

**REGULAR MEETING  
OF THE  
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES  
THURSDAY, AUGUST 10, 2006, 2:00 P.M.  
LEGISLATIVE OFFICE BUILDING  
300 CAPITOL AVENUE  
ROOM 1-E  
HARTFORD, CT 06106**

**MINUTES**

**COMMISSIONERS PRESENT**

Andrew M. Norton, Chair  
Edward Mambruno, Secretary  
Cheryl Lynn Clarke  
Larry Conaway  
Jimmie L. Griffin  
John Lobon  
Gloria Mengual

**COMMISSIONERS ABSENT**

Lillian H. Brown  
George Marshall

**STAFF PRESENT**

R. Hamisi Ingram, Executive Director  
Raymond P. Pech, Assistant Director  
Robert Brothers, Jr., Managing Director & Commission Attorney  
Donald Newton, Field Operations Manager  
Zenaida Colon, Fiscal Administrative Supervisor  
Pekah Wallace, HRO Regional Manager  
James Flynn, HRO Regional Manager  
Epifanio Carrasquillo, HRO Regional Manager  
Lena Ferguson, Legislative Regulations Specialist  
Alvin Bingham, Contract Compliance Supervisor  
Neva Vigezzi, Affirmative Action Program Analyst  
Valerie Kennedy, HRO Representative  
Paula Ross, HRO Representative  
Rebecca Johnson, HRO Representative

**I. CONVENE MEETING:**

Chairman Norton convened the meeting at 2:07 p.m. and welcomed all guests.

**II. SECRETARY:**

**Review and Approval of Minutes of July 13, 2006 Regular Commission Meeting:**

It was moved by Commissioner Conaway and seconded by Commissioner Griffin to approve the minutes of the July 13, 2006 Regular Commission meeting as presented. The motion carried with Commissioners Lobon, Griffin, Mengual, Mambruno, Clarke and Conaway voting in the affirmative. Chairman Norton did not vote on the motion.

**III. EXECUTIVE DIRECTOR'S REPORT: R. Hamisi Ingram**

A. Agencies Proposed Affirmative Action Plans:

Staff Recommendation: ***Approval***

1. Asnuntuck Community College
2. Teacher's Retirement Board
3. Gateway Community College
4. Department of Education
5. Department of Economic and Community Development
6. Norwalk Community College
7. Western Connecticut Mental Health

1. Asnuntuck Community College

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff present from the college. It was moved by Commissioner Griffin and seconded by Commissioner Mambruno to accept the staff recommendation to approve the affirmative action plan. A motion having been made and properly seconded to accept the staff recommendation to approve Asnuntuck Community College's affirmative action plan, the Chairman called for a vote. The motion carried with Commissioner Mengual, Mambruno, Griffin, Lobon, Conaway and Clarke

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voting to accept the motion. Chairman Norton did not vote on the motion.

2. Teacher's Retirement Board

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff present. It was moved by Commissioner Conaway and seconded by Commissioner Mengual to accept the staff recommendation to approve the affirmative action plan. A motion having been made and properly seconded to accept the staff recommendation to approve the Board's affirmative action plan, the Chairman called for a vote. The motion carried with Commissioner Mengual, Mambruno, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

3. Gateway Community College

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff present from the college. It was moved by Commissioner Clarke and seconded by Commissioner Griffin to accept the staff recommendation to approve the affirmative action plan. A motion having been made and properly seconded to accept the staff recommendation to approve the College's affirmative action plan, the Chairman called for a vote. The motion carried with Commissioner Mengual, Mambruno, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

4. Department of Education

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff present. It was moved by Commissioner Griffin and seconded by Commissioner Conaway to accept the staff recommendation to approve the affirmative action plan. Commissioner Lobon asked the Department of Education if they would achieve their SBE goals. George Coleman, Interim Director of the Department of Education, indicated they will be able to meet their goals through various resources. However, he also indicated that the delay is with OPM. Mr. Bingham indicated that the set-aside goal achievement percentages in the report were incorrect and he would make the corrections for the record. A motion having been made and properly seconded to accept the staff recommendation to approve the

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Department's affirmative action plan, the Chairman called for a vote. The motion carried with Commissioner Mengual, Mambruno, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

5. Department of Economic and Community Development

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff present. It was moved by Commissioner Mambruno and seconded by Commissioner Clarke to accept the staff recommendation to approve the affirmative action plan.

