

To: Tanya Hughes, Executive Director
From: Cheryl Sharp, Deputy Director
Re: **CHRO Outreach Activities**
Date: August 4, 2021

OUTREACH ACTIVITIES

Outreach Successes:

- **Disparity Study RFP - team discussion**

Attendees: 7

07/01 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp are working with DAS to contract with bidders to conduct a disparity study. A study has not been conducted in three decades and will assist the state in determining whether there is an underutilization of minority contractors in the state.

- **CTSAC: COVID in Nursing Homes**

Attendees: 25

07/07 Deputy Director Cheryl Sharp participated in the CTSAC virtual meeting (ReadyTalk) where she serves as a member of the CT Commission.

- **Commission on Racial & Ethnic Disparity**

Attendees:

07/12 Deputy Director Cheryl Sharp attended the WebEx Commission on Racial & Ethnic Disparity meeting as a member of the Commission.

- **Radio Show**

07/12 – During the live radio show, Attorney Michelle Dumas Keuler spoke about the state employees return to work, the reopening of our offices, and the union lawsuit against the stat regarding telework.

- **Asian Pacific American Coalition**

Attendees: 25

07/15 Community leaders joined in a call to action to stop Asian hate and discrimination against protected groups post-pandemic. Deputy Director Cheryl Sharp and HRO Trainee ana Mitchell attended the meeting and offered resources to the group. It is an ongoing coalition to address discrimination in our state.

- **Disparity RFP Evaluation**

Attendees: 7

07/15 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp are working with DAS to contract with bidders to conduct a disparity study. A study has not been conducted in three decades and will assist the state in determining whether there is an underutilization of minority contractors in the state.

- **New staff training**

Attendees: 3

07/16, 07/19, and 07/21 – Attorney Kim Jacobsen provided training to new staff

- **Housing Training**
07/16 – Attorney Michelle Dumas Keuler provided housing training for the interns
- **Monk Presentation**
Attendees: 45
07/19 Deputy Director Cheryl Sharp presented at a camp where there is a focus on cultural competency. She covered several civil rights cases and the work of the Commission with attendees and built an inclusive community using the activity originally adapted for use at Kids Speak.
- **Fair Share strategy**
Attendees: 7
07/19 CHRO is collaborating with nonprofits and community leaders to address housing discrimination in the state.
- **Monk Presentation**
Attendees: 45
07/20 Deputy Director Cheryl Sharp Deputy Director Cheryl Sharp presented at a camp where there is a focus on cultural competency. She covered several civil rights cases and the work of the Commission with attendees.
- **Monk Center in the New Haven Arts**
Attendees: N/A
07/20 Deputy Director Cheryl Sharp was interviewed by the New Haven Arts about what the agency does, kids court academy, and the presentation Cheryl did for the students.
- **Mediation Training**
07/20 – Attorney Michelle Dumas Keuler provided mediation training new employees
- **Housing Training**
07/22 – Attorney Michelle Dumas Keuler provided housing training new employees
- **CTRP3 Policy Working Group**
Attendees:
07/27 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.
- **Executive Interns' Summer Symposium**
Attendees: 65
07/27 The focus was on the rights of incarcerated persons and a very lively discussion was held and solutions offered to respect the dignity and rights of incarcerated or formerly incarcerated persons.
- **Empower Training**
Attendees: 3
07/28 – Attorney Michelle Dumas Keuler provided Empower Training in New Haven

- **The Hope Program**

Attendees: 5

07/30 CHRO donated water bottles and flashlights to the program. The second week in August, investigator Sancha Works from the Waterbury office, will be setting up an informational booth and doing a presentation on the services CHRO provides.

Future Outreach Activities:

- **Kids Court Academy**

Attendees:

08/03, 08/17 & 08/31 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.

- **Fair Housing Training**

08/04 Attorney Kim Jacobsen will provide fair housing training to members of the public with Attorney Michelle Dumas Keuler

- **Equity Study Kick-off Meeting**

Attendees:

08/09 The legislature passed a bill that will require an equity study be done; CHRO is working with DAS to lead the charge on the implementation.

- **CTRP3 Policy Working Group**

Attendees:

08/10 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend 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.

- **Deaf and Hard of Hearing Working Group**

August 10 or 17 (date tbd) Attorney Kim Jacobsen will represent the CHRO at a Deaf and Hard of Hearing working group

- **Equity Study - Procurement Kick-off meeting with State Agencies**

Attendees:

08/11 The legislature passed a bill that will require an equity study be done; CHRO is working with DAS to lead the charge on the implementation. We are going to join forces with state agencies to have a good outcome.

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

Attendees:

08/17 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting.

- **Fair Share strategy**

Attendees:

08/24 CHRO is collaborating with nonprofits and community leaders to address housing discrimination in the state.

GRANTS

We wrapped up the three grants from HUD: CARES, Health Equity and COVID-19. We have applied for several grants with OPM to sue CARE funds for civil rights convention, conference and to get needed staff and equipment to meet the demands presented post-pandemic.

