

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, February 10, 2016
2:00 p.m.**



Regular Commission Meeting Minutes

Commissioners Present

Cherron Payne
Edward Mambruno
Edith Pestana
Joseph Suggs
Dawn Niles
Lisa Giliberto
Andrew Norton

Commissioners Absent

Shuana Tucker

Staff Present

Tanya Hughes, Executive Director
Emily Melendez, Assistant Attorney General
Yvonne Duncan, Commission Counsel II
Brian Festa, Commission Counsel 1

Cheryl Sharp, Deputy Director
Alix Simonetti, Commission Counsel III
Monica H. Richardson, Executive Secretary
Donna W. Brilliant, Regional Manager

I. **Secretary**

The meeting convened at 2:16 p.m.
Commissioner Norton moved to elect Commissioner Ed Mambruno as chair for the meeting.
Commissioner Pestana 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 January 13, 2016 Regular Commission Meeting. The vote was unanimous. The motion carried.

III. Affirmative Action Recommendations – Vote Required

The three plans, Central CT State University, UConn Health Center, CT Agricultural Experiment Station were presented by Deputy Director Sharp.

A. Staff Recommendations: Approved

1. Central CT State University

Representing the agency were President Jack Miller, Rosa Rodriguez, and Nicholas D 'Agostino.

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 has not met all or substantially all of its hiring goals at 48.1%, the promotion goals were met at 46.3% and the program goals were met at 100% for this filing period. There were no deficiencies in the prior plan review. The five year filing history is as follows: 2010, approved, 2011, disapproved 2011, and 2012, 2013, 2014, the plans were approved. **They were recommended to retain their annual filing status.**

2. University of CT Health Center

Representing the Agency were Executive Vice President Andrew Agwunobi, Al Lizana, Terry Segar, and Joyce Smith.

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 all of its hiring goals at 41.1%. The promotion goals were met at 32.1% and the program goals were met 100% for this filing period. There were no deficiencies in the prior plan review. The five year filing history was not in the summary at the meeting. **They were recommended to retain their annual filing status.**

A motion was made by Commissioner Pestana and seconded by Commissioner Suggs to approve the plans and retain the annual filing status of Central CT State University and UConn Health Center. The vote was unanimous. The motion carried.

B. Staff recommendation: **Conditional Approval**

3. CT Agricultural Station

Representing the Agency were Jason White, Ph.D and Patricia Alston

The plan was recommended for **conditional approval** based on compliance with the following: It contained all elements required; the agency partially demonstrated good faith efforts to achieve its goals; the agency did not meet all or substantially meet all of its hiring goals at 37.5%, and there were no promotion goals. The program goals were met at 100% for this filing period. There were no deficiencies in the prior plan review. The five year filing history is as follows: 2009 approved, 2010, conditionally approved, and 2011 2013, approved. **They were recommended to move to annual filing status.**

A motion was made by Commissioner Suggs and seconded by Commissioner Pestana for staff recommendation of a Conditional Approval for CT Agricultural Station. The vote was unanimous. The motion carried.

[Commissioner Dawn Niles left the meeting at 2:54 p.m.]

IV. Division Reports

Executive Director's Report, Tanya Hughes, Executive Director

Director Hughes welcomed Commissioner Payne, as did Commissioner Mambruno. She thanked her for joining the commission and for her input.

The Executive Director's production report was reviewed. The regional settlements for the year and aged cases in the regions were noted.

CHRO will continue to reduce the aged inventory to achieve a goal of eliminating aged inventory by June 30, 2016.

The CHRO has been meeting with several agencies regarding the Governor's budget which proposed significant cuts to the agency's budget.

The impending move to 450 Columbus Blvd is moving forward with regular meetings with DAS, Tehton and visits to the new site to view the cubicles and basic setup.

Outreach Report, Cheryl Sharp, Deputy Director

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

Future:

- School to Prison Pipeline Conference, Feb 17
- Waterbury Anti-Discrimination Workshop, Feb 9
- CHRO Legislative Breakfast, Feb 22
- Racial Justice Conference, Feb 22
- What the Faith: Women Debunking Religious Stereotypes, March 10
- CT Kids Speak, May 24

Successes:

- NYU Career Fair, Feb 5, Recruitment for summer interns
- MLK Day Celebration at the State Capitol, Jan 19, Gov. Malloy, Nancy Wyman, Kevin Lembo and Executive Director Hughes were speakers
- DOJ Meeting, Jan 11, with US Attorney Ndidi Moses, anti-bullying program.
- Events are listed in full in the February Outreach Report.

V. Exemption:

1. UCONN: Rudd Center for Food Policy and Obesity with the Neilson Company

The request was presented by CHRO Attorney Brian Festa.

Commissioner Norton made a motion to accept the staff recommendation to **conditionally grant** UCONN's request for exemption. It was seconded by Commissioner Pestana. The vote was unanimous. The motion carried.

[Commissioner Suggs left the meeting at 3:29 pm. Commissioner Niles returned to the meeting at 3:35 pm]

2. Department of Housing, Request for Blanket Exemption for Subordination Agreements, Inter-Creditor Agreements, and other forms

The request was presented by CHRO Attorney Yvonne Duncan.

Commissioner Pestana made a motion to accept the staff recommendation to **deny** the Department of Housing's request for exemption. It was seconded by Commissioner Niles. The vote was unanimous. The motion carried.

VI. Executive Session:

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

There was no Executive session.

VII. Vote on Executive Session items:

(Action May Be Required)

VIII. New Business

There was brief discussion regarding the letter addressed to Secretary Benjamin Barnes from CHRO commissioners regarding the proposed budget. All commissioners signed, indicating that the municipal set aside cannot be postponed and that the CHRO should remain an independent agency.

Commissioner Niles announced that she was able to schedule the 2016 Commission meetings at the Legislative Office Building under Representative Jeff Currey.

XI. Old Business

X. Adjournment

A motion was made by Commissioner Niles to adjourn the meeting and seconded by Commissioner Pestana. The motion to adjourn carried unanimously. The meeting ended at 3:50 p.m.

