

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, November 18, 2015
2:00 p.m.**



Regular Commission Meeting Minutes

Commissioners Present

Edward Mambruno
Joseph Suggs
Andrew Norton
Shuana Tucker
Dawn Niles
Lisa Giliberto

Commissioners Absent

Edith Pestana

STAFF PRESENT

Tanya Hughes, Executive Director
Cheryl Sharp, Deputy Director
Emily Melendez, Assistant Attorney General

Jim Flynn, Regional Manager	Donna Wilkerson- Brilliant, Regional Manager
Monica H. Richardson, Executive Secretary	Jody Walker-Smith, Commission Counsel I
Alix Simonetti, Commission Counsel III	Michelle D. Keuler, Commission Counsel II

I. Secretary

The meeting convened at 2:15 p.m.
Commissioner Niles made a motion to nominate Ed Mambruno as chair for the Commission meeting.
Commissioner Suggs seconded the motion. The vote was unanimous. The motion carried.

II. Approval of the Minutes

A motion was made by Commissioner Suggs and seconded by Commissioner Norton to approve the Minutes of the October 14, 2015 Regular Commission Meeting. The vote was 3 in favor and 1 abstention. The motion carried.

III. Affirmative Action Recommendations – Vote Required

The seven plans, Southern CT State University, Department of Labor, Metropolitan District Commission, Worker's Compensation Commission Department of Public Health, Office of the Secretary of State and Department of Administrative Services were presented by Deputy Director Cheryl Sharp.

Staff Recommendations: **Approval**

1. Southern CT State University

Representing the agency were President Mary A. Papazian, Paula Rice, and Brenda Harris.

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals; the agency did not meet all or substantially meet all of its hiring goals at 39.1%, the promotion goals were met at 72.7% and there were no program goals for this filing period. There were deficiencies in the prior plan review which SCSU has substantially addressed. The five year filing history is as follows: 2010 approved and 2011, 2012, 2013, and 2014, the plans were disapproved. **They will retain their annual filing status.**

2. Department of Labor

Representing the agency were Commissioner Sharon Palmer, Lee Ryan and Marla Shiller.

The plan was recommended for approval based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals; the agency did not meet all of its hiring goals at 50.0%, the promotion goals were met at 48.1% and program goals were met 100% for this filing period. There were no deficiencies in the prior plan review. The five year filing history is as follows: 2010, approved by default, 2011, conditionally approved, 2012, approved, 2013, conditionally approved and 2014, approved. **They will retain their annual filing status.**

3. Metropolitan District Commission

Representing the agency were Mr. Mike and Rita Kelly.

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals; the agency did not meet all of its hiring goals at 31.8%. They met promotion goals at 25% and its program goals were met at 100%. There were no deficiencies in the prior plan review. The five year filing history is as follows: In 2011, 2012, 2013 and 2014, they were approved. **They will retain their annual filing status.**

4. Workers' Compensation Commission

Representing the agency were Chairman John A. Mastropietro and Sandra Cunningham.

The plan was recommended for **approval** based on compliance with the following: It contained all

elements required; the agency demonstrated good faith efforts to achieve its goals; the agency did meet or substantially met all of its hiring goals at 85.7%. They were no promotion goals and its program goals were met at 100%. There were no deficiencies in the prior plan review. The five year filing history is as follows: In 2008, 2009, 2010, 2011, and 2013 they were approved. **They will retain their biennial filing status.**

5. Department of Public Health

Representing the agency were Commissioner Jewel Mullen, Michael Carey, Amanda Anduaga-Roberson and Jennifer Borenski.

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals; the agency did not meet all of its hiring goals at 62.5%, the promotion goals were met at 47.1% and program goals were met 100% for this filing period. There were no deficiencies in the prior plan review. The five year filing history is as follows: 2010 and 2011 approved, 2012, disapproved, 2013 and 2014, approved. **They will retain their annual filing status.**

6. Office of the Secretary of State

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals; the agency did not meet all of its hiring goals at 16.7%. They were no promotion goals and its program goals were 0%. There were no deficiencies in the prior plan review. The five year filing history is as follows: In 2008, 2009, 2010, 2011, and 2013 they were approved. **They will retain their biennial filing status.**

A motion was made by Commissioner Norton and seconded by Commissioner Niles to approve the plans and retain the filing status of Southern CT State University, Department of Labor, Metropolitan District Commission, Worker's Compensation Commission, Department of Public Health, and the Office of The Secretary of State.

