

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

## **OUTREACH ACTIVITIES**

### **Outreach Successes:**

- **October Social Media**  
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, and Spencer Hill created 12 posts for the agency's Facebook and Instagram accounts.
- **eCornell D&I Symposium**  
**Attendees:**  
10/1– Attorney Jody Walker-Smith participated in eCornell University's Diversity and Inclusion Symposium as part of the D&I Certificate Program.
- **Grand Opening Celebration for the New Park Street Library**  
**Attendees: 100**  
10/2 Outreach Coordinator Ana Mitchell was present at the grand opening.
- **CTSAC: Overview of Zoning Report**  
**Attendees: 20**  
10/04 Deputy Director Cheryl Sharp participated in the CTSAC Teams meeting where she serves as a member of the CT Commission.
- **AAPI Bullying & Harassment in Schools (CWCSEO)**  
**Attendees: 4**  
10/05 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with the Commission on Women, Children, Seniors, Equity and Opportunity regarding bullying and harassment in schools.
- **Quinnipiac Law Students**  
**Attendees: 13**  
10/5 Attorney Kim Jacobsen spoke to Quinnipiac Law Students about mediation.
- **Foundations Training for new EEO and AGD**  
**Attendees:**  
10/6 – Attorneys Robin Fox, Jody Walker-Smith, and Spencer Hill provided Foundations Training to all the new state equal employment officers and attorney general designees.
- **Virtual Tri-State Authentic Leadership Summit**  
**Attendees: 200**  
10/07 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the leadership summit.

- **Fair Share Consortium**  
**Attendees: 15**  
 10/07 CHRO is collaborating with nonprofits and community leaders to address housing discrimination in the state.
- **Reparations Task Force**  
**Attendees: 15**  
 10/07 Deputy Director Cheryl Sharp participated in the task force meeting where she is a co-convener of the task force.
- **Reparations Task Force (ECCT)**  
**Attendees: 15**  
 10/08 Deputy Director Cheryl Sharp participated in the task force meeting where she is a co-convener of the task force.
- **CBA D&I Pledge Signatories 2021 Assessment**  
 10/8 – Attorney Jody Walker-Smith completed and submitted an assessment of the agency for the CT Bar Association’s Diversity and Inclusion Pledge Signatories.
- **Day of the Girl Rally**  
**Attendees: 75**  
 10/09 Outreach Coordinator Ana Mitchell educated and distributed CHRO swag at this event held in Stamford.
- **Kids Court Academy**  
**Attendees: 35**  
 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.
- **Work Group Concerning Issues Affecting Deaf, Hard of Hearing and Deafblind Persons Meeting**  
**Attendees: 25**  
 10/12 Attorney Kimberly Jacobsen attended this meeting aimed at finding a legislative proposal.
- **UCONN Law Students**  
**Attendees: 16**  
 10/13 Attorney Kimberly Jacobsen spoke to law students about disability law and her experience working as an attorney with a disability.
- **CHRO and CWCSEO Fair Housing Partnership 2021 Grant**  
 10/18 Outreach Coordinator Ana Mitchell met with CWCSEO and discussed the creation of the bilingual PSA for housing.
- **Fairfield University**  
**Attendees:**  
 10/19– Attorney Jody Walker-Smith attended a webinar at Fairfield University’s Fredrickson Family Innovation Lab titled “Diversity and Higher Education”.

