

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

OUTREACH ACTIVITIES

Outreach Successes:

- **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 an overview of the agency and discussed the legislative agenda.
- **Police T&A Taskforce – Logistics subcommittee**
Attendees: 25
02/02 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting.
- **Department of Justice Working Group**
Attendees: 10
02/03 - Deputy Director Cheryl Sharp participated in the Education Working Group for the Department of Justice.
- **Fair Housing Training**
Attendees: 25
02/03 Attorneys Michelle Dumas Keuler and Kimberly Jacobsen provided fair housing training online for the public
- **Public Interest Legal Career Fair – Table discussions**
Attendees: 24
02/04 Attorneys Kimberly Jacobsen and Michelle Dumas Keuler talked to students interested in intern and career opportunities in public interest organizations
- **New York University Public Interest Career Fair**
Attendees: 16
02/04 Deputy Director Cheryl Sharp and Principal Attorney Charlie Krich interviewed students interested in a summer internship at CHRO
- **Discrimination in Prison & Police Misconduct**
Attendees: 3
02/05 Attorneys Anna-Marie Puryear and George Welch conducted internal training.
- **WICC – Radio Interview**
02/08 Attorney Kimberly Jacobsen did a radio interview about Breastfeeding Law

- **Department of Justice Working Group**
Attendees: 10
 02/10 - Deputy Director Cheryl Sharp participated in the Education Working Group for the Department of Justice to prepare for the Community Town Hall event (02/24).
- **Fair Housing Training**
Attendees: 20
 02/10 Attorney Michelle Dumas Keuler provided fair housing training online for the Windsor Housing Authority.
- **Greater Philadelphia Area Law Schools Public Interest Career Fair**
Attendees: 16
 02/12 Principal Attorney Charlie Krich and Attorney Michael Roberts interviewed students interested in a summer internship at CHRO
- **Cultural Competency Training**
Attendees: 30
 02/17 Deputy Director Cheryl Hughes and Attorney Michelle Dumas Keuler provided cultural competency training to the Bloomfield Board of Ed.
- **CTRP3 Policy Working Group**
Attendees: 20
 02/18 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.
- **CHRO New Employee Meet & Greet**
Attendees: 26
 02/18 - Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Executive Secretaries Kristen Daniels and Monica Richardson hosted a virtual meet and greet, along with Managers and Supervisors who were able to attend, for all of the new and promoted CHRO employees from 2020 and the beginning of 2021. It was a nice way to have each individual introduce themselves and have some interaction, as we have not had much time, if any, to interact with one another in the office during the pandemic.
- **Thelonious Monk Saturday Academy Law Module**
Attendees: 7
 02/19 Deputy Director Cheryl Sharp participated in the meeting, collaborating to prepare underserved youth for future success at the intersection of STEAM (Science, Technology, Engineering, the Arts, Math) and Multiculturalism; forging strong ties between urban and suburban communities through arts and humanities, learning opportunities, and events.
- **CHRO CARES Grant Health Equity Webinar**
Attendees: 39
 02/22 CHRO hosted a webinar focusing on speakers who told their stories of living through the tragedy of the Covid-19 pandemic; how Covid-19 is impacting us differently depending on who we are and where we live.

- **USDOJ CT Education Working Group Community Town Hall: Impact of Covid-19**
Attendees: 44
02/24 - Deputy Director Cheryl Sharp, along with several other expert panelists and advocacy groups, discussed the rights of parents and students, and held an open forum with the community to discuss solutions.
- **Virtual Public Briefing: The Civil Rights Implications of Cash Bail**
Attendees:
02/26 - Deputy Director Cheryl Sharp attended the virtual briefing, put on by the US Commission on Civil Rights. The US Commission on Civil Rights' investigation seeks to examine the state of bail and pretrial detention practices, including the involvement of the private bail industry, various mechanisms for reform, and the potential regulatory role of the federal government. The US Commission on Civil Rights is evaluating how cash bail impacts the fair administration of justice and whether it operates in a manner that denies equal protection of the law to individuals on the basis of race or another protected class.

Future Outreach Activities:

- **Police T&A Taskforce – Logistics subcommittee**
Attendees:
03/02 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting.
- **State Center for School Safety and Crisis Preparation/CHRO**
Attendees:
03/03 Deputy Director Cheryl Sharp, Legislative Liaison Darcy Strand, Attorneys Michelle Dumas Keuler and Kim Jacobsen, and Executive Secretary Kristen Daniels will attend the collaborative meeting to discuss the framework for more equitable crisis preparation and response for schools.
- **Monk Youth Jazz and STEAM Collective Meeting**
Attendees:
03/04 Deputy Director Cheryl Sharp will attend the collaborative meeting.
- **Open Communities Alliance/CHRO - Zoning Matters**
Attendees:
03/05 Deputy Director Cheryl Sharp will attend the collaborative meeting to discuss CHRO's process for handling zoning matters as the OCA continues to develop their zoning priorities.
- **Commission on Racial & Ethnic Disparity**
Attendees:
03/08 Deputy Director Cheryl Sharp will attend the WebEx Commission on Racial & Ethnic Disparity meeting.

