

To: Tanya Hughes, Executive Director
From: Cheryl Sharp, Deputy Director
Re: **CHRO Outreach Activities**
Date: October 1, 2021

OUTREACH ACTIVITIES

Outreach Successes:

- **Desegregate CT Coalition**
Attendees: 40
09/01 Desegregate CT is a coalition of organizations that are exploring ways to address zoning in the state that leads to discriminatory results.
- **Fair Share strategy**
Attendees: 10
09/02 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell are collaborating with nonprofits and community leaders to address housing discrimination in the state. Fair share strategy contemplates municipalities having their fair share of affordable housing.
- **Hartford Foundation Grant**
Attendees: 5
09/02 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Outreach Coordinator Ana Mitchell met with CWCSEO to talk about collaborating on the civil rights conference in October.
- **EEOC Roadshow**
Attendees: 75
09/02 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp participated in the EEOC roadshow regarding information technology.
- **AA Task Force**
Attendees: 15
09/09 Deputy Director Cheryl Sharp, AA Supervisor Neva Vigezzi, HRO Trainee Gary Madison and Outreach Coordinator Ana Mitchell led the task force to address the affirmative action issues in the state.
- **Open Communities**
Attendees: 10
09/09 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in a meeting about fair share strategy in housing.
- **Stowe Village Day Reunion - Outreach**
Attendees: over 150
09/11 Outreach Coordinator Ana Mitchell participated in the Stowe Village Reunion Day by educating the public on the services that CHRO provides. She also distributed CHRO swag.

- **WICC Radio Show**
Attendees:
 09/13 Attorney Robin Fox provided general information reviewing what our protected classes are - discussed updated laws on age discrimination, sexual harassment, pregnancy discrimination - and what to do if experiencing discrimination.
- **Commission on Racial & Ethnic Disparity**
Attendees: 25
 09/13 Deputy Director Cheryl Sharp attended the WebEx Commission on Racial & Ethnic Disparity meeting as a member of the Commission.
- **CTSAC: Overview of Zoning Report**
Attendees: 3
 09/14 Deputy Director Cheryl Sharp participated in the CTSAC Teams meeting where she serves as a member.
- **Affirmative Action/Diversity Goals**
Attendees: 11
 09/14 Deputy Director Cheryl Sharp, AA Supervisor Neva Vigezzi, and Legislative Liaison Darcy Strand participated in a meeting with OPM and DAS regarding Affirmative Action goals.
- **CTRP3 Policy Work Group**
Attendees: 20
 09/14 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell 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.
- **Kids Court Academy**
Attendees: approximately 20 each session
 09/14 & 09/28 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.
- **Association of Accountants and Financial Planners in Business**
Attendees: 40
 09/14 Attorney Michelle Dumas Keuler provided Sexual Harassment Training.
- **Deaf and Hard of Hearing Working Group**
Attendees: 25
 09/14 Attorney Kim Jacobsen attended legislative working group.
- **Affirmative Action Core & Process Updates**
Attendees: 11
 09/15 Deputy Director Cheryl Sharp, AA Supervisor Neva Vigezzi, and Legislative Liaison Darcy Strand participated in a meeting with OPM and DAS regarding Affirmative Action Core and process updates.

- **Disparity Study Evaluation Stage**
Attendees: 7
 09/16 Deputy Director Cheryl Sharp and other panel members are collaborating to issue an RFP.
- **YMCA Civil Rights event meeting**
Attendees: 8
 09/17 Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, Attorney Michelle Dumas Keuler, and HRO Trainees Christopher Blustein and Courtney Winch participated in a meeting to discuss the details of the event.
- **Yale Virtual Government Networking**
Attendees: 5
 09/17 Attorneys Anna-Marie Puryear and Megan Grant attended the event to speak with students (undergraduate and graduate) regarding internship opportunities with CHRO.
- **Civil Rights Conference Communication Committee meeting**
Attendees: 16
 09/20 Outreach Coordinator Ana Mitchell participated in a meeting to discuss the communication for the event.
- **Sexual Harassment Training recording**
Attendees: 3
 09/21 Deputy Director Cheryl Sharp and Attorneys Michelle Dumas Keuler and Spencer Hill are updating the sexual harassment training by re-recording segments of the training that were amended by legislative action.
- **Police T&A Taskforce – Logistics subcommittee**
Attendees: 23
 09/21 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp and other CHRO representatives attended the Zoom meeting.
- **EEOC Training - Returning to the Workplace**
Attendees: 200+
 09/21 Outreach Coordinator Ana Mitchell participated in a meeting that discussed updates for employers and employees from the EEOC and DOL Wage and Hour Division.
- **Education Presentation**
Attendees: 65
 09/22 Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, Attorney Michelle Dumas Keuler, Regional Manager Shawn Burns and HRO Representatives Christopher Blustein, Courtney Winch, and Sancha Works provided an educational series across the state beginning with a presentation at the YMCA, which featured teaching youth about civil rights and marching, and concluded with a civil rights parade and march.

