

To: Tanya Hughes, Executive Director
From: Cheryl Sharp, Deputy Director
Re: **CHRO Outreach Activities**
Date: April 5, 2021

OUTREACH ACTIVITIES

Outreach Successes:

- **Police T&A Taskforce – Logistics subcommittee**
Attendees: 25
03/02 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting.
- **State Center for School Safety and Crisis Preparation/CHRO**
Attendees: 7
03/03 Deputy Director Cheryl Sharp, Legislative Liaison Darcy Strand, Attorneys Michelle Dumas Keuler and Kim Jacobsen, and Executive Secretary Kristen Daniels attended the collaborative meeting to discuss the framework for more equitable crisis preparation and response for schools.
- **Monk Youth Jazz and STEAM Collective Meeting**
Attendees: 6
03/04 Deputy Director Cheryl Sharp attended the collaborative meeting.
- **Open Communities Alliance/CHRO - Zoning Matters**
Attendees: 6
03/05 Deputy Director Cheryl Sharp attended 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: 20
03/08 Deputy Director Cheryl Sharp attended the WebEx Commission on Racial & Ethnic Disparity meeting.
- **WICC radio show**
Listeners - number unknown
03/08 Attorney Robin Fox spoke about service animals - rights and responsibilities - on the local radio show.
- **CWEALF - CT Paid Leave for a Virtual Reality**
Attendees: 40
03/08 Deputy Director Cheryl Sharp attended the International Women's Day virtual rally to support and protect paid leave.

- **CBA CLE propose by EDWG**
Attendees: 5
 03/09 Deputy Director Cheryl Sharp attended the meeting with the Education Working Group to discuss the proposal to launch some CLE's with the CBA related to COVID-19 in educational settings.
- **EEOC/FEPA Regional Conference: Leadership in a Changing Workplace**
Attendees: 100
 03/10 & 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, attended the EEOC training.
- **Community Engagement Board Meet & Greet**
Attendees: 50
 03/11 Deputy Director Cheryl Sharp attended the virtual Zoom meet and greet.
- **Thelonious Monk Saturday Academy Law Module**
Attendees: 7
 03/17 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.
- **CSDE School Discipline Collaborative**
Attendees: 40
 03/18 Deputy Director Cheryl Sharp attended 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.
- **Police T&A Taskforce – Logistics subcommittee**
Attendees: 25
 03/23 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting.
- **Thelonious Monk Saturday Academy Law Module**
Attendees: 7
 03/24 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.
- **YW Live Lunch & Learn**
Attendees: 40
 03/25 Deputy Director Cheryl Sharp attended the "I'm Every Woman" virtual power hour lunch celebrating Women's History Month.

- **Planning & Zoning Commissioner Training**
Attendees: 50
 03/25 Deputy Director Cheryl Sharp attended the webinar regarding the review of planning and zoning commissioner training requirements across the country. This year, the Connecticut legislature is considering implementing a minimum standard of annual training on planning and zoning officials. This webinar will explore how other states have implemented a similar requirement and how it might be accomplished in Connecticut.
- **Thelonious Monk Saturday Academy Law Module**
Attendees: 7
 03/25 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.
- **CTRP3 Policy Working Group**
Attendees: 20
 03/26 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.
- **Extern Interviews**
Attendees: 3
 Week of 03/29 Attorneys Kim Jacobsen and Meg Grant conducted externship interviews for the Fall semester
- **Police T&A Taskforce – Logistics subcommittee**
Attendees: 25
 03/30 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting.
- **Thelonious Monk Saturday Academy Law Module**
Attendees: 7
 03/31 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.

Future Outreach Activities:

- **Female Genital Mutilation and Cutting Information Session**
Attendees:
 04/01 The Office of the Child Advocate provided a presentation/conversation regarding Female Genital Mutilation and Cutting (FGM/C) to shine a light on this issue, bring some public awareness and attention to the issue, and perhaps by next legislative session introduce a well-supported piece of legislation.
- **Kids Court Academy**
Attendees:

04/06 & 04/20 This Program is an outgrowth or expansion of the CT Kids Speak and CT Kids Court Programs. CT Kids Court Academy is a free, 18-week attorney and social justice pipeline program for middle school and high school students.

