**Commission on Human Rights and Opportunities**

# Memo

To: Planning and Development Committee

From: Raymond Pech, Executive Director

Date: March 3, 2008

Re: SB 494, AN ACT REQUIRING THE METROPOLITAN DISTRICT COMMISSION OF HARTFORD COUNTY TO DEVELOP AND IMPLEMENT AFFIRMATIVE ACTION PLANS

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The Commission on Human Rights and Opportunities has reviewed SB 494, AN ACT REQUIRING THE METROPOLITAN DISTRICT COMMISSION OF HARTFORD COUNTY TO DEVELOP AND IMPLEMENT AFFIRMATIVE ACTION PLANS. In general, the Commission would favor a bill that requires employers to develop and implement an affirmative action plan directed at remedying discriminatory injustices past or present. With respect to this proposed legislation, however, prior to taking a position, the Commission has some concerns on which clarification is sought.

- The bill would require the MDC to develop and implement affirmative action plans, and defines the MDC as a state agency for this purpose. We are concerned as to why only one quasi-public authority has been included in this legislation.

- The bill requires that the MDC prepare and implement a plan, but does not require submission and approval by the CHRO (as with all executive branch agency plans). Was that intended, or was it assumed that such submission and approval are implicit in existing law?

- This bill, if passed, would require that the MDC create an affirmative action plan for the purpose of addressing underutilization of protected class employees <u>within its own employment ranks</u>. It is unclear whether the bill's intention seeks to address MDC employees only or also the ranks of its contractors.