- **Community Engagement Board Meet & Greet**
Attendees:
03/11 Deputy Director Cheryl Sharp will attend the virtual Zoom meet and greet.
- **EEOC/FEPA Regional Conference: Leadership in a Changing Workplace**
Attendees:
03/11 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Legislative Liaison Darcy Strand, Executive Secretaries Kristen Daniels and Monica Richardson, along with many CHRO attorneys, investigators, supervisors, and managers, will attend the EEOC training.
- **CSDE School Discipline Collaborative**
Attendees:
03/18 Deputy Director Cheryl Sharp will attend the collaborative meeting. This group continues to serve as an essential support to the Connecticut State Department of Education's commitment to creating opportunities for all children to have an excellent education.

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 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.

- **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: **1208**

CC TA Session: **1 with 11 attendees**

REGIONAL OUTREACH AND HOUSING AT A GLANCE

HOUSING

Future Activities

None Reported

Past Activities

- **Food share Northeast Senior Center, Hartford**
Attendees:75 served
2/4: Cyndi Dryfe helped distribute food for families in need

- **HDU Technology training on Teams**
2/8: Diane Carter, Cyndi Dryfe and Jon Sykes
- **CHRO Technology Committee**
2/9: Jonathan Sykes attended
- **HDU meeting with the Director and Deputy Director**
2/11: Bob Zamlowski, Diane Carter, Cyndi Dryfe, Jonathan Sykes, and Shaun Jones attended
- **CHRO Webinar “Covid-19 and Health Equity”**
2/22: Diane Carter attended
- **CHRO Diversity and Inclusion Committee Meeting**
2/23: Jonathan Sykes attended. Jonathan spent an additional 12 hours on committee work during the month
- **IAOHRA Webinar “Structural Discrimination and Police Violence”**
2/25 Cyndi Dryfe and Diane Carter attended

Capitol Region

Future Activities

None Reported

Past Activities

02/06, 02/13, 02/20, and 02/27 Ron attended the Hartford African American Alliance meetings (25 people attended)

02/04 Ron attended the Blue Hills NRZ meeting (20 people attended).

02/09 Ron attended the Greater Hartford Branch NAACP meeting on 2/9/21. (25 people attended)

02/17 Investigator Laura Roxbury presented, and staff attended, the CHRO Black History event on History of Tulsa Oklahoma Race Riots (30 people attended)

02/25 Ron attended the Artist Collective Board of Directors meeting (8 people attended)

02/26 Ron attended the Disability Rights Connecticut meeting (5 people attended)

Eastern Region

Future Activities

None Reported

Past Activities

2/4 GNACC Government Affairs Committee Meeting (attended by committee member Lynda Rizzo-Stowe)

2/5 GNACC Healthcare Committee Lunch & Learn (attended by committee member Catherine Chester; approximately 30 attendees)

2/12 GNACC Healthcare Committee Lunch & Learn (attended by Lynda Rizzo-Stowe and Healthcare Committee member Catherine Chester; approximately 25 attendees)

2/18 Mystic Noank Library Meet Your State Civil Rights Agency Webinar (presentation given by Lynda Rizzo-Stowe; 5 attendees)

2/19 GNACC Healthcare Committee Lunch & Learn (attended by committee member Catherine Chester; approximately 30 attendees)

2/22 CHRO Webinar COVID-19 and Health Equity: Where You Live, Access, Outcomes, Disparity & Despair (attended by Lynda Rizzo-Stowe and Donald Cilley)

2/25 Goldberg Segalla Webinar Employment Law Updates: What to Expect from the Biden Administration (attended by Lynda Rizzo-Stowe; number of attendees unknown)

2/26 GNACC Healthcare Committee Lunch & Learn (attended by Healthcare Committee member Catherine Chester and Lynda Rizzo-Stowe; approximately 15 attendees)

2/26 Town of Groton Black History Month Celebration (attended by Lynda Rizzo-Stowe; approximately 75 attendees)

West Central Region

Future Activities

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

Past Activities

02/04 Suzanne Westhaver attended the NYU Layli Long Soldier of the Lakota Nation Poetry reading and discussion of her collection “Where as” - a response to the Congressional apology offered to indigenous people

02/11 Suzanne Westhaver attended the ADL black history month presents writer and illustrator Jerry Kraft

02/17 West Central staff attended the Tulsa Race Massacre 100th anniversary presentation put on by Laura Roxbury, a Capital Region investigator.