- **UConn BLSA**

Attendees:

04/07 Deputy Director Cheryl Sharp will sit on a panel on how to succeed in a summer internship, specifically one in a virtual environment.

- **CTRP3 Advisory Board**

Attendees:

04/08 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.

- **CHRO HUD Webinar**

Attendees:

04/20 Attorney Kim Jacobsen and other legal staff will coordinate and attend HUD grant 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 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:

03/15 SCSU- Business School Outreach Meeting

Attendees: 46

03/25 UCONN 2000 Code Remediation Renovations Outreach Meeting

Attendees: 6

03/26 Windham High School Pre-Construction Meeting

Attendees: 4

03/29 WCSU- Berkshire Dining Hall Pre-Construction Meeting

Attendees: 3

03/29 UCONN 2000 Code Remediation Renovations Pre-Bid Meeting

Attendees: 20

AA/CC

AA TA: **62**

AA Meetings: **3**

AA Special Projects: **8**

CC TA: 1475

CC TA Session: 1 with 15 attendees

REGIONAL OUTREACH AND HOUSING AT A GLANCE

HOUSING

Future Activities

None Reported

Past Activities

- **CHRO Technology Committee**
3/9: Jonathan Sykes attended. Jonathan spent an additional 13 hours on technology issues during the month
- **Careers in Law: Panel Discussion Sponsored by UConn Law School Human Rights Association**
3/10: Jonathan Sykes spoke as a panel member
- **Food share: Mt. Moriah Baptist Church, Hartford**
Attendees: 62 served
3/11: Cyndi Dryfe helped distribute food for families in need
- **EEOC Regional Conference**
3/11: 11:00am to 4:00pm Robert Zamlowski, Diane Carter, Cyndi Dryfe and Shaun Jones attended
- **HDU Unit Meeting**
3/17: 12:00 to 1:00pm Bob Zamlowski, Diane Carter, Cyndi Dryfe Jonathan Sykes and Shaun Jones attended
- **Fair Housing and Civil Rights Conference Workshop Webinar “Covid-19 and Reasonable Accommodation”**
3/24: 10 to 11:30am Shaun Jones attended
- **CHRO Diversity and Inclusion Committee Meeting**
3/29 Jonathan Sykes attended. Jonathan spent an additional 12 hours on committee work during the month
- **IForum: “Innovations and Success in Homelessness Prevention”; Hosted by Partnership For Strong Communities**
3/30: 10 to 11:30 am. Robert Zamlowski attended

Capitol Region

Future Activities

None Reported

Past Activities

03/01 Upper Albany Neighborhood Revitalization Zone Meeting (22 people attended)

03/04 Blue Hills Neighborhood Revitalization Zone meeting (25 people attended)

03/6, 03/13, 03/20 Greater Hartford African American Alliance meetings (27 people attended)

03/09 Greater Hartford Branch N.A.A.C.P. meeting (24 people attended)

03/25 Upper Albany Neighborhood Revitalization Zone Executive Board meeting (8 people attended)

Eastern Region

Future Activities

None Reported

Past Activities

3/3 SEBAC Racial Injustice Meeting (attended by Catherine Chester; approximately 60 attendees)

3/4 GNACC Government Affairs Committee Meeting (attended by committee member Lynda Rizzo-Stowe)

3/5 GNACC Lunch & Learn (attended by Catherine Chester & Lynda Rizzo Stowe; approx. 15 attendees)

3/9 CHRO Tech Committee Meeting (Catherine Chester)

3/10 GNACC Government Affairs Committee Virtual Event: CBIA Discussion on Legislative Issues (Lynda Rizzo-Stowe; approx. 35 attendees)

3/11 Southeastern Conn. Women's Network Unconscious Bias - Unveiling Racism Series: Women in Science (Lynda Rizzo-Stowe; approx. 50 attendees)

3/12 GNACC Lunch & Learn (Catherine Chester; approx. 10 attendees)

3/24 EEOC Webinar: What You Should Know about COVID-19 and Reasonable Accommodation under ADA and Title VII (Lynda Rizzo-Stowe; attendees unknown)

3/25 U.S. Chamber Webinar: Roadmap for Rebuilding: Managing Your Team (Lynda Rizzo-Stowe; attendees unknown)

3/26 GNACC Lunch & Learn (Catherine Chester; approx. 10 attendees)

3/26 GNACC Healthy Living Committee Meeting (attended by committee member Catherine Chester)

3/29 CHRO Diversity & Inclusion Committee Meeting (attended by Lynda Rizzo-Stowe)

Lynda Rizzo-Stowe also contributed to the D&I Committee's WHM series by authoring a number of submissions.

