

State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, February 11, 2015
2:00 p.m.



Minutes of the Regular Commission Meeting

Commissioners Present

Gary H. Collins, Chairman

Edward Mambruno, Secretary
Edith Pestana

Andrew Norton
Dawn Niles

STAFF PRESENT

Tanya Hughes, Executive Director

Cheryl Sharp, Deputy Director
Monica H. Richardson, Executive Secretary
Emily Melendez, Asst. Attorney General
Alvin Bingham, AA/CC Supervisor
Donna Wilkerson- Brilliant, Regional Mgr.

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

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

Chairman Collins convened the meeting at 2:00 p.m. He made opening remarks regarding the MLK Commission celebration on January 19, 2015 at which he was the keynote speaker. He stated, "It was an honor and a privilege to participate."

A motion was made by Commissioner Norton to add to the agenda the minutes from the January 14, 2015 regular meeting for review and approval; it was seconded by Commissioner Mambruno. The motion carried unanimously.

II. **Secretary:** Edward Mambruno

A motion was made by Commissioner Mambruno to approve the minutes from the January 26, telephonic meeting and the January 14, regular commission meeting minutes. It was seconded by Commissioner Norton. The motion carried unanimously.

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

Staff Recommendation: Approved

1. Department of Housing

The plan was presented by Alvin Bingham.

Representing the agency were Commissioner Evonne Klein, Dimple Desai, – EEO Designee, Cordula , EEO Designee, and Irena Baj-Wright , HR Specialist. The Affirmative Action plan of the Department of Housing was recommended for approval based on compliance with the following: it contained all elements required; the work force considered as a whole was not at parity with the relevant labor market; there were some calculation errors in half the categories. This was the first filing so there were no goals to meet. Therefore it was deemed in compliance

Commissioner Norton questioned why it was not recommended for a biennial filing. Valerie Kennedy responded that this was the Department of Housing's first filing and approval. After 6 months and another approval they can go to a biennial filing.

A motion was made by Commissioner Norton to accept the recommendation of approval for the Department of Housing and seconded by Commissioner Mambruno. The vote carried unanimously.

Alvin Bingham reported that the contract compliance unit will have trainings for new contractors coming in. A more detailed report will be given in March.

IV. Contract Compliance Requirements

1. **Request for Exemption:**

Department of Mental Health and Addiction Services (DHMAS): Levanta LLC
This exemption was presented by Attorney Alix Simonetti.

A motion was made to accept the recommendation for exemption by Commissioner Norton and seconded by Commissioner Mambruno. The vote carried unanimously.

V. Division Reports:

A. Executive Director's Report Director Tanya Hughes

The executive director reported that MLK Holiday event was successful and well attended by CHRO including Commissioners and staff. We must be mindful of the fact that we stand on the shoulders of unsung heroes, such as the father of Gary Collins whom he spoke of during his address at the MLK celebration.

The Production report showed some really good work done in the Regions even though the weather had some of the staffing down. Our aged inventory is at

an all-time low -4.6 %, whereas in July of 2013, CHRO was at an aged inventory of 12 %. Eastern Region, Jim Flynn, was almost at 50% aged inventory and now is at 6.9%. Welcome to Assistant Attorney General, Emily Melendez. She is taking the role of retired Assistant Attorney General, David Teed.

B. Outreach Report, Deputy Cheryl Sharp

- Feb 27, SBNO, Small Business Night Out, CHRO is a sponsor
- Feb. 18, Black History day at the Capitol, Lots of Legislator's will be there, the ED and DD are taking part.
- Feb 28, the Power of Bilingual Education
- March 21, Converge Career Fair (5000 jobs being recruited for), Cheryl Sharp speaking and CHRO will have a table,
- May 22. CHRO, Kid's Speak
- April – New , College Court
- Collaboration with the African Affairs Commission and Dr. Cato Laurencin and others...further inform the public about their rights using radio spots, a CHRO app to record real time events of racial profiling from a police cruiser.
- Social media, CHRO to continue to expand our efforts in this area – Facebook, Twitter, and Blog, etc.

C. Legislative Report, Jim O'Neill

CHRO met with many legislators, including Senator Coleman and Senator Tong. Currently, 69 Bills are being tracked and testimony on two bills has been provided.

VI. Executive Session (*Requires a two-thirds vote of Commissioners Present and Voting – Staff and Guests Invited to Attend Must Be Noted*)

At 2:55 p.m. a motion was made to go into Executive Session by Commissioner Pestana and seconded by Commissioner Mambruno. Chair Collins invited into Executive Session, Director Tanya Hughes, Deputy Cheryl Sharp, Attorney Alix Simonetti, and Assistant Attorney General Emily Melendez.

VII. Vote on Executive Session Items:
(Action May Be Required)

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

VIII. Adjournment

A motion was made by Commissioner Norton to adjourn the meeting and seconded by Commissioner Pestana. The motion to adjourn carried unanimously. The meeting ended at 3:20.