The Chair asked for clarification regarding the completion of their affirmative action plan by DAS. Mr. Bingham elaborated on the "Smart Unit" wherein if an agency has a minimal number of employees they can subcontract the staff at DAS to complete their affirmative action plan. The conversation continued with Natalie Shipman, Supervisor of the Small Agency Resource Team, (Smart Unit) elaborating on the process and function of this unit.

Commissioner Lobon applauded the Department of Economic and Community Development for achieving 900% of their MBE goal and asked them to elaborate on their process for achieving such an outstanding goal.

Mitch Drabik, said that the agency aggressively pursues expenditures in that area. Commissioner Conaway requested Mr. Drabik to provide him with some information for achieving such an outstanding goal in the future.

A motion having been made and properly seconded to accept the staff recommendation to approve the Department's affirmative action plan, the Chairman called for a vote. The motion carried with Commissioner Mengual, Mambruno, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

6. Norwalk Community College

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff present from Norwalk Community College. It was moved by Commissioner Griffin and seconded by Commissioner Lobon to accept the staff recommendation to approve the affirmative action plan.

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Commissioner Clarke asked Mr. Bingham to expound on the 2004 & 2005 numbers. Mr. Bingham explained. Commissioner Clarke asked Mr. Bingham if they were still recommending the plan for approval with the revised numbers that he gave. Commissioner Clarke requested staff to address the extremely low adherence for the first three quarters of the year and went on to ask what are the obstacles of the agency meeting their goals.

Mr. Bingham indicated that the set-aside numbers have no bearing on a plan being recommended for approval. The plans are recommended for approval based on the regulations. What an agency spends towards business is not part of the regulations, therefore, it is not an equation in the review. We provide this information to you as a courtesy, but their spending has nothing to do with a plan being approved, disapproved or conditionally approved.

David Levison, President of Norwalk Community College said his understanding is, according to the guidelines that they follow, there is a number of contracts that go to state approved vendors and they are required to utilize those vendors. The college sent very little out to bid last year as they were following the guidelines of the Community Technical College system.

The Chair requested more information regarding their expenditures. Mr. Bingham reminded everyone that this is the third quarter and reiterated that the fiscal year has not closed out. Their percentages could have gone up or they could have miraculously met their goals. When they provide their fourth quarter report, it will indicate what was spent and how it was spent. The Chair continued to dialogue with Mr. Bingham and requested him to incorporate the total amount of money spent and what it was spent on in a report. Mr. Bingham agreed to look into it as he continued to explain the process.

Commissioner Mambruno requested to see the number of minority businesses that submitted RFP's. Mr. Bingham said that his request would be a Herculean task. The agency has to submit the affirmative action plan and they would have to work with their purchasing people to find out how many bids were submitted and how many were denied. Mr. Bingham expounded on the information, currently on the website, as the actual percentage achieved, not the amount of the bid. Commissioner Mambruno

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said that the Commissioners have never seen a 1% goal achieved for three quarters reporting, which is unacceptable.

Commissioner Clarke reiterated the Commissioner's concern with such a large variance in the goals met from various agencies ranging from 900% to 1% yet comparing in the same labor pool. If one college achieves their goal by 900% and another at only 1%, this disparity is of great concern. We understand that you are providing this information as a courtesy, but I think it would be better not to have this information, as it really does not factor into the regulations for the plan that we are voting on. The conversation continued with several of the Commissioners sharing their concerns regarding this information as having no relevance in the approval process.

Mr. Bingham reiterated and agreed that this information has nothing to do with whether the plan passes or fails.