West Central Region

Future Activities

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

Past Activities

03/25-Staff attended the Goldberg Segalla webinar on Covid-19 vaccinations and the workplace.

03/17- Suzanne did a Podcast with Cary & Associates on age and sex discrimination. Suzanne wrote up five postings for the Diversity and Inclusion Committee for Women's History Month, which were posted on Facebook and emailed to all agency staff.

Shawn reviewed West Central's outreach efforts that took place over the last year or more with our new staff member Chris Blustein.

Shawn attended the EEOC virtual training conference.

Southwest Region

Future Activities

International March of the Living Educational Symposium, Medicine and Morality: Lessons from the Holocaust and COVID-19

4/7 Southwest Regional Staff will view this virtual event. The active participation of the medical community in the labeling, persecution, and mass murder of millions represents one of the darkest periods not only in the history of medicine, but in the history of humankind. Stories of physicians who remained dedicated to healing and saving lives prove that the power and privilege of medicine can be an inspiration. The past year has found our society faced with unprecedented challenges due to COVID-19. The lessons of the Holocaust have informed our current situation as we struggle to meet this challenge in the most ethical manner possible. "Medicine and Morality: Lessons from the Holocaust and COVID-19" will include internationally known scholars discussing the nexus between medicine, ethics, and the Holocaust and how lessons learned from the past have been incorporated into the handling of the current pandemic. The program will also include testimony from Holocaust survivors and stories of healthcare professionals whose lives have been shaped by the Holocaust. As part of the program the Moral Courage in Medicine Award will be presented to Dr. Anthony Fauci, Director of the US National Institute of Allergy and Infectious Diseases and Chief Medical Advisor to President Biden. The event is presented by The Miller Center for Community Protection & Resilience, Rutgers University, International March of the Living, Maimonides Institute for Medicine, Ethics and the Holocaust, and Teva Pharmaceuticals, in cooperation with the USC Shoah Foundation. The event is free and open to the public upon registration.

International March of the Living Yom HaShoah Commemoration and Ceremony 3D Digital March

4/8 Southwest Regional Staff will attend. For the second year the March of the Living is being held virtually due to Covid 19. The International March of the Living is an annual educational program, bringing individuals from around the world to Poland and Israel to study the history of the Holocaust and to examine the roots of prejudice, intolerance and hatred. Since its inception in 1988, more than 260,000 alumni from 52 countries have marched down the same 3-kilometer path leading from Auschwitz to Birkenau, the largest concentration camp complex built by the Nazis during World War II, to retrace the "March of Death" to the gas chambers at Birkenau. This is held on Holocaust Remembrance Day - Yom Hashoah - as a tribute to all victims of the Holocaust. The experience will be in direct contrast to the tragic fate of hundreds of thousands of Jews and others, who were forced by the Nazis to take part in the infamous death Marches, across vast expanses of European terrain, under the harshest of conditions. The event is free and open to the public upon registration.

CT Bar Association Constance Baker Motley Speaker Series: The Fair Housing Act and Insurance

4/16 Southwest Regional Staff will attend this webinar focusing on how claims of disparate treatment are determined and evaluated under the Federal Fair Housing Act (FHA), the ongoing dispute over the application of the FHA to homeowners insurance, and what state insurance regulatory tools may be considered if this issue remains unresolved by courts or rule making by HUD. Speakers will be Dan Barrett, American Civil Liberties Union (ACLU) of Connecticut, Hartford, Elizabeth Dwyer, Rhode Island Superintendent of Insurance, Cranston, RI, Daniel Schwarcz, University of Minnesota School of Law, Minneapolis, MN, with moderator Robert Yass, UConn School of Law, Hartford. The webinar is free and open to the public upon registration.