- **Disparity Study Negotiation Planning**
Attendees: 7
09/23 Deputy Director Cheryl Sharp and other panel members are collaborating to issue an RFP.
- **OCA: Remote Instruction as an Accommodation**
Attendees: 8
09/23 Deputy Director Cheryl Sharp participated in a coalition of the state and federal partners to address accommodation needs of students in schools.
- **WICC**
Attendees:
09/27 Attorney Kim Jacobsen spoke on the radio about CHRO Vaccine Mandate guidance.
- **CTRP3 Policy Work Group**
Attendees: 20
09/28 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell 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.
- **CTSAC: Overview of Zoning Report**
Attendees: 4
09/30 Deputy Director Cheryl Sharp participated in the CTSAC Teams meeting where she serves as a member.
- **Source of Income Discrimination & ERAP**
Attendees: 8
09/30 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler met with a coalition of housing advocates to work on a source of income fact sheet for stakeholders.
- **Mass Law Consortium**
Attendees: 8
09/30 Attorneys Kim Jacobsen and Michelle Dumas Keuler interviewed prospective summer interns.

Future Outreach Activities:

- **Grand Opening Celebration for the New Park Street Library**
Attendees:
10/2 Outreach Coordinator Ana Mitchell will be present at the grand opening.
- **Celebration of Hispanic Heritage**
Attendees:
10/3 Outreach Coordinator Ana Mitchell will educate and distribute CHRO swag at this event held in Waterbury.

- **CTSAC:**
10/04 Deputy Director Cheryl Sharp will participate in the CTSAC Teams meeting where she serves as a member.
- **AAPI Bullying & Harassment in Schools**
10/05 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will participate in both programs and offer input regarding the CHRO's process on behalf of the CHRO.
- **Quinnipiac Law Students**
Attendees:
10/5 Attorney Kim Jacobsen will speak to Quinnipiac Law Students about mediation.
- **Fair Housing Partnership**
10/05 Outreach Coordinator Ana Mitchell is collaborating with CWCSEO planning the production of a public service announcement in both English and Spanish.
- **Fair Share Consortium**
10/07 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell are collaborating with nonprofits and community leaders to address housing discrimination in the state. Fair share strategy contemplates municipalities having their fair share of affordable housing.
- **Day of the Girl Rally**
Attendees:
10/09 Outreach Coordinator Ana Mitchell will educate and distribute CHRO swag at this event held in Stamford.
- **Kids Court Academy**
10/12 & 10/26 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.
- **Deaf and Hard of Hearing Legislative Working Group**
Attendees:
10/12 Attorney Kim Jacobsen will attend the Deaf and Hard of Hearing Legislative Working Group.
- **UConn Law Students**
Attendees:
10/13 Attorney Kim Jacobsen will speak to UConn Law Students about discrimination law and working as an attorney with a disability
- **Police T&A Taskforce – Logistics subcommittee**
10/19 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting.

- **Civil & Human Rights Conference**
10/28 CHRO has committees who are working on the conference that will be held at UConn Law School from 9:00-4:30. Several topics will be covered, and panels will be held throughout the day. Municipal human relations commissions are encouraged to participate.
- **CHRO Civil Rights Conference**
Attendees:
10/28 Attorney Kim Jacobsen will attend and moderate a panel at the CHRO Civil Rights Conference.

