

To: Tanya Hughes, Executive Director  
From: Cheryl Sharp, Deputy Director  
Re: **CHRO Outreach Activities**  
Date: June 2, 2021

## **OUTREACH ACTIVITIES**

### **Outreach Successes:**

- **Kids Court Academy**  
**Attendees: 30+ each session**  
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.
- **CHRO Fair Housing Training**  
**Attendees: 63**  
05/05 Attorneys Kim Jacobsen and Michelle Dumas Keuler provided fair housing training to the public
- **Discrimination in Education community forum**  
**Attendees: 50**  
05/06 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler participated in the community forum, a collaboration with the Center for Children's Advocacy and the US Attorney's Office for the District of Connecticut.
- **Commission on Racial & Ethnic Disparity**  
**Attendees: 20**  
05/10 Deputy Director Cheryl Sharp attended the WebEx Commission on Racial & Ethnic Disparity meeting.
- **Webinar Series on Workplace Discrimination**  
**Attendees: 20**  
05/10 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler participated in the NAACP Labor and Industry Committee's webinar, the first of a two-part series (next one June 14).
- **Department of Justice Working Group**  
**Attendees: 10**  
05/12 - Deputy Director Cheryl Sharp participated in the Education Working Group for the Department of Justice.
- **Police T&A Taskforce – Logistics subcommittee**  
**Attendees: 20**  
05/18 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting.

- **Use of Criminal Records in Employment and Housing webinar**  
**Attendees:**  
05/20 Deputy Director Cheryl Sharp participated in the webinar panel on the use of criminal records in employment and housing hosted by the Center for Children's Advocacy.
- **Chief State's Attorney's Community Engagement Board (CEB) Meeting**  
**Attendees:**  
05/20 Deputy Director Cheryl Sharp attended the Zoom meeting.
- **Desegregate CT**  
**Attendees: 50**  
05/24 Attorney Michelle Dumas Keuler participated in the meeting, talking about the zoning report.

#### **Future Outreach Activities:**

- **Kids Court Academy**  
**Attendees:**  
06/01, 06/15 & 06/29 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.
- **CTRP3 Advisory Board**  
**Attendees:**  
06/03 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting - CT Racial Profiling Prohibition Project.
- **Bias & Cultural Competency Training**  
**Attendees:**  
06/04 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Legislative Liaison Darcy Strand will provide training to the Senate Democratic caucus.
- **Webinar Series on Workplace Discrimination**  
**Attendees:**  
06/14 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler will participate in the NAACP Labor and Industry Committee's webinars, the last in a two-part series.
- **CLC Bar Training**  
**Attendees:**  
06/17 Attorney Kim Jacobsen will present on working as an attorney with a disability

#### **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: **1541**

CC TA Session: **1 with 30 attendees**

## REGIONAL OUTREACH AND HOUSING AT A GLANCE

### HOUSING

#### Future Activities

None Reported

#### Past Activities

- **Kids Court Academy**  
5/4: Shaun Jones was a facilitator in an activity
- **Foodshare Mt Moriah Church, Hartford**  
67 people served  
5/6: Cyndi Dryfe helped distribute food
- **CHRO Technology Committee Meeting**  
5/11: Jonathan Sykes attended
- **HDU Meeting**  
5/13: Robert Zamlowski, Cyndi Dryfe, Diane Carter, Jonathan Sykes and Shaun Jones attended
- **The Zillow Fair Housing Project Meeting**  
5/18 Robert Zamlowski, Jonathan Sykes and Michelle Dumas-Keuler attended
- **NFHTA Fair Housing Forum: Racial Bias in the Residential Appraisal Process**  
5/19: Cyndi Dryfe and Robert Zamlowski attended
- **HDU Meeting**  
5/26: Robert Zamlowski, Cyndi Dryfe, Diane Carter, Jonathan Sykes and Shaun Jones attended

- **CHRO Diversity and Inclusion Committee Meeting**  
5/26: Jonathan Sykes attended
- **Foodshare Northeast Senior Center, Hartford**  
72 people served  
5/27: Cyndi Dryfe helped distribute food

### **Capitol Region**

#### **Future Activities**

None Reported

#### **Past Activities**

HRO Representative Laura Roxbury participated in a virtual discussion on the Tulsa Race Riots sponsored by the Windham/Willimantic N.A.A.C.P. (25 people attended.)

