

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Tuesday, January 14, 2014
2:00 P.M.**

**Minutes
Regular Commission Meeting**

Commissioners Present

Gary Collins, Chairman
Edith Pestana
Tracey Gove
Andrew Norton
Cesar Noble
Edward Mambruno, Secretary, via telephone
Cheryl Lynn Clarke, via telephone

Commissioners Absent

Patricia Wrice
Dawn Niles

STAFF PRESENT

Tanya Hughes, Executive Director David Teed, Assistant Attorney General Monica H. Richardson, Executive Secretary Jim Flynn, Regional Mgr. Alvin Bingham, AA/CC Supervisor Jim O'Neill, Legislative Liaison Donna Wilkerson –Brillant, Regional Mgr. Neva Vigezzi – HRO Rep.	Charlie Krich Principal Atty Cheryl Sharp, Atty. III Michelle Dumas Keuler, Atty III Kim Jacobsen, Atty. III Alix Simonetti, Atty. III Valerie Kennedy, HRO Rep Sue Hom, HRO Rep
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I. Chairperson: Gary H. Collins, Presiding

Chairperson Gary Collins convened the meeting at 2:04pm. There were two commissioners who attended via teleconference: Commissioner Mambruno and Commissioner Clarke.

II. A motion to approve the December 2013 Minutes from the Regular Commission meeting was made by Commissioner Noble. It was seconded by Commissioner Gove. The motion carried unanimously.

III. Affirmative Action Recommendations – Vote Required:

- A. Staff Recommendations: **Approved**
- (1) CT Agricultural Experiment Station
 - (2) Office of Policy and Management
 - (3) UCONN Health Center

B. Staff Recommendation: **Conditional Approval**

(1) Department of Emergency Service and Public Protection

Chairman Collins recognized all representatives from each agency by name and title and thanked them for attending. Alvin Bingham was called upon to present each plan.

A. Staff Recommendations (**Approval**)

(1) **CT Agricultural Experiment Station**

Representing the agency were Theodore Andreadis, Director and Jason White, Vice Director. The CT Agricultural Experiment Station plan was recommended for approval based on compliance with the following: it contained all elements required; the work force considered as whole is not at parity with the relevant labor market; the agency has not met all its hiring goals but substantially met its program goals. There were no deficiencies in the prior plan review. The five year history of the plan was 2008, 2009, and 2010 – approved. The 2011 plan was conditionally approved and in 2012, the plan was approved. This agency has a biennial filing status.

There were no questions from the Commissioners.

(2) **Office of Policy and Management**

Representing the agency was MaryAnn Palmoroza, Chief Administrative Officer. The Office of Policy and Management plan was recommended for approval based on compliance with the following: it contained all elements required. The work force considered as whole as not at parity with the labor market area; the agency has not met all of its hiring goals. Promotion and program goals were met. They demonstrated good faith efforts to achieve its goals. The prior plan had no deficiencies. The five year history of the plan was 2008 – approved, 2009 – disapproved, 2010, 2011, and 2012 the plan was approved.

There were no questions from the Commissioners.

(3) **UCONN Health Center**

Representing the agency were Frank Torti, Executive Vice President, Al Lizana, Associate VP of Diversity, Terry Segar and Rhonda Seymour.

The UCONN Health Center plan was recommended for approval based on compliance with the following: it contained all the elements required; the work force considered as a whole was not at parity with the relevant labor market. The agency has not met all of its hiring goals. Promotion and program goals were met. They demonstrated good faith efforts to achieve their goals. The prior plan had no deficiencies. The five history of the plan was 2009, 2010, 2011, 2012, and 2013 were all approved.

QUESTION: Commissioner Norton asked about the hiring practices for Black and Hispanic males in nursing. Neva Vigezzi answered the question.

A motion was made by Commissioner Norton to accept the staff recommendation of the three plans, CT Agricultural Experiment Station, Office of Policy and Management, and UCONN Health Center. The motion was seconded by Commissioner Pestana. The motion carried unanimously.

B. Staff Recommendation: **Conditional Approval**

(1) Department of Emergency Services and Public Protection

Representing the agency were Reuben Bradford, Commissioner, William Kittle, Master Sergeant, and Daphne Lewis.

The Department of Emergency Services and Public Protection was recommended for conditional approval based on compliance with the following: it contained all elements required; the work force considered whole and not in parity with the relevant labor market. The agency has **not** met all or substantially all of its hiring, promotion and program goals. They partially demonstrated good faith efforts to achieve its goals. The prior plan (its first) had no deficiencies. The 2013 plan was approved.

QUESTION: Commissioner Norton asked if there was an upward trend in the number of women taking the jobs. The answer was yes.

A motion was made to accept the staff recommendation to conditionally approve the plan by Commissioner Noble. It was seconded by Commissioner Pestana. There was one abstention by Commissioner Gove. The vote carried unanimously, with one abstention.

IV. Contract Compliance Requirements

Request for Exemption, Judicial Branch Contract with Cornell University,
College of Human Ecology

Executive director, Tanya Hughes presented for CHRO Attorney Alix Simonetti.

A motion was made by Commissioner Mambruno to approve the request for contract exemption and it was seconded by Commissioner Clarke. The vote carried unanimously.

V. Division Reports

A. Executive Director's Report, Tanya Hughes

The ED report included the upcoming MLK celebration. An announcement was made welcoming the new staff and the success of Training Day at Lincoln Institute in which several Commissioners attended. There was mention of the move to 450 Columbus Ave. CHRO donated over \$2000 to the State of CT Charitable Giving Campaign and our legal unit won the pizza party for giving the most. Chair Collins wants the ED to include a month to month report on the aged cases. The Environmental scan was noted. Our survey for strategic planning will be finished by July of 2014.

B. Outreach Report

This report was presented by CHRO Attorney Cheryl Sharp. The symposium on the 'N' word will be presented at SCSU state university. It will be held sometime in

February or March. Another MLK Celebration day will be held at the Peabody Museum at Yale; CHRO will have a table of civil rights related activities for the children. Tanya Hughes, Cheryl Sharp and Commissioner Wrice were honored at the 100 most Influential Blacks in CT event hosted by the NAACP.

C. Legislative Report, Jim O'Neill

ED Hughes presented the written summary of the CHRO Legislative Proposal prepared by our legislative liaison.

VI. A motion was made to go into Executive Session to consider the items listed on the Agenda by Commissioner Noble and seconded by Commissioner Gove. The vote carried unanimously.

VII. Return from Executive Session

Reopening Request

(1) Palmenta v. State of CT, DOV. CHRO # 1340089

The motion was made to deny the reopening by Commissioner Noble and seconded by Commissioner Pestana. The vote carried unanimously.

(2) Yilka Marin v. CITE Inc, CHRO # 1120001

The motion was made to grant the reopening by Commissioner Noble and seconded by Commissioner Clarke. The vote carried unanimously.

(3) Antonio Pizzoferrato v. Hartford Hospital, CHRO # 1210463

The motion was made to grant the reopening by Commissioner Noble and seconded by Commissioner Clarke. The vote carried unanimously.

VIII. Old Business

A. A motion was made to approve the 2014 Calendar for the Regular Commission Meeting by Commissioner Norton, seconded by Commissioner Noble. The vote carried unanimously.

IX. Adjournment

A motion to adjourn the meeting was made by Commissioner Pestana and seconded by Commissioner Noble. The vote to adjourn carried unanimously.
The meeting ended at 4:02 pm.