Commissioner Lobon requested the information be omitted from the plan because it was like a tiger with no teeth. If the information contained in the plan has absolutely nothing to do with the approval process of the plan, then it is worthless.

Commissioner Mambruno concurred with Commissioner Lobon.

Commissioner Conaway asked Norwalk Community College to expound on their Diversity Training plan and their Sexual Harassment Training Plan.

Virginia Delamira said that Diversity Training is held every six-months in conjunction with the Systems Office and is in conjunction with the other colleges, completed on a bi-annual basis. Sexual Harassment Training should be conducted at the beginning of each academic year for newly hired supervisors; we are looking into resuming this practice.

Commissioner Norton indicated that the Commissioner's documents did not provide or address the compliance of diversity training and has not provided sexual harassment training information. Chairman Norton along with other Commissioners continued to dialogue with Mr. Bingham regarding the information that CHRO included in the Affirmative Action Contract Compliance unit's reports.

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Chairman Norton verified that sexual harassment training along with diversity training is not taken into consideration for approving or disapproving the affirmative action plans according to the regulations. Chairman Norton decided to discuss the Commissioners concerns at a later date.

A motion having been made and properly seconded to accept the staff recommendation to approve the College's affirmative action plan, the Chairman called for a vote. The motion carried with Commissioner Mengual, Mambruno, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

7. Western Connecticut Mental Health

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff present. It was moved by Commissioner Lobon and seconded by Commissioner Mambruno to accept the staff recommendation to approve the affirmative action plan. A motion having been made and properly seconded to accept the staff recommendation to approve their affirmative action plan, the Chairman called for a vote. The motion carried with Commissioner Mengual, Mambruno, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

Staff Recommendation: ***Disapproval***

1. Northwestern Community College
2. Department of Transportation
3. Housatonic Community College

1. Northwestern Community College

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff present from the college. It was moved by Commissioner Mambruno and seconded by Commissioner Griffin to accept the staff recommendation to disapprove the affirmative action plan.

Chairman Norton reiterated that the affirmative action plan was being recommended for disapproval with retention of its annual filing status

Steve Frazier, Dean of Administration read a statement from President

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Douglas who was absent due to a previously scheduled meeting. President Douglas's written statement expounded on the transition of staff during the preparation of the plan; gave detailed reasons why their affirmative action plan was not in compliance and stated that the agency plans to work diligently with Valerie Kennedy who they have dialogued with and are taking steps to implement her suggestions.

A short dialogue continued with Chairman Norton, Commissioner Lobon and Commissioner Clarke requesting clarification on various areas of their affirmative action plan from Mr. Bingham and Mr. Frazier. Commissioner Clarke recommended the agency review their hiring strategy to obtain the necessary applicants and resources needed. Mr. Frazier thanked Commissioner Clarke.

A motion having been made and properly seconded to accept the staff recommendation to disapprove the College's affirmative action plan and retain the annual filing status, the Chairperson called for a vote. Commissioner Mengual, Mambruno, Griffin and Clarke voted to accept the motion. Commissioner Lobon and Commissioner Conaway abstained. Chairman Norton did not vote on the motion.

## 2. Department of Transportation

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff present from the college. It was moved by Commissioner Griffin and seconded by Commissioner Lobon to accept the staff recommendation to disapprove the affirmative action plan.

Chairman Norton reminded the Commissioners that the affirmative action plan was recommended for disapproval with a semi-annual filing status. The Department of Transportation's plan previously had an annual filing status.

Raeanne Curtis, Deputy Commissioner extended an apology from Commissioner Carpenter who had a conflict in his schedule. Ms. Curtis conveyed Commissioner Carpenter's concern with the agency not obtaining their goal and she reiterated that he is very much aware of the importance. Commissioner Carpenter along with her two Deputies were recently appointed and are willing to work with the commission to obtain their goal.

