

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



Regular Commission Meeting Minutes

Commissioners Present

Edward Mambruno	Andrew Norton
Edith Pestana	Shuana Tucker
Joseph Suggs	Dawn Niles

Staff Present

Tanya Hughes, Executive Director	Cheryl Sharp, Deputy Director
Emily Melendez, Assistant Attorney General	Alix Simonetti, Commission Counsel III
Yvonne Duncan, Commission Counsel I	Monica H. Richardson, Executive Secretary

I. **Secretary**

The meeting convened at 2:06 p.m.
Commissioner Suggs moved to elect Commissioner Ed Mambruno as chair for the meeting.
Commissioner Niles seconded the motion. The vote was unanimous. The motion carried.

II. **Approval of the Minutes**

A motion was made by Commissioner Norton and seconded by Commissioner Tucker to
and approve the Minutes of the December 9, 2015 Regular Commission Meeting. The vote was
5 yes and 1 abstention. The motion carried.

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

The three plans, Office of Policy and Management, Middlesex Community College, and the Department of

Emergency Services and Public Protection were presented by Deputy Director Sharp.

A. Staff Recommendations: **Approved**

1. Office of Policy and Management

Representing the agency were Susan Weisselberg, MaryAnn Palmarozza, and Carolyn Kozak.

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 met all or substantially all of its hiring goals at 82.4%, the promotion goals were met at 100% 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: 2009, disapproved, 2010, 2011, 2012, and 2013, the plans were approved. **They will retain their biennial filing status.**

2. Middlesex Community College

Representing the Agency were President Anna Wasescha and Mike Lopez.

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 11.1%, there were no promotion goals and program goals were met 100% for this filing period. There were deficiencies in the prior plan review. The five year filing history is as follows: 2009, disapproved, 2010, 2011, 2013 were approved and 2015 disapproved for failure to file. **They will continue their semiannual filing status.**

A motion was made by Commissioner Suggs and seconded by Commissioner Niles to approve the plans and retain the filing status of the Office of Policy and Management and Middlesex community College The vote was 5 yes, 0 no. The motion carried.

B. Staff recommendation: **Conditional Approval**

3. Department of Emergency Services and Public Protection

Representing the Agency were Commissioner Dora B. Schiro, Daphne Lewis, Master Sargent William Kittle, Arielle Reich, and Antoinette Webster

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 54.7%, or the promotion goals met at 44.9%. The program goals were met at 100% for this filing period. The deficiencies in the prior plan review were substantially addressed. The five year filing history is as follows: 2012 approved (first year), 2013, conditionally approved and 2014, disapproved. **They will retain their annual filing status.**

A motion was made by Commissioner Suggs and seconded by Commissioner Pestana for staff recommendation of a Conditional Approval for Department of Emergency Services and Public Protection. The vote was unanimous. The motion carried.

IV. Division Reports

Executive Director's Report, Tanya Hughes, Executive Director

Director Hughes reported that CHRO is working closely with the Governor's office in regards to filling the Chief Referee position in Office of Public hearing, another vacant referee position and the 2 remaining vacancies on our board of Commissioners.

CHRO is preparing for the Legislative session our legal staff headed by Charlie Krich. We have also submitted the justifications and request for refill the position vacated by Jim O'Neil upon his recent retirement.

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

The impending move to 450 Columbus Blvd is moving forward with regular meetings with DAS, Tecton 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: MLK Day at the Yale Peabody Museum: Jan 17 & 18
MLK day Celebration at the State Capitol, Jan18
School to Prison Pipeline: Feb 17, 4-6 pm
Waterbury Anti-Discrimination Workshop, TBA, Shuana Tucker will attend
Racial Justice Conf.: Feb 22
What the Faith: Women Debunking Religious Stereotypes, Capitol, Feb 22

Successes:

Islamic Center in Meriden; discriminatory Bullying workshop
Library tour in Hartford.

Events are listed in full in the January Outreach Report.

V. Exemption:

1. University of Connecticut: **The Center for Research Libraries**
North East Research Libraries consortium (NERL) annual membership,
Subscription charges

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

2. University of Connecticut: Industrial Scientific Corporation : iNet

Commissioner Suggs made a motion to accept the staff recommendation to conditionally grant UCONN'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

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 3:30 p.m.