

**MINUTES OF THE REGULAR MEETING OF THE
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
LEGISLATIVE OFFICE BUILDING – ROOM 1C
HARTFORD, CT 06106
WEDNESDAY, JULY 13, 2011
2:00 P.M.**

COMMISSIONERS PRESENT

Andrew Norton, Chairperson
Cheryl Lynn Clarke
Dawn Niles
Edward Mambruno, Secretary
Patricia Wrice

COMMISSIONERS ABSENT

Edith Pestana
Shelly Best
Tracey Gove

STAFF PRESENT

Charlie Krich, Principal Attorney
David Teed, Assistant Attorney General
Cheryl Sharp, Human Rights Attorney 3
Margaret Peters, Secretary II

I. CHAIRPERSON

Chairperson Andrew Norton convened the July 13, 2011 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 2:10 p.m.

II. SECRETARY

Chairperson Andrew Norton requested approval of the minutes of the June 8, 2011 regular Commission meeting. A motion was made by Commissioner Clarke to approve the June 8, 2011 minutes as presented and seconded by Commissioner Pestana. Minutes are approved as presented. Chairperson Norton did not vote on the motion.

Chairperson Andrew Norton requested approval of the minutes of the July 1, 2011 special Commission meeting. A motion was made by Commissioner Niles and seconded by Commissioner Gove to approve the minutes as presented. All approved. The motion passed unanimously. Chairperson Norton did not vote on the motion.

III. OUTREACH REPORT

- A. Attorney Cheryl Sharp from the Legal Division gave highlights of what is happening with education and outreach over the past month. She noted that the Commission is continuing its outreach efforts.

Attorney Sharp updated the commissioners on the Anti-Bullying Leadership Conference scheduled for August 10, 2011 in the Old Judiciary room at the State Capitol. There is also upcoming CHRO Staff Training scheduled which will include a comprehensive training on Public Act 11-237 and the changes to the CHRO's process. The training is tentatively set for the end of September.

A variety of conferences, training and educational forums are being planned; information will be forthcoming.

- B. Executive Director Brothers commented on the favorable feedback as a result of our expanded outreach programs. People are calling in making inquiries as to how they can obtain seminars or training sessions.

IV. AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED

- A. Staff Recommendations: **Approvals**

1. CT Commission on Culture and Tourism
2. Military Department
3. Naugatuck Valley Community College
4. Middlesex Community College
5. Office of the Child Advocate

Chairperson Norton entertained a motion to accept staff recommendations for approval of all five of the Affirmative Action Plans (CT Commission on Culture and Tourism, Military Department, Naugatuck Valley Community College, Middlesex Community College and Office of the Child Advocate) and that the motion includes the retention of their annual or biannual filing status. The Office of the Child Advocate files its plan every two years. A motion was made by Commissioner Clarke seconded by Commissioner Gove. The motion carried unanimously. Chairperson Norton did not vote.

- B. Staff Recommendations: **Disapprovals**

1. Three Rivers Community College
2. Tunxis Community College
1. Three Rivers Community College

Three Rivers Community College plan is recommended to disapproval based on noncompliance with the following: the work force is not in parity; the agency has not met all or substantially all of its hiring goals; the agency has not demonstrated every good faith effort to achieve its goals; and the agency has not substantially addressed deficiencies noted by the commission in prior plan reviews.

Chairperson Norton entertained a motion to accept staff recommendation for disapproval of Three Rivers Community College Affirmative Action Plan and that the motion includes the retention of its annual filing status. A motion was made by Commissioner Pestana and seconded by Commissioner Gove.

Chairperson Norton entertained a motion to withdraw the first motion and entertain a motion to have conditional approval of Three Rivers Community College's Affirmative Action Plan and that the motion includes the retention of its annual filing status. A motion was made by Commissioner Clarke seconded by Commissioner Niles. The motion carried unanimously. Chairperson Norton did not vote.

