

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

OUTREACH ACTIVITIES

Outreach Successes:

- **Police T&A Taskforce – Logistics subcommittee**
Attendees: 25
12/01 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting.
- **Pipeline**
Attendees: 7
12/02 Deputy Director Cheryl Sharp met with the US DOJ and CT Bar to brainstorm a long-term legal pipeline program for young aspiring lawyers, especially from inner cities and minority communities.
- **CHRO Agency-Wide Meeting**
Attendees: 85
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: 20
12/04 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.
- **Human Rights Day Meet and Greet**
Attendees: 8
12/07 Deputy Director Cheryl Sharp attended a meet and greet prior to the event on December 9th.
- **Human Rights Day**
Attendees: 50
12/09 – Attorney Jody Walker-Smith presented with Deputy Director Cheryl Sharp at the Human Rights Day virtual event "Hear Us, See Us", hosted by the CT Human Rights Partnership and CT Human Rights Youth Council. Students from five CT high schools attended the event.
- **CTRP3 – discussion and planning**
Attendees: 9

12/10 In-house meeting discussing and planning for CTRP3.

- **IAOHRA's International Human Rights Day Virtual Celebration**
Attendees: 100
12/10 Attorney Kim Jacobsen attended this event.
- **Meeting with Comptroller's Office**
Attendees: 4
12/11 & 12/12 4a-60 discussion regarding Contract Compliance.
- **AG Case collaboration**
Attendees: 2
12/15 In-house collaboration consideration
- **Police T&A Taskforce – Logistics subcommittee**
Attendees: 25
12/15 Executive Director Tanya Hughes attended the Zoom meeting.
- **Northwest HR Group**
Attendees: 7
12/16 Attorney Michelle Dumas Kueler provided sexual harassment training for the company.
- **The Strategies Group**
Attendees: 5
12/16 Attorneys Kim Jacobsen and Michelle Dumas Kueler provided sexual harassment training (not full) for the company.
- **HHRC Webinar: Eviction Prevention and Housing Retention During and After COVID-19**
Attendees -50
12/16 Attorney Kim Jacobsen attended this event.
- **CHRO/AG meeting**
Attendees: 6
12/16 CHRO and AG meeting on possible case collaboration/amicus brief.
- **CTSAC: COVID in Nursing Homes**
Attendees: 30
12/17 Deputy Director Cheryl Sharp participated in the CTSAC virtual meeting (ReadyTalk) regarding COVID in nursing homes.
- **Boys 'N' Girls Club**
Attendees: 4
12/17 Deputy Director Cheryl Sharp met with the Boys 'N' Girls Club of Hartford regarding Kids Court Academy.
- **DECD**

Attendees: 6

12/18 Collaboration meeting with the DECD related to the disparity study.

- **CTRP3 Policy Working Group**

Attendees: 20

12/18 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.

- **CTRP3**

Attendees: 8

12/22 Met with CTRP3 regarding racial profiling and community engagement.

- **Cheshire Democratic Town Committee**

Attendees: 10

12/29 Diversity training planning committee.

Future Outreach Activities:

- **Police T&A Taskforce – Logistics subcommittee**

Attendees:

01/05 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting.

- **CTRP3 Policy Working Group**

Attendees:

01/08 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.

- **Commission on Racial & Ethnic Disparity**

Attendees:

01/11 Deputy Director Cheryl Sharp will attend the WebEx Commission on Racial & Ethnic Disparity meeting.

- **CTRP3 Advisory Board**

Attendees:

01/14 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting - CT Racial Profiling Prohibition Project.

- **Cheshire Democratic Town Committee**

Attendees:

01/14 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler will provide Diversity Training.

- **La Leche League of Greenwich – breastfeeding webinar**

Attendees:

01/21 Attorney Kim Jacobsen will present about breastfeeding law

- **2021 Women's Economic Security Initiatives Conference**

Attendees:

01/21 The CHRO, Connecticut Women's Education and Legal Fund, the Commission on Women, Children, Seniors, Equity & Opportunity, and the Hartford Region YMCA will co-host a webinar on upcoming initiatives and proposals for improving the economic security of women across the state. This year's focus will be on the gender wage gap, domestic violence, and workplace harassment.

- **COVID-19: Access to Housing – Equity, Equality and Fairness Webinar**

Attendees:

01/26 CHRO is hosting the last of the series of HUD webinars regarding COVID-19.

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:

Dec 8th - Set-Aside Technical Assistance Training

Attendees: 12

UConn Meetings via Teams

Attendees 3 - BOND Brothers Construction

Dec.7th Intervention Meeting to discuss MBE contractor on a UConn project.

Dec 10th

Attendees 5 - Turner Construction

Initial Meeting for Turner Construction to provide their Inclusionary Strategy for new project.

Dec 15th - Turner Construction - Attendees 6

Follow up meeting for the new project.