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Diane Donato, Affirmative Action Director, had an extensive dialogue with the Commissioners stating this is the first of 35 plans she has worked on to receive a disapproval. Ms. Donato and Cordula the Affirmative Action Administrator expounded on several deficient areas of their very large plan. Ms. Donato passed out a letter of commitment to all of the commissioners stating that they agreed to correct the deficient areas of last year's affirmative action plan that was previously sent to Mr. Ingram on September 8, 2005 but could not be found in the Commission's records. On September 26<sup>th</sup> DOT's affirmative action staff, Ms. Vigezzi and Mr. Bingham met regarding DOT not reaching their promotional goals and requested DOT become very pro-active in meeting those goals.

Cordula requested CHRO to allow them to maintain their annual filing status because if they were put on a semi-annual filing status that is all they would be able to work on is their affirmative action plan, not accomplishing any pro-active work which is needed, such as training managers, etc. The agency has had a lot of employment changes and many early retirements. The Department of Transportation is the second largest state agency and as other agencies, was mandated to hire from the SEBAC list. So, their goal achievement could have been better but they were required to hire people off the SEBAC list because other agencies did not have openings. So Cordula recommended, and agreed to work with CHRO relative to regaining their annual filing.

An extensive dialogue continued with the Commissioners and DOT regarding the reason DOT felt CHRO should allow them to retain their annual filing status in lieu of the staff recommendation to be placed on a six-month filing status.

Commissioner Griffin asked Ms. Vigezzi if she believed their six-month filing status recommendation could be waived? Ms. Vigezzi said if DOT could correct their deficiencies in the work force analysis, availability analysis and the hiring and promotion goals and timetables within 30 days she would not object to them retaining their annual filing status. But from her review and the extent of the problem areas there would be a lot to be corrected within 30 days.

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Commissioner Griffin asked DOT if that is a reasonable task to accomplish in 30 days.

Cordula said that she would work very diligently in achieving that goal. Commissioner Conaway said that he would support that. Commissioner Norton asked if the agency could, within the next two months, adopt a six-month filing regimen for DOT if they decided to stick to an annual filing status?

Executive Director Ingram, indicated that according to the statutes it needs to be an either or, one or the other.

Commissioner Griffin asked for clarification if it indeed could be corrected within 30 days, thereafter we could revert back if that is a part of the original motion.

Mr. Ingram said regardless, they have 30 days to correct their deficiencies.

Commissioner Griffin continued the dialogue saying that it is all contingent on correcting those deficiencies. The motion would be contingent on that.

Mr. Brothers asked if they were contemplating disapproving the plan and coming back next month to figure out whether to place them on six-month or annual filing?

Commissioner Griffin stated we are requiring them to correct the deficiencies in the plan. If they correct those deficiencies within thirty days we can revert back to semi annual filing status.

Mr. Brothers said that by the adjournment of this meeting today we have to approve, disapprove or conditionally approve their plan.

Commissioner Norton asked if we could disapprove their plan today, put them on a six month filing status and then place them on our agenda a month from now and move them to an annual filing status?

Commissioner Lobon reminded the Commissioners about a plan that was recommended to have a semi annual filing status and we determined that

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the workload that would have be put on the individuals would be too strenuous and that agency had probably 1/3 the number of employees that DOT has. Now, we're going to sit here and recreate the wheel trying to put them into a six month filing status, and review them again in 30 days for an annual filing status. Either give them an annual or give them a semi. Let us not play a game when were talking about the workload that would have to be placed on these individuals. We need to be consistent rather than us trying to agree or disagree.

We will decide and vote accordingly to what we feel comfortable with. If we are going to give a smaller entity an annual filing status because we felt the workload was an overload then why can't we give them an annual filing status as well because I think their workload is tripled.

We're looking at a system here and we need to be fair. All I'm asking is that you remember you gave another agency an annual filing status based on the overload and it was at least 1/3 the size of this agency. I believe we should give them an honest effort in the attempt and if they come back here with these deficiencies let's slam them.

