

To: Tanya Hughes, Executive Director
From: Cheryl Sharp, Deputy Director
Re: **CHRO Outreach Activities**
Date: February 3, 2021

OUTREACH ACTIVITIES

Outreach Successes:

- **Police T&A Taskforce – Logistics subcommittee**
Attendees: 25
01/05 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting.
- **MA Law School Consortium program**
Attendees: 6
01/07 Attorney Kim Jacobsen and other members of the legal staff interviewed perspective summer interns
- **CTRP3 Policy Working Group**
Attendees: 20
01/08 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.
- **Commission on Racial & Ethnic Disparity**
Attendees: 20
01/11 Deputy Director Cheryl Sharp attended the WebEx Commission on Racial & Ethnic Disparity meeting.
- **Senator McCrory meeting**
Attendees: 4
01/12 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Legislative Liaison Darcy Strand met with Senator McCrory to discuss a strategy for passing the disparity study this session.
- **CTRP3 Advisory Board**
Attendees: 20
01/14 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.
- **Cheshire Democratic Town Committee**
Attendees:
01/14 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler provided Diversity Training.
- **La Leche League of Greenwich – breastfeeding webinar**

Attendees: 120

01/21 Attorney Kim Jacobsen presented a webinar about breastfeeding rights.

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

Attendees: 25

01/21 The CHRO, Connecticut Women's Education and Legal Fund, the Commission on Women, Children, Seniors, Equity & Opportunity, and the Hartford Region YMCA co-hosted 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.

- **Judiciary chairs**

Attendees: 6

01/22 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Legislative Liason Darcy Strand met with Senator Winfield, Representative Stafstrom, and legislative staff to discuss CHRO's agency bill.

- **Department of Justice Working Group**

Attendees: 10

01/22 - Deputy Director Cheryl Sharp participated in the Education Working Group for the Department of Justice.

- **New staff training**

Attendees: 3

1/22/21, 1/25/21, 1/26/21 Attorney Kim Jacobsen presented training to new staff

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

Attendees: 45

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

- **MCC Legislative Agenda Program**

Attendees: 20+

01/27 Deputy Director Cheryl Sharp and Legislative Liason Darcy Strand met with MCC and multiple legislators, including Representative Porter and Senator McCrory, to discuss the disparity study and plans for its passage this session.

- **CTRP3 Policy Working Group**

Attendees: 20

01/29 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.

Future Outreach Activities:

- **New staff training**

Attendees:

02/01 Attorney Kim Jacobsen and other members of the legal staff will train new employees

- **Black and Puerto Rican Caucus**
Attendees: 25+
02/02 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Legislative Liaison Darcy Strand, and Attorney Michelle Dumas Keuler presented and overview of the agency and discussed the legislative agenda.
- **Fair Housing Training**
Attendees:
02/03 Attorneys Kim Jacobsen and Michelle Dumas Keuler will present a Fair Housing webinar to the public
- **NYU Table Talk**
Attendees:
02/04 Attorneys Kim Jacobsen and Michelle Dumas Keuler will talk to NYU law students about working at the CHRO
- **NYU Law Student Intern Recruitment**
Attendees:
02/04 Deputy Director Cheryl Sharp and Principal Attorney Charles Krich will conduct recruitment at the New York University Law School's Public Interest Law Fair
- **CHRO Cares Grant Health Equity Webinar**
Attendees:
2/22/21 Attorney Kim Jacobsen and other staff members will organize and attend this webinar

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:

January 6 th Attendees 52	O&G Construction	Pre-Bid Meeting	Buckley School
January 11 th Attendees 43	Turner Construction	Outreach Meeting	UCONN Hockey Rink
January 14 th Attendees 65	Newfield Construction	Bid Opening	Jefferson School