GRANTS

We wrapped up the three grants from HUD: CARES, Health Equity and COVID-19. We were awarded a HUD partnership grant so that CHRO can partner with the Connecticut Commission on Women, Children, Seniors, Equity and Opportunity (CECSEO) to plan a fair housing webinar and video PSA. We have also applied for several grants with OPM to use 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 was released to the general public in mid-August of 2020.
- **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 2022 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. The law changed in 2021 and has been updated; so has the video.
- **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 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: **1457**

CC TA Session: **1 with 13 attendees**

REGIONAL OUTREACH AND HOUSING AT A GLANCE

HOUSING

Future Activities

None Reported

Past Activities

- **Diversity and Inclusion Sub-Committee Meeting**
9/10 Jonathan Sykes attended
- **CT Human Rights Conference Sub-Committee meeting**
9/15 Shana Brown attended
- **Kid's Court event**
9/14 Shaun Jones assisted as a facilitator
- **NFHA Webinar "Strategies for Investigating Discriminating Residential Appraisals"**

9/15 Shaun Jones, Cyndi Dryfe and Jonathan Sykes attended

- **Diversity and Inclusion Sub-Committee Meeting**
9/16 Jonathan Sykes attended
- **CT Human Rights Conference Sub-Committee Meeting**
9/20 Jonathan Sykes and Shana Brown attended
- **Webinar re new Wage Range Disclosure Law**
9/22 Bob Zamlowski attended
- **“Stand Down” Outreach Event for Veterans in Rocky Hill**
9/24 Bob Zamlowski and Shana Brown assisted at CHRO information table
Spoke with over 50 veterans
- **CT Human Rights Conference Committee Meeting**
9/28 Jonathan Sykes and Shana Brown attended
- **Diversity and Inclusion Committee Meeting**
9/29 Jonathan Sykes attended
- **State of Connecticut Ethics Course**
All Unit staff took this training on various dates during the month

Capitol Region

Future Activities

None Reported

Past Activities

- **EEOC: U.S. Department of Labor Webinar**
Attendees: 210
09/21 Regional Manager Ronald A. participated in the webinar.
- **Greater Hartford African American Alliance**
Attendees: 21
09/25 Regional Manager Ronald A. participated in the meeting.

Eastern Region

Future Activities

None Reported

Past Activities

9/9 Southeastern Connecticut Women’s Network Unconscious Bias Panel Series (Lynda Rizzo Stowe; approximately 35 attendees)
9/13 National Alliance on Mental Illness Shoreline Board Meeting (Lynda Rizzo-Stowe, board member)

9/14 Kids Court Academy (Lynda Rizzo-Stowe)
9/20 WICC Radio Appearance (Lynda Rizzo-Stowe)
9/20 Civil Rights Conference Communication Committee Meeting (committee members Catherine Chester and Lynda Rizzo-Stowe)
9/10 GNACC Healthy Living meeting (committee member Catherine Chester)
9/21 EEOC Training - The Civil Rights Roundtable of Greater New York and New Jersey Presents: Protecting and Enforcing LGBTQ+ Civil Rights (Catherine Chester; over 400 signed up)
9/25 GNACC Healthy Living Festival (Catherine Chester and Lynda Rizzo-Stowe; approximately 150 attendees)
9/29 Diversity & Inclusion Meeting (committee members Catherine Chester and Lynda Rizzo-Stowe)
9/29 Diversity & Inclusion Book Club subcommittee meeting (Lynda Rizzo-Stowe and Catherine Chester)
Norwich Farmers Market – ongoing (approximately 20-40 contacts)

In addition, I prepared several social media posts for the D&I committee and continued my duties as co-chair of the Civil Rights Conference Committee

West Central Region

Future Activities

October Outreach- Additional Waterbury YMCA events, Human Rights Event, and a good possibility of going into a couple of schools.

Past Activities

Sancha- Coordinated the Waterbury YMCA Civil Rights event. A presentation was made to two classes each approximately an hour long. After the event a march was held on the Waterbury green. Approximately Xfifty people participated in the event along with State Representative Reyes, Cheryl, Michelle Dumas Keuler and myself.

Courtney- Kid's Court Academy, Waterbury YMCA Event and Veteran's Stand Down event.

Chris- Kid's Court Academy, Waterbury YMCA event and Veteran's Stand Down.

Suzanne- writes ups for Diversity & Inclusion Committee.

