

**MINUTES OF THE REGULAR MEETING OF THE  
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES  
21 GRAND STREET  
HARTFORD, CT 06106  
WEDNESDAY, MAY 12, 2010, 2:00 P.M.**

**COMMISSIONERS PRESENT**

Andrew Norton, Chairperson  
Edward Mambruno, Secretary  
Alexia E. Cruz  
Milton Johnson  
Edith Pestana

**COMMISSIONERS ABSENT**

Cheryl Lynn Clarke  
Patricia J. Wrice  
Shelley Best

**STAFF PRESENT**

Robert J. Brothers, Jr., Executive Director  
David Teed, Assistant Attorney General  
James J. O'Neill, Legislative Regulations Specialist  
Alvin Bingham, Affirmative Action and Contract Compliance Supervisor  
Margaret Peters, Secretary II

**I. CHAIRPERSON**

A. Convene Meeting

Chairperson Andrew Norton convened the May 12, 2010 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 2:15 p.m.

**II. SECRETARY**

A. Review and Approval of Minutes of April 14, 2010 Regular Commission Meeting

Commissioner Mambruno requested approval of the minutes of the April 14, 2010 regular Commission meeting. The motion was made by Commissioner Johnson and seconded by Commissioner Cruz. The motion was approved by all and passed unanimously. Chairperson Norton did not vote on the motion.

**III AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED**

A. Agencies' Proposed Affirmative Action Plans

Staff Recommendations: **Approvals**

1. Office of Protection and Advocacy

2. Department of Consumer Protection
  3. Department of Veterans' Affairs
  4. Office of The Governor
  5. Department of Emergency Management & Homeland Security
  6. Department of Public Works
- 
1. Office of Protection and Advocacy

Mr. Bingham introduced the following individual in attendance from the Office of Protection and Advocacy for Persons with Disabilities: Mr. James D. McGaughey, Executive Director, and Alicia Nunez, EEO Specialist.

The Office of Protection and Advocacy plan was recommended for approval based on compliance with the following: The plan contains all elements required; the agency has met all or substantially all of its hiring goals; the agency had no deficient elements in the previous plan and therefore, is in compliance with the (b)(4) standard. Goal Achievement: There were no hires during the reporting period.

In addition there were no promotion goals during the reporting period.

2 out of 2 program goals were met or 100%.

Approval History: 2009 approved, 2008 approved, 2007 disapproved, 2006 approved and 2005 approved.

2. Department of Consumer Protection

Mr. Bingham introduced the following individuals from the Department of Consumer Protection: Jerry Farrell, Commissioner and Alicia Nunez, Equal Employment Opportunity Specialist.

The Department of Consumer Protection plan was recommended for approval based on compliance with the following:

- 46a-68-59(a) - the plan contains all elements required,
- 46a-68-59(b)(2) – the agency has met all or substantially all of its hiring goals and
- 46a-68-59(b)(4) – the agency had no deficient elements in the previous plan and therefore is in compliance with the (b)(4) standard.

Goal Achievement – 2 out of 2 possible short-term goals or 100%. 0 out of 0 possible long-term goals or 0%. 2 out of 2 possible total goals or 100%. In

addition, there were no promotions during the reporting period. 3 out of 3 program goals were met or 100%.

Five-Year Approval History: 2009 approved, 2008 approved, 2007 approved, 2006 approved and 2005 approved.

### 3. Department of Veterans' Affairs

Mr. Bingham introduced the following individuals in attendance from the Department of Veterans' Affairs: John T. Wiltse, Deputy Commissioner, Noreen R. Sinclair, Human Resources Administrator and Chris Beloff, Leadership Associate (EEO specialist 1).

The Department of Veterans' Affairs plan was recommended for approval based on compliance with the following:

- the plan contains all elements required;
- (b)(2) - the agency has met substantially all of its hiring and program goals; and
- (b)(4) - the agency has substantially addressed deficiencies noted by the commission in prior plan reviews.

Goal Achievement: Short-term goal achievement 1 out of 2 possible goals or 50%. There were no long-term goals. Total goal achievement: 1 out of 2 possible total goals or 50%. There were no promotion goal achievements. Approval History: 2009 approved, 2008 conditionally approved, 2007 approved, 2006 approved and 2005 disapproved.

### 4. Office of the Governor

Mr. Bingham introduced the following individuals in attendance from the Office of the Governor: Stacey L. Serrano, Associate Legal Counsel and Stephen Caliendo, HR Administrator.

The Office of the Governor plan was recommended for approval based on compliance with the following:

- the plan contains all elements required;
- (b)(2) – the agency has met substantially all of its hiring goals; and
- (b)(4) – the agency has substantially addressed deficiencies noted by the commission in prior plan reviews.

