

To: Tanya Hughes, Executive Director
From: Cheryl Sharp, Deputy Director
Re: **CHRO Outreach Activities**
Date: May 1, 2024

OUTREACH ACTIVITIES

Outreach Successes:

- **Social Media**
Followers: 1.9K on Facebook and 1,088 on Instagram
The CHRO's Social Media Team of Jody Walker-Smith, Spencer Hill, and Rachel O'Reilly created 21 posts for the agency's Facebook and Instagram accounts.
- **CTRP3 Policy Subcommittee**
Attendees: 10
04/01 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp participated in the Zoom meeting - CT Racial Profiling Prohibition Project.
- **WICC radio show – Fair Housing Month**
Attendees: Unknown
04/01 Legal Director Michelle Dumas Keuler was on WICC.
- **CHRO Quarterly regional investigator training**
Attendees: 45 people
04/03 Legal Director Michelle Dumas Keuler attended the training.
- **Fair Housing Summit / Community Access & Equity Fair - For The People**
Interview w/ John Voket
Attendees: 3
04/04 Deputy Director Cheryl Sharp and Managing Director Michelle Dumas Keuler interviewed with John Voket regarding the upcoming Fair Housing Summit and the upcoming Community Access and Equity Fair.
- **State Armory walk-through**
Attendees: 7
04/04 Deputy Director Cheryl Sharp, Legislative and Administrative Advisor Darcy Strand, Outreach Coordinator Ana Mitchell, and Storekeeper Mike Mitchell met with Colonel Roden, Colonel Jakubson, and Maria Morales-Diaz to a pre-event follow up visit for the Community Access and Equity Fair.
- **CREC University of Hartford Magnet School Career Day**
Attendees: 180 students
04/05 Attorney Renee Vanden Wall Bake participated in the University of Hartford Magnet School's Career Day. Attorney Vanden Wall Bake visit 3 classrooms to talk about her career at CHRO and had a table that was visited by approximately 180 students.

- **Community Access and Equity Fair Planning Meeting**
Attendees: Unsure
 04/05 Investigator Jo Keogh attended a meeting for members of CHRO's Community Engagement Committee.
- **DEI Resource Discussion Series Meeting**
Attendees: 15-20
 04/05 Investigator Jo Keogh attended an hour-long discussion that Attorney Jody Walker-Smith led of the movie Barbie.
- **WICC Policing People with Disabilities**
Attendees: n/a
 04/08 Legal Director Kimberly Jacobsen spoke about the special care police officers need to take when dealing with people with disabilities.
- **Kids Court Academy Year 4**
Attendees: 123
 04/09, 04/23 This Program is an outgrowth or expansion of the CT Kids Speak and CT Kids Court Programs. CT Kids Court Academy is a free, 17-week attorney and social justice pipeline program for middle school and high school students.
- **Anti-Discrimination Training at Yale University business office**
Approx. 35 participants
 04/09 Attorney Robin Fox and Attorney Kimberly Jacobsen did 2 hours of training regarding anti-discrimination in the hiring process and best practices for the Yale University business office.
- **CBA Joint Meeting of Federal Judges and Federal Practice Session**
Attendees: 50+
 04/09 Attorney Vanden Wall Bake attended the joint meeting, which took place at Quinnipiac University Law School.
- **Yale General CHRO training**
Attendees: about 20
 04/09 Legal Director Kimberly Jacobsen and Attorney Robin Fox provided Yale staff a general CHRO training.
- **Fair Housing and Civil Rights Conference**
Attendees: about 60
 04/10 Legal Director Kimberly Jacobsen spoke about "How State Agencies Can Support Fair Housing and Employment Rights and Advocacy" at this conference.
- **Fair Housing and Civil Rights Conference**
Attendees: 150
 04/10-04/12 Attorney Libby Reinish attended the Fair Housing and Civil Rights Conference and networked with conference attendees from other state governments, NGOs, and the general public. The event was held at Western New England University and was open to the public.

