

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



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

Commissioners Present

Cherron Payne, Chair
Joseph Suggs
Andrew Norton
Lisa Giliberto
Nicholas Kapoor
Edward Mambruno, Secretary

Commissioners Absent

Edith Pestana
Neeta Vatti

Staff Present

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

Neva E. Vigezzi, AA Supervisor	Gary Madison, AA Reviewer
George Welch, HRO Attorney	Charles Krich, Principal Attorney
Darcy Strand, Legislative Analyst	Monica H. Richardson, Executive Secretary
Kristen Daniels, Executive Secretary	

I. Chairperson: Chair Payne, Presiding

The meeting convened at 2:01 p.m.

II. Secretary: Commissioner Nicholas Kapoor, Acting Secretary

Commissioner Norton moved to approve the minutes from the May 12, 2021 regular commission meeting and Commissioner Giliberto seconded it; The vote: Yes (4) 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**

***Chair Payne recused herself and Commissioner Joseph Suggs presided over the UConn*

summary.

1. University of Connecticut

Representing the agency were Dr. Carl Lejuez, Provost and Executive Vice President for Academic Affairs, Dr. Frank Tuitt, Vice President and Chief Diversity Officer Chris Delello, Associate Vice President & Chief Human Resources Officer Sarah Chipman, Interim Associate Vice President, Office of Institutional Equity and Affirmative Action Officer and Hanna Prytko, EEO & Search Compliance Manager, Office of Institutional Equity.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 41%. The promotion goals were met at 473% and the program goals were met 100% (4 out of 4).

The Contract Compliance Set-Aside Program for FY 2020/2021 showed 60.7% achievement for the SBE and 131.00% achievement for the MBE.

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

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation to **approve** the plan of the University of Connecticut and retain annual filing status. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

*** Chair Payne returned to preside over the meeting.*

2. Connecticut State Library

Representing the agency was Deborah Schander, State Librarian

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 33%. The promotion goals and the program goals were not established for this filing period.

The Contract Compliance Set-Aside Program for FY 2018/2019 showed 201% achievement for the SBE and 325% achievement for the MBE.

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

A motion was made by Commissioner Norton and seconded by Commissioner Giliberto to accept the staff recommendation to **approve** the plan of the CT State Library and retain biennial filing status. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

3. Charter Oak State College

Representing the agency were Edward D. Klonoski, President and Nicholas D'Agostino.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 67%. The promotion goals were not established for this filing period and the program goals were met, 100% (3 out of 3).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 256% achievement for the SBE and 394% achievement for the MBE.

The filing history is as follows: 2015, Disapproved, 2016, 2017, Approved, 2018 Conditionally Approved and 2019, Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Suggs to accept the staff recommendation to **approve** the plan of the Charter Oak State College and retain *biennial filing status*. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

Staff Recommendation: **Disapproval**

4. Department of Veteran's Affairs

Representing the agency were Commissioner Thomas J. Saadi, Esq, (LTC, JA, USAR) and Bethanne Watts, DVA DAS Business partner.

The affirmative action plan was recommended to be **Disapproved and retain annual filing status for failure to file an affirmative action plan because** ninety days had passed from the March 1, 2021 filing date, pursuant to Section 46a-68-95(c) of the Affirmative Action Regulations.

A motion was made by Commissioner Kapoor and seconded by Commissioner Suggs to accept the staff recommendation to **Disapprove** the plan of the Department of Veteran's Affairs and retain annual filing status. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

IV. Division Reports

1. Executive Director Report:

Submitted a detailed status report covering April and May and submitted a detailed production report; Preparing for in-person service by July 1 per the Governor's guidance to reopen the State of Connecticut offices; Will continue to provide inquiries and meet with the staff and establish telework guidelines.

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

- Kid's Court competition was June 8; winners were announced.
- Kid's Speak Academy – ongoing; successful.
- Outreach efforts will commence regarding the Zoning report.
- OPH positions still vacant.

3. Legislative update: by Attorney Darcy Jones Strand

- updated Bill chart submitted; Update on Senate bill 363 - Office of the Attorney General.
- Legislative session ending June 9 and a special session will commence.
- The Diversity Study/ Equity Study bill passed, granting CHRO final authority.

V. 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 3:40 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 were Executive Director Hughes Deputy Director Sharp, Principal Attorney Charles Krich and Attorney George Welch.

Pending Litigation:

1. CHRO ex rel. Wendy Pizzoferrato & Rudy Pizzoferrato v. The Mansions, LLC
CHRO No. 2050156, 2050157
Presented by Attorney George Welch

Return from Executive Session

Commissioner Giliberto moved to return from Executive session at 3:53 pm and Commissioner Suggs seconded it. The vote was: Yes (4), No (0) and Abstentions (1). Commissioner Mambruno abstained. The motion carried.

VI. Vote on Executive session items:

CHRO ex rel. Wendy Pizzoferrato & Rudy Pizzoferrato v. The Mansions, LLC
CHRO No. 2050156, 2050157

A motion was made by Commissioner Kapoor and seconded by Commissioner Suggs to accept the staff recommendation to have the commission legal counsel file this case in the Tolland Judicial District and seek injunctive relief, punitive damages, and a civil penalty. The vote was: Yes (4), No (0) and Abstentions (0). The motion carried.

VII. Old Business

VIII. Adjournment

A motion was made by Commissioner Suggs to adjourn the meeting; Commissioner Giliberto seconded it. The vote was: Yes (4), No (0), and Abstentions (0). The motion carried. The meeting adjourned at 3:57 p.m.