Goal Achievement: Short-term goal achievement 2 out of 3 possible goals or 66.7%. There were no long-term goal achievements. Total goal achievement: 2 out of 3 possible total goals or 67.7%. There was no promotion goal achievement. Five-Year Approval History: 2009 approved, 2008 approved, 2007 approved, 2006 approved and 2005 approved.

5. Department of Emergency Management & Homeland Security

Mr. Bingham introduced the following individuals in attendance from the Department of Emergency Management & Homeland Security: Peter J. Boynton, Commissioner and Alicia Nunez, EEO Specialist.

The Department of Emergency Management and Homeland Security Plan was recommended for approval based on compliance with the following:

- the plan contains all elements required;
- (b)(2) – the agency has met all or substantially all of its program goals (no hires or promotions occurred during the reporting period); and
- (b)(4) – the agency has substantially addressed deficiencies noted by the commission in prior plan reviews.

Goal Achievement: There was no short-term or long-term goal achievements. Five-Year Approval History: This is the third filing of this plan: 2009 approved, 2008 approved and 2007 approved.

6. Department of Public Works

Mr. Bingham introduced the following individuals in attendance from the Department of Public Works: Jonathan Holmes, Deputy Commissioner; Douglas Moore, Chief of Staff; and Johnette Tolliver, Affirmative Action-DAS/SmART Unit.

The Department of Public Works plan was recommended for approval based on compliance with the following:

- the plan contain all elements required;
- (b)(2) – the agency has met substantially all of its hiring goals; and
- (b)(4) – the agency has substantially addressed deficiencies noted by the commission in prior plan reviews.

Goal Achievement: Short-term goal achievement 1 out of 2 possible goals or 50%. There were no long-term goal achievements. Total goal achievement: 1 out of 2 possible total goals or 50%. There was no Promotion goal achievement. Five-Year Approval History: 2009 disapproved, 2008 approved, 2007 conditionally approved, 2006 approved and 2005 approved.

Chairperson Norton requested a motion to accept the staff recommendations for approval of all six affirmative action plans which include bi-annual filing status: Office of Protection and Advocacy, Department of Consumer Protection, Department of Veterans' Affairs, Office of the Governor, Department of Emergency Management & Homeland Security and the Department of Public Works.

A motion was made by Commissioner Mambruno and seconded by Commissioner Pestana to accept staff recommendations for approval of plans and retention of annual filing status for all six affirmative action plans. All Commissioners approved, no one abstained. Chairperson Norton did not vote on the motion.

Staff Recommendations: **Conditional Approval**

1. Commission on Human Rights and Opportunities

The Commission on Human Rights and Opportunities plan was recommended for conditional approval based on compliance with the following:

- the plan contains all elements required;
- (b)(2) – the agency has met all promotion goals; or
- (b)(4) – the agency has substantially addressed deficiencies noted by the commission in prior plan reviews....but the deficient workforce analysis, availability analysis and hiring/promotion goals and timetables section requires a recommendation of conditional approval.

Goal Achievement: There were no short-term or long-term goal achievements. Promotion Goal Achievement: 1 out of 1 or 100%. Five-Year Approval History: 2009 approved, 2008 conditionally approved, 2007 disapproved, 2006 conditionally approved and 2005 approved.

Chairperson Norton requested a motion to accept the staff recommendation for conditional approval of the affirmative action plan for the Commission on Human Rights and Opportunities, which includes retaining annual filing status.

A motion was made by Commissioner Pestana and seconded by Commissioner Mambruno to accept staff recommendation for conditional approval and retention of annual filing status for the Commission on Human Rights and Opportunities. All approved, no one abstained. Chairperson Norton did not vote on the motion.

#### **IV. NEW BUSINESS**

A. Blanket Waiver for the University of Connecticut Health Center for Certain Grant-Based Collaborative Agreements

Executive Brothers stated this was a continuation of an existing blanket waiver for the University of Connecticut Health Center.

A motion was made by Commissioner Johnson and seconded by Commissioner Mambruno to grant a 6 month extension to the Health Center. All approved, no one abstained. Chairperson Norton did not vote on the motion.

B. Arizona's Immigration Law

Question was raised on whether this was racial profiling – a forum was suggested so public could voice concerns.

#### **V. DIVISION REPORTS**

A. Legislative Report

Jim O'Neill spoke on bills that impacted CHRO/Affirmative Action.

B. Executive Director's Report

1. Field Operations/Case Processing Report

Executive Director Brothers invited the Commissioners to accompany him on his upcoming regional office visits. This would count as training for the Commissioners. He will send the schedule of visits to the Commissioners.

2. Fiscal Report – None

**VI. 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 4:40 p.m. The motion carried unanimously. Chairperson Norton did not vote.