- **CTRP3 Advisory Board**
Attendees: 25
 04/11 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.
- **Interview for 94.3 WYBC**
Attendees: 3
 04/11 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell interviewed with 94.3 WYBC regarding the Housing Seminar on April 25th and the Community Access and Equity Fair on May 1st.
- **Princeton Prize in Race Relations**
Attendees: 20
 04/11 Deputy Director Cheryl Sharp and Executive Secretary Kristen Parker attended this event to celebrate Executive Intern, Sree Bala, who won the Princeton Prize in Race Relations.
- **Community Access and Equity Fair Planning Meeting**
Attendees: Unsure
 04/11 Investigator Jo Keogh attended a meeting for members of CHRO's Community Engagement Committee.
- **Ball & Socket Program Committee Meeting**
Attendees: 15
 04/12 Deputy Director Cheryl Sharp attended the programming Committee meeting to work on diversity, equity, and inclusion in the arts.
- **Black Maternal Health Summit**
Approx. 100 participants
 04/13 Attorney Robin Fox presented information about the CHRO process and laws covered to protect individuals from discrimination.
- **DEI Collaborative**
Attendees: 9
 04/15 Attorney Jody Walker-Smith attended a monthly meeting of state DEI leaders.
- **WICC's Melissa in the Morning Radio**
 04/15 Attorney Jody Walker-Smith appeared on WICC's Melissa in the Morning radio program to discuss Fair Housing Month and Source of Income Discrimination.
- **2024 FEPA TERO Virtual Summit**
Attendees: unknown
 04/16 - 04/17 Legal Director Kimberly Jacobsen attended portions of this conference
- **HUD Region 1 FHAP 3rd quarter Call**
Attendees: hundreds
 04/17 Deputy Director Cheryl Sharp, Managing Director Michelle Dumas Keuler, and Housing Supervisor Diane Carter participated in the call with HUD representatives and representatives from across New England.

- **DEI Resource Discussion**
Attendees: 15
 04/17 Attorney Jody Walker-Smith led a discussion about the civil rights and DEI themes in the movie Barbie.
- **CHRO DEI Discussion Series**
Attendees: 15-20 (internal online event)
 04/17 Attorney Courtney Shields and colleagues attended a discussion series hosted by the Commission's DEI Committee regarding the Barbie movie, its messages about sex and gender-based discrimination and those messages effects on society.
- **Press Conference on state of housing – Open Communities – State Capitol**
Attendees: 40 people
 04/18 Legal Director Michelle Dumas Keuler attended.
- **Distributed/Posted Flyers – Equity Access Fair**
Attendees: N/A
 04/22 Legal Secretary Aubri Petersen distributed Equity Access fair and bus information to students/staff at UConn Human Rights Institute in Storrs. Also posted same flyer/bus info (Willimantic) in Humanities area of Babbidge Library at UConn. Emailed information to Human Rights Teacher at E.O. Smith High School, Storrs, and to graduate students of the MA Human Rights Program at UConn.
- **Capstone Presentation – NHRI in the US**
Attendees: 20
 04/22 Legal Secretary Aubri Petersen delivered a capstone presentation discussing the significance to state and local human rights commissions in having a National Human Rights Institution in the United States. Information was shared after speaking with representatives of 13 human rights agencies across the US, including Executive Director Tanya Hughes of the CT CHRO. Capstone was completed in partnership with Dr. Alisa Warren of IAOHRA and Jamil Dakwar of ACLU.
- **March DEI Monthly Newsletter**
Subscribers: 1,069
 04/22 Attorney Jody Walker-Smith led a team with Attorneys Spencer Hill and Megan Graefe and Affirmative Action trainee Jase Olavarria in preparing and disseminating a DEI monthly newsletter.
- **Ball & Socket Board Meeting**
Attendees: 12
 04/23 Deputy Director Cheryl Sharp attended the board meeting to discuss diversity in the arts.
- **Kids Court Academy**
Attendees: 70
 04/23 Attorney Jody Walker-Smith assisted in facilitating at KCA.

