

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

OUTREACH ACTIVITIES

Outreach Successes:

- **Female Genital Mutilation and Cutting Information Session**
Attendees: 14
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.
- **New Staff Training**
Attendees: 1
Week of 04/05 Attorney Kim Jacobsen conducted several sessions of training for new investigator
- **Kids Court Academy**
Attendees: 47
04/06 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: 45
04/07 Deputy Director Cheryl Sharp sat on a panel on how to succeed in a summer internship, specifically one in a virtual environment.
- **CTRP3 Advisory Board**
Attendees: 25
04/08 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting.
- **CHRO on WICC RADIO**
Attendees:
04/12 Attorney Michelle Dumas-Keuler spoke about equal pay
- **15th Annual Fair Housing & Civil Rights Conference**
Attendees:
04/14-04/15 Attorney Kim Jacobsen attended several webinar sessions of this seminar
- **Motley Speaker Series: The Fair Housing Act and Insurance**
Attendees:
04/16 Attorney Kim Jacobsen attended this webinar

- **CADEP**
Attendees: 7
 04/17 Deputy Director Cheryl Sharp met with members of CADEP regarding OPM's budget item to streamline Affirmative Action.
- **Annual DAS Statewide Leasing and Property Transfer Overview**
Attendees: 40
 04/20 Deputy Director Cheryl Sharp attended the meeting with DAS.
- **HUD Cares Grant: Living Peacefully in the Era of Covid in Public Housing webinar**
Attendees: 30
 04/20 Attorneys Spencer Hill, Kim Jacobsen, Michelle Dumas Keuler, and Robin Trepanier helped plan and attended the webinar
- **Kids Court Academy**
Attendees: 42
 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.
- **Police T&A Taskforce – Logistics subcommittee**
Attendees: 25
 04/27 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting.
- **Fair Housing Bootcamp**
Attendees: 45
 04/28 Deputy Director Cheryl Sharp participated in and attended the Zoom webinar, a collaboration with Open Communities Alliance, CT Fair Housing Center, and CHRO - using your housing voucher to get the housing you need and the housing you want.
- **CHRO Reimagining Respect: The Elimination of American Indian Imagery in CT Athletics**
Attendees:
 04/28 Attorney Kim Jacobsen attended this webinar
- **Wesleyan POC Pre-Law Panel on Black Lives Matter and Stop Asian Hate**
Attendees: 30
 04/29 Deputy Director Cheryl Sharp was a panelist.
- **New Staff Training**
Attendees: 1
 04/30 Attorney Kim Jacobsen conducted introductory training for new attorney

Future Outreach Activities:

- **New Staff Training**
Attendees:
Weeks of 05/3 and 05/10 Attorney Kim Jacobsen will conduct several sessions of training for new attorney
- **Kids Court Academy**
Attendees:
05/04 & 05/18 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.
- **Discrimination in Education community forum**
Attendees:
05/06 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler will participate in the community forum, a collaboration with the Center for Children's Advocacy and the US Attorney's Office for the District of Connecticut.
- **Webinar Series on Workplace Discrimination**
Attendees:
05/10 & 06/14 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler will participate in the upcoming NAACP Labor and Industry Committee's webinars.
- **Police T&A Taskforce – Logistics subcommittee**
Attendees:
05/18 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting.
- **Use of Criminal Records in Employment and Housing webinar**
Attendees:
05/20 Deputy Director Cheryl Sharp will participate in the webinar panel on the use of criminal records in employment and housing hosted by the Center for Children's Advocacy.

