

**Human Relations Commission  
Special Meeting Minutes  
Tuesday, September 17, 2024**

The meeting was called to order at 6:04 pm. Present: Sridhar Kadaba, David O'Connor (Chairman), Leslie Ohta, Isabel Rolfe (Secretary), Human Resources Director, Sherri Tanguay, and Director of Youth and Family Services, Lori LaCapra.

**1. Approval of Minutes of September 3, 2024**

The minutes were accepted as presented.

**2. Approval of Minutes July 8, 2024**

The minutes were accepted as presented.

**3. Approval of Minutes March 5, 2024**

The minutes were accepted as presented.

**4. Vote on whether to refer Anane Complaint to the CHRO after hearing of September 3, 2024**

Chairman O'Connor stated that the Commission members, who were present for the executive session held on September 3, 2024, agreed to support the claimant, Ms. Anane. He stated that they have a resolution.

Ms. Ohta stated that she was not present for the executive session portion of the hearing and stated that she does not vote in favor. Ms. Ohta explained that there might be a case for unfair labor practices, not complying with the employee handbook. She stated that she will vote no and remarked that the complaint will be referred to the CHRO.

*Motion by:* Chairman O'Connor

*Seconded by:* Mr. Kadaba

BE IT RESOLVED, that the Glastonbury Human Relations Commission refers Complainant Anane to the CHRO after the hearing of September 3, 2024.

*Result:* Motion passed (4-1-0). Ms. Ohta voted against.

**5. Committee Reports:**

**a. Affirmative Action/ Recruitment Report- Sherri Tanguay**

Ms. Tanguay presented the Workforce Analysis and Affirmative Action Goals for fiscal year 2024-2025. She asked Commission members to review and vote on the resolution which will go before the Town Council for approval. Ms. Tanguay noted that the report format is similar to the one last year. Ms. Tanguay went over the eight job categories outlined in the report. The categories include Officials and Administrators, Professionals, Technicians, Protective Services,

Paraprofessionals, Office and Clerical, Skilled Craft Workers and Service-Maintenance. Ms. Tanguay noted that the Town has 349 employees, including 52 minorities and 154 females. She directed the Commission to the Paraprofessionals, Office and Clerical, and Skilled Craft Workers categories. Ms. Tanguay noted that the Town will increase recruitment efforts and explained that the placement goals are not quotas. Ms. Tanguay directed the Commission to the chart detailing the progress toward goals section of the report. The report indicates that measurable progress has been made in the 3 categories. The Commission discussed recruitment and outreach efforts. Ms. Rolfe wanted to confirm that they are voting for the placement goals in the 3 categories outlined in the report. Ms. Tanguay replied yes. Several Commissioners noted that there is good progress.

**Motion by:** Chairman O'Connor

**Seconded by:** Mr. Kadaba

BE IT RESOLVED, that the Glastonbury Human Relations Commission recommends the Affirmative Action Plan for the Fiscal Year 2024-2025 as set forth in the document dated, September 3, 2024, and attached hereto.

**Result:** Motion approved unanimously (5-0-0).

**b. Human Services Report- Lori LaCapra**

Ms. LaCapra noted that they hired two new staff, including a male social worker at the middle school. She noted that they have had trouble recruiting male social workers and added that it is a great fit. Ms. LaCapra noted that they currently have 20 people on the waitlist. Chairman O'Connor asked how this number compares to last year. Mr. LaCapra replied that it is a little higher and added that there is an increase in young elementary school kids. The Commission discussed the referral process. Mr. Kadaba asked about the outreach efforts and noted that he has seen a question on a Facebook community page. Ms. LaCapra spoke about the collaboration efforts and explained that they attend health fair events, PRIDE events, back to school events, drug takeback events, and other community events. She reiterated that they are getting constant referrals. Ms. Ohta spoke about her experience with refugee kids in the Glastonbury school system. Ms. LaCapra spoke about the negative impact that social media has on children. She recommended the book *The Anxious Generation*. Ms. Ohta noted that the Glastonbury ABC House is celebrating 50 years and added that this initiative was created with support from Democrats and Republicans. Ms. LaCapra discussed her work with students and parents. The Commission further discussed the impact of social media and technology on young students. Ms. LaCapra provided an update on the building renovation. She stated that work on the HVAC system has started and added that other renovations will follow.

**6. Martin Luther King Report- David O'Connor**

Chairman O'Connor provided an update on the upcoming events. A community conversation centering on Affirming LGBTQIA+ Experiences is scheduled for September 25, 2024. Chairman O'Connor noted that Youth and Family Services will have a table there. An upcoming event in early November will be organized by one of the Board of Directors, who is a Mohegan

tribe member. Chairman O'Connor noted that they were involved in the mural dedication that happened on Saturday.

**7. Housing Authority Report- Neil Griffin, Director, Housing Authority**

No report was presented as Mr. Griffin was not able to attend the meeting.

**8. Old Business** (none)

**9. New Business** (none)

**10. Adjournment**

The meeting was adjourned at 7:07 pm.

Next meeting- Tuesday, November, 12, 2024

Respectfully submitted,

Nadya Yuskaev  
Recording Secretary