Commissioner Clarke had no problem with granting them an annual filing status. Commissioner Conaway likes their enthusiasm and they seem to be honest and agreed to straighten it out in twelve months. They will come back next year with an excellent plan. Commissioner Mengual prefers that it remain an annual filing status also and desires for the one month possibility to not even be discussed at this time.

Mr. Pech researched the history of affirmative action having to do with the retention of annual filing status versus a six-month filing status. Mr. Pech said fairly confidently that the statutes simply do not address your questions regarding disapproval and whether it's annual or semi annual for a month. The statute is just silent regarding that. Mr. Pech strongly recommended the Commissioners not go down that road if for no other reason than we are going to have another agency with the same issues in here next month that you are voting to disapprove asking for us to give them a month and they will fix it and then you don't have to disapprove us. I don't think we want to start down that road.

Ms. Vigezzi reminded the Commissioners that the commission could issue a certificate of non-compliance to an agency that does not comply with the

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regulations within 30 days. If they submit inaccurate or incomplete data a certificate of non-compliance could be issued at the next meeting, which is in accordance with the regulations.

A motion having been made and properly seconded to accept the staff recommendation to disapprove the College's affirmative action plan and allow them to maintain their annual filing status. The motion carried with Commissioner Mengual, Mambruno, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

3. Housatonic Community College

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff present from the college. It was moved by Commissioner Mengual and seconded by Commissioner Mambruno to accept the staff recommendation to disapprove the affirmative action plan.

Anita Zaleski, Acting President expounded on the college's concern after receiving their first affirmative action plan recommended for disapproval. The college conducts extensive hiring searches both national and local and utilizes sources that are specialized and minority focused as well as recruit bids from minorities and small businesses to accomplish their SBE & MBE goals. Ms. Zaleski continued to explain their hiring and recruiting practices as well as staff training, which are conducted before every selection process. The college recognized several errors in the availability analysis chart and are in the process of correcting them.

A motion having been made and properly seconded to accept the staff recommendation to disapprove the College's affirmative action plan and maintain their annual filing status. The Chairperson called for a vote. The motion carried with Commissioner Mengual, Mambruno, Griffin, Conaway and Clarke voting to accept the motion. Commissioner Lobon abstained and the Chairman did not vote.

Amendment of the Agenda to add Middlesex Community College

A motion having been made and properly seconded to amend the agenda to consider the petition of Middlesex Community College to return to an annual filing status. The Chairperson called for a vote. It was moved by

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Commissioner Griffin and seconded by Commissioner Clarke to accept Mr. Pech's request to amend the agenda. A discussion took place between Raymond Pech, Assistant Director, Alvin Bingham, Contract Compliance Supervisor and the Commissioners regarding the petition. Commissioner Lobon asked for clarification of the college's history. Mr. Pech and Mr. Bingham had a brief discussion with Commissioner Lobon regarding the college's five-year filing history. The Chairperson called for a vote. The motion carried with Commissioner Mengual, Mambruno, Griffin, Conaway and Clarke voting to accept the motion. Commissioner Lobon abstained and the Chairman did not vote.

A. Fiscal Report

Nandi Colon, Fiscal Administrative Supervisor gave a brief overview of the seven vacant positions, two newly established positions as of August bringing the available positions to a total of nine which brings us to 100 positions of which 91 are filled to date. Chairman Norton, Mr. Ingram, Mr. Pech and Ms. Colon had a discussion clarifying the Chairman's questions in various areas.

Mr. Ingram explained that some of the employees, who will be transferring per their request, would be filling some of the positions that are currently listed as vacant. A dialogue continued between Mr. Ingram and Chairman Norton regarding the restructuring and each of their concerns; and the best way to refill positions.

B. Field Operations Report

Donald Newton, Field Operations Manager gave a brief synopsis of his written report. He expounded on the pending complaints in each Field Office. Chairman Norton and Mr. Newton had a brief discussion on the need in each Field Office including the Fair Housing Unit.

Commissioner Lobon asked for clarification on obtaining the numbers for monetary settlements and requested Mr. Newton to include the prior month's numbers in the report so that they could have a complete comparative report. Mr. Newton agreed to provide a comparative report beginning next month.