- **"Origin" Run of Show**
Attendees: 4
 04/24 Deputy Director Cheryl Sharp attended the YWCA Region meeting with other presenters to go over the run of show for the April 25th event.
- **CTRP3 Community Outreach Subcommittee**
Attendees: 12
 04/24 Deputy Director Cheryl Sharp participated in the subcommittee meeting for community engagement.
- **State Armory walk-through**
Attendees: 10
 04/24 Deputy Director Cheryl Sharp, Legislative and Administrative Advisor Darcy Strand, Attorneys Spencer Hill and Jon Sykes, and Storekeeper Mike Mitchell met with Colonel Roden, Colonel Jakobson, and Maria Morales-Diaz to a final walk-through for the Community Access and Equity Fair.
- **CTRP3 event - Blackstone Library, Branford**
Attendees: 60
 04/24 Deputy Director Cheryl Sharp participated in a community fair and impartial policing event where she served as a panelist on the subject matter.
- **CHRO's DEI Committee Monthly Meeting**
Attendees: 4
 04/24 Attorney Jody Walker-Smith, co-chair of the CHRO's DEI Committee, led a monthly meeting including education and discussion on DEI topics.
- **CHRO Housing Conference**
Attendees: 80
 04/25 The CHRO provided a training on housing and fair lending. This is part of a HUD grant, in partnership with HUD.
- **Know Your Rights in Mortgage Lending and Fair Housing**
Attendees:
 04/25 Attorney Jody Walker-Smith attended CHRO's webinar.
- **Your Rights in Mortgage Lending Webinar**
Attendees: 77 people
 04/25 Legal Director Michelle Dumas Keuler presented.
- **"Origin" panelist**
Attendees: 175
 04/25 YWCA Region hosted a viewing of the film "Origin" followed by an interactive panel discussion, with Deputy Director Cheryl Sharp as a panelist, at the Real Art Ways theater.

- **CHRO in partnership with HUD's CT Fair Housing Center & UConn Prof. Kristen Haseney**
Attendees: 70-80 (online event open to public)
04/25 Attorney Courtney Shields and colleagues attended a panel discussion titled, "Know Your Rights: Mortgage Lending & Fair Housing", in which Commission staff along with representatives from HUD's Connecticut Fair Housing Center and UCONN Professor Kristen Haseney highlighted the discrimination issues CT state residents face in obtaining and maintaining housing. Panelists also provided information on a wide-variety of resources and protections available to landlords, tenants, mortgagors, mortgagees, and any other individuals interested in fair access to housing.
- **Community Access and Equity Fair Planning Meeting**
Attendees: Unknown
04/29 Investigator Jo Keogh attended a meeting for members of CHRO's Community Engagement Committee.
- **State Armory set-up**
Attendees: 50
04/30 CHRO staff set up in the Armory and met with vendors so they could set up in the Armory for the Community Access and Equity Fair.
- **Community Access and Equity Fair Setup**
Attendees: Unknown
04/30 Investigator Jo Keogh was at the armory from 11:30 a.m. on to help with setup for the Fair.

Future Outreach Activities:

- **Social Media**
The CHRO's Social Media Team of Jody Walker-Smith and Spencer Hill are planning to create posts for the agency's Facebook and Instagram accounts.
- **May DEI Monthly Newsletter**
TBD Attorney Jody Walker-Smith will lead a team with Attorneys Spencer Hill and Megan Graefe and Affirmative Action trainee Jase Olavarria in preparing and disseminating a DEI monthly newsletter.
- **CHRO's DEI Committee Monthly Meeting**
TBD Attorney Jody Walker-Smith, co-chair of the CHRO's DEI Committee, will lead a monthly meeting including education and discussion on DEI topics.
- **Community Access & Equity Fair**
05/01 CHRO will host this event to bring the government to the people and to encourage equity in the provision of state programs.
- **Equity Symposium**
05/01 Legal Directors Kimberly Jacobsen and Michelle Duman Keuler will present fair housing training and a training on appearing before the CHRO at the Equity Symposium

