

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



**Regular Commission Meeting Minutes
Wednesday, June 8, 2022
2:00 pm
Via Microsoft TEAMS**

Commissioners Present

Edward Mambruno, Secretary
Lisa Giliberto
Nicholas Kapoor
Andrew Norton
Edith Pestana
Joseph Suggs

Staff Present

Tanya A. Hughes, Executive Director	
Cheryl Sharp, Deputy Director	
Neva E. Vigezzi, AA Supervisor	Gary Madison, AA Reviewer
Jody Walker Smith, HRO Attorney	Michelle Dumas Keuler, HRO Attorney
Darcy Strand, Legislative Analyst	Catherine Spain, HRO Attorney
Asst. Attorney General Laura Thurston	Michael Roberts, HRO Attorney
Jamie Rubin, Manager, SW Region	Shawn Burns, Manager, WC Region
Zachary Cobb, HRO Trainee, Eastern	Gabriela Sandoval, HRO Attorney
Kristen Daniels, Executive Secretary	Monica H. Richardson, Executive Secretary
*New employees May 21-May 22	*Interns from Summer 2022

I. Call to Order: Commissioner Edward Mambruno, Secretary
The meeting convened at 2:01 p.m.

II. Election of Chairperson Pro Tem

Commissioner Mambruno requested a motion to elect a Chairman Pro Tempore for the June 11, 2022, meeting, and Commissioner Pestana made a motion to nominate Nick Kapoor to act in this capacity. Commissioner Giliberto seconded the motion. The vote was: Yes (2) No (0), and Abstentions (1). Commissioner Kapoor abstained. Commissioner Mambruno did not vote as the Presiding Officer. The motion carried.

III. Chairperson's Report

Commissioner Kapoor recognized that a quorum was intact for the meeting and noted the Agency wide training will take place on June 27.

**Commissioner Suggs arrived at 2:07 pm and remained in attendance as a call in (audio only) during the meeting. He voted verbally for the meeting.

**Commissioner Norton arrived at 2:09 pm

VI. Approval of Minutes

Commissioner Mambruno requested a motion to approve the minutes from the May 11, 2022, Regular Commission meeting. Commissioner Pestana made the motion and Commissioner Giliberto seconded it. The vote to approve the minutes was: Yes (5) No (0), and Abstentions (0) The motion carried.

V. Affirmative Action Recommendations – Vote Required

Deputy Director Cheryl Sharp presented the following plan:

1. University of Connecticut

Representing the agency were Dr. Carl Lejuez, Provost & Executive Vice President Letissa Reid, JD, Associate Vice President of Institutional Equity & Affirmative Action Officer Christopher Delello, Associate Vice President & Chief Human Resources Officer and Hanna Prytko, Manager, EEO & Search Compliance & Office of Institutional Equity.

The plan was recommended for **Approval**:

The agency met or substantially met all its hiring goals at 30%. The promotion goals were met at 47% and the program goals were met 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2021/2022 showed 77.9% achievement for the SBE and 150% achievement for the MBE.

The filing history is as follows: 2017, Approved, 2018, Conditionally Approved, 2019, 2020 and 2021, Approved.

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

VI. Request to Reopen

William J. Powers v. State of Connecticut Judicial Branch

CHRO No. 2020348. Presented by HRO Attorney Michael E. Roberts

Commissioner Kapoor recognized all those wishing to speak on the matter including Commission Counsel Michael Roberts; Respondent, CT Judicial Branch represented by Attorney Steve Bidwell.

A motion was made by Commissioner Giliberto and seconded by Commissioner Suggs to accept the staff recommendation to deny the reopening of CHRO 2020348, William J. Powers v. State of Connecticut Judicial Branch. The vote: Yes (5), No (0) and Abstentions (0). The motion carried

Nancy Rose v. Log Cabin Restaurant

CHRO No. 2240186. Presented by HRO Attorney Jody Walker Smith

Commissioner Kapoor recognized all those wishing to speak on the matter including Commission Counsel Jody Walker Smith; Complainant, Nancy Rose; and Respondent, Log Cabin Restaurant represented by Attorney Rebecca Goldberg.