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: 71

AA Meetings: 17

AA Special Projects: 4

CC TA: 1474

CC TA Session: 1 with 28 attendees

REGIONAL OUTREACH AND HOUSING AT A GLANCE

HOUSING

Future Activities

None Reported

Past Activities

- **HUD Fair Housing Month Webinar introducing the new administration**
04/07 Robert Zamlowski and Shaun Jones attended
- **Springfield Annual Fair Housing and Civil Rights Conference Webinar: Civil Rights workshop**
04/13 Diane Carter attended
- **Springfield Annual Fair Housing and Civil Rights Conference Webinar: Human Trafficking workshop**
04/13 Robert Zamlowski and Diane Carter attended
- **NFHTA Fair Housing Forum: LGBTQ Issues in Housing**
04/14 Shaun Jones attended
- **Springfield Annual Fair Housing and Civil Rights Conference Webinar: Address by HUD Assistant Secretary Jeanie Worden**
04/15 Diane Carter and Shaun Jones attended
- **The Fair Housing Act and Insurance-Webinar sponsored by the CBA**
04/16 Robert Zamlowski attended
- **CHRO- HUD sponsored Forum- Living Peacefully in the Era of Covid in Public Housing**
04/20 Robert Zamlowski and Shaun Jones attended
- **HDU meeting with the Director and Deputy Director to review FY-2021 FHAP Agreement**
04/27 Robert Zamlowski, Diane Carter, Cyndi Dryfe, Jonathan Sykes, and Shaun Jones attended
- **NFHTA Fair Housing Forum: Building on the Past to Prepare for the Future**
04/27 Diane Carter attended

Capitol Region

Future Activities

None Reported

Past Activities

None Reported

Eastern Region

Future Activities

None Reported

Past Activities

4/6 CHRO Kids Court (attended by Lynda Rizzo-Stowe)

4/13-4/15 15th Annual Fair Housing and Civil Rights Conference (attended by Lynda Rizzo-Stowe)

4/13 CHRO Technology Committee meeting (attended by Catherine Chester)

4/16 GNACC Healthy Living Committee meeting (attended by committee member Catherine Chester)

4/20 CHRO Kids Court (Lynda Rizzo-Stowe volunteer facilitator)

4/21 WBDC Women's Owned Business Day (attended by Lynda Rizzo-Stowe)

4/27 SEBAC & Racial Justice Committee Meeting (attended by Catherine Chester; approximately 120 attendees)

4/28 Reimagining Respect: The Elimination of American Indian Imagery in Connecticut Athletics (attended by Lynda Rizzo-Stowe)

4/28 Turning Awareness Into Action Reduction of Bias, Prejudice, and Racism; sponsored by Cornell University Keynotes (attended by Lynda Rizzo-Stowe)

4/28 From Hate to Hope: A Journey to Redemption; sponsored by ADL Connecticut (attended by Lynda Rizzo-Stowe)

4/29 Frederick Joseph Talk - Black Friend: On Being a Better White Person; sponsored by Springfield Community College Diversity Series (attended by Lynda Rizzo-Stowe & Catherine Chester)

4/29 CHRO Diversity & Inclusion Meeting (attended by Lynda Rizzo-Stowe and Catherine Chester)

West Central Region

Future Activities

None Reported

Past Activities

04/20/21- Bob was a facilitator for Kid's Court

04/27/21- Shawn attended the STCC Fredrick Joseph Webinar

04/28/21- Chris attended George Welch's webinar on "Reimagining Respect".

Southwest Region

Future Activities

Unpacking Policing, Safety, and Criminalization

5/3 Southwest Regional Manager will attend this live virtual discussion. This is the second session of the New York Jewish Coalition for Criminal Justice Reform series "On the Long Road to Justice: Understanding Racism, Safety, and the Criminal Legal System." In this session we will work to understand how different communities are policed. Panelists: Lurie Favors, Interim Executive Director, Center for Law and Social Justice, Medgar Evers College, CUNY, Jerika Richardson, Senior Vice President, Equitable Justice and Strategic Initiatives, National Urban League, Andre T. Mitchell, Founder & Executive Director of ManUp!, James Shanahan, Founder & Chief Instructor, Keisatsu Dojo Detective, NYPD Hostage Negotiation Team (Retired). Moderated by Rabbi Bob Kaplan, Executive Director, The Center for Community Leadership @JCRC-NY the Intergroup and Community Building division of the Jewish Community Relations Council of New York. NEW YORK JEWISH COALITION FOR CRIMINAL JUSTICE REFORM: Congregation Beit Simchat Torah, T'ruah, Central Synagogue, B'nai Jeshurun, Jews for Racial & Economic Justice, Anti-Defamation League NY/NJ, Marlene Meyerson JCC Manhattan, JCC Harlem, Avodah, Repair the World NYC, Congregation Beth Elohim, New York Jewish Agenda, Jewish Council for Public Affairs (JCPA), Witness to Mass Incarceration Inc, Zioness Movement, SAJ-Judaism that Stands for All, West End Synagogue, National Council of Jewish Women New York, Uri L'Tzedek, RAC-NY, Brotherhood Synagogue, Temple Shaaray Tefila, Park Slope Jewish Center, Flatbush Jewish Center. The event is free and open to the public upon registration.