NYC Bar Association 2021 Professional Development Workshop Series: Ask for More: Strategic Negotiation for Lawyers

4/20 Southwest Regional Manager will attend this live interactive webcast. Professor Alexander Carter, Clinical Professor of Law; Director, Mediation Program, Columbia Law School Mediation Clinic, shares the ground-breaking negotiation framework from her best-selling book, *Ask for More*. Learn the questions that help lawyers immediately improve their negotiation outcomes, and a strategy for framing requests that increases the odds of a deal. Professor Carter also teaches lawyers how to adjust one's negotiation approach for a virtual world, giving pitfalls to avoid and strategies for success. Finally, Professor Carter will present negotiation-related research and strategies for legal organizations who desire to create greater equity in the workplace. The webinar is free for NYC Bar Members and Attorneys from Sponsoring Law Firms, \$75 for Nonmembers.

CHRO Webinar: Living Peacefully in the Era of Covid in Public Housing

4/20 Southwest Regional Staff will view this live webinar. With lockdown orders, business closures, and social distancing, we have all spent more time in our homes over the past year than ever before. Now, more than ever, our society is reliant on public housing to provide shelter for the most vulnerable among us. This essential service isn't always easy. The urgent need for more public housing to be built and for existing housing to be upgraded is more pressing than ever. The CHRO and a panel of public housing experts will discuss the state of public housing in Connecticut, the experiences of those living in it during the pandemic, and what steps need to be taken to ensure public housing is available for those who need it the most. The event is free and open to the public upon registration.

CT Bar Association Motley Speaker Series: Eradicating Racial Bias in Jury Selection & Jury Deliberation in CT

4/21 Southwest Regional Staff will attend this webinar. Connecticut is considering certain proactive steps to try to eradicate racial bias in jury selection and deliberation in both civil and criminal cases. Following the release of specific recommendations by the Jury Selection Task Force appointed by Chief Justice Robinson, this event will explore the proposals aimed at identifying and eliminating various forms of conscious and unconscious bias from jury selection and deliberation. Panelists in this session will include Task Force chairs and participants, who will discuss proposed changes. If adopted, the proposed changes will substantially alter the jury selection process in Connecticut. Speakers include Hon. Douglas S. Lavine, Connecticut Appellate Court, Hartford, Richard J. Colangelo, Jr., Chief State's Attorney State of Connecticut, Hartford, Christine P. Rapillo, Connecticut Office of Chief Public Defender,

Hartford, Preston Tisdale, Koskoff Koskoff & Bieder PC, Bridgeport, with Moderators Hon. Omar A. Williams, Connecticut Superior Court, Hartford, and Hon. Chase T. Rogers (Ret.), Day Pitney LLP, Hartford The webinar is free and open to the public upon registration.

CHRO Webinar, Reimagining Respect: The Elimination of American Indian Imagery in Connecticut Athletics

4/28 Southwest Regional Staff will attend this live webinar panel discussion. The appropriation of American Indian imagery for use in high school athletics must end. People are not mascots. A mascot is a symbol that is animated by its fans. Reflected in an image, a name, and often a costume, a mascot is, at its core, a caricature of the group it aims to represent. American Indian mascots reduce the diaspora of indigenous communities to one stereotypical image and label. That image is then brought to life not by the community who it supposedly represents, but by players and fans who may know little about American Indian cultures and identities or may not have any connection to these groups except for playing on the land once belonging to them. The webinar is presented by the CHRO, UCONN School of Law, and the UCONN Native American Law Students Association. The webinar is free and open to the public upon registration.

Past Activities

Conversations at Connecticut's Old State House Conversation at Noon: Women in Leadership

3/17 Southwest Regional Manager attended this virtual discussion about women leaders in politics, business, and more with Patricia Russo and Teresa Younger. Patricia Russo is the Executive Director of the Women's Campaign School at Yale and Teresa Younger is the President of the Ms. Foundation for Women and formerly served as the Executive Director of the Connecticut General Assembly's Permanent Commission on the Status of Women. The conversation included how the Women's Campaign School trains women from all political backgrounds to run for office and the state of women in politics today. The event was free and open to the public upon registration.

Media Inquiries: 2

Legislative Meetings: 17

Legislative Inquiries: 6

Legislative Hearings: 19

Sexual Harassment Law: 112 (March) and 5751 (cumulative)