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C. Legislative Report

Lena Ferguson, Regulations & Legislative Specialist gave a very brief report regarding OPM's requesting agencies to submit legislative proposals for the 2007 session in October. Once the legislative committee has been established CHRO will be working with them along with other staff members to identify issues and develop proposals that will be submitted for the 2007 session. Lastly, Ms. Ferguson is waiting to find out her role in the Affirmative Action Regulation revision process that is currently underway.

D. Managing Director Report

Robert Brothers, Jr., Managing Director & Commission Attorney, gave a brief report regarding the two reopening requests on the agenda. He advised the participants present that they might not have an opportunity to go before the Commissioner's, as the process will occur in executive session. Written notice will follow after a decision is reached. Mr. Brothers was excited to report that the legal department is current with all pending reopening requests one of which was just received this month and in expected to be submitted within the next thirty or sixty days. Mr. Brothers expounded on the two documents included in the Commissioners packet one from Mr. Gaines explaining his dissatisfaction with the Commissioner's decision and another from an inmate looking to the commission to appoint counsel to which the legal department responded.

E. Curriculum Manager's Report

Michael Fryar, Curriculum Manager was absent.

IV. **NEW BUSINESS:**

- A. Request from Southern Connecticut State University for a Contract Compliance Exemption Regarding a Proposed Agreement between Southern Connecticut State University and the District of Columbia

Mr. Pech indicated that the District of Columbia has a scholarship program for worthy students in DC. They give scholarships to the students out of this fund. This contract exemption is for students that are selected by the DC body. The student receives a scholarship and the money is given directly to the University. It is a contract between Southern and the District of

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Columbia Scholarship program that they will pay the fees and the tuition, etc. and Southern will make sure that the money is properly credited to the student's account.

It was moved by Commissioner Conaway and seconded by Commissioner Mambruno to accept the staff recommendation to grant the request from Southern Connecticut State University for a Contract Compliance Exemption Regarding a Proposed Agreement between Southern Connecticut State University and the District of Columbia. Commissioner Mengual, Lobon, Cpmaway, Mambruno, Griffin and Clarke voted to accept the motion. The motion carried with the Chairman not voting.

Mr. Pech conveyed an answer that he received in a letter from Lisa Bigelow to a question that Commissioner Brown asked at the July Commission meeting regarding the request from Central Connecticut State University for a Contract Compliance Exemption Regarding a Proposed Agreement with Université Laval in Québec, Canada. Ms. Bigelow states speaking French fluently is not a prerequisite to participate in their program. The university offers courses in English and French.

B. Nicholas Rabjecki's Request for a Declaratory Ruling

Mr. Brothers gave a brief explanation of what a Declaratory Ruling is and indicated that the Commission can render an opinion as to whether or not certain acts would be discriminatory or not. Mr. Brothers expounded on the documents contained in the Commissioners packet regarding the specifics of the request. If the Commission votes to do the declaratory ruling the legal office will do the research and it will be presented to the Commissioners to accept or reject. The decision has to be on the agenda on or before the December 14, 2006 commission meeting. A discussion took place between Chairman Norton, Commissioner Mambruno and Mr. Brothers regarding their options.

It was moved by Commissioner Mengual and seconded by Commissioner Conaway to issue a Declaratory Ruling on or before the December 14, 2006 meeting. Commissioner Mengual, Lobon, Conaway, Mambruno, Griffin and Clarke voted to accept the motion. The motion carried with the Chairman not voting.

**V. OLD BUSINESS:**

Selection of a Subcommittee for Legislative Matters

Ms. Ferguson will work with the Commissioners that will be selected to serve on this committee who will represent all of the Commissioners regarding legislative proposals, etc.

It was moved by Commissioner Griffin and seconded by Commissioner Clarke to nominate Commissioner Conaway and Commissioner Mambruno to serve on a Standing Legislative Subcommittee of the Commission on Human Rights and Opportunities for Legislative Matters. The Chairperson called for a vote. The motion carried with Commissioner Mengual, Mambruno, Griffin, Lobon, Conaway and Clarke voting to accept the motion. The Chairman did not vote.

