

**MINUTES OF THE REGULAR MEETING OF THE
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
LEGISLATIVE OFFICE BUILDING – ROOM 1D
HARTFORD, CT 06106
WEDNESDAY, JULY 14, 2010
2:00 P.M.**

COMMISSIONERS PRESENT

Andrew Norton, Chairperson
Edward Mambruno, Secretary
Edith Pestana
Cheryl Lynn Clarke (on phone – briefly)
Patricia J. Wrice
Dawn Niles
Shelley Best
Alexia E. Cruz

COMMISSIONERS ABSENT

Milton Johnson

STAFF PRESENT

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

I. CHAIRPERSON

Chairperson Andrew Norton convened the July 14, 2010 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 2:22 p.m.

II. SECRETARY

Commissioner Mambruno requested approval of the minutes of the June 9, 2010 regular Commission meeting. The motion was made by Commissioner Wrice and seconded by Commissioner Niles. The motion was approved by all Commissioners with the exception of Commissioner Pestana. Commissioner Pestana abstained. Chairperson Norton did not vote on the motion.

III. RECOGNITION

Chairperson Norton asked for recognition of two things.

First Item: A request by Staff regarding agency move/location to be brought up in Executive Session. Second Item: Pekah Wallace was recognized by EEOC for Humanitarian of the year award. CHRO would also like to recognize Pekah. The motion was made by Commissioner Best and seconded by Commissioner Pestana. No one abstained. Motion passed unanimously. Chairperson Norton did not vote on the motion.

IV. AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED

Staff Recommendations: **Approvals**

1. Commission on Culture and Tourism
2. Three Rivers Community College
3. Naugatuck Valley Community College
4. Quinebaug Valley Community College
5. Middlesex Community College
6. Military Department
7. Tunxis Community College

1. Commission on Culture and Tourism

Mr. Bingham introduced the following individuals in attendance from the Commission on Culture and Tourism: Karen Senich, Executive Director and Johnette Tolliver, EEO specialist 2.

The Commission on Culture and Tourism 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 and program goals; and the agency has substantially addressed deficiencies noted by the Commission in the previous plan and therefore, is in compliance with the (b)(4) standard.

Goal Achievement: Short-term goal achievement: 1 out of 1 possible goal or 100%. There were no long-term goals. Total goal achievement: 1 out of 1 possible total goal or 100%. In addition, there were no promotion goals during the reporting period. 4 out of 4 program goals were met or 100%. Approval History: 2009 approved, 2008 approved, 2007 disapproved, 2007 new agency - no filing history.

2. Three Rivers Community College

Mr. Bingham introduced the following individuals from Three Rivers Community College: Dr. Grace S. Jones, President and Dr. George Rezendes, Affirmative Action Officer.

The Three Rivers Community College plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has met all of its hiring, promotion and program goals; and the agency has substantially addressed deficiencies noted by the Commission in prior review plans.

Goal Achievement: There was no short-term goal achievement. Long-term goal achievement: 1 out of 1 possible goal or 100%. Total goal achievement: 1 out of 1 possible total goal or 100%. Promotion goal achievement: 2 out of 2 goals were met or 100%.

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

3. Naugatuck Valley Community College

Mr. Bingham introduced the following individuals in attendance from Naugatuck Valley Community College: Daisy C. DeFilippis, President, Arthur J. DuBois, Jr., Director of Human Resources and Ronald Clymer, Affirmative Action Officer.

The Naugatuck Valley Community College plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has substantially met and demonstrated every good faith effort to achieve such goals; and the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews.

Goal Achievement: Short-term goal achievement: 1 out of 3 possible goals or 33%. Long-term goal achievement: 2 out of 5 possible goal or 40%. Total goal achievement: 3 out of 8 possible total goals or 37.5%. Promotion goal achievement: 9 out of 11 goals were met or 82%. Approval History: 2009 approved, 2008 approved, 2007 approved, 2006 approved and 2005 approved.

