

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



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

Commissioners Present

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

Commissioners Absent

Neeta Vatti

Staff Present

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

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

I. Chairperson: Commissioner Edward Mambruno – Secretary, Presiding
The meeting convened at 2:00 p.m.

II. Secretary: Commissioner Mambruno, Secretary
Commissioner Pestana moved to approve the minutes from the February 9, 2022, Regular Commission meeting and Commissioner Giliberto seconded it; The vote to approve the minutes was: Yes (5) No (0), and Abstentions (0). The motion carried.

III. Election of Chairperson Pro Tempore

Commissioner Mambruno requested a motion to elect a Chairman Pro Tempore for the March 9, 2022 meeting. Commissioner Giliberto nominated Commissioner Kapoor for Chairman Pro Tempore, and Commissioner Pestana seconded; The vote was: Yes (4) No (0), and Abstentions (2) - Commissioner Mambruno, Commissioner Kapoor). The motion carried.

IV. Affirmative Action Recommendations – Vote Required

Deputy Director Cheryl Sharp presented the following plans:

Staff Recommendations: **Approval**

1. Department of Motor Vehicles

Representing the agency were Sibongile Magubane, Commissioner, Tony Guerrero, Deputy Commissioner, Eyvonne Parker-Bear, Agency Training and Procedures, Janice Floyd, Regulatory Affairs for Drivers and Natalie Shipman, Equal Employment Manager, DCF.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 48%. 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 2020/2021 showed 491.5% achievement for the SBE and 1547.1% achievement for the MBE.

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

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

2. Department of Insurance

Representing the agency were Andrew N. Mais, Commissioner, Kristin Campanelli, Chief Inclusion Officer, Mildred Verdejo, Equal Employment Opportunity Specialist 1 and Victoria Cruse, Human Resources Administrator 2.

The plan was recommended for **Approval**:

Please note that the CT Insurance Department did not file a plan in the previous reporting period, therefore, goals could not be set or achieved. Furthermore, no analysis could occur.

The Contract Compliance Set-Aside Program for FY 2020/2021 showed 207% achievement for the SBE and 543 % achievement for the MBE.

The filing history is as follows: 2011, 2014, 2016, and 2018, Approved, 2020, no plan was filed.

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 Insurance and retain annual filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion carried.

3. Department of Correction

Representing the agency were Angel Quiros, Commissioner, William Mulligan, Deputy Commissioner, Sharonda Carlos, Deputy Commissioner, Ashely McCarthy, Public Information Officer, Holly Darin, EEO Director, Jeffrey Miller, Human Resources Director and Debbie Sass, Staffing Unit Supervisor.

The plan was recommended for **Approval**:

The agency did not meet all or substantially all its hiring goals at 53%. The promotion goals were met at 63% and the program goals were not met 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2020/2021 showed 54% achievement for the SBE and 34.8% 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 Correction and retain annual filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion carried.

4. Department of Developmental Services

Representing the agency were Jordan Scheff, Commissioner, Katherine Rock-Burns, Executive assistant, Renee LaBarge, Equal Employment Specialist 1, Jennifer Borenski, Equal Employment Specialist 1, Tommy Wilson, Equal Employment Specialist 1 and Cheryl Ellis, Director of Diversity, Equity, & Inclusion.

The plan was recommended for **Approval**:

The agency did not meet all or substantially all its hiring goals at 37%. The promotion goals were met at 42% and the program goals were not established in the prior filing.

The Contract Compliance Set-Aside Program for FY 2020/2021 showed 322% achievement for the SBE and 305% achievement for the MBE.

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

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

5. Department of Housing

Representing the agency were Seila Mosquera-Bruno, Commissioner, Shante Hanks, Deputy Commissioner, Renee Lombard, DAS EEO Specialist 2, and Heidi Gray, DAS Human Resources Generalist 3.

The plan was recommended for **Approval**:

The agency did not meet all or substantially all its hiring goals at 40%. The promotion goals were met at 100 % (1 out of 1) and the program goals were not established in the prior filing.

The Contract Compliance Set-Aside Program for FY 2020/2021 showed 0.4% achievement for the SBE and 1.2% achievement for the MBE.

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

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

V. 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 Giliberto to enter Executive session and to invite into Executive Session Assistant Attorney General Lauren Thurston. The vote: Yes (5), No (0) and Abstentions (0). The motion carried.

Executive session began at 3:06 pm.

The Chairman Pro Tempore reconvened the Commission in public session at 3:14 pm.

***Commissioner Suggs and Commissioner Mambruno exited the meeting after Executive session*

VI. Vote on Executive session items - N/A

VII. Division Reports

1. Executive Director Report: Tanya Hughes, Executive Director
 - Meetings with AAG
 - Meetings with OPH regarding operations
 - Ongoing recruitment activity
 - Legislative /Program meetings, Sen. Slap, Sen. McCrory, Rep. Q. Williams
 - Disparity Study negotiations
 - WICC Radio slot; every Monday 8:08 am <https://www.wicc600.com>
 - Billboard campaign
 - Kid's Court academy
 - In the news - NBC, CBS, various written sources; 93.7 FM

2. Outreach Report: by Cheryl Sharp, Deputy Director
See detailed report as highlighted by Deputy Director Sharp.
 - Department of Justice collaboration
 - CT BAR association
 - Kid's court Academy, 2nd session resumed March 1
 - Kid's court essay competition due June 1.
 - Regional offices doing a lot of outreach
 - Legislative initiatives -continuing to do outreach
 - Ambassador program
 - PSA with kids and KCA
 - Housing Training and Sexual Harassment training continue
 - Ana Mitchell, Outreach coordinator has gotten brochures printed in several languages; outreach with the Spanish speaking community.

- D & I committee
3. Legislative update: by Attorney Darcy Strand
 - Community Engagement Ambassadors
 - Legislative meetings
 - House Bills
 4. Comments from Chair Pro Tempore elect, Commissioner Nicholas Kapoor:

Extended congratulations to Chief Human Rights Referee Cherron Payne and Human Rights Referee Jon FitzGerald's confirmations by the General Assembly and Commissioner Neeta Vatti's nomination by the Governor to the Superior Court.

The Chairman Pro Tem noted that there are currently two Gubernatorial vacancies on the Commission.

VIII. Old Business

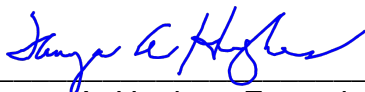
IX. New Business – N/a

X. Adjournment

Hearing no objection from the Commission, the Chairman Pro Tem adjourned the meeting by unanimous consent. The meeting ended at 3:47 pm.

The minutes of the Regular Commission meeting dated **March 9, 2022**, were approved on **April 13, 2022**.

Prepared by:



Tanya A. Hughes, Executive Director