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:

July 29, 2021

Bristol Memorial School - Construction Review

Attendees 15

AA/CC

AA TA: **60**

AA Meetings: **12**

AA Special Projects: **10**

CC TA: **1277**

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

REGIONAL OUTREACH AND HOUSING AT A GLANCE

HOUSING

Future Activities

None Reported

Past Activities

- **Planning Meeting for CT Human Rights Conference**
7/7 Jonathan Sykes attended
- **Technology Committee Meeting**
7/13 Jonathan Sykes attended
- **Planning Meeting for CT Human Rights Conference**
7/21 Jonathan Sykes attended
- **NFHTA Training Webinar “Ways to prevent posy COVID mortgage foreclosures”**
7/21 Shaun Jones attended

CHRO Webinar: Connecticut Correctional Reform 2021

7/27 Cyndi Dryfe attended

- **Diversity and Inclusion Committee Meeting**
7/28 Jonathan Sykes attended

Capitol Region

Future Activities

None Reported

Past Activities

The Capitol Region participated in the CHRO Symposium Inmates Rights and the State of CT Correctional Reform in 2021 on Tuesday July 27, 2021.

Eastern Region

Future Activities

None Reported

Past Activities

7/7 CHRO Civil Rights Conference Committee Meeting (Lynda Rizzo-Stowe)
7/8 ADL 2021 Supreme Court Review Webinar (Lynda Rizzo-Stowe; hundreds of attendees)
7/14 Norwich Farmers Market (Catherine Chester)
7/16 GNACC Healthy Living Committee meeting (Catherine Chester)
7/19-7/21 EEOC/FEPA Training (Lynda Rizzo-Stowe and Catherine Chester)
7/28 Diversity and Inclusion Committee Meeting (Lynda Rizzo-Stowe)
7/28 Norwich Farmers Market (Catherine Chester)
7/30 GNACC Healthy Living Committee meeting (Catherine Chester)

In addition, Lynda helped prepare a number of the D&I Committee's social media posts this month and volunteered to co-chair the upcoming CHRO civil rights conference in October.

West Central Region

Future Activities

None Reported

Past Activities

Suzanne submitted write-ups for the D&I Committee
Chris attended the following webinars:
07/01- Human Rights Conference Webinar meeting- Spencer Hill
07/16- Human Rights Conference Webinar meeting (communications team)- Michelle Dumas Keuler
07/19- EEOC-FEPA Virtual Conference- Training/Investigating Harassment Complaints
07/27- Shawn and Chris attended the CHRO Inmates Rights, State of CT Correctional Reform webinar

Southwest Region

Future Activities

CHRO Kids Court Academy

8/3, 8/17, 8/31 Southwest Regional Manager Jamie Rubin will volunteer as a facilitator for the remote KCA sessions in August.

CTRP3: Racial Profiling Policy Work Group Meeting

8/10 Southwest Regional Manager Jamie Rubin will be attending the meeting.

Equality of Opportunity In Action: The Power of a Second Chance

8/18 Southwest Regional Staff plan to attend this virtual event hosted by the U.S. Chamber of Commerce and Chase for Business. Leaders from across the private and public sectors will share successes and discuss best practices for workforce strategies related to second chance hiring and building pipelines for inmates and ex-offenders. The program will examine the key barriers facing formerly incarcerated individuals in the job market and how business can lead the way in helping formerly incarcerated Americans rejoin the workforce, secure good jobs, and build a fulfilling life. The event is free and open to the public upon registration.

Pride, Health, and Wellness Fair

8/29 Southwest Regional Staff Carolyn Anderson and Jessica Kohut will be participating and representing the CHRO at a vendor table for this free, all-inclusive LGBTQ Health and Wellness Fair. The family event will feature vendors specializing in a wide array of wellness services. The event is hosted by the Triangle Community Center, who invited the CHRO to participate, and Fairfield County Pride, and sponsored by Gay Parents To Be. It will be held at the Wakemans Boys and Girls Club in Southport. The event is free for vendors and the public.

Past Activities

Town Hall: 2021 Annual Supreme Court Review

7/8 Southwest Regional Staff Christine Rowan, Courtney Shields, and Jamie Rubin attended this virtual event. The National Constitution Center and the Anti-Defamation League presented 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 also discussed the changing dynamics of the Court and what to expect at the Supreme Court next year. The event was free and open to the public upon registration.

CHRO on WICC RADIO

7/19 During this live radio interview Southwest Regional Manager Jamie Rubin spoke about the CHRO relationship with the Anti-Defamation League and the importance of coalition building.

CTRP3: Racial Profiling Policy Work Group Meeting

7/27 Southwest Regional Manager Jamie Rubin attended the meeting.

CHRO Diversity and Inclusion Committee

Southwest regional staff members Jessica Kohut and Courtney Shields are active members of the CHRO Diversity and Inclusion Committee, attending meetings and writing posts on behalf of the CHRO.

Media Inquiries: 2

Legislative Meetings: 4

Legislative Inquiries: 6

Legislative Hearings: 0

Sexual Harassment Law: 54 (July) and 6074 (cumulative)