Southwest Region

Future Activities

None Reported

Past Activities

U. Conn. Health Employee Assistance Program (EAP) Presentation

9/2 Southwest Regional Manager Jamie Rubin attended this virtual presentation by the University of Connecticut Health Employee Assistance Program, detailing the program and staff.

CHRO Kids Court Academy

9/14, 9/28 Southwest HR Trainee and Regional Manager Jamie Rubin volunteered as facilitators for the remote KCA sessions in September.

Management Advisory Council (MAC)

9/15 Southwest Regional Manager Jamie Rubin attended the monthly state Management Advisory Council meeting for non-union state managers, representing the CHRO.

Religious Exemptions From The Founding To Today

9/30 Southwest Human Rights Representative Trainee Courtney Shields viewed this webinar hosted by the National Constitutional Committee. The Supreme Court today is vigorously debating the scope of religious exemptions. Under the Constitution, are religious individuals and organizations excused from following generally applicable laws? On the heels of the *Fulton v. City of Philadelphia* (2021) decision, legal experts Douglas Laycock, author of the five-volume series *The Collected Works on Religious Liberty*; Vincent Phillip Muñoz, author of *God and the Founders*; and Kathleen Brady, author of *The Distinctiveness of Religion in American Law*, had a live virtual conversation exploring the historical and current debates about religious exemptions. Jeffrey Rosen, President and CEO of the National Constitution Center, moderated. This event was free and open to the public.

Exploring Hate Part 1. Set The World On Fire: How Anti-Semitism Fuels White Nationalism

9/30 Southwest Regional Manager Jamie Rubin attended this live panel discussion. This event is first in a new conversation series of three put on by PBS/WNET Groups Initiative *Exploring Hate: Anti-Semitism, Racism, and Extremism*. Racial justice activist, Eric Ward, has been sounding the alarm for years. Currently the Executive Director of Western States Center, he has tracked and responded to bigoted violence across the country for over three decades. In his seminal article, *Skin in the Game: How Antisemitism Animates White Nationalism*, Ward emphasizes that to understand the threat posed by the white nationalist movement in the United States today, we must come to terms with the antisemitic ideology at its core. Bringing new insights to a growing problem, Ward was joined by American University Professor Pamela Nadell, former Homeland Security analyst Daryl Johnson, and former white nationalist, Derek Black. In a conversation moderated by Hari Sreenivasan, PBS NewsHour Weekend anchor and contributor to Amanpour & Company, they discussed the history of antisemitism in America, conspiracy theories that never disappear, and the connections between antisemitism, racism, and extremism. **Exploring Hate: Antisemitism, Racism and Extremism**, a new public media content initiative from The WNET Group, investigates the roots and rise of hate in America and across the globe. Providing historical programming and examining present-day threats, *Exploring Hate* seeks to highlight solutions-based responses that promote understanding, healing, and civility. This event was free and open to the public.

CHRO Diversity and Inclusion Committee

Southwest Regional Human Rights Representatives 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.

CHRO Technology Committee

Southwest Regional Human Rights Representative Jessica Kohut is a member of the agency committee and provides ongoing assistance within the Southwest office.

CHRO Social Media Team

Southwest Regional Human Rights Representative Trainee Courtney Shields is a CHRO Social Media Team. In September she assisted in drafting "CHRO Statement Condemning the Supreme Court Decision on Texas Anti-Abortion Law." Courtney also drafted a post entitled, "What is the CHRO? Part Five: Gender Identity & Expression, Sexual Orientation, and Sex". The concept behind this ongoing series is to provide the public with an easy to digest explanation of our agency and what we do. The social media team plans to provide at least two posts per month in it's ongoing "What is the CHRO?" series. Courtney drafted another post for this month entitled, "What is the CHRO? Part Six: Sex, Sexual Harassment, & Pregnancy". Celebrating Hispanic Heritage Month, a nationwide event from September 15 to October 15 each year dedicated to honoring the cultures and contributions of both Hispanic and Latinx Americans, Courtney drafted a post entitled, "Hispanic Heritage Month".

Media Inquiries: 1

Legislative Meetings: 1

Legislative Inquiries: 4

Legislative Hearings: 0

Sexual Harassment Law: 87 (September) and 6305 (cumulative)