02/25 Suzanne Westhaver attended the Goldberg Segalla Employment Updates and what to expect under the Biden administration

Shawn was in contact with Independence Northwest, which specializes with assisting deaf. He gave them his direct contact if any of their clients need to file with us.

Shawn gave a little information on African American golfers to his wife's first grade class virtually on a snow day. She was doing a class on Black History month and the topic was sports.

Southwest Region

Future Activities

ADL: Responding to Bias Incidents in School

3/3 Southwest Regional Staff will attend Anti Defamation League webinar, which is free and open to the public upon registration.

NYC Bar Association: Raising The Bar of Hope: Ending The Over-Policing of Black Girls in Schools

3/4 Southwest Regional Manager will attend this webinar. It is free to NYC Bar members upon registration, \$15 fee for non-members.

Film Screening of *Viral: Anti-Semitism in Four Mutations*

3/10 Southwest Regional Staff will attend this event hosted by the Westport Library. In his new documentary Emmy-award winning filmmaker Andrew Goldberg shows the rise of Anti-Semitism in the U.S., Hungary, U.K., and France through first-hand accounts. With commentary from Bill Clinton, Tony Blair, Fareed Zakaria, and George Will. The event is free and open to the public upon registration.

NYC Bar Association: Jailed Without A Crime: How Technical Parole Violations Drive Mass Incarceration In New York and What To Do About It

3/11 Southwest Regional Manager will attend this webinar focusing on the substantial financial and human cost of parole supervision in New York, its origins and failings, and pending reform efforts, including the proposed Less is More Act. The webinar will be moderated by Zachary Katznelson, Policy Director, Independent Commission on New York City Criminal Justice and Incarceration Reform, with Panelists: Wesley Caines, Chief of Staff, The Bronx Defenders, Laura Eraso, Staff Attorney, The Legal Aid Society Parole Revocation Defense Unit, Donna Hylton, President & Founder, A Little Piece of Light, Vincent Schiraldi, Co-Director, The Justice Lab at Columbia University; formerly Commissioner, New York City Department of Probation, Dr. Vanda Seward, Professor of Criminal Justice, Kingsborough Community College; formerly Statewide Director of Reentry Services, New York State Department of Corrections and Community Supervision, Kenyatta Thompson, Lead Community Organizer, Katal Center for Equity, Health, and Justice. The virtual event is free to NYC Bar members upon registration, \$15 fee for non-members.

NYC Bar Association: Cultivating Patience in Turbulent Times

3/15 Southwest Regional Manager will attend this webinar discussing the benefits of patience in our lives, and several concrete strategies that will help manage things as we enter this next phase of the COVID cycle. The event presenter Andrew Blatter is a psychotherapist in private practice in New York City, working with clients on a variety of issues including anxiety, work stress, career transitions, depression, alcohol and substance use and attentional difficulties. He also consults as a mental health specialist with three AmLaw 100 law firms. Andrew also held the position of Clinical Coordinator with the NYC Bar Association Lawyer Assistance Program. Prior to becoming a psychotherapist, Andrew was a transactional attorney for 14

years, and a partner at a law firm. The webinar is free to NYC Bar members upon registration, \$15 fee for non-members.

Past 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 attended 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 was free and open to the public upon registration.

CTRP3: Racial Profiling Prohibition Project Advisory Board Meeting

2/4 Southwest Regional Manager Jamie Rubin attended.

Changing the World One Word at a Time: Conversation and Live Drawing Demonstration with Jerry Craft

02/11 Southwest Regional Staff virtually attended this webinar presented by the Anti-Defamation League Education Division, featuring Jerry Craft, New York Times bestselling author and Newbery Medal winning author/illustrator. He discussed his journey to becoming a published author and illustrator and the creative process behind his books, *New Kid* and *Class Act*. Winner of the Newbery Medal, Coretta Scott King Author Award, and Kirkus Prize for Young Readers' Literature, *New Kid* is a graphic novel about starting over at a new school where diversity is low and the struggle to fit in is real. The webinar was free and open to the public upon registration.

100 Years of Trauma: The Legacy of Racial Violence in Tulsa

02/17 Southwest Regional Staff attended the CHRO Lunch & Learn virtual presentation recognizing the 100-year anniversary of the Tulsa Race Massacre, including a brief history of the legacy and ongoing trauma of that event. The event was free and open to the public upon registration.

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

2/22 Southwest Regional Staff attended this CHRO webinar, which was 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 virtually attended 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 was co-sponsored by IAOHRA, the ACLU, the Columbia Law School Human Rights Institute, and Mothers Against Police Brutality. It was free and open to the public upon registration.

Media Inquiries: 3

Legislative Meetings: 13

Legislative Inquiries: 8

Legislative Hearings: 6

Sexual Harassment Law: 216 (January) and 5639 (cumulative)