Discrimination in Education: Giving Voice to Problems, Challenges and Solutions During COVID and Beyond

5/6 Southwest Regional Staff will attend this Community Forum presented by Commission on Human Rights and Opportunities, Center for Children's Advocacy, and the US Attorney's Office for the District of Connecticut. We will hear from students, educators, community, and legal organizations about the educational impact of COVID, and hear solutions from legal and advocacy organizations. The panel includes: Center for Children's Advocacy, including Student Representatives from CCA Youth Speaks Advocacy Group, Commission on Human Rights and Opportunities, Connecticut After School Network, Connecticut Chapter of the NAACP, Connecticut State Department of Education, and the United States Attorney's Office, District of Connecticut. The event is free and open to the public upon registration.

CHRO on WICC RADIO

5/10 Southwest Regional Manager Jamie Rubin will be discussing the types of cases we are seeing, trends, and outreach. The interview is at 8:00 am.

NYC Bar: Pandemic Survival Toolkit for Lawyers: Lessons & Learnings in Ethics & Professionalism

5/14 Southwest Regional Manager will be viewing this live webcast, part of the NYC Bar Association's *2021 Professional Development Workshop Series*. In the aftermath of COVID-19, lawyers swiftly transformed their office practices to virtual practices, adapting to changing laws and court procedures while grappling with new and unfamiliar technologies to serve their clients, interact with colleagues and communicate with the courts and adverse counsel. "COVID-ready" lawyers who closed their offices (temporarily) opened up a whole new paradigm for practice, re-shaped, re-modeled and re-ordered by the exigencies of COVID-19. Remote practice has presented many challenges for lawyers along with real advantages. This interactive program will look back and ahead to highlight some of the key "lessons and

learnings” of COVID-19 as the panelists share their unique perspectives and insights on these topics: The future and relevance of the physical “office”, Balancing technology with confidentiality, security and privacy, Practicing without borders and its impact on unauthorized practice, Emerging entrepreneurial opportunities and offering non-legal services, Trends in lawyer advertising, solicitation and social media use, Moving the needle on racial justice and gender equity, Challenges to mentorship, training and professional development. Panel Chair is Devika Kewalramani, Partner & Chair, Legal Ethics & Law Firm Practice, Moses & Singer LLC. Panelists include: Steven J. Fink, Law Office of Steven J. Fink PLLC, Yvette M. Garcia, Bessmer Trust, Professor Victor Goode, CUNY Law School, Nicole Hyland, Frankfurt Kurnit Klein & Selz, Janis M. Meyer, Clyde & Co US LLP, Debra L. Raskin, Vladeck, Raskin & Clark, P.C, Professor Ellen C. Yaroshefsky, Hofstra Law School. This program is free for New York City Bar Members & Attorneys from Sponsoring Law Firms, \$75 for Nonmembers.

Color on My Mind: The History of the First Black Mental Health Clinic in America

5/19 Southwest Regional Staff will attend this virtual presentation. The Lafargue Clinic was founded in 1946 by a group of black intellectuals and German-Jewish doctors. These activists joined together to answer a pressing need in New York -the need for psychiatric care for Black people. Blacks were historically denied access to clinics and hospitals that provided for the mental needs of the city. Further, black intellectuals argued that their communities suffered two-fold: having the psychological needs all people had, but also further needs fueled by the racism they experienced around them. Led by American cultural figures like writers Richard Wright, Ralph Ellison, and photographer Gordon Parks, as well as the German-Jewish doctors Frederic Wertham and Hilde Mosse (who had fled Berlin after Hitler took power in 1933), the Lafargue Clinic was in the basement of a church. Using partitions, small rooms were formed for visitors seeking psychiatric care. The care was free, even though it had to be privately supported, as no New York City government agencies agreed to fund it. The Lafargue Clinic became the first clinic for psychiatric care for Black people in America. Presentation will be led by Associate Professor of History Dennis Doyle of the University of Health Sciences and Pharmacy in St. Louis, who has written extensively about the Lafargue Clinic and the history of mental health care in Harlem. After his presentation, he will be joined in conversation with Professor Martin Summers of Boston College, a fellow historian on the history of Black mental health care in the United States, and the author of several books on the topic. The event is free and open to the public upon registration.