- **Community Access and Equity Fair – DEI Panel**
05/01 Attorney Jody Walker-Smith is coordinating and facilitating a DEI panel discussion at CHRO's fair, as well as volunteering throughout the day.
- **CTRP3 Policy Subcommittee**
05/06 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will participate in the Zoom meeting - CT Racial Profiling Prohibition Project.
- **Kids Court Academy Year 4**
05/07, 05/21 This Program is an outgrowth or expansion of the CT Kids Speak and CT Kids Court Programs. CT Kids Court Academy is a free, 17-week attorney and social justice pipeline program for middle school and high school students.
- **Commission on Racial and Ethnic Disparity in the Criminal Justice System**
05/13 Deputy Director Cheryl Sharp will attend the Commission on Racial & Ethnic Disparity meeting as a member of the Commission.
- **CHRO Webinar Antisemitism and Religious Discrimination**
05/15 Legal Director Kimberly Jacobsen will present a webinar with the ADL
- **CTRP3 Advisory Board**
05/16 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting - CT Racial Profiling Prohibition Project.
- **Armed Forces Day Luncheon**
05/17 Deputy Director Cheryl Sharp, Executive Secretaries Kristen Parker and Darian Pitts, Outreach Coordinator Ana Mitchell, and Storekeeper Mike Mitchell will participate in this luncheon and support one of the protected classes we are responsible for protecting.
- **DEI Collaborative**
05/20 Attorney Jody Walker-Smith will attend a monthly meeting of state DEI leaders.
- **Department of Justice Working Group**
05/21 Deputy Director Cheryl Sharp will participate in the Education Working Group for the Department of Justice.
- **AAPI Heritage Month Presentation**
05/22 CHRO will host an event for AAPI Heritage Month. We will be watching "Ghost Mountain: The Second Killing Fields of Cambodia" and will be followed by a panel discussion with the movie co-producer, James Taing, and Megan Baker from CWCSEO.

GRANTS

We wrapped up the three grants from HUD: CARES, Health Equity and COVID-19. We were awarded a HUD partnership grant so that CHRO can partner with the Connecticut Commission on Women, Children, Seniors, Equity and Opportunity (CECSEO) to plan a fair housing webinar and video PSA. We have also applied for several grants with OPM

to use CARE funds for civil rights convention, conference and to get needed staff and equipment to meet the demands presented post-pandemic.

VIDEO PROJECTS

- **PSA on Allyship**

The Executive Interns of the CHRO have created a public service announcement on allyship. It was released to the public in mid-August of 2020.

- **Life after Incarceration Video Project**

The Executive and Deputy Directors and members of the legal department will begin production of a documentary film on policing, incarceration, and civil rights in Connecticut. The film will focus on Connecticut as a national leader in reducing the number of incarcerated individuals in Connecticut and the civil rights forward thinking and action in Connecticut. It will focus on the housing and employment challenges faced by formerly incarcerated individuals and will be used as a training tool for future seminars and conferences that will focus on this topic. This is a long-term project with a target date of 2022 for completion. The project will focus on the lives of at least three formerly incarcerated individuals and look at any civil rights injustices that may have contributed to the negative outcomes for these three individuals. Two formerly incarcerated individuals were interviewed for the film, by CHRO intern Matt Stayner.

- **What is Affirmative Action? What is Contract Compliance? Video Project**

In order to address the misnomers related to affirmative action and contract compliance the CHRO will develop, produce, post and distribute a short video project about affirmative action and contract compliance, its purpose, who is helped, what it all means, how people in the state of Connecticut are helped by these programs, the detrimental effects of not having these types of programs and how both programs are good for business and business friendly. The project will be led by CHRO Deputy Director, the AA/CC Unit and CHRO Attorney Michelle Dumas Keuler.

