

**MINUTES OF THE REGULAR MEETING OF THE
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
LEGISLATIVE OFFICE BUILDING – ROOM 1A
HARTFORD, CT 06106
WEDNESDAY, OCTOBER 13, 2010
2:00 P.M.**

COMMISSIONERS PRESENT

Andrew Norton, Chairperson
Edith Pestana
Cheryl Lynn Clarke
Dawn Niles
Shelley Best
Alexia E. Cruz
Patricia J. Wrice

COMMISSIONERS ABSENT

Edward Mambruno, Secretary

STAFF PRESENT

Robert J. Brothers, Jr., Executive Director
Alvin Bingham, Affirmative Action and Contract Compliance Supervisor
Margaret Peters, Secretary II

I. CHAIRPERSON

Chairperson Andrew Norton convened the October 13, 2010 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 2:11 p.m.

II. SECRETARY

In the absence of Commissioner Mambruno, Chairperson Norton entertained a motion to approve the minutes of the September 8, 2010 regular Commission meeting. The motion was made by Commissioner Clarke and seconded by Commissioner Cruz to approve the minutes as presented. Commissioner Niles noted an error in the minutes. No action was taken pending correcting the minutes.

III. AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED

A. Agencies' Proposed Affirmative Action Plans

Staff Recommendations: **Approvals**

1. Secretary of the State
2. Office of the Attorney General
3. Eastern CT State University
4. Police Office Standards and Training Council
5. Department of Public Health
6. Soldiers', Sailors' and Marine's Fund

1. Secretary of the State

The Secretary of the State 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 Attorney General

The Office of the Attorney General 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.

3. Eastern CT State University

The Eastern CT 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 had no deficient elements in the previous plans and therefore is in compliance with the (b)(4) standard.

4. Police Office Standards and Training Council

The Police Office Standards and Training Council 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.

5. Department of Public Health

The Department of Public Health 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.

6. Soldiers', Sailors' and Marine's Fund

The Soldiers', Sailors' and Marine's Fund 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 Affirmative Action Plans for the Secretary of the State, Office of the Attorney General, Eastern CT State University, Police Office Standards and Training Council, Department of Public Health and the Soldiers', Sailors' and Marine's Fund and that all of the agencies retain their annual filing status with the exception of the Solders' Sailors' and Marine's Fund who would retain their biannual filing status.

A motion was made by Commissioner Wrice and seconded by Commissioner Pestana to accept staff recommendations for approval of all six plans and that the agencies retain their annual filing status with the exception of Solder's Sailors' and Marine's Fund who would retain its biannual filing status. The motion passed unanimously. Chairperson Norton did not vote on the motion.

B. Staff Recommendation: **Disapproval**

Western CT State University

1. Western CT State University

The Western CT State University plan was recommended for disapproval based on noncompliance with the following: the workforce is not in parity with the relevant labor market; the agency has not met all or substantially all of its hiring and promotion goals; the agency has not demonstrated every good faith effort to achieve such goals; and the agency has not substantially addressed deficiencies noted by the Commission in prior plan reviews.

A motion was made by Commissioner Clarke and seconded by Commissioner Cruz to accept staff recommendation for disapproval of the Affirmative Action Plan and of retention of annual filing status. All approved. The motion passed unanimously. Chairperson Norton did not vote on the motion.

IV. NEW BUSINESS

None

V. DIVISION REPORTS

A. Legislative Report

In Jim O'Neill's absence a preliminary copy of the 14 page legislative package to be submitted to Office of Policy and Management and the Governor's office was included in the Commissioners' package for their review.

B. Executive Director's Report

Executive Brothers reported that all personnel and the storage area on the third floor have been relocated to the fourth floor.

Executive Brothers also reported he has had several meetings with his managers and supervisors and they are working on a Five Year Strategic Plan. He is also working on a plan requested by the Governor for the new administration (new Governor). Executive Brothers is also working with DAS on a request from the Appropriations Subcommittee regarding the Result Based Accountability Report Card (RBA) Report (Measures performance, goals, etc.)

VI. EXECUTIVE SESSION

In accordance with CONN. GEN. STAT. § 1-225(c), it was moved by Commissioner Pestana and seconded by Commissioner Clarke that the Commission adjourn into Executive Session, including inviting Executive Director Brothers. 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 4:00 p.m. Commissioner Norton entertained a motion to return to Regular Session. A motion was made by Commissioner Wrice and seconded by Commissioner Best 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 Pestana and seconded by Commissioner Clarke to adjourn the meeting at 4:06 p.m. The motion carried unanimously. Chairperson Norton did not vote.