2. Tunxis Community College

Tunxis Community College is recommended for disapproval based on compliance with the following: the workforce, considered as a whole and by occupational category is not in parity with the relevant labor market area; the agency has not met all or substantially all of its hiring, promotion and program goals; the agency has not demonstrated every good faith effort to achieve its goals and the agency has substantially not addressed deficiencies noted by the commission in prior plan reviews.

Chairperson Norton requested a motion to accept staff recommendation for disapproval of the Affirmative Action Plan for Tunxis Community College and retention of its annual filing status. A motion was made by Commissioner Niles and seconded by Commissioner Clarke. The motion passed unanimously. Chairperson Norton did not vote on the motion

3. Quinnebaug Valley Community College

Quinnebaug Community College is recommended for disapproval based on compliance with the following: the workforce, considered as a whole and by occupational category is not in parity with the relevant labor market area; the agency has not met all or substantially all of its hiring, promotion and program goals; the agency has not demonstrated every good faith effort to achieve its goals and the agency has substantially not addressed deficiencies noted by the commission in prior plan reviews.

Commissioner Niles made a recommendation to change disapproval of Quinnebaug Valley Community College to conditionally approve the Affirmative Action Plan.

Chairperson Norton requested a motion to accept the conditional approval of the Affirmative Action Plan for Quinnebaug Valley Community College and retention of its annual filing status. A motion was made by Commissioner Niles and seconded by Commissioner Pestana. The motion passed unanimously. Chairperson Norton did not vote on the motion.

V. OTHER BUSINESS

- A. Request for Exemption from Contract Compliance Requirements for a Contract between the Office of the Treasurer and Deminor International SCRL/CVBA.

A motion to grant the Contract between the Office of the Treasurer and Deminor International SCRL/CVBA was made by Commissioner Niles and seconded by Commissioner Pestana. The motion carried unanimously. Chairperson Norton did not vote on the motion.

VI. DIVISION REPORTS

- A. Legislative Report

Jim O'Neill provides the Commissioners with an updated legislative report and news articles on an ongoing basis. According to long time staff, this is probably the most successful Legislative Session we have ever had. We were able to get additional positions granted for two investigators and appropriations budget. We received one (1) million dollars for a disparity study that is long overdue; House Bill 6595 streamlines the investigative process and saves money by eliminating certified mail, and early mediation to settle cases will result in an earlier resolution. We do not have hearing referees as of this date; they are appointed by the Governor, and we have to wait for these appointees.

- B. Executive Director's Report

Executive Director Brothers recognizes that Jim O'Neil has been a viable asset and a strong supporter of this agency. Our goal is to streamline our process and move cases through the complaint process, and House Bill 6595 allows for early intervention and allows the Executive Director to pull cases and move them more quickly to public hearing, or release of jurisdiction so they can go to court if need be. Mr. Brothers is working with Legal and will be sitting down with managers to explain how the day-to-day functions will change as a result of this bill. Mr.

Brothers is also in the process of forming a committee so we can get the Affirmative Action regulations rewritten.

VII. EXECUTIVE SESSION

A motion was made by Commissioner Gove to go into Executive Session to discuss personnel matters. The motion was seconded by Commissioner Clarke. Executive Director Brothers and Assistant Attorney General David Teed were invited into Executive Session. The motion carried unanimously. Chairperson Norton did not vote.

VIII. RETURN TO REGULAR SESSION

At 4:50 p.m. Commissioner Norton entertained a motion to return to Regular Session. A motion was made by Commissioner Clarke and seconded by Commissioner Pestana to return to Regular Session. The motion carried unanimously. Chairperson Norton did not vote. The Chairperson reported no votes were taken in the Executive Session.

IX. ADJOURNMENT

There being no further business to come before the Commission, it was moved by Commissioner Clarke and seconded by Commissioner Pestana to adjourn the meeting at 4:50 p.m. The motion carried unanimously. Chairperson Norton did not vote.