- **SB3**

On October 1, 2019, the CHRO rolled out its sexual harassment training video that was filmed at 450 Columbus Boulevard in Hartford. The video is available to all CT employers and their staff. The video complies with the statutory mandate that the CHRO provide training materials and a free training for the public by October 1, 2019. The law changed in 2021 and has been updated; so has the video.

- **From Lemonade to Light Post Documentary**

The CHRO will be producing a documentary film that has been entitled from Lemonade to Light Post. The focus of the film is human trafficking as a civil rights issue in Connecticut. Human trafficking disproportionately affects African American females in Connecticut and the CHRO will define the issues and interview experts who can help solve the crisis in Connecticut. The CHRO will also take a broader look at the issue to address all the civil rights issues embedded within the subject matter of human trafficking.

CONTRACT COMPLIANCE/AFFIRMATIVE ACTION OUTREACH

Future Activities:

None Reported

Past Activities:

- **Contract Compliance Technical Assistance Training – 04/04**
Attendees: 43
- **Contract Compliance Training for Municipalities – 04/04**
Attendees: 47

AA/CC

AA TA: N/A

AA Meetings: N/A

AA Special Projects: N/A

CC TA: 1433

CC TA Session: 2

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

- **Equity Symposium**
05/01 Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler will present fair housing training and a training on appearing before the CHRO at the Equity Symposium.

Past Activities:

- **Intake Training by CHRO Legal (webinar)**
Attendees: 80
04/03 The Housing Unit attended an In-depth training for CHRO Investigators and Intake personnel, including statutes, best practices, and scenarios inclusive of role-playing.
- **HEMS Functionality for Region 1**
Attendees 65
04/09 Sunasha Dunham-Carson attended training which taught participants how to navigate HEMS along with showcasing recent updates to language, demographics, and drop-down options in HEMS.
- **Kids Court Academy – Film “Crip Camp: A Disability Revolution”**
Attendees: 100

04/09 Shaun Jones was a facilitator to various students representing varied grades and schools from across the state – CT Middle and High School students.

- **Fair Housing & Civil Rights Conference**

Attendees: 150

04/10 - 04/12 The Housing Unit attended this Conference which was held at Western New England University. Discussions included, the State of Fair Housing, Building a Career in Advocacy, Fair Housing 101, Low-Barrier Service Models, Harm Reduction and Housing First and the Future of Civil Rights, along with daily workshops to choose from.

- **National Fair Housing Training Academy (NFHTA - Webinar)**

Attendees: 80

04/17 Shaun Jones attended this webinar which discussed, Understanding the nation's legacy of housing segregation and disinvestment (including the costs of segregation to individuals, communities, and the entire nation.) Learn how to leverage data to engage individuals around their community's story, and opportunities to create fair housing choices. Recognize how fair housing laws and practices that Affirmatively Further Fair Housing (AFFH) may be used to reverse discriminatory housing policies and decrease the racial gaps in homeownership and wealth. Identify resources available through HUD and its partners to cultivate community engagement and interest in fair housing.

- **Mediation Training**

Attendees 27

04/22 - 04/24 Jacqueline Elam and Sunasha Dunham-Carson attended 3 days of Mediation Training for mediation where they learned organizational skills and techniques.

- **Kids Court Academy "Peltier v. Charter Day School" (Discriminatory School Dress Code)**

Attendees – 100

04/23 Shaun Jones was a facilitator to various students representing varied grades and schools from across the state. CT Middle School and High School Students.

- **Know your Rights in Mortgage Lending and Fair Housing**

Attendees: 76

04/25 The Housing Unit staff attended the Informational webinar on fair housing rights and how it pertains to homeowners, buyers and sellers.

