

**MINUTES OF THE REGULAR MEETING OF THE
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
LEGISLATIVE OFFICE BUILDING – ROOM 1A
HARTFORD, CT 06106
WEDNESDAY, DECEMBER 8, 2010
2:00 P.M.**

COMMISSIONERS PRESENT

Andrew Norton, Chairperson
Edward Mambruno, Secretary
Edith Pestana
Dawn Niles
Alexia E. Cruz
Shelly Best
Cheryl Lynn Clarke

COMMISSIONERS ABSENT

Patricia J. Wrice

STAFF PRESENT

Robert J. Brothers, Jr., Executive Director
James O'Neill, Legislative Regulations Specialist
David Teed, Assistant Attorney General
Margaret Peters, Secretary II

I. CHAIRPERSON

Chairperson Andrew Norton convened the December 8, 2010 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 2:08 p.m.

II. SECRETARY

Commissioner Mambruno requested approval of the minutes of the November 10, 2010 regular Commission meeting. A motion was made by Commissioner Cruz to approve the November 10 minutes as presented and seconded by Commissioner Niles. All approved. The motion passed unanimously. Chairperson Norton did not vote on the motion.

III. GUEST SPEAKER

Mr. William Howe from the Department of Education spoke on school bullying against gays, lesbians and transgender individuals. School bullying decreases school achievement and is one of the major reasons for suicides in young people. Students should be taught at an early age what is right and wrong; name

calling, violation of civil rights, etc will not be tolerated in school system. We need to provide more training to teachers so they can know what is harassment and what is bullying. Bullying and harassment should be taken as seriously as Federal or Civil Rights violations. A recommendation is in place to provide training to teachers and administration on topics of bullying prevention.

Chairperson Norton requested a motion to alter the Agenda by reversing item #4 and item #5. A motion was made by Commissioner Mambruno to approve the Change and seconded by Commissioner Pestana. All approved.

IV. AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED

A. Staff Recommendations: ***Approvals***

1. Department of Agriculture
2. Division of Criminal Justice
3. Department of Administrative Services

1. Department of Agriculture

The Department of Agriculture plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has not met all or substantially all of its hiring, promotion or program goals however, they have demonstrated every good faith effort to achieve such goals; and the agency had no deficient elements in the previous plans and therefore is in compliance with the (b)(4) standard.

2. Division of Criminal Justice

The Division of Criminal Justice plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has not met all or substantially all of its hiring or promotion goals however, they have demonstrated every good faith effort to achieve such goals. The agency had no deficient elements in the previous plans and therefore is in compliance with the (b)(4) standard.

3. Department of Administrative Services

The Department of Administrative Services plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has not met all or substantially all of its hiring and promotion goals, however, 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.

Chairperson Norton requested a motion to accept staff recommendations for approval of the Affirmative Action Plans for the Department of Agriculture, Division of Criminal Justice and the Department of Administrative Services and that all of the agencies 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 three plans and that the agencies retain their annual filing status. The motion passed. Chairperson Norton did not vote on the motion.

V. OUTREACH REPORT

Cheryl Sharp from the Legal Division gave highlights of what is happening with Education and Outreach:

Members of the Legal Division will be attending a meeting tomorrow (December 9, 2010) on discussions on how to reduce bullying in schools. The Commission does have the authority to enforce in places of public accommodation equal treatment of individuals/children. We have done skits so students are aware of what is going on and will work on getting posters out to schools so that they are aware that the Commission is here to help if they are harassed or discriminated against. We will also get these materials out so parents can be informed or become aware during parent/ teacher conferences.

VI. NEW BUSINESS

A schedule for 2011 commission meetings must be established and where the meetings will be held. A motion was made by Executive Brothers that 2011 thru January 2012 meetings are held on the second Wednesday of each month at LOB and if unavailable at 25 Sigourney Street.

A motion was made by Commissioner Best and seconded by Commissioner Clarke to accept schedule of 2011 thru 2012 Commission meetings. The motion passes. Chairperson Norton did not vote on the motion.

VII. DIVISION REPORTS

A. Legislative Report

Jim O'Neill provided the Commissioners with a written Legislative Report. He also noted that a transition report/document was provided to Governor for New Governor.

B. Executive Director's Report

Executive Brothers noted; the move from 21 Grand Street will be taking place next week. The Office of Public Hearing will be relocating to 450 Capitol Avenue. The Legal Division along with Housing and Affirmative Action will be relocating to 25 Sigourney Street on the 7th floor. The space will be much smaller than we are use to. There are also parking issues which must be addressed. There is currently no parking for Commission employees on site. Parking will be off site.

VIII. EXECUTIVE SESSION

A motion was made by Commissioner Best to go into Executive Session to discuss personnel matters, the motion was seconded by Commissioner Clarke. David Teed and Executive Brothers were invited into Executive Session.

IX. RETURN TO REGULAR SESSION

At 4:48p.m. Commissioner Norton entertained a motion to return to Regular Session. A motion was made by Commissioner Clarke and seconded by Commissioner Pestana 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.

X. VOTE ON EXECUTIVE SESSION ITEMS

(Requires a Vote by Commissioners on the Record)

No votes were taken in Executive Session.

XI. ADJOURNMENT

There being no further business to come before the Commission, it was moved by Commissioner Pestana and seconded by Commissioner Cruz to adjourn the meeting at 4:50 p.m. The motion carried unanimously. Chairperson Norton did not vote.