"Hear Their Cry:" Understanding the Jewish Orphan Experience

5/25 Southwest Regional Staff will view the live webinar which concludes two years at the Center for Jewish History, the Scholars Working Group “Hear Their Cry:” Understanding the Jewish Orphan Experience presents scholarship speakers from four members on the following topics: Natalia Aleksion, Ph.D., Professor of Modern Jewish History at Touro College, Graduate School of Jewish Studies, New York (She is currently working on a book about the so-called cadaver affair at European Universities in the 1920s and 1930s and on a project dealing with daily lives of Jews in hiding in Galicia during the Holocaust): Survival Strategies and Jewish Orphans during the Holocaust in Eastern Europe; Joshua C. Andy, Ph.D., an Upper School History Teacher at Winchester Thurston School in Pittsburgh, Pennsylvania, where he specializes in non-US history (and teaches a class entitled “Genocide: A Global History on Crimes Against Humanity.”): Remembrance and Resistance: The Testimony and Memoir of Rachel Pinchowitz Litwak; Emily Bengels: Rescue of Unaccompanied Children from Vichy France to the US: How Past Struggles Can Inform Present Efforts; Katharina Menschick: The Kindertransports from Austria — Findings from Ten Oral Histories in the Leo

Baeck Institute's Austrian Heritage Collection. The event is free and open to the public upon registration.

The ADP Women at Work Summit

5/25 Southwest Regional Staff will be attending this complimentary virtual half day summit Women at Work 2021, Redefining the Workforce of Tomorrow, presented by ADP. The summit includes five panels: Beyond the Glass Ceiling: Economic Insights of Women at Work; Creating Equity Across Industries; Women's Mental Health and Wellness: Creating Conditions to Thrive; How the Best Leaders Build Resilience; Charting the Path Forward for Women at Work; How to Make Hurdles Your Greatest Success. The event is free and open to the public upon registration.

X Troop: Secret Jewish Commandos in World War II

5/27 Southwest Regional Staff will attend this webinar. In June of 1942, amid Third Reich victories everywhere, Winston Churchill and his chief of staff formed a new commando unit made up of Jewish refugees who escaped to Britain. The resulting volunteers are a group of intellectuals, artists, and athletes, most from Germany and Austria. Many have been interned as enemy aliens, and have lost their families, their homes—their whole worlds. They will stop at nothing to defeat the Nazis. Trained in counterintelligence and advanced combat, this top-secret unit becomes known as X Troop. Drawing on extensive original research, including interviews with the last surviving members, author and historian Leah Garrett, Professor and Director of Jewish Studies at Hunter College, follows this unique band of brothers from Germany to England and back again, with stops at British internment camps, the beaches of Normandy, the battlefields of Italy and Holland, and the hellscape of Terezin concentration camp—the scene of one of the most dramatic, untold rescues of the war. For the first time, *X Troop: The Secret Jewish Commandos of World War II* tells the astonishing story of these secret shock troops and their devastating blows against the Nazis. This program is funded, in part, by a Humanities New York CARES Grant, with support from the National Endowment for the Humanities and the federal CARES Act, and by public funds from the New York City Department of Cultural Affairs in partnership with the City Council. The event is free and open to the public upon registration.

Past Activities

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

4/7 Southwest Regional Staff viewed 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 was 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 attended. 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 was 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 attended 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 homeowner's 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 was free and open to the public upon registration.

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

4/20 Southwest Regional Staff viewed 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 was 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 attended 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 was free and open to the public upon registration.

NYC Bar Association: ACT: Helping People Discern the Impact of Avoidance on Their Mental Health

4/27 Southwest Regional Manager attended this live webcast. Acceptance and Commitment Therapy (ACT) is an evidence-based treatment approach that emphasizes the importance of psychological flexibility over symptom reduction. From an ACT perspective, symptoms (such as stress, anxiety, depression, or substance abuse) derive mainly from 1) inflexible thought processes and 2) efforts to avoid uncomfortable life experiences. According to ACT however, discomfort and even pain are unavoidable life experiences. When people then struggle to avoid these unavoidable experiences, they only end up adding suffering to their current discomfort. In this presentation, Dr. Lobl provided an overview of the ACT approach to improving mental health with a focus on the ACT concepts of "cognitive fusion" and "experiential avoidance." Presenter Dr. Peter Lobl maintains a psychotherapy private practice in midtown Manhattan. He treats mood and anxiety disorders. Dr. Lobl graduated in 2006 from the Clinical Psychology Doctoral Program at Teachers College, Columbia University. He earned his J.D. in 1993 from Duke University School of Law and practiced corporate law at big law firms for five years. Moderator Eileen Travis, Executive Director, The Lawyer Assistance Program. The program was free to Members and Non-Lawyers, \$15 Non-Members.