- **HUD Bi-Weekly Stakeholder Meeting (Webinar)**

Attendees: 62

04/25 Diane Carter attended this webinar presented by HUD with speakers, Marion McFadden, Principal Deputy Assistant Secretary for Community Planning and Development, who discussed HUD's climate Action Plan. Kristin Fontenot, Director of Environmental Energy HUD's Federal Flood Risk Management Standard

Capitol Region

Future Activities:

- **CHRO May 1st Event Flyer Distribution**

Attendees: Estimated more than 100

04/12 Regional Manager Jose-Michael Gonzalez assisted with distributing the communities of East Hartford Town Hall, East Hartford Public Library, East Hartford YMCA, Community Clinic with bus sign up and event flyers.

04/26 Representative Franklin Sykes assisted with distributing the communities of State Capitol, Rocky Hill Public Library, Rocky Hill Town Hall, Cromwell Public Library, Cromwell Town Hall, Wethersfield Public Library, Wethersfield Town Hall with bus sign up and event flyers.

04/26 Representative Ann Galer assisted with distributing the communities of West Hartford Public Library, Bel El Temple of West Hartford with bus sign up and event flyers.

Past Activities:

- **CHRO Kids Court**

Attendees: Estimated more than 40

04/03 Representative Franklin Sykes attended a Zoom event put on by the CHRO Kids Court where the Peltier vs. Charter Day School landmark case that ensured Gender stereotypes and equal protection clause was covered.

04/10 Representative Ann Galer attended a Zoom event put on by the CHRO Kids Court where the Crip Camp and film discussion was covered.

- **CT Suicide Advisory Board: April is Autism Acceptance Month**

Attendees: Estimated more than 40

04/11 Representative Jose-Michael Gonzalez attended a Zoom outreach event/training presented through the CT Suicide Advisory Board on April Autism Acceptance Month by Dr. Lauren Herlihy, Hospital for Special Care, on Individuals with Autism and Suicide Risk with discussion regarding marginalization, equality in access to services, and justice issues of Bilingual assessment and coordinated medical home approach to assessment and treatment of autism, Differential diagnosis of autism in children who also experienced trauma or co-morbid psychiatric diagnosis, Parent resources and management and 988 Hotline & Crisis Care/Service System. Provided information about the services provided by CHRO to members of the public who attended the event. Discussed about the CHRO event on May 1, 2024.

- **CHRO Outreach Committee**

Attendees: Estimated About 13

04/11 Representative Evelyn Dillon participated in the CHRO Outreach Committee monthly meeting planning the upcoming Community Access Equity Fair on May 1st.

- **Black Maternal Health Project: CT Black Maternal Health Project Summit**
Attendees: Estimated more than 40
 04/13 Representative J. Arnaldo Guadalupe attended the CT Black Maternal Health Summit event through The Black Maternal Health Project where health care, practitioners, policy experts, community leaders, Black mothers, doulas, and academicians explored holistic ways to address maternal disparities. We had a table and provided information about the services provided by CHRO to members of the public who attended the event. We also informed (gave a flyer) all present about the CHRO event on May 1, 2024.
- **CHRO DEI Committee**
Attendees: Estimated 13
 04/24 Regional Manager Jose-Michael Gonzalez assisted with the planning and execution of the DEI's Committee planning meetings and learning activities. Jose-Michael Gonzalez has been asked to participate as a panel member in the upcoming DEI panel for the Community Access and Equity Fair on the topic of Equity is having what is needed to access the same rights, opportunities, and resources. Considers an unlevel playing field due to past discrimination and systems of oppression, comparing to equality, which is having the same rights, opportunities, and resources for this CHRO upcoming event May 1st.