AA/CC

AA TA: **N/A**

AA Meetings: **N/A**

AA Special Projects: **N/A**

CC TA: **1267**

CC TA Session: **N/A**

REGIONAL OUTREACH AND HOUSING AT A GLANCE

HOUSING

Future Activities

None Reported

Past Activities

- **HDU Technology training on Sharepoint, Surface Pros and Teams**
1/13 2 to 3 pm Bob Zamlowski, Diane Carter, Cyndi Dryfe, Shaun Jones and Jon Sykes
- **CHRO Diversity and Inclusion Committee**
1/20 Cyndi Dryfe attended
- **2021 Women's Economic Security Initiatives Webinar**
1/21 10am to 11:15 am Cyndi Dryfe and Shaun Jones attended
- **NFHTA Training Webinar "Fundamentals of Fair Housing – FHAP Investigation"**
1/25 to 1/28 - 1 to 4 pm Shaun Jones and Jonathan Sykes attended
- **CHRO Webinar "Covid-19 and Access to Housing"**
1/26 10 to 11 am Bob Zamlowski, Diane Carter, Cyndi Dryfe and Shaun Jones attended

Capitol Region

Future Activities

None Reported

Past Activities

January 4, 2021-Upper Albany Neighborhood Revitalization Zone Meeting (25 people attended)

January 5, 2021-Blue Hills Neighborhood Block Watch Meeting (20 people attended)

January 12, 2021-Greater Hartford Branch N.A.A.C.P. Meeting (25 people attended)

January 15, 2021-Windham/Willimantic N.A.A.C.P. MLK Day Celebration (30 people attended)

January 25, 2021-Artist Collective Personnel Committee Meeting (4 people attended)

January 26, 2021-CHRO Webinar-COVID-19 & Access to Housing (31 people attended)

January 27, 2021-Artist Collective Board of Directors Monthly Meeting (15 people attended)

January 2, 2021/January 9, 2021/January 16, 2021/January 23, 2021-Greater Hartford African American Alliance meetings (25 people attended each meeting)

Eastern Region

Future Activities

None Reported

Past Activities

1/8/21 GNACC Healthy Living Committee Meeting (attended by committee member Catherine Chester)

1/12 SEBAC Labor Activists for Racial Justice (attended by Catherine Chester; approximately 350 attendees)

1/13 Southeastern Connecticut Women's Network Virtual Forum LatinX, Latino, Latina: Hispanic: A Multiplicity of Racial Cultural and Linguistic Identifies (attended by Lynda Rizzo-Stowe; approximately 35 attendees)

1/15 Eastern Connecticut Chamber Legislative Committee Meeting (attended by GNACC Government Affairs Committee member Lynda Rizzo-Stowe)

1/19 TEAMS Informational Teleconference with State of CT Dept. of Veteran Affairs (arranged by Frank Malinconico; conducted by Frank Malinconico and Michelle Dumas-Kueler)

1/21 2021 Women's Economic Security Initiatives Conference (attended by Donald Cilley, Catherine Chester and Lynda Rizzo-Stowe)

1/25-1/26 ELEVATE Social Justice Conference at Connecticut College (attended by Lynda Rizzo-Stowe; approximately 300 attendees)

1/26 CHRO Webinar: COVID-19 and Access to Housing (attended by Donald Cilley)

1/27 Connecticut Women's Business Council Let's Talk: Effective Delegation (attended by Lynda Rizzo-Stowe; approximately 35 attendees)

1/27 GNACC Government Affairs Committee Virtual Forum with Congressman Joe Courtney (attended by Government Affairs Committee member Lynda Rizzo-Stowe and Catherine Chester; 40 attendees)

1/29 GNACC Healthy Living Committee Lunch and Learn (attended by committee member Catherine Chester; 20 attendees)

West Central Region

Future Activities

Outreach February: Reading a book virtually for "kindness week" at Maple Hill School.

Past Activities

Webinars Suzanne: 1/21- Extremism & Violence in America (ADL). 1/21- Women's economic initiative.

Webinars Gene: 1/8- Hate from home during a pandemic (ADL). 1/21 Extremism & Violence in America (ADL).

Shawn attended the Women's Economic Initiative webinar on 1/21.

