

**State of Connecticut  
Commission on Human Rights and Opportunities  
Regular Commission Meeting  
Legislative Office Building – Rm 1A  
Hartford, CT 06106  
Wednesday, January 14, 2015  
2:00 p.m.**



**Minutes  
Regular Commission Meeting**

**Commissioners Present - All**

Gary H. Collins, Chairman  
Edward Mambruno, Secretary  
Edith Pestana  
Dawn Niles  
Andrew Norton

**Commissioners Absent - None**

**STAFF PRESENT**

Tanya Hughes, Executive Director

Cheryl Sharp, Deputy Director  
Monica H. Richardson, Executive Secretary  
David Teed, Assistant Attorney General  
Alvin Bingham, AA/CC Supervisor  
Donna Wilkerson- Brillant, Regional Mgr.  
Kim Jacobsen, Attorney III  
Michelle Dumas Keuler, Attorney III

Jim Flynn, Regional Manager  
Sue Hom, HRO Rep  
Neva Vigezzi, Program Analyst  
Danielle Caron, Intern  
Jim O'Neill, Legislative Liaison

I. **Chairperson:** Gary H. Collins, Presiding

Chairman Collins convened the meeting at 2:00 p.m. Welcome to the first meeting of the New Year. He and the other Commissioners applauded the staff of CHRO for all their efforts in the past year. He noted that a local newspaper has reported that CHRO is leading a group of agencies that are addressing bullying, discrimination, and sexual harassment in schools.

II. **Secretary:** Edward Mambruno

A motion was made by Commissioner Mambruno to approve the minutes from the December 10, 2014 Regular Commission Meeting. It was seconded by Commissioner Norton. The vote was unanimous.

III. **Affirmative Action Recommendations – Vote Required**

The one plan was presented to the Commissioners by Alvin Bingham.

A. Staff Recommendations: **Approved**

1. **Department of Banking**

Representing the agency were Victoria Soucy the Affirmative Action designee, Bonnie Schlechtweg of Human Resources, and Bruce Adams, General Counsel.

The Affirmative Action plan of the Department of Banking was recommended for approval based on compliance with the following: It contained all elements required; the agency demonstrated good faith effort to achieve its goals; the agency has not met all or substantially all of its hiring goals (60%) but did substantially meet its program goals(75%). There were no promotion goals. There were no deficiencies in the prior plan review. The five year filing history is as follows: 2007, 2008, 2009, 2010, and 2012, the plans were approved.

A motion was made by Commissioner Mambruno to approve the Department of Banking plan. It was seconded by Commissioner Pestana. The vote was unanimous

**Note:** Recognition of DESPP plan was not ready for review for this meeting due to staff issues and illness within CHRO. There is a telephone conference planned in the near future (by January 28,) to discuss the Department of Emergency Services and Public Protection plan. Commissioner Shiro was present.

Affirmative Action/Contract Compliance Supervisor, Alvin Bingham:

It was reported that during the month of December there was an informational, review/training session. Approximately 10 contractors came to CHRO's Central office to work on their contract compliance plans, which had been disapproved 3 times by CHRO investigators.

V. **Division Reports:**

A. **Executive Director's Report**

This report was presented by Executive Director Tanya Hughes. The agency is encouraged and excited about the collaborations with other groups that have been strengthened over the past 18 months.

There are several anticipated vacancies in CHRO coming up over the next few months. They are due to retirement. These are going to be looked at along with DOL carefully to possibly address the critical refills.

We are working closely with the CTS and other groups who are interested in the statistical data we can provide for their organization such as the AAPAC. There was a recent training for them in which Director Hughes and Deputy Sharp attended.

The CHRO agency wide training was well received by the staff and thank you to the Commissioners who attended.

The Legislative session for 2015 has begun.

The production numbers for CHRO is at 5% in the Aged Inventory. A year ago when Chair Collins came to the Commission the number was 20%. Tremendous progress is revealed by this number from a year ago. The West Central Region, with Manager Donna Wilkerson is at 1% Aged inventory. Bravo!

The monetary settlements for this fiscal year are noted at 2.5 million dollars thus far. Jim Flynn, the Norwich manager is saying January will be a month where they will secure almost one million dollars!

A strong suggestion was made to use more visual aids to highlight our achievements as well as what CHRO does.

B. **Outreach Report**

This report was presented by Deputy Director Cheryl Sharp. The Agency was on the front page of the Hartford Courant for working with US Department of Justice and Americans with Disabilities regarding children in schools.

The MLK holiday Commission will hold its annual event at the Capitol, Monday January 19 in which CHRO participates in.

Senator Coleman had a celebration in December in which Cheryl and Jim Flynn spoke with him briefly.

The CHRO blog has grown exponentially and has international bloggers from several countries to include.

The Great Debate (Howard University v. Harvard University) is coming up. The NAACP who sponsors the event has asked CHRO to participate. A suggestion was made to somehow live-stream it.

The first Racial profiling report will be issued in February by Central Connecticut State University and others (DOT). This should be placed on CHRO's Agenda for February or March meeting to have a policy discussion regarding what's in the report.

C. **Legislative Report**

Jim O'Neill presented. The Legislative session began on January 7, 2015. There are going to be weekly reports for our Agency. The regulations will be resubmitted to the AG's office for consideration.

There is a Meet and Greet set for next month in the Old Judiciary room. There will be further information given on this at a later date. It is with some members of the Appropriations committee.

The MLK event will be in the North Lobby of the Capitol on Monday, Jan 21 from 11-1.

VI. **Executive Session:**

*(Requires a two-thirds vote of Commissioners Present and Voting – Staff and Guests Invited to attend Must Be Noted)*

At 2:50 p.m. a motion was made by Commissioner Pestana to go into Executive Session for the purposes listed on the Agenda. It was seconded by Commissioner Mambruno. The motion carried unanimously. Invited into that session were Director Hughes, Deputy Sharp, Attorney Kim Jacobsen, Attorney Michelle Dumas Keuler, and Assistant Attorney General David Teed.

VII. **Vote on Executive Session:**

The Commissioners came out of Executive Session at 3:20 p.m.

The Reopening request for Matejek v. Archdiocese of Hartford was voted upon. A motion was made by Commissioner Mambruno to accept the recommendation to grant the reopening. It was seconded by Commissioner Pestana. The motion carried unanimously.

VIII. **Adjournment**

A motion was made by Commissioner Niles to adjourn the meeting and seconded by Commissioner Norton. The motion to adjourn carried unanimously. The meeting ended at 3:25 p.m.