Eastern Region

Future Activities:

- **Celebrate Cultural Diversity Committee**
- **CHRO Community Access and Equity Fair**

Past Activities:

- **CHRO Intake Training via Microsoft Teams**
Attendees: 42+
 04/03 Entire Eastern Region participated in this intake training.
- **FEPA TERO Virtual Training Summit by EEOC**
Attendees: 300+
 04/15-04/17 Zach Cobb and Cathy Chester attended the multi-day virtual training event. Many FEPA's were included throughout the USA. It was organized by EEOC State and Local Tribal Programs.
- **Mediation Training with Loge Group at Capitol Region**
Attendees: 25
 04/22-04/24 Zach Cobb and Bob Aldi attended the multi-day event on how to conduct mediations.

- **Celebrate Cultural Diversity Committee**
Attendees: 10
04/15 and 04/30 Cathy Chester attended the kick-off meeting for the upcoming yearly event on September 9, 2024.
- **CHRO Community Access and Equity Fair**
Attendees:
04/26 Bob Aldi attended the planning meeting for the upcoming event on May 1.

West Central Region

Future Activities:

We will be doing a children's presentation be a buddy not a bully at Maple Hill School. Reading at The Waterbury YMCA.

Past Activities:

- **CHRO Equity Fair Flyer Distribution**
Attendees: NA
04/2024 Manager Shawn Burns, Trainee Ashanti Fleming, Trainee Kristin Hegel, and Secretary Susan Mota disseminated over 100 flyers regarding the CHRO Equity Fair and bus transportation for the fair via email and posting flyers at locations.
- **DE & I Committee**
Attendees: Approximately 10
Chris Blustein attended the monthly meeting.

Southwest Region

Future Activities:

- **CHRO Equity and Access Fair**
05/01 Members of the Southwest Regional Staff will be attending and helping out at the big event.
- **CHRO Uniformity Committee Meeting**
05/13 Southwest HRO Representative Christine Rowan will attend the meeting.
- **CHRO Technology Committee**
05/20 Southwest Human Rights Representative Jessica Kohut will attend the May meeting.

Past Activities:

- **CHRO Mediation Training Presentation Preparation**
04/01 & 04/04 Southwest Regional Human Rights Representative Carolyn Anderson participated in these meetings with an outside vendor to create a presentation about the CHRO mediation process and procedures.
- **CHRO Internal Legal Training: Intake**
04/03 Southwest Regional Staff Carolyn Anderson, Travis Fuller, Jessica Kohut, Christine Anderson, and Jamie Rubin attended the Legal Division Teams Training focusing on Intake procedures, concerns, and uniformity.
- **Holocaust Studies, Terror, and War Series:**
Holocaust education, antisemitism, and how their approaches to both have shifted since 10/7
04/03 Southwest Regional Manager attended the virtual panel conversation as part of the Holocaust Educational Foundation of Northwestern University (HEFNU) scholarly conversations. In the wake of the Hamas attack on Israeli civilians on 7 October 2023, how do we as a community of scholars try to make sense of the events of that day, the subsequent war on Gaza, and the ongoing crisis in Israel/Palestine, among other acts of political violence? This series of conversations is meant as a space for Holocaust scholars to discuss how our scholarship shapes understanding of political violence and the impact of political violence on our community and the work we do. Moderated by Avinoam Patt (New York University), panelists were Laura Hilton (Muskingum University), Amy McDonald (Alabama Holocaust Education Center), and Alexandra Zapruder (The Defiant Requiem Foundation). The event was free and open to the public upon advance registration.
- **CHRO Uniformity Committee Meeting**
Attendees: 8
04/08 Southwest HRO Representative Christine Rowan collaborated with her colleagues to review and edit CHRO documents with the purpose of creating uniform documents to be utilized with the public on an agency-wide basis.
- **State of CT Management Advisory Committee (MAC) Meeting**
Attendees: 321
04/10 Southwest Regional Manager Jamie Rubin attended the special meeting hosted by CT MAC on Managerial Classification and Compensation with Alice Pritchard, Director of Workforce Development and Strategic Initiatives with the CT Department of Administrative Services, and Cheryl Cepelak.
- **The "Protocols of the Elders of Zion" in Court: The Bern Trial (1933-1935) and the "Antisemitic International"**
04/10 Southwest Regional Manager Jamie Rubin virtually attended the in person and on zoom live lecture hosted by Yivo Institute for Jewish Learning, supported in part by the New York City Department of Cultural Affairs, in partnership with the New York City Council. Between 1933 and 1935, a trial was held in Bern against members of the Swiss extreme right-wing National Front who had distributed "The Protocols of the Elders of Zion," a widely disseminated antisemitic publication that spread lies about Jews,