Southwest Region

Future Activities

A Briefing to the Women's Caucus of the CT Legislature on the Latest Data Report: "Essential Equity: Women, Covid-19 and Rebuilding CT"

2/3 Southwest Regional Staff will attend this virtual event hosted by Essential Equity, a collaboration between funders and members of the Connecticut Collective for Women and Girls and the Connecticut Data Collaborative. The event is free and open to the public upon registration.

CTRP3: Racial Profiling Prohibition Project Advisory Board Meeting

2/4 Southwest Regional Manager Jamie Rubin will attend.

CHRO Webinar Covid -19 and Health Equity: Where You Live, Access, Outcomes, Disparity and Despair

2/22 Southwest Regional Office Staff will attend this CHRO webinar, which is free and open to the public upon registration.

Human Rights at Home: Responding to Structural Discrimination and Police Violence Virtual Event

2/25 Southwest Regional Staff will virtually attend this discussion on how international human rights principles and strategies can help provide solutions to address systemic racism and police brutality and actions member agencies can take to advance human rights at the local, state and federal level including through a framework for reparations. The event is co-sponsored by IAOHRA, the ACLU, the Columbia Law School Human Rights Institute, and Mothers Against Police Brutality. It is free and open to the public upon registration.

Past Activities

CTRP3: Racial Profiling Policy Work Group Meeting

1/8 Southwest Regional Manager Jamie Rubin attended the virtual meeting.

ADL Fighting Hate From Home Webinar: The Clear and Present Danger of Mainstreaming Extremism

1/8 Southwest Regional Office Staff attended the virtual discussion about the unrest in our capital and the mainstreaming of extremism that has fueled this crisis to our democracy. The webinar explored how extremism is being stoked and is spilling from the fringes into the streets. The panel included ADL CEO Jonathan Greenblatt, Oren Segal, VP of ADL's Center on Extremism, U.S. House Homeland Security Committee Chairman Bennie G. Thompson, and Max Rose, former Chair, U.S. House Homeland Security Subcommittee on Intelligence and Counterterrorism. Each provided perspective on how media, social media, and our political

climate are intersecting with extremists ideologies, and what can be done to disrupt the threat of extremism going forward. The event was free and open to the public upon registration.

2021 Women's Economic Security Initiatives Conference

1/21 Southwest Regional Office staff members viewed this live webinar on upcoming initiatives and proposals for improving the economic security of women across the state of Connecticut. The conversation focused on the gender wage gap, domestic violence, and workplace harassment. The event was hosted by the CHRO, the Connecticut Women's Education and Legal Fund, the Commission on Women, Children, Seniors, Equity & Opportunity, and YWCA Hartford Region, and was free and open to the public upon registration.

ADL Fighting Hate From Home Webinar: Extremism & Political Violence in America: Current Landscape, Future Outlook

1/21 Southwest Regional Office staff members attended this live webinar to analyze the anger and vitriol seen during the attack on the Capitol, what drove things to that boiling point, and what comes next as we face an extremist threat that appears to have significant staying power. The discussion will include insights about who these militants are, how to disrupt the dangers they present, and how to reduce their ongoing reach. Panelists included ADL CEO Jonathan Greenblatt, Oren Segal, VP of ADL's Center on Extremism, and U.S. Rep. Mikie Sherrill, who sits on the House's Armed Services and Science, Space, and Technology Committees, and is a military veteran and former Assistant U.S. Attorney. The event was free and open to the public upon registration.

CHRO Webinar: Covid-19 and Access to Housing, Where You Live, Discrimination, and the Pandemic

1/26 Southwest Regional Office Staff members attended the discussion about access to housing and race, color, national origin and disability discrimination. The focus was on ensuring that access to housing is free from discrimination now, during the Covid-19 pandemic, when finding housing is more challenging than ever. The event was free and open to the public upon registration.

Media Inquiries: 2

Legislative Meetings: 11

Legislative Inquiries: 5

Legislative Hearings: 0

Sexual Harassment Law: 167 (January) and 5423 (cumulative)