

To: Tanya Hughes, Executive Director  
From: Cheryl Sharp, Deputy Director  
Re: **CHRO Outreach Activities**  
Date: July 8, 2021

## **OUTREACH ACTIVITIES**

### **Outreach Successes:**

- **Kids Court Academy**  
**Attendees: 30+ each session**  
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: 23**  
06/03 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.
- **CHRO intern Training**  
**Attendees: 20**  
06/03 Attorney Kim Jacobsen trained interns on investigations and write ups
- **Dept. of Social Services (DSS)**  
**Attendees: 78**  
06/08 Attorney Michael Roberts was invited to give a Pride Month presentation for DSS regarding recent developments in LGBT+ rights. This was a follow-up to a similar presentation Michael had given for DSS 2 years ago. The event was held remotely and was open to all DSS employees.
- **Kids Court**  
**Attendees: 62**  
06/08 The CT Kids Court Competition was held virtually (Teams) on Tuesday, June 8, 2021. The finalists in the Middle School Division competed in front of a panel of judges which included Vanessa Avery, Lisa Giliberto, Regina Hopkins, Nick Kapoor, Dawne Westbrook, and Dona Wilkerson Brilliant.
- **Housing Discussion/Legislative Recap with Connecticut Planners**  
**Attendees: roughly 75**  
06/11 – Attorney Jody Walker-Smith and Attorney Spencer Hill appeared as speakers on a webinar/panel regarding zoning and land use. They presented on the CHRO's 2021 Zoning and Discrimination Report. The event was held on zoom and was open to the public.
- **Webinar Series on Workplace Discrimination**  
**Attendees: 35**

06/14 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler participated in the NAACP Labor and Industry Committee's webinar, the last in a two-part series.

- **Woodstock Fair Association**

**Attendees: 50**

06/15 – Attorney Michelle Dumas Keuler provided disability training

- **OZA Zoning Event**

**Attendees: 100**

06/17 Deputy Director Cheryl Sharp served as a panelist looking at discriminatory zoning policies that lead to segregation and housing discrimination.

- **CLC Bar Training**

**Attendees: 40**

06/17 Attorney Kim Jacobsen talked about working as an attorney with a disability

- **Police T&A Taskforce – Logistics subcommittee**

**Attendees: 27**

06/29 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting.

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

- **CTSAC: COVID in Nursing Homes**

**Attendees:**

07/07 Deputy Director Cheryl Sharp will participate in the CTSAC virtual meeting (ReadyTalk).

- **Commission on Racial & Ethnic Disparity**

**Attendees:**

07/12 Deputy Director Cheryl Sharp will attend the WebEx Commission on Racial & Ethnic Disparity meeting.

- **CHRO/ADL Webinar**

**Attendees:**

07/21 CHRO will be co-hosting a webinar with the national ADL Center on Extremism focused on local extremism in our area (mainly CT, with tri-state CT, NY, NJ, and New England), with information on current extremism activity/trends/issues nationally

## **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:**

June 17, 2021 Pre-Bid Meeting  
New Fairfield High School 50 Attendees

### **AA/CC**

AA TA: **N/A**

AA Meetings: **N/A**

AA Special Projects: **N/A**

CC TA: **1295**

CC TA Session: **1 with 6 attendees**

## **REGIONAL OUTREACH AND HOUSING AT A GLANCE**

### **HOUSING**

#### **Future Activities**

None Reported

#### **Past Activities**

None Reported

### **Capitol Region**

#### **Future Activities**

None Reported

#### **Past Activities**

None Reported

### **Eastern Region**

#### **Future Activities**

None Reported

#### **Past Activities**

6/1 Groton Pride Month Celebration (attended by Lynda Rizzo-Stowe; approximately 75 attendees)

6/1 CHRO Kids Court Academy (Lynda Rizzo-Stowe breakout group facilitator)

6/8 CHRO Kids Court Academy (Lynda Rizzo-Stowe breakout group facilitator)

6/8 CHRO Technology Committee meeting (Lynda Rizzo-Stowe)

6/10 Southeastern Connecticut Women's Network Unconscious Bias Panel Discussion: Equity and Inclusion in the Corporate World (Lynda Rizzo-Stowe; approximately 50 attendees)

6/17 GNACC Government Affairs Committee Meeting (Lynda Rizzo-Stowe, committee member)

6/18 Norwich Juneteenth Celebration (Lynda Rizzo-Stowe; approximately 75 attendees)

6/22 GNACC Legislative Breakfast (Lynda Rizzo-Stowe & Donald Cilley; approximately 50 attendees)

6/24 Safe Futures Light the Way Breakfast (Lynda Rizzo-Stowe; approximately 100 attendees)

6/29 CHRO Kids Court Academy (Lynda Rizzo-Stowe breakout group facilitator - anticipated)

6/30 CHRO D&I Committee meeting (Lynda Rizzo-Stowe)

In addition, I helped prepare a number of the D&I Committee's social media posts this month.

