

**MINUTES OF THE REGULAR MEETING OF THE
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
LEGISLATIVE OFFICE BUILDING – ROOM 1C
HARTFORD, CT 06106
WEDNESDAY, JUNE 8, 2011
2:00 P.M.**

COMMISSIONERS PRESENT

Andrew Norton, Chairperson
Edward Mambruno, Secretary
Cheryl Lynn Clarke
Dawn Niles
Tracey Gove
Shelly Best
Edith Pestana

COMMISSIONERS ABSENT

Patricia Wrice

STAFF PRESENT

Robert J. Brothers, Jr., Executive Director
James O'Neill, Legislative Regulations Specialist
David Teed, Assistant Attorney General
Margaret Peters, Secretary II

I. CHAIRPERSON

Chairperson Andrew Norton convened the June 8, 2011 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 2:10 p.m.

II. SECRETARY

Commissioner Mambruno requested approval of the minutes of the May 11, 2011 regular Commission meeting. A motion was made by Commissioner Best to approve the May 11 minutes as presented and seconded by Commissioner Gove. Commissioners Clarke and Commissioner Pestana abstained. Minutes are approved as presented. Chairperson Norton did not vote on the motion.

Executive Director Brothers noted that there was a need to alter the agenda. Under Affirmative Action Plans, Department of Social Services is moved to Item IV.A, #3, as the plan has been reviewed and is recommended for approval.

Under Item VI, Other Business, we will be adding a B and a C; both are Contract Compliance Extension Requests. Item B will be Request for Exemption of a University of Connecticut Health Care Contract with Intuitive Surgical, Inc. (ISI) for Purchase of a “daVinci” Robotic Surgery System. Item C will be Request for Exemption of a Contract of the University of Connecticut with the Intuitional Share Holders Services (ISS).

Chairperson Norton entertained a motion to amend the agenda to add Item 3 under IV.A and Items B and C under VI. A motion was made by Commissioner Mambruno to approve the change and seconded by Commissioner Pestana. All approved. 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.

Highlights of Kids’ Court – The purpose of the competition, which began in 1993, is to raise students’ social awareness with respect to civil and human rights issues, to reduce prejudice and to celebrate diversity.

Students were asked to defend the papers that they submitted on one of five topics. The top five middle and high schools students competed for top honors. The competition was judged by CT Supreme Court Justice Richard Palmer, Superior Court Judge Juliett Crawford, the Child Advocate Jeanne Milstein, Ndidi Moses from DOJ, Dr. Bill Howe from the DOE, Diane deVries, CCJEF Project Director, and Prosecutor Raheem Mullins, Assistant State’s Attorney. Co-Founder and CHRO Attorney Sharp, CHRO Attorneys Jacobsen and Simonetti and interns David J. Arnold and Theresa Gilbertson participated in the event, which continues to draw media attention. The winning essays were submitted by Brandon Parris, Ronald Bair, Kitson Brown, Avery Casasanta, Monique McClain and Nicole Cohen.

- B. Executive Director Brother and Supervisor Bingham attended the Spring Gathering hosted by the Legislative and Latino Caucus. Executive Director Brothers participated in the child poverty meeting and also met with the Governor and other Agency heads to discuss the budget, the functions of the agencies, the goals of the administration, and the goods and services being provided to the public.

IV. AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED

A. Staff Recommendations: ***Approvals***

1. Capitol Community College
2. Connecticut State Library
3. Department of Social Services

Chairperson Norton entertained a motion to accept staff recommendations for approval of all three of the Affirmative Action Plans (Capitol Community College, Connecticut State Library and the Department of Social Services) and that the motion includes the retention of their annual filing status. A motion was made by Commissioner Mambruno and seconded by Commissioner Clarke. The motion carried unanimously. Chairperson Norton did not vote.