Regional Manager Ronald A. Simpson participated in a virtual ribbon cutting ceremony sponsored by the Metro Hartford Chamber of Commerce on Tuesday, May 25, 2021 for the Pratt Street renovation project. (25 people attended)

### **Eastern Region**

#### **Future Activities**

None Reported

#### **Past Activities**

5/17 WICC Radio Appearance (Lynda Rizzo-Stowe)  
5/18 CHRO Kids Court (Lynda Rizzo-Stowe, facilitator)  
5/26 CHRO D&I Committee meeting (Catherine Chester)

### **West Central Region**

#### **Future Activities**

None Reported

#### **Past Activities**

Christopher- Assisted with Kids Court Academy and attended The Jewish Commandos during WWII webinar on 05/27/21.

Sancha- Attuned the Leo Black Institute Color of Mind webinar on 05/19/21 and on 05/26/21 the UAW event honoring Asian American Pacific Islander Heritage Month, UAW Region 9A.

Bob- Assisted with Kid's Court.

Gene- Assisted with Kid's Court and attended the Best Practices for conducting and Internal Workplace Investigation webinar on 05/27/21 presented by Goldberg Segalla.

### **Southwest Region**

#### **Future Activities**

##### **Pride, Health and Wellness Fair**

6/6 Southwest Regional Office Staff will be participating and representing the CHRO at a vendor table for this free, all-inclusive LGBTQ Health and Wellness Event. The event will

feature vendors specializing in a wide array of services including reproductive health, personal trainers, massage therapist, primary care, and more. There will be live demonstrations at this Covid-Safe wheelchair accessible family event. It is hosted by Triangle Community Center, Fairfield County Pride, and sponsored by Gay Parents To Be, and will be held at the Wakeman Boys and Girls Club in Southport. The event is free for vendors and the public. The Triangle Community Center contacted the CHRO and invited us to participate.

### **NYC Bar: Strategies to Align Human Rights and the Environment Series: Part 1 An Industry Perspective**

6/3 The Southwest Regional Manager will view this webcast. A two-part speaker series will explore how the evolving norms around the business responsibility to respect human rights provide an essential framework for addressing corporate environmental harms. Examining what it means for businesses to consider a safe, clean, healthy, and sustainable environment as a human right, industry representatives and advisors will share challenges and experiences of building robust and effective human rights programs that incorporate environmental risks, as well as providing an update on trends in regulation and litigation in this area that companies must be aware of. This first event will explore what it means for companies to view environmental issues through a human rights lens, discuss the challenges and opportunities that a human rights approach to addressing environmental risks presents for companies, and offer practical advice for integrating human rights and environmental programs. Business & Human Rights working Group is the Sponsoring Committee. The event is free to NYC Bar Members, \$15 for non-member lawyers.

### **Anti-Defamation League Hate Online: From Gaming to Social Media- How Parents, Teens, and Communities Can Fight Back**

6/8 Southwest Regional Staff will attend this live webinar. Dave Sifry, ADL's Vice President for the Center on Technology and Society will talk about the rise in hate online, how ADL is pushing the world's largest technology and social media companies to do a better job blocking hate, the trends in hate we are seeing in the billion-dollar business of online gaming, and how we can all be part of the fight against hate. There will be time for Q & A. The event is sponsored by ADL Connecticut, United Jewish Federation of Greater Stamford, New Canaan and Darien and UJA-JCC Greenwich, and is free and open to the public upon registration.

