

To: Tanya Hughes, Executive Director
From: Cheryl Sharp, Deputy Director
Re: **CHRO Outreach Activities**
Date: December 2, 2020

OUTREACH ACTIVITIES

Outreach Successes:

- **HERC Webinar: Accessing and effectively utilizing state/local agencies for outreach and support to job seekers with disabilities**
Attendees: 83
11/03 Deputy Director Cheryl Sharp moderated and Attorney Michelle Dumas Keuler participated on the panel that included discussing opportunities for connecting with job ready candidates, resources for accessibility and accommodation guidelines and tips, training and best practices for outreach, hiring and retaining job seekers with disabilities.
- **Common Cause Roving Poll Monitor**
11/03 Attorney Anna-Marie Puryear served as a roving poll monitor for a nonpartisan election protection organization. Drove to various polling locations to document compliance with local and state voting laws and any issues, including lines to vote.
- **DOJ Quarterly Education Meeting**
Attendees: 25
11/04 Deputy Director Cheryl Sharp attended the virtual meeting.
- **HPS Workshop**
Attendees: 250
11/04 Deputy Director Cheryl Sharp attended the Zoom meeting at Weaver High School.
- **Police T&A Taskforce – Logistics subcommittee**
Attendees: 25
11/04 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting.
- **Investigator Training**
Attendee: 1
11/04 Attorneys Kim Jacobsen and Robin Fox trained a new investigator on case processing and various substantive legal issues.
- **CTRP3 Advisory Board**
Attendees: 25
11/05 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.

- **Reasonable Accommodations and Age Discrimination**
Attendees: 30
 11/05 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler presented at the Labor Employment Relations Association – reasonable accommodations and age discrimination in the Covid-19 era.
- **EEOC training**
 11/05 Attorneys Kim Jacobsen, Brian Festa and Robin Fox attended virtual all day EEOC training. The seminar covered a wide array of topics related to sex discrimination, including updates on recent case law, mediation tips, and the impact of COVID-19 on these cases.
- **CWEALF**
Attendees: 8
 11/09 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, Legislative and Administrative Advisor Darcy Strand and Executive Secretaries Monica Richardson and Kristen Daniels attended the Teams meeting with Maddie Granato and Nicole Sanclemente of CWEALF regarding pay equity.
- **Anti-Discrimination Training – Best Practices**
Attendees: 6
 11/09 Attorneys Robin Fox and Kimberly Jacobsen provided virtual anti-discrimination training to the employees of Wells Hollow Farm. This was part of a settlement of a complaint that had been pending at the Commission.
- **Police T&A Taskforce – Logistics subcommittee**
Attendees: 25
 11/10 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting.
- **Outlining Outcomes webinar**
Attendees: 60
 11/12 The CHRO hosted and participated in the webinar along with Dr. Cato Laurencin, Vanessa Avery and Ndidi Moses to discuss where you live, discrimination and health equity during the Covid-19 pandemic.
- **Sexual Harassment Training**
Attendees: 22
 11/09 Attorneys Robin Fox and Michelle Dumas Keuler provided sexual harassment training to minority business contractors.
- **Minority Construction Counsel**
Attendees: 20
 11/17/2020 Attorneys Robin Fox and Michelle Dumas Keuler provided sexual harassment training to members of the MCC and some of their employees.

- **CTRP3 Policy Working Group**
Attendees: 25
11/20 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting. The purpose of the working group is to track disparities in stop and searches across the state and report them to the public.
- **CWEALF**
Attendees: 7
11/24 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, Legislative and Administrative Advisor Darcy Strand and Executive Secretary Kristen Daniels attended the Teams meeting with Maddie Granato, Nicole Sanclemente, and Rosemary Lopez of CWEALF regarding a collaborative webinar scheduled for January 21st.
- **Police T&A Taskforce – Logistics subcommittee**
Attendees: 25
11/24 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting.