AA/CC

AA TA: **N/A**

AA Meetings: **N/A**

AA Special Projects: **N/A**

CC TA: **1112**

CC TA Session: **1 – virtual – 12 in attendance**

REGIONAL OUTREACH AND HOUSING AT A GLANCE

HOUSING

Future Activities

None Reported

Past Activities

- **HDU Meeting on TEAMS**
12/1 Bob Zamlowski, Diane Carter, Cyndi Dryfe, Shaun Jones and Jon Sykes
- **CHRO Agency-wide training**
12/3 Bob Zamlowski, Diane Carter, Cyndi Dryfe, Shaun Jones and Jon Sykes
- **NFHTA Training Webinar “Fundamentals of Intake”**
12/7 to 12/10 Shaun Jones attended
- **Foodshare outreach- Hartford Senior Center**
Attendees: 78 served
12/9 Cyndi Dryfe helped distribute food to families in need
- **NFHTA Training Webinar “Healing Our Divided Society- 50 years of the Kerner Commission Report”**
12/9 Diane Carter and Cyndi Dryfe attended
- **HHRC Webinar “Eviction Prevention and Housing Retention After COVID”**
12/16 Diane Carter attended
- **Foodshare outreach- United Methodist Church - Hartford**
Attendees: 102 served
12/21 Cyndi Dryfe helped distribute food to families in need

Capitol Region

Future Activities

None Reported

Past Activities

12/5-Greater Hartford African American Alliance meeting (25 people participated)
12/12-Greater Hartford African American Alliance meeting (23 people participated)
12/19-Greater Hartford African American Alliance meeting (32 people participated)
12/16- State of Connecticut Managers Association Committee meeting (35 people participated)
12/16-Greater Hartford African American Alliance Construction meeting (42 people participated)
12/17-Greater Hartford African American Alliance Executive Committee meeting (8 people attended)
12/28-Artists Collective Emergency Board of Directors Meeting (5 people participated)

Eastern Region

Future Activities

None Reported

Past Activities

12/1 Neag School of Education Social Justice Panel (attended by Lynda Rizzo-Stowe; approx. 40 attendees)

12/3 Greater Norwich Area Chamber of Commerce Healthy Living Committee meeting (attended by committee member Catherine Chester)

12/9 Investing in the Dreams of Women and Girls Panel hosted by Soroptimist International Connecticut Shoreline (attended by Lynda Rizzo-Stowe; approx. 20 attendees)

12/14-12/15 Connecticut Virtual Digital Government Summit 2020 (attended by tech committee representative Catherine Chester; approx. 350 attendees)

12/16 Greater Norwich Area Chamber of Commerce Healthy Living Committee meeting (attended by committee member Catherine Chester)

West Central Region

Future Activities

None Reported.

Past Activities

Gene attended both of the below webinars.

12/03: Navigating difficult ADA and FMLA issues during a pandemic

12/18: When hates hits home: Securing schools and families from cyberhate and online harassment.

12/23: A food donation to a family in need. The child is a student at Shawn's wife's school.

Southwest Region

Future Activities

CTRP3: Racial Profiling Policy Work Group Meeting

1/8 & 1/15 Southwest Regional Manager Jamie Rubin will attend the bi-weekly meetings.

Past Activities

CHRO: Agency Wide Internal Training

12/3 Southwest Regional Office staff members attended the live training.

Mindful Mondays: Intuitive Adaptation: Maintaining Calm, Compassion and Confidence in the Midst of Chaos

12/7 Southwest Regional Manager attended this virtual panel presentation/conversation hosted by the New York City Bar. Dr. Jay Morris, Vice President of Leadership Development/Education and Executive Director of the Institute for Excellence, Yale New Haven Health System (where he is responsible for leadership development, e-learning, executive coaching, succession planning, organization development and a simulation center) facilitated the session focused on ways to cope with mounting stress and finding the strength within ourselves to lead in the midst of chaos. This program introduced a new leadership practice entitled, "Intuitive Adaptation" and how to embrace your talents and gifts to bring about personal well-being and to recognize the importance of asking for help, Sponsoring NYC Bar Committee: Mindfulness and Well-Being in Law, Co-sponsoring NYC Bar Committees: Alternative Dispute Resolution, Government Ethics & State Affairs, Mental Health Law, Co-

Sponsoring Organizations: Lawyer Assistance Program, Office of Diversity and Inclusion, The event was free upon registration to members of the NYC Bar (\$15 fee for non members).

IAOHRA's International Human Rights Day Virtual Celebration

12/10 Southwest Regional Office staff members viewed this live conversation hosted by the International Association of Official Human Rights Agencies. The event was free and open to participating organizations upon registration.

EEOC Lunch n Learn Session: “Employers, COVID-19 and the Americans with Disabilities Act”

12/10 Southwest Regional Manager attended this live webinar which included speakers from the U.S. Virgin Islands Small Business Development Center, the Disability Rights Center of the Virgin Islands and the U.S. Equal Employment Opportunity Commission, Miami District Office. The event was free upon registration.

CTRP3: Racial Profiling Policy Work Group Meeting

12/14 & 12/18 Southwest Regional Manager Jamie Rubin attended the virtual meetings.

Media Inquiries: 1

Legislative Meetings: 7

Legislative Inquiries: 2

Legislative Hearings: 0

Sexual Harassment Law: 201 (December) and 5256 (cumulative)