**VI. EXECUTIVE SESSION:**

It was moved by Commissioner Conaway and seconded by Commissioner Clarke that the Commission go into Executive Session for the purposes of discussing pending litigation and personnel matters. The motion carried with Commissioner Mengual, Mambruno, Griffin, Lobon, Conaway and Clarke voting to accept the motion. The Chairman did not vote. All members of the public were excused from Executive Session.

A. Report on Pending Claims or Pending Litigation:

1. Leonyer Richardson v. CT Commission on Human Rights and Opportunities, Docket No. 3:02CV625AVC
2. Jewel E. Brown v. CT Commission on Human Rights and Opportunities, Docket No. 3:02CV223CFD
3. Femi Bogle Assegai v. CT Commission on Human Rights and Opportunities, Docket No. 3:02CV2292JCH

B. Reopening Request:

1. Braffith v. Peter Pan Bus Lines, Inc. No. 0540183
2. Budnik v. State of Connecticut, Judicial Branch No. 0610031

- C. Personnel Matters: Discussion of Annual Evaluation of Executive Director

**VII. RETURN TO REGULAR SESSION:**

It was moved by Commissioner Griffin and seconded by Commissioner Conaway to return to regular session. The motion carried with Commissioner Mengual, Mambruno, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairperson Norton did not vote on the motion. The Chairperson noted for the record that Assistant Attorney General David Teed, Executive Director R. Hamisi Ingram, Assistant Director Raymond Pech and Managing Director & Commission Attorney Robert Brothers, Jr., participated in a portion of Executive Session. No votes were taken in Executive Session.

**VIII. VOTE ON EXECUTIVE SESSION ITEMS:**

- A. Pending Litigation:

Report on Pending Federal Court Litigation: No Discussion, No vote.

1. Leonyer Richardson v. CT Commission on Human Rights and Opportunities, Docket No. 3:02CV625AVC
2. Jewel E. Brown v. CT Commission on Human Rights and Opportunities, Docket No. 3:02CV223CFD
3. Femi Bogle Assegai v. CT Commission on Human Rights and Opportunities, Docket No. 3:02CV2292JCH

- B. Reopening Request:

1. Braffith v. Peter Pan Bus Lines, Inc. No. 0540183

With regard to item VI. B1. it was moved by Commissioner Griffin and seconded by Commissioner Conaway to accept staff's recommendation to reopen the matter of Braffith v. Peter Pan Bus Lines, Inc. The motion carried with Commissioner Griffin, Lobon, Conaway and Clarke voting to accept the motion. Commissioner Mambruno and Commissioner Mengual opposed and Chairman Norton did not vote on the motion.

2. Budnik v. State of Connecticut, Judicial Branch No. 0610031

With regard to item VI. B2 it was moved by Commissioner Lobon and seconded by Commissioner Griffin to accept staff's recommendation to deny the reopening request in the matter of Budnik v. State of Connecticut, Judicial Branch. The motion carried with Commissioner Griffin, Lobon, Mambruno, Mebgual, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

**IX. ADJOURNMENT:**

There being no further business before the Commission, it was moved by Commissioner Lobon and seconded by Commissioner Mambruno to adjourn the meeting at approximately 6:02 p.m. The motion carried with Commissioners Conaway, Clarke, Mengual, Mambruno, Griffin and Lobon voting in the affirmative. Chairman Norton did not vote on the motion.

**X. CERTIFICATION:**

I hereby certify that the foregoing is the official record of the Commission's August 10, 2006 Regular Commission Meeting, and that these minutes were adopted as true, accurate, and authentic by majority vote of the Commissioners present and voting at the September 14, 2006 Regular Meeting of the Commission.

Attest: \_\_\_\_\_  
Edward Mambruno  
Secretary

\_\_\_\_\_ Date