Future Outreach Activities:

- **CHRO Agency-Wide Meeting**
Attendees:
12/03 Presentations from the CHRO Units/Departments/Regions, Human Resources, Commission on Women, Children, Seniors, Equity & Opportunity, CWEALF, CHRO Tech Committee, DMHAS, EAP, CHRO Legal Department, CHRO Legislative and Administrative Advisor, and the CT Construction Industry Association.
- **CTRP3 Policy Working Group**
Attendees:
12/04 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting. The purpose of the working group is to track disparities in stop and searches across the state and report them to the public.
- **The Strategies Group**
Attendees:
12/16 Attorneys Kim Jacobsen and Michelle Dumas Kueler will train their staff on sexual harassment.
- **Human Rights Day – “Hear Us, See Us”**
Attendees:
12/09 Deputy Director Cheryl Sharp and Attorney Jody Walker-Smith will attend the virtual event. “Hear Us, See Us” will focus on educating, strategizing and empowerment towards the advancement of human rights in CT schools and across the state.
- **CTRP3 Policy Working Group**
Attendees:
12/18 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting. The purpose of the working group is to track disparities in stop and searches across the state and report them to the public.

GRANTS

We were awarded three grants from HUD: CARES, Health Equity and COVID-19. As a result of these grants, we will be holding a series of webinars over the next year regarding housing, health equity and the disproportionate effects related to access, outcome and mortality rates in black and brown communities and for people with disabilities.

VIDEO PROJECTS

- **PSA on Allyship**
The Executive Interns of the CHRO have created a public service announcement on allyship. It will be released to the general public in mid to late August. If you would like a preview, please let us know.
- **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 2018 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 misconceptions 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.
- **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 of the civil rights issues embedded within the subject matter of human trafficking

CONTRACT COMPLIANCE/AFFIRMATIVE ACTION OUTREACH

Future Activities:

None Reported

Past Activities:

None Reported

AA/CC

AA TA: **N/A**

AA Meetings: **N/A**

AA Special Projects: **N/A**

CC TA: **1143**

CC TA Session: **1 – virtual – 11 in attendance**

REGIONAL OUTREACH AND HOUSING AT A GLANCE

HOUSING

Future Activities

None Reported

Past Activities

- **Foodshare outreach- Hopewell Baptist Church-Windsor**
Attendees: 117 served
11/11 Cyndi Dryfe helped distribute food to families in need
- **COVID-19 Discrimination and Health Equity- Webinar sponsored by CHRO and HUD**
11/12 Bob Zamlowski, Diane Carter, Cyndi Dryfe, Shaun Jones attended
- **Virtual Lunch-HDU meeting**
11/18 Bob Zamlowski, Diane Carter, Cyndi Dryfe, Shaun Jones and Jon Sykes
- **New Haven Pride Center Webinar “Trans and Sports**
11/20 Jonathan Sykes attended
- **Teams meeting with the Director and Deputy Director**
11/23 Bob Zamlowski, Diane Carter, Cyndi Dryfe, Shaun Jones and Jon Sykes
- **Foodshare outreach- Hopewell Baptist Church-Windsor**
Attendees: 128 served
11/26 Cyndi Dryfe helped distribute food to families in need

Capitol Region

Future Activities

None Reported

Past Activities

11/02 Monthly meeting of Upper Albany Neighborhood Revitalization Zone Committee. (33 people attended)

11/04 Monthly meeting of the Blue Hills Neighborhood Block Watch Association. (22 people attended)

11/12 CHRO Webinar-"Outlining Outcomes" (approximately 45 people participated)

11/14 Monthly meeting of the Greater Hartford African American Alliance. (25 people attended)

11/19 Monthly Board of Directors meeting of the Artists Collective. (13 people attended)

Eastern Region

Future Activities

None Reported

Past Activities

Attendees: unknown

11/12 Attended by Eastern Region staff: CHRO Webinar: Outlining Outcomes: Where You Live, Discrimination and Health Equity During the Pandemic