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

4/28 Southwest Regional Staff attended 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 was presented by the CHRO, UCONN School of Law, and the UCONN Native American Law Students Association. The webinar was free and open to the public upon registration.

Virtual Roundtable - Confronting Hatred: Neo-Nazism, Antisemitism, and Holocaust Studies Today

4/29 Southwest Regional Manager attended the virtual roundtable webinar by the editorial staff of The Journal of Holocaust Research with the authors of their latest special issue - Confronting Hatred: Neo-Nazism, Antisemitism, and Holocaust Studies Today. Participants: Prof. Gavriel D. Rosenfeld, Fairfield University - JHR Editor, Prof. Janet Ward, The University of Oklahoma - Guest Editor, Prof. Atina Grossman, The Cooper Union, Prof. David Myers, University of California, Los Angeles, Prof. Michelle Kahn, University of Richmond, Prof Robert Tobin, Clark University, Ms. Hannah Winnick, Obama Foundation, Prof. Manuela Achilles, University of Virginia, Prof. Heidi Tworek, University of British Columbia. The event was free and open to the public upon registration.

Comparing and Bridging Across Genocides: Scholarly, Cultural and Political Promises, Challenges, and Taboos

4/29 Southwest Regional Manager viewed this webinar. Despite the legal definition of genocide provided by the 1948 UN Genocide Convention, the concept of genocide is at times expanded by scholars and activists to encompass a broad spectrum of manifestations of extreme violence. Linked to the 2021 Ohanessian lecture delivered by Claire Mouradian on the commemoration of the genocide against the Armenian people in memorials to the Shoah, the panel will focus on debates around comparison and singularity between genocides, as they have unfolded with regard to the status of the Holocaust. We strive to foster a discussion centered on comparisons to the Holocaust and between genocides, as the concept has been adopted both as an analytical category and a political idiom. Cases will include the Armenian genocide, the crimes of colonialism, and the US Dakota War in Minnesota. This was a panel discussion with Fatma Müge Göçek (University of Michigan), Natan Sznaider (Academic College of Tel-Aviv-Yaffo), and Alejandro Baer (UMN), with commentary by Claire Mouradian (Centre National de la Recherche Scientifique, Paris). and moderated by Joachim Savelsberg (UMN). Presented by the Center for Holocaust & Genocide Studies and the Arsham and Charlotte Ohanessian Chair, University of Minnesota. The event was free and open to the public upon registration.

Poverty: The Worst Trafficker, A Survivor's Perspective

4/29 Southwest Regional Officer Manager viewed the live discussion presented by BEST Businesses Ending Slavery and Trafficking. There are a number of vulnerabilities that put people at risk of being trafficked, but none may be bigger than poverty. When someone's basic needs are not met, they become more vulnerable to trafficking and at greater risk of being exploited. The goal of this virtual event was to empower and educate the community. Speakers include survivor and advocate Liletha Williams. Liletha Williams is a well-respected survivor expert, who grew up in King County, Washington, and now invests a great deal of her time supporting vulnerable people. BEST's Executive Director, Mar Brettmann, PhD, facilitated the discussion and Q&A. The event was free and open to the public and could also be viewed on Youtube.

Diversity Speaker and Performance Series: Frederick Joseph

4/29 Southwest Regional Staff attended this webinar hosted by Springfield Technical Community College. Frederick Joseph is the New York Times bestselling author of "The Black Friend." He is a Forbes Under 30 list-maker for marketing and advertising, an activist, and a philanthropist with over 10 years of marketing experience.

Media Inquiries: 2

Legislative Meetings: 11

Legislative Inquiries: 6

Legislative Hearings: 0

Sexual Harassment Law: 109 (April) and 5860 (cumulative)