A motion was made by Commissioner Giliberto and seconded by Commissioner Mambruno to accept the staff recommendation to reopen CHRO 2240186 Nancy Rose v. Log Cabin Restaurant due to administrative/agency error. The vote: 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

A motion was made by Commissioner Pestana and seconded by Commissioner Norton to enter Executive Session and to invite in: Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and AAG Laura Thurston. The vote: Yes (5), No (0) and Abstentions (0). Two-thirds of the Commissioners present and voting, the motion carried.

A motion was made by Commissioner Giliberto and seconded by Commissioner Mambruno to also invite into Executive Session Attorneys Michelle Dumas Keuler and George Welch. The vote: Yes (3), No (0) and Abstentions (0). Commissioners Norton and Pestana had already left to attend the Executive Session. Two-Thirds of those Commissioners present and voting, the Chairman Pro Tem declared this motion carried.

Commissioner Suggs left the meeting at 2:48 pm and did not attend the Executive Session. Executive session began at 2:48 pm.

Commissioner Giliberto entered the Executive Session, but left before any discussion on the pending matter took place. Commissioner Giliberto recused herself from the matter.

The item discussed in Executive Session was a Commission initiated complaint against the City of Bridgeport Police Department.

The Chairman Pro Tem declared Executive Session ended at 3:50 pm. and the meeting resumed in Public Session. The Chairman Pro Tem noted the Commission took no action in Executive Session.

VIII. Vote On Executive Session Items

A motion was made by Commissioner Mambruno and seconded by Commissioner Pestana for the Commission to initiate a complaint against the City of Bridgeport Police Department. The vote: Yes (3), No (0) and Abstentions (0). The motion carried. Commissioner Giliberto recused.

IX. Division Reports

1. Executive Director Tanya Hughes, Executive Director reported on the following:
 - Introduction of new employees May 2021 – May 2022
 - Meetings with AAG: Litigation activity
 - Meetings with OPH/DAS/OPM
 - Preparation for the Disparity Study Launch
 - Analysis of Proposals for Equity Study

- EEO/HR functions (AWARE)
- OPH Board Vacancies/Commission Board Vacancies
- Recruitment: 4-step approval process before officially entered into CORE-CT
- Executive Director's Production report
- PRIDE Flag Raising – June 11, 2022, Monroe
- WICC Radio slot; every Monday 8:08 am <https://www.wicc600.com>

2. Outreach Report: Cheryl Sharp, Deputy Director reported on the following highlighted activities. Please see full report for details.

- Kid's Court Academy, Second session resumed March 1
- New Haven Symphony, Women & Girls Event, May 6
- Ketanji Brown Jackson Award to Cheryl Sharp, May 7
- New Hampshire Commission on Human Rights met with C. Sharp / T. Hughes
- Yard Goats video
- Ana Mitchell, Outreach coordinator is continuing extended outreach
- D & I committee – daily activities
- Agency Wide Training, June 27, 2022

3. Legislative update: by Attorney Darcy Strand
Attorney Strand updated the Commissioners on the Disparity Study, the Community Engagement Ambassadors, and bills, including amendments to the domestic violence bill.

X. Old Business

XI. New Business

XII. Announcement of Time and Date of Next Meeting

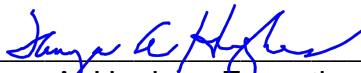
Chairman Pro Tem Nicholas Kapoor noted that the next regular meeting of the CHRO would be held at 2 pm on July 13, 2022 via Microsoft Teams.

XIII. Adjournment

Commissioner Pestana moved to adjourn the meeting followed by a second from Commissioner Norton. The vote: Yes (4), No (0) and Abstentions (0). The motion carried and the Chairman Pro Tem declared the meeting adjourned at 4:14 pm.

The minutes of the Regular Commission meeting dated **June 8, 2022**, were approved on **July 13, 2022**.

Prepared by:



Tanya A. Hughes, Executive Director