

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, April 13, 2016
2:00 p.m.**



Regular Commission Meeting Minutes

Commissioners Present

Lisa Giliberto
Edward Mambruno
Edith Pestana
Joseph Suggs
Shuana Tucker
Andrew Norton

Commissioners Absent

Cherron Payne, Chair
Dawn Niles

Staff Present

Tanya Hughes, Executive Director
Emily Melendez, Assistant Attorney General
Michael Roberts, Commission Counsel 1
Donna W. Brillant, Regional Manager

Cheryl Sharp, Deputy Director
Kim Jacobsen, Commission Counsel III
Monica H. Richardson, Executive Secretary

I. **Chairperson**, Lisa Giliberto, Presiding

The meeting convened at 2:04 p.m.

II. **Secretary**, Edward Mambruno

A motion was made by Commissioner Mambruno to amend the Agenda to **remove** the review and approval of the Minutes of the February 9, 2016 Regular Commission Meeting. It was seconded by Commissioner Tucker. The vote was unanimous; the motion carried.

A motion was made by Commissioner Pestana and seconded by Commissioner Norton to **approve** the Minutes of the March 9, 2016 Regular Commission Meeting. The vote was unanimous; the motion carried.

III. Affirmative Action Recommendations – Vote Required

The Department of Revenue Services, the Department of Correction and the University of Connecticut plans were presented by Deputy Director Sharp.

A. Staff Recommendations: **Approval**

1. Department of Revenue Services

Representing the agency were Commissioner Sullivan and Jeannette Perez, EEO Director.

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 30.8%, the promotion goals were met at 86.2% and the program goals were not established in the prior filing period. There were no deficiencies in the prior plan review.

The Contract Compliance Set-Aside Program for FY 2014/2015 showed 184% for the SBE Goal achievement and 412% for the MBE.

The five year filing history is as follows: 2011, 2012, 2013, 2014, and 2015 were approved. **They were recommended to retain their annual filing status.**

A motion was made by Commissioner Norton and seconded by Commissioner Tucker to **approve** the plan and retain the annual filing status of the Department of Revenue Services. The vote was unanimous. The motion carried.

2. Department of Correction

Representing the Agency were Commissioner Semple, Cheryl Cepelak, Holly Q. Darin, and Debra Sass.

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 51.9%. The promotion goals were met at 61.3% and the program goals were met 85.7% for this filing period. There were no deficiencies in the prior plan review.

The Contract Compliance Set-Aside Program for FY 2014/2015 showed 113.7% goal achievement for the SBE and 120.3% for the MBE.

The five year filing history is as follows: 2010, 2011, 2012, 2013, and 2014 were approved. **They were recommended to retain their annual filing status.**

A motion was made by Commissioner Tucker and seconded by Commissioner Pestana to **approve** the plan and retain the annual filing status of the Department of Correction. The

motion carried by unanimous vote.

3. University of Connecticut

Representing the Agency were Elizabeth Conklin, Associate VP, Office of Diversity and Equity, Dana Wilder, Assistant Vice Provost, Hanna Prytko and Fred Kyeremeh, EEO Specialist.

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 41.2%. The promotion goals were met at 46.2% and the program goals were met 100% for this filing period. There were no deficiencies in the prior plan review.

The Contract Compliance Set-Aside Program for FY 2014/2015 showed 394% goal achievement for the SBE and 392% for the MBE.

The five year filing history is as follows: 2010, conditionally approved, 2011, 2012, 2014, and 2015 were approved.

They were recommended to retain their annual filing status.

A motion was made by Commissioner Suggs and seconded by Commissioner Tucker to **approve** the plan and retain the annual filing status of the University of Connecticut. The vote was unanimous. The motion carried.

B. Staff recommendation: **Disapproval**

4. Office of the State Treasurer

Representing the Agency were Richard Gray, Deputy State Treasurer, Christine Shaw, EEO, and Ted Janiszewski, HR.

The plan was recommended for **disapproval** based on the following: It contained all elements required; the agency did not demonstrate good faith efforts to achieve its goals; the agency did not meet all or substantially meet all of its hiring goals at 63.6%, and the promotion goals were not met – 0%. 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, 2010, 2011, 2012, approved and 2014 approved by default. **They are recommended to rescind their biennial filing status.**

A motion was made by Commissioner Norton and seconded by Commissioner Suggs for of a Conditional Approval for Office of the State Treasurer. The vote was: (3) nay; (2) yay for a Conditional approval. The motion did not carry.

A motion was made by Commissioner Pestana and seconded by Commissioner Tucker to accept staff recommendation and **disapprove** the plan for the Office of the State Treasurer. The vote was: (3) yay; (2) nay. The motion carried.

IV. Division Reports

Executive Director's Report: Tanya Hughes, Executive Director

Director Hughes reported that the prior month has been an "all hands on deck" kind of month. There were multiple speaking engagements, multiple meetings with legislators and multiple media events. She stated that CHRO is hoping to meet the some of the budgetary demands with pending retirements and to avoid lay-offs, if at all possible.

The Executive Director's production report was reviewed. The ED and DD have met with the regions that are not at that have not eliminated aged inventories in order be on target by the end of the fiscal year with their goal of zero aged cases by June 30, 2016.

She reported variances in staffing levels due to illness, severance, and retirement.

Legislative Update: Michael Roberts, Commission Counsel

Attorney Roberts submitted a full list of the status of bills that the Commission is following for the Commissioners to review.

Outreach Report: Cheryl Sharp, Deputy Director

Deputy Director Sharp provided a full report on many outreach activities including:

Future:

- Transgender Lives Conference, UCONN Health Ctr, April 30
- LERA Presentation, April 29
- SERC Racial Justice Conference, May 12
- Black and Latino Oratorical Competition, Springfield, May 2
- Kid's Speak, UCONN Law, May 24

Successes:

- Meriden Mosque, Bullying and Discrimination
- 175th Anniversary of Amistad Decision
- What About Faith? Women Debunking Religious Myths
- 10th Anniversary of Fair Housing & Civil Rights
- Capitol Community College – Women's History Month Panel

V. New Business, Waterbury School District

Commissioner Tucker recused herself as an employee of the Waterbury School District prior to the presentation by Mr. Cicero Booker.

Mr. Cicero Booker, James Monroe and Jimmy Griffin asked for support from the CHRO to hold accountable the Waterbury School District regarding their alleged discriminatory hiring practices for minority teachers and staff.

A motion was made to go into Executive Session by Commissioner Suggs and seconded by Commissioner Mambruno. The motion carried. The vote was unanimous.

Commissioner Giliberto asked that Executive Director, Tanya Hughes, Deputy Director, Cheryl Sharp, Commission Counsel Kim Jacobsen, and Assistant Attorney General Emily Melendez join the Commissioners in Executive Session. Commissioner Tucker exited the meeting at this time and did not join the Executive Session.

VI. Executive Session:

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

VII. Vote on Executive Session items:

(Action May Be Required)

Commissioner Pestana made a motion to come out of Executive session and it was seconded by Commissioner Norton. The motion carried. The vote was unanimous.

Commissioners Giliberto, Suggs, Norton Pestana and Mambruno came out of Executive Session at 4:30 pm.

Commissioner Suggs moved for CHRO to conduct a fact finding hearing to compile facts on the alleged discriminatory practices of the Waterbury School District. It was seconded by Commissioner Pestana. The motion carried. The vote was unanimous.

VIII. Old Business

IX. Adjournment

A motion was made by Commissioner Pestana to adjourn the meeting and seconded by Commissioner Suggs. The motion to adjourn carried unanimously. The meeting ended at 4:37 p.m.