4. Quinebaug Valley Community College

Mr. Bingham introduced the following individuals in attendance from Quinebaug Valley Community College: Dr. Ross L. Tomlin, President and Jerry Blazek, Director HR/LR and AA Officer.

The Quinebaug Valley Community College plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has demonstrated every good faith effort to achieve its goals; and the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews.

Goal Achievement: Short-term goal achievement 0 out of 1 possible goal or 0%. There were no long-term goal achievements. Total goal achievement: 1 out of 1 possible total goal or 100%. Promotion goal achievement: 0 out of 1 possible goals or 0%. Five-Year Approval History: 2009 approved, 2008 approved, 2007 approved, 2006 approved and 2005 conditionally approved.

5. Middlesex Community College

Mr. Bingham introduced the following individuals in attendance from Middlesex Community College: Dr. Jonathan Daube, Interim President and Josephine Agnello-Veley, Affirmative Action Officer.

The Middlesex Community College 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, promotion and program goals; and the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews.

Goal Achievement: There were no hires or promotions during this reporting period. Five-Year Approval History: 2009 conditionally approved, 2008 approved, 2007 approved, 2006 approved and 2005 disapproved (6-month filing) and 2005 disapproved (6-month filing).

6. Military Department

Mr. Bingham introduced the following individuals in attendance from the Military Department: Steven Scorzato, Brigadier General, Assistant Adjutant General, Anthony Lewis, Human Resource Manager, Roger Persson, Fiscal Administrator Supervisor and Laura GilMartin, Affirmative Action Officer.

The Military Department plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has demonstrated every good faith effort to achieve such goals; and the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews.

Goal Achievement: Short-term goal achievement: 1 out of 10 possible goals or 10%. There were no long-term goals. Total goal achievement: 1 out of 10 possible total goals or 10%. In addition, there were no promotions and no program goals were set during this reporting period. Five-Year Approval History: 2009 approved, 2008 approved, 2007 approved, 2006 approved and 2005 approved.

7. Tunxis Community College

Mr. Bingham introduced the following individuals in attendance from the Tunxis Community College: Dr. Cathryn Addy, President and David Welsh, Affirmative Action Officer.

The Tunxis Community College plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has demonstrated every good faith effort to achieve such goal; and the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews.

Goal Achievement: Short-term goal achievement: 0 out of 0 possible goals or 0.0%. There were no long-term goals. Total goal achievement: 0 out of 0 possible total goals or 0.0%. In addition, Promotion goal achievement 0 out of 3 possible goals or 0.0%. Five-Year Approval History: 2009 approved, 2008 disapproved, 2007 approved, 2006 approved and 2005 approved.

A motion was made by Commissioner Mambruno and seconded by Commissioner Wrice to accept staff recommendations for approval of all seven plans and that the agencies retain their annual filing status. The motion carried unanimously. Chairperson Norton did not vote on the motion.

V. NEW BUSINESS

Cheryl Sharp, union representative, spoke on behalf of staff (P-2 Bargaining Unit) to discuss concerns about CHRO Central Office's potential move out of the Hartford / Greater Hartford area. Staff feel services would be diminished. Staff also voiced concern about being further away from access to Legislative Office Building. These Items were taken up in the Executive Session

VI. EXECUTIVE SESSION

In accordance with CONN. GEN. STAT. § 1-225(c), it was moved by Commissioner Wrice and seconded by Commissioner Pestana that the Commission adjourn into Executive Session, including inviting Executive Director Brothers, David Teed, Assistant Attorney General and guests from DPW for a portion of the Executive Session. The motion carried unanimously. Chairperson Norton did not vote on the motion. All members of the public were excused from the Executive Session.

VII. RETURN TO REGULAR SESSION

There was no return to Regular Session due to a lack of a quorum.

VIII. VOTE ON EXECUTIVE SESSION ITEMS

(Requires a Vote by Commissioners on the Record)

No votes were taken on Executive Session items.

IX. ADJOURNMENT

Due to several Commissioners leaving the meeting during the Executive Session, the meeting had to be stopped at the point a quorum of members was no longer present.