## **West Central Region**

### **Future Activities**

None Reported

### **Past Activities**

Christopher: Kid's Court Academy (early June) assist students with PSA, Kid's Court Finals 06/08, Kid's Court Academy 06/15 (Dredd Scott discussion and Kid's Court Academy 06/29/ Bob-Kid's Court Academy 06/15.

Suzanne- Writes ups with the D& I Committee.

Christopher & Courtney will be assisting with the Human Rights Commission's event in the fall.

## **Southwest Region**

### **Future Activities**

#### **Town Hall: 2021 Annual Supreme Court Review**

7/8 Southwest Regional Staff will be attending this virtual event. The National Constitution Center and the ADL present an America's Town Hall featuring Supreme Court reporter Dahlia Lithwick of Slate moderating a discussion among distinguished legal scholars Erwin Chemerinsky, Paul Clement, Frederick Lawrence, and Melissa Murray about the most important cases of the term, including voting rights, LGBTQ+ rights, church-state separation, and immigration. They will also discuss the changing dynamics of the Court and what to expect at the Supreme Court next year. The event is free and open to the public upon registration.

#### **CHRO on WICC RADIO**

7/19 During this live radio interview, Southwest Regional Manager Jamie Rubin will talk about the CHRO relationship with the Anti-Defamation League.

### **Past Activities**

#### **ADL Changing the World One Word at a Time: Read Aloud and Conversation with Alex**

6/3 Southwest Regional Staff attended this panel conversation hosted by the ADL. Alex Gino is the author of *George, You Don't Know Everything*, *Jilly P!* and *Rick*. *George* won the 2016 Stonewall Book Award and the 2016 Lambda Literary Award for LGBT Children/Young Adult. Gino has been an activist and advocate for LGBTQIA+ communities since 1997 and is currently a member of PEN America and a mentor for We Need Diverse Books. The event was free and open to the public upon registration.

#### **NYC Bar: Mediation Apprenticeships, Mentorships, and Gaining That Coveted Experience!**

6/10 The Southwest Regional Manager attended this panel discussion focused on how and where to obtain the practical experience and mentorship needed to take basic mediation skills to the next level, as well as how to join various mediation panels. Given the reality of COVID-19, there has been a greater demand for qualified mediators to serve their communities and the courts. The panel of experts from Community Dispute Resolution Centers (CDRCs), state and federal courts, local organizations, and private practitioners – spoke about opportunities

for participation by mediators with diverse backgrounds as well as the challenges the courts and the local communities are facing. Moderator: Knar Nahikian, Attorney/Mediator, Founder of Knar Law & ADR. Speakers: Chris Daly, Director of Mediator Education & Quality Assurance, New York Peace Institute; Antoinette Delruelle, Senior Staff Attorney, New York Legal Assistance Group (NYLAG); Lisa Denig, Special Counsel for ADR Initiatives, New York Courts; Kenneth Neumann, Director, Center for Mediation and Training, Inc.; Rebecca Price, Director, ADR Program, U.S. District Court for the Southern District of New York; Stephen Slate, Executive Director, Institute for Mediation and Conflict Resolution (IMCR); Laura Waldman, Program Manager, Community Mediation Services (CMS); Robyn Weinstein, ADR Administrator, U.S. District Court for the Eastern District of New York; Lynn Williams, Mediator, Institute for Mediation and Conflict Resolution (IMCR). Sponsoring Committee: Alternative Dispute Resolution. Co-Sponsoring Committee: Diversity, Equity and Inclusion, Minorities in the Profession; Co-Sponsoring Organizations: Armenian Bar Association, Asian American Bar Association of New York, Hispanic National Bar Association, Metropolitan Black Bar Association, CPR International Association of Conflict Prevention and Resolution Young Leaders in Alternative Dispute Resolution (Y-ADR). The webcast was free for NYC Bar Members, Non-Lawyers and Members of Co-Sponsoring Associations, and \$15 for Non-Member Lawyers.

### **ADL Fighting Hate From Home: Effective Allyship and Advocacy for the Transgender Community**

6/24 Southwest Regional Staff attended this webinar which provided insights on the transgender experience and the importance of inclusivity, why we need activism and advocacy for the transgender, non-conforming, and non-binary community, and how to be an effective ally. ADL experts provided updates on how recent anti-transgender legislation in several states affects the trans community.

Media Inquiries: 2

Legislative Meetings: 4

Legislative Inquiries: 11

Legislative Hearings: 0

Sexual Harassment Law: 77 (June) and 6020 (cumulative)