

**MINUTES OF THE REGULAR MEETING OF THE  
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES  
LEGISLATIVE OFFICE BUILDING – ROOM 1A  
HARTFORD, CT 06106  
WEDNESDAY, SEPTEMBER 8, 2010  
1:00 P.M.**

**COMMISSIONERS PRESENT**

Andrew Norton, Chairperson  
Edward Mambruno, Secretary  
Edith Pestana  
Cheryl Lynn Clarke (Phone)  
Dawn Niles  
Shelley Best  
Alexia E. Cruz

**COMMISSIONERS ABSENT**

Patricia J. Wrice

**STAFF PRESENT**

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

**I. CHAIRPERSON**

Chairperson Andrew Norton convened the September 8, 2010 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 1:20 p.m.

**II. SECRETARY**

Commissioner Mambruno requested approval of the minutes of the August 4, 2010 special Commission Meeting and the minutes of August 11, 2010 regular Commission meeting. The motion was made by Commissioner Cruz and seconded by Commissioner Niles to approve the minutes as presented and was approved by all Commissioners. Chairperson Norton did not vote on the motion.

### **III. AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED**

#### A. Agencies' Proposed Affirmative Action Plans

##### Staff Recommendations: **Approvals**

1. Department of Economic & Community Development
2. Office of the Chief Medical Examiner
3. Office of the State Comptroller
4. Central CT State University

1. Department of Economic & Community Development

The Department of Economic & Community Development 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.

2. Office of the Chief Medical Examiner

The Office of the Chief Medical Examiner plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has met promotion program goals but not its hiring goals; 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.

3. Office of the State Comptroller

The Office of the State Comptroller 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 had no deficient elements in the previous plans and therefore is in compliance with the (b)(4) standard.

4. Central Connecticut State University

The Central Connecticut State University 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.

Chairperson Norton requested a motion to accept staff recommendations for approval of the four affirmative action plans (Department of Economic & Community Development, Office of the Chief Medical Examiner, Office of the State Comptroller and Central Connecticut State University) and they retain their annual filing status.

A motion was made by Commissioner Mambruno and seconded by Commissioner Niles to accept staff recommendations for approval of all four plans (Department of Economic & Community Development, Office of the Chief Medical Examiner, Office of the State Comptroller and Central Connecticut State University) and that the agencies retain their annual filing status. The motion passed unanimously. Chairperson Norton did not vote on the motion.

**B. Staff Recommendation: Conditional Approval**

Connecticut State University System

1. Connecticut State University System

The Connecticut State University System plan was recommended for conditional 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 had no deficient elements in the previous plan.

Chairperson Norton requested a motion to accept recommendations for conditional approval of the Connecticut State University System and that it retain its annual filing status. A motion was made by Commissioner Mambruno and seconded by Commissioner Pestana to accept staff recommendation for Conditional approval of the Connecticut State University System and that it retain its annual filing status. The vote was 3/3, Chairperson Norton voted in order to break the tie, the motion for conditional approval failed.

Chairperson Norton requested a motion to accept recommendations for approval of the Connecticut State University System and that it retain its annual filing status without conditions.

A motion was made by Commissioner Mambruno and seconded by Commissioner Pestana to accept the recommendation for approval of the Connecticut State University System and that it retain its annual filing status. The vote was three to two. Commissioner Best abstained and Commissioner Niles voted No. The motion passed. Chairperson Norton did not vote on the motion.

C. Staff Recommendation: **Disapproval**

Department of Education

1. Department of Education

The Department of Education plan was recommended for disapproval based on the following: the work force, 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.

A motion was made by Commissioner Pestana and seconded by Commissioner Clarke to accept staff recommendation for disapproval of the affirmative action plan of the Department of Education and that it retain its annual filing status. All approved. The motion passed. Chairperson Norton did not vote on the motion.

**IV. NEW BUSINESS**

A. A motion was made by Commissioner Mambruno and seconded by Commissioner Cruz to accept staff recommendation for approval of the Connecticut Community College's Contract Compliance Blanket Waiver Exemption Request for Certain Clinical Site Agreements, for a period of one year. All approved. Chairperson Norton did not vote on the motion.

B. Executive Brothers announced that the Declaratory Ruling on the Petition of Miss Porter's School, Inc. was withdrawn by the school's attorney. No action was required by the Commissioners.

**V. DIVISION REPORTS**

A. Jim O'Neill reported that a legislative package is required to be submitted to Office of Policy and Management and the Governor's office by October 1, 2010. Preliminary discussions are currently going on with reference to what is to be included in the package. Commissioners will get a chance to see the package before it goes out.

B. Executive Director's Report

Executive Brothers suggested meeting an hour and a half before the next Commission meeting (October 13 - starting at 12:30) for training. Mandatory training is required for each Commissioner. Sitting Commissioners are

required to have 5 hours of training. New Commissioners are required to have 10 hours of training. All agreed to meet early for training.

Executive Brothers has scheduled meeting within the next week with Managers and Supervisors for Strategic Planning.

**VI. EXECUTIVE SESSION**

In accordance with CONN. GEN. STAT. § 1-225(c), it was moved by Commissioner Mambruno and seconded by Commissioner Pestana that the Commission adjourn into Executive Session, including inviting Executive Director Brothers and David Teed, Assistant Attorney General. 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**

At 4:28 p.m. Commissioner Norton entertained a motion to return to Regular Session. A motion was made by Commissioner Pestana and seconded by Commissioner Niles 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.

**VIII. VOTE ON EXECUTIVE SESSION ITEMS**

(Requires a Vote by Commissioners on the Record)

No decisions or votes were taken on Executive Session items.

**IX. ADJOURNMENT**

There being no further business to come before the Commission, it was moved by Commissioner Niles and seconded by Commissioner Pestana to adjourn the meeting at 4:29 p.m. The motion carried unanimously. Chairperson Norton did not vote.