B. Staff Recommendations: ***Conditional Approval***

1. Charter Oak State College

Chairperson Norton entertained a motion to accept staff recommendation for conditional approval of the Affirmative Action Plan for Charter Oak State College and that the motion includes the retention of their annual filing status. The motion for conditional approval for the Charter Oak State College Affirmative Action Plan and that the agency retain its annual filing status was made by Commissioner Mambruno and seconded by Commissioner Clarke. The motion carried unanimously. Chairperson Norton did not vote.

C. Staff Recommendations: ***Disapprovals***

1. Department of Correction
2. Manchester Community College

1. Department of Correction

Chairperson Norton requested a motion to accept staff recommendation for disapproval of the Affirmative Action Plan for the Dept. of Correction and that the agency retain its annual filing status. A motion was made by Commissioner Mambruno and seconded by Commissioner Clarke.

The Department of Correction plan was recommended for disapproval based on non-compliance with the following: the workforce is not in parity, 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 not substantially addressed deficiencies noted by the commission in

prior plan reviews. The motion passed unanimously. Chairperson Norton did not vote on the motion.

2. Manchester Community College

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

The Manchester Community College plan was recommended for disapproval based on non-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 such goals; the agency has not substantially addressed deficiencies noted by the commission in prior plan reviews.

A motion to issue a Certificate of Noncompliance was made by Commissioner Pestana and seconded by Commissioner Niles. The motion passed unanimously. Chairperson Norton did not vote on the motion.

V. OTHER BUSINESS

A. Renewal of Memorandum of Understanding with the Department of Transportation

Chairperson Norton requested a motion to accept staff recommendation to approve the renewal of the memorandum of understanding. A motion was made by Commissioner Mambruno and seconded by Commissioner Clarke to authorize Executive Director Brothers to renew the memorandum of understanding between the Commission and the Department of Transportation pursuant to CONN. GEN. STAT. § 46a-68k. All Commissioners approved. The motion passed unanimously. Chairperson Norton did not vote on the motion.

B. Request for Exemption of University of Connecticut Health Care Contract with Intuitive Surgical, Inc. (ISI); Purchase of "daVinci" Robotic Surgery System

A motion to grant the Request for Exemption of a contract between the University of Connecticut Health Care Contract with Intuitive Surgical, Inc. (ISI); Purchase of "daVinci" Robotic Surgery System was made by Commissioner Clarke and seconded by Commissioner Pestana. The motion carried unanimously. Chairperson Norton did not vote.

- C. Request for Exemption of University of Connecticut with the Intuitional Share Holders Services (ISS);

A motion to grant the Request for Exemption of a contract between the University of Connecticut with the Intuitional Share Holders Services (ISS) was made by Commissioner Mambruno and seconded by Commissioner Clarke. The motion passed unanimously. Chairperson Norton did not vote.

VI. DIVISION REPORTS

- A. Legislative Report

Jim O'Neill provides the Commissioners with an updated legislative report and news articles on an ongoing basis. We are trying to move two of our bills forward H.B. 6595 and S.B. 1192. H.B. 6595 was passed by the House but has to go before the Senate. We do not know where the budget is as yet; pending on ratification of Governor's proposal. We do not know what is in the Governor's Plan C or D, except that it will include a larger number of layoffs.

- B. Executive Director's Report

We are short an IT specialist (due to retirement) who would generate reports and compile data to be used by regions and Central office. Director Brothers also used these reports to obtain data needed for the Commissioners. We have also learned from DOIT that our software is outdated; we cannot update required reports with the software we have. The Commission needs updated software to accommodate our technical needs and we need to train staff who are not computer programmers to assist in this process.

VII. EXECUTIVE SESSION

A motion was made by Commissioner Pestana 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 4:20 p.m. Commissioner Norton entertained a motion to return to Regular Session. A motion was made by Commissioner Mambruno 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 Mambruno and seconded by Commissioner Pestana to adjourn the meeting at 4:20 p.m. The motion carried unanimously. Chairperson Norton did not vote.