pretending to be written by the fake "Elders of Zion" Jewish organization and their fascist agenda. During the course of the trial, both sides received ample support in the form of material assistance and propaganda. The defendants and their supporters in Nazi Germany were able to rely on an extensive network that had been established in the early 1920s to combat "Judaean-Bolshevism." This conspiratorial "Antisemitic International" united German völkisch circles, Italian fascists, Russian monarchists, and French conspiracy theorists. On the other side, the plaintiffs, who actively sought to expose the "Protocols" as a forgery in the hope that this would counteract their impact. In this lecture, Michael Hagemester used the Bern trial as a case study of Jewish legal self-defense in order to shed light on both the "Protocols of the Elders of Zion" and the concerted efforts against the "Antisemitic International" in the 1930s, which have received little attention from historians. The event was free and open to the public upon advance registration.

- **Black Maternal Health Summit**

Attendees: Approximately 85 + 8 vendor tables (including CHRO Table)

04/13 Southwest Regional HRO Representative Carolyn Anderson attended this event as a CHRO representative staffing our table. The CHRO was a Silver Sponsor for the event. The CHRO had one vendor table providing information to attendees about the CHRO. This event focused on issues facing Black and Brown mothers, before, during, and after the birthing process and the need for better community resources, education, and medical services to be provided for that target group of mothers. It also focused on the need for change, with the perception of Black and Brown mothers, who often received substandard medical care resulting in a higher rate of mortality to themselves and their infants. Additionally, when mothers in this group raise legitimate concerns during their pregnancy, they are often ignored, so there is a real need to have their voices heard and concerns addressed seriously by healthcare providers, maternal health care workers, doctors, nurses, social workers, and mental healthcare providers during the birthing process. Agency attorney Robin Fox explained the pregnancy discrimination laws enforced by the CHRO and provided a brief description of the complaint filing process to the attendees with a focus on pregnancy discrimination, and breast-feeding laws, as they pertain to employers and places of public accommodations. The event was free and open to the public and held at Southern Connecticut State University.

- **CHRO Technology Committee**

Attendees: 10

04/22 Southwest Human Rights Representative Jessica Kohut attended the April meeting to review and discuss regional technology concerns and to brainstorm potential future improvements.

- **CHRO Staff Mediation Training**

Attendees: 26

04/22-04/24 Southwest Regional HRO Representative Trainee Travis Fuller participated in a mediation training for new agency employees.

- **CHRO Webinar: Know Your Rights in Mortgage Lending and Fair Housing**

Attendees: 65 plus 7 Presenters/organizers

04/25 Southwest Regional Staff Christine Rowan and Jamie Rubin attended the virtual fair housing panel discussion hosted by the CHRO, including the US Dept of Housing and Urban Development, and University of Connecticut Professor Kristen Haseney. The

panel discussed discrimination in mortgage lending and financing, as well as resources to help if you believe you are being or have been discriminated against in mortgage lending and/or financing.

- **Community Engagement Ambassador (CEA) Committee Meeting**

Attendees: 12

04/26 Southwest Human Rights Representative Christine Rowan attended the Teams meeting to discuss planning for the upcoming Equity and Access Fair on May 1, and to brainstorm as to any issues as well as share resources and ideas to make the event a success.

Media Inquiries: 3

Legislative Meetings: 28

Legislative Inquiries: 19

Legislative hearings: 0

Sexual Harassment Law: 41 (April) and 7948 (cumulative)