present

Lisa Giliberto, Chairman Pro Tem
Edward Mambruno, Secretary
Edith Pestana
Andrew Norton
Joseph Suggs
Neeta Vatti

Commissioners Absent

Nicholas Kapoor

Staff Present

Tanya A. Hughes, Executive Director	
Cheryl Sharp, Deputy Director	
Neva E. Vigezzi, AA Supervisor	Gary Madison, AA Reviewer
Michael Roberts, HRO Attorney	Dean Spence, AA Reviewer
Darcy Strand, Legislative Analyst	Ana Mitchell, Outreach Coordinator
Kristen Daniels, Executive Secretary	Monica H. Richardson, Executive Secretary
Jamie Rubin, Manager, SW Region	Shawn Burns, Manager, WC Region
Asst. Attorney General Laura Thurston	Michelle Dumas Keuler, HRO Attorney

I. Chairperson: Commissioner Edward Mambruno – Secretary, Presiding
The meeting convened at 2:01 p.m.

** Commissioner Suggs attended the meeting via phone.

II. Secretary: Commissioner Mambruno, Secretary
Commissioner Pestana moved to approve the minutes from the January 12, 2022, Regular Commission meeting and Commissioner Giliberto seconded it; The vote to approve the minutes was: Yes (3) No (0), and Abstentions (2). Commissioner Norton and Commissioner Mambruno abstained. The motion carried.

**Commissioner Vatti joined the meeting 2:02 pm.

III. Election of Chairperson Pro Tem

Commissioner Mambruno requested a motion to elect a Chairman Pro Tempore for the February 9, 2022, meeting. Commissioner Norton moved to elect Commissioner Giliberto to act in this capacity for the February 9th meeting, and Commissioner Pestana seconded it; The vote was: Yes (4) No (0), and Abstentions (2). Commissioner Mambruno did not vote as Secretary Pro Tem and Commissioner Giliberto abstained. The motion carried.

IV. Affirmative Action Recommendations – Vote Required

Deputy Director Cheryl Sharp presented the following plans:

Staff Recommendations: **Approval**

1. Department of Energy and Environmental Protection

Representing the agency were Katie Dykes, Commissioner, Andrew Hoskins, Chief of Staff and Barbara K. Viadella, EEO Manager from DMHAS

The plan was recommended for **Approval**:

The agency did not meet all or substantially all its hiring goals at 36%. The promotion goals were met at 47% and the program goals were not established in the prior filing.

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 276.6% achievement for the SBE and 121% achievement for the MBE.

The filing history is as follows: 2016, 2017, 2018, 2019, and 2020, Approved.

A motion was made by Commissioner Norton and seconded by Commissioner Mambruno to accept the staff recommendation to **approve** the plan of Department of Energy and Environmental Protection and retain annual filing status. The vote: Yes (4), No (0) and Abstentions (1). Commissioner Pestana abstained. The motion carried.

2. Central Connecticut State University

Representing the agency were Dr. Zulma Toro, President, Dr. Stacy Miller, VP for Equity and Inclusion, and Dr. Jill Bassett-Cameron, Ed.D., senior Equity & Inclusion Officer.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 45%. The promotion goals were met at 73% and the program goals were met 100% (3 out of 3).

The filing history is as follows: 2016, 2017, 2018, 2019 and 2020, Approved.

The Contract Compliance Set-Aside Program for FY 2020/2021 goals were not set because of significant shortfall.

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

V. Division Reports

1. Executive Director Report: Tanya Hughes, Executive Director
 - Justifications for positions; recruitment activity (Reg. Manager/Housing Supv/ Durational positions)
 - AA Plan- Changes/ MOU
 - EEO Vacancy (Muriel Carpentier)
 - Daily review of OT/Comp time requests
 - EEOC/ FEPA Training on new case management ARC system
 - IT Optimization
 - Production Report
 - WICC Radio slot; every Monday 8:08 am <https://www.wicc600.com>
 - MLK media, January 17th

2. Outreach Report: by Cheryl Sharp, Deputy Director
See detailed report as highlighted by Deputy Director Sharp.

- MLK Children's March and Bell Ringing ceremony, January 17, Cheshire CT
- Kids Court Academy(resumes March 1) and Kid's court essay competition
- YMCA- reading to students in Waterbury
- Legislative initiatives -continuing to do outreach
- Outreach continuing via radio slots, WYBC

2. Legislative update: by Attorney Darcy Strand
Attorney Strand was called suddenly away for a meeting - opening day of Legislature.
Her report will be given at the next meet with updates

***Commissioner Suggs exited the meeting at 2:34 pm.*

VI. Executive Session

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

***Invited into Executive session with the Commissioners were AAG Thurston, Attorney Michael Roberts, Executive Director Tanya Hughes, and Deputy Director Cheryl Sharp.*

A motion was made by Commissioner Pestana and seconded by Commissioner Norton to enter Executive session. The vote: Yes (5), No (0) and Abstentions (0). The motion carried. Executive session began at 2:35 pm.

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

Return from Executive Session:

A motion was made by Commissioner Pestana and seconded by Commissioner Vatti to end Executive session. The vote: Yes (4), No (0) and Abstentions (0). The motion carried. Executive session ended at 2:58 pm.

VII. Vote on Executive session items - N/a

IX. Old Business

A discussion on availability analysis in goal achievements for AA plans was presented by Neva Vigezzi.

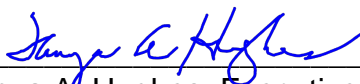
VIII. New Business – N/a

X. Adjournment

A motion was made by Commissioner Norton and seconded by Commissioner Pestana to adjourn the meeting. The vote: Yes (4), No (0) and Abstentions (0). The motion carried. The meeting ended at 3:07 pm.

The minutes of the Regular Commission meeting dated February 9, 2022, were approved on March 9, 2022.

Prepared by:



Tanya A. Hughes, Executive Director