The vote was 4 y and 1 nay. The motion carried.

Staff Recommendation: **Conditional Approval**

7. Department of Administrative Services

Representing the agency were Commissioner Melody Currey, Alicia Nunez, Erin Choquette.

The plan was recommended for a **conditional approval** based on the following: It contained all elements required; the agency partially demonstrated good faith efforts to achieve its goals; the agency did not meet all of its hiring goals at 54.3%, the promotion goals were met at 57.1% and program goals were met 100% for this filing period. There were no deficiencies in the prior plan review. The five year filing history is as follows: In 2014 was approved. This was their

first year as a combined Agency. **They will retain their annual filing status.**

Commissioner Dawn Niles recused herself from this vote.

A motion was made by Commissioner Norton and seconded by Commissioner Tucker to change the recommendation for conditional approval to an approval and retain their annual filing status.

The vote was 4 – yes and 1 abstention. The motion carried.

IV. Division Reports:

A. Executive Director's Report, Tanya Hughes, Executive Director

The Director welcomed the new Commissioner, Lisa Giliberto. She also welcomed the new CHRO employees, Donald Braman, Jill Guerra, Zaylu Rangel, Jennifer Yeomans, Joshua Goldberg, and Neal Kline as well as attorneys - Brian Festa, Scott Madeo, Micheala Rosenberger and Spencer Hill. The new CTS is working well. A former Commissioner, Cheryl Clark was also recognized. Commissioner Suggs requested more in depth discussion regarding the production report at our next commission meeting.

B. Outreach Report, Cheryl Sharp, Deputy Director

Deputy Director Sharp gave a report on the many successful outreach activities:

Upcoming events include Library Tours in Harford and New Haven to increase awareness about CHRO and Sexual Harassment training by Attorneys Michelle Dumas Keuler and Robin Fox.

A mention was made of the farewell to Assistant US Attorney Azekah Jennings. He was a friend to CHRO. A memorial program was held on November 10, 2015 at the State Capitol.

V. Request for Exemption:

Limited Exemption Requests for Municipal Paving and Sidewalks

Alix Simonetti, Attorney III, CHRO

Commissioner Norton made a motion to accept staff recommendation to approve the limited exemption with an additional condition and it was seconded by Commissioner Suggs. Three voted in favor of the limited Exemption and one opposed. The motion carried.

VI. Reopening Request:

1. Mary McGraw v. State of CT, DSS
CHRO No. 1320093
Michelle Dumas Keuler, Attorney II

A motion was made by Commissioner Tucker and seconded by Commissioner Niles to accept staff recommendation to deny the reopening of case number 1320093, McGraw v State of CT, Department of Social Services. The vote was unanimous. The motion carried.

2. Danielle Polite v. Winn Management Co, LLC et.al
CHRO No. 1550054
Jody Walker-Smith, Attorney I

A motion was made by Commissioner Tucker and seconded by Commissioner Niles to accept staff recommendation to deny the reopening of case number 1550054, Danielle Polite v. Winn Management Co. The vote was unanimous. The motion carried.

3. Danielle Polite v. CT Associates II Limited partnership
CHRO No. 1550055
Jody Walker-Smith, Attorney I

A motion was made by Commissioner Tucker and seconded by Commissioner Niles to accept staff recommendation to deny the reopening of case number 1550055, Danielle Polite v. CT Associates II Limited partnership. The vote was unanimous. 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)

Invited into Executive session were Tanya Hughes, Cheryl Sharp, and Emily Melendez.

Commissioner Niles made a motion to go into Executive session for the purpose of pending litigation, consideration of a Commission issued complaint, and it was seconded by Commissioner Norton. The Executive session commenced at 3:40 pm.

Commissioner Niles made a motion to end Executive session and the motion was seconded by Commissioner Tucker. The motion carried unanimously. Executive session ended at 3:51 pm.

VIII. Vote on Executive Session items:

(Action May Be Required)

No votes were taken during Executive Session.

IX. New Business – 2016 Calendar of Commission Meeting Dates

Commissioner Niles made a motion to accept the 2016 calendar. It was seconded by Commissioner Tucker. The vote was unanimous. The motion carried.

X. Old Business

XI. Adjournment

A motion was made by Commissioner Niles to adjourn the meeting and seconded by Commissioner Suggs. The motion to adjourn carried unanimously. The meeting ended at 3:52 p.m.