### **NYC Bar: Strategies to Align Human Rights and the Environment Series: Part 2 An Advisory Perspective**

6/17 The Southwest Regional Manager will attend this webcast. A two-part speaker series will explore how the evolving norms around the business responsibility to respect human rights provide an essential framework for addressing corporate environmental harms. Examining what it means for businesses to consider a safe, clean, healthy and sustainable environment as a human right, industry representatives and advisors will share challenges and experiences of building robust and effective human rights programs that incorporate environmental risks, as well as providing an update on trends in regulation and litigation in this area that companies must be aware of. This second event will explore how lawyers can most effectively advise clients on environmental and human rights risks including best practices to prevent, address, mitigate and remedy harms when they occur. The panel will include an update on developments in corporate environmental and climate change litigation as well as other means of settlement that companies may face. Business & Human Rights working Group is the Sponsoring Committee. The event is free to NYC Bar Members, \$15 for non-member lawyers.

## **NYC Bar: Ten Years On: What the UNGPs Mean for the Legal Profession**

6/25 The Southwest Regional Manager will be attending this webcast. The tenth anniversary of the United Nations Guiding Principles for Business and Human Rights marks a decade of attention and progress in the involvement of the private sector alongside government in addressing the persistence of human rights violations. As we mark this, we realize as well how far we still need to go. Notably, the International Association of Lawyers, the International Bar Association, and the American Bar Association has joined the New York City Bar Association in hosting this event. This one-day conference highlights the strides made and challenges that remain and focuses on the key role assumed by lawyers in effectuating and implementing the Guiding Principles. Panel 1: Trends in HRDD Legislation and Implications for Lawyers; Panel 2: Litigating Human Rights Violations – Opportunities and Challenges in the Europe and North America; Panel 3: Latest News on the Alien Tort Statute; Panel 4: Business and Human Rights Practice for Lawyers – How to support your corporate client; Panel 5: Ethical Considerations for Lawyers on BHR – Norms vs. Compliance; Panel 6: The United Nations Perspective. This webcast is free for NYC Bar Members, \$15 for non-member lawyers.

## **Past Activities**

### **Unpacking Policing, Safety, and Criminalization**

5/3 Southwest Regional Manager attended 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." This session focused on understanding 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 was 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 attended 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 was free and open to the public upon registration.

### **CHRO on WICC RADIO**

5/10 During this live radio interview, Southwest Regional Manager Jamie Rubin discussed the types of cases we are seeing, trends, and what future discrimination cases and issues may arise from the Covid-19 pandemic.

### **NYC Bar: Legal Writing Primer for New Lawyers**

5/14 The Southwest Regional Manager viewed this webinar and will be sharing the very helpful and relevant content with the whole staff. An essential job of all lawyers is creating professional work product: written work that does not require substantive editing. Lawyers must be able to organize thoughts into cogent and clear written work free of typographical, syntax, and citation errors. So, it is essential that you become a master of the art of self-editing. But editing yourself is very difficult. As the author, you often lack the mental distance necessary to distinguish between what's on the page and what's in your head. This program will discuss developing a systematic approach for assessing and editing your own work so that you can find and correct weaknesses and see your work from the reader's eye. The Speaker was Catharine Du Bois, Assistant Professor of Legal Writing, Brooklyn Law School. The webinar was free to NYC Bar members, \$25 to non-members.

### **Asian American Pacific Islander Heritage Month Virtual Town Hall and Lunchtime Series**

5/19 The Southwest Regional Manager attended the New York State Division of Human Rights live virtual event featuring the Department of Veterans Affairs, the Department of Finance, and the Department of Labor. Governor Cuomo announced the event with the tag #NYSCelebratesAAPI. The event was free and open to the public upon registration.

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

5/19 Southwest Regional Staff attended 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.

Legislative Meetings: 11  
Legislative Inquiries: 16  
Legislative Hearings: 0

Sexual Harassment Law: 83 (May) and 5943 (cumulative)