Attendees: approximately 60

11/12 Lynda Rizzo-Stowe attended: Unconscious Bias Panel Discussion: Anti-Semitism presented by the Southeastern Connecticut Women's Network

Attendees: attendees unknown

11/20 Lynda Rizzo-Stowe attended: State of Connecticut Manager's Day 2020

Attendees: Committee Members

11/20 Catherine Chester attended the Healthy Living Committee monthly meeting for the Greater Norwich Area Chamber in her role as committee member

West Central Region

Future Activities

In December we will be donating again to the Waterbury Boy's Club and the Naugatuck Food Bank for the holidays.

We will also be donating to "The Greater Waterbury Area Alumni Chapter of The Delta Sigma Theta Sorority Inc."

Past Activities

The entire region attended the webinar on 11/12/20 "Outlining Outcomes".

A Thanksgiving donation was made on behalf of the West Central Office and my wife's class at Maple Hill School to the Naugatuck Food Bank.

Southwest Region

Future Activities

CTRP3: Racial Profiling Policy Work Group Meeting

12/04 & 12/18 Southwest Regional Manager Jamie Rubin will attend the bi-weekly meetings.

Past Activities

CHRO: Outlining Outcomes: Where you live, Discrimination, and the Pandemic

11/12 Southwest Regional Office staff members viewed the live webinar hosted by the CHRO.

Live Webinar: Refugees and Migrants: Paradoxes in the Age of COVID-19

11/17 Southwest Regional Office staff members viewed this live conversation with Cardinal Michael Czerny, S.J., Under Secretary of the Migrants and Refugees Section of the Holy See's Dicastery for Promoting Integral Human Development. Panelists included Kristin E. Heyer, Ph.D., Professor and Director of Graduate Studies, Boston College Theology Department, Alejandro Olayo-Mendez, S.J., Assistant Professor, Boston College School of Social Work, and Marjean Perhot, Director of Refugee and Immigration Services, Catholic Charities of the Archdiocese of Boston. Cardinal Czerny discussed with the panelists his work with Pope Francis on issues surrounding refugees and migration around the world, particularly in the age of COVID-19. What challenges are refugees and migrants currently facing? How can we help support and accompany migrants and refugees, as well as advocate for effective public and international policy on these issues so that "no one is forgotten." The event was hosted by the Boston College Alumni Association and was free and open to the public upon registration.

Virtual Event: Women and Leadership Fireside Chat featuring Lauren Bush Lauren

11/18 Southwest Regional Office staff members viewed this virtual conversation hosted by The Boston Globe and Ocean Spray. The Boston Globe's Editorial Editor Bina Venkataraman spoke with Lauren Bush Lauren, Founder and CEO of FEED for the inaugural installment of Women & Leadership, a new series from The Boston Globe convening women leaders who are setting the agenda for our region and shaping its future. This webinar was free and open to the public upon registration.

CTRP3: Racial Profiling Policy Work Group Meeting

11/20 Southwest Regional Office Manager Jamie Rubin attended the meeting.

Virtual Conversation: Trans and Sports

11/20 Southwest Regional Office staff members viewed the live conversation exploring the experiences of transgender athletes in recreational and professional sports hosted by the New Haven Pride Center. In light of the Justice Department's decision over the summer to exclude transgender athletes from sports in high schools, which the New Haven Pride Center views as being in direct opposition to Connecticut state law requiring that high school sports clubs be inclusive of individual students' gender identities, the Center's goal of this event was to explore how sports can be inclusive of transgender athletes and debunk misinformation about inclusion creating unfair advantages. This program was part of the New Haven Pride Center's Trans Awareness Week programming.

Media Inquiries: 0

Legislative Meetings: 3

Legislative Inquiries: 0

Legislative Hearings: 0

Sexual Harassment Law: 149 (November) and 5055 (cumulative)