- **Police T&A Taskforce – Logistics subcommittee**  
**Attendees: 12**  
 10/19 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting and are members of the task force.
- **Diversity in Higher Education**  
**Attendees:**  
 10/19 Executive Director Tanya Hughes attended the virtual webinar at Fairfield University.
- **CHRO/CTRP3 Artistic Competition**  
**Attendees: 4**  
 10/20 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell collaborated with CTRP3 to develop police community relations artistic program for youth.
- **CT Bar Association’s Annual D&I Summit**  
 10/20 – Attorney Jody Walker-Smith attended the CBA’s Annual D&I Summit.
- **CoWaG**  
**Attendees: 15**  
 10/20 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the CoWaG meeting looking at issues concerning women and girls.
- **ARP - State Agency Partners**  
**Attendees: 75**  
 10/21 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the state agency partner’s meeting hosted by the Department of Housing.
- **Fair Share strategy**  
**Attendees: 10**  
 10/21 CHRO is collaborating with nonprofits and community leaders to address housing discrimination in the state.
- **Community Engagement Juvenile Working Group**  
**Attendees: 10**  
 10/21 CHRO is collaborating with nonprofits and community leaders to address housing discrimination in the state.
- **CSA Community Engagement Board Working Group Meeting**  
**Attendees: 5**  
 10/22 Deputy Director Cheryl Sharp serves on this community engagement board and is assisting the state’s attorney’s office in improving juvenile justice matters in

- **WICC 600 Radio Program**  
**Attendees:**  
 10/25 – Attorney Jody Walker-Smith appeared on WICC 600’s Melissa in the Morning radio program to discuss cultural appropriation, Halloween costumes, and Thanksgiving.
- **Zoning Meeting**  
**Attendees: 5**  
 10/25 – Attorney Jody Walker-Smith and Legislative Liaison Darcy Strand attended a meeting with panelists for the upcoming Zoning Issues workshop at the CHRO’s Human Rights Conference.
- **FHAP Meet & Greet**  
**Attendees: 6**  
 10/26 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp participated with staff in the meet and greet with HUD regarding our new contract.
- **Fair Share briefing**  
**Attendees: 8**  
 10/27 CHRO is collaborating with nonprofits and community leaders to address housing discrimination in the state.
- **D&I Committee Meeting**  
**Attendees: 9**  
 10/27 – Attorney Jody Walker-Smith, co-chair of the CHRO’s Diversity and Inclusion Committee, led a monthly meeting including education and discussion on D&I topics.
- **CHRO’s Human Rights Conference – Zoning Issues Workshop**  
**Attendees: 33**  
 10/28– Attorney Jody Walker-Smith moderated a panel on zoning issues at the CHRO’s Human Rights Conference.
- **Civil & Human Rights Conference**  
**Attendees: 161**  
 10/28 Attorney Kimberly Jacobsen moderate two panels, one related to therapeutic animals and mental health accommodations and the other related to Covid, employment and housing.
- **Civil & Human Rights Conference**  
**Attendees:**  
 10/28 CHRO hosted a Civil Rights Conference and Executive Director Tanya Hughes and Deputy Director Cheryl Sharp did the introduction. There were three tracks for participants to gain knowledge about civil rights in the state of CT.
- **CTSAC: Overview of Zoning Report**  
**Attendees: 15**  
 10/29 Deputy Director Cheryl Sharp participated in the CTSAC Teams meeting where she serves as a member of the CT Commission.

- **Equity and Discrimination Law**  
**Attendees: 10**  
10/29 – Attorney Jody Walker-Smith led a monthly meeting with the Legal Department on topics of diversity, equity, and inclusion in relation to discrimination law and our work.
- **CHRO and Park Street Library @ Lyric Partnership**  
**Attendees: 4**  
10/29 – CHRO's Outreach Coordinator Ana Mitchell met with the Director and Student Program coordinator to discuss a partnership involving Kids Court Academy and having monthly education sessions about CHRO with the Community.
- **CHRO and CWCSEO Fair Housing Partnership 2021 Grant**  
**Attendees: 4**  
10/18 Outreach Coordinator Ana Mitchell met with CWCSEO and discussed the hiring of The Latino Way to create the bilingual PSA for housing.

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

- **November Social Media**  
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, and Spencer Hill is planning 13 posts for the agency's Facebook and Instagram accounts.
- **Fair Housing for Our Future Conference**  
**Attendees:**  
11/2 and 3 Attorney Kimberly Jacobsen will attend this conference.
- **CTRP3 Policy Work Group**  
11/02 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell 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.
- **EDWG Quarterly Meeting**  
11/03 Deputy Director Cheryl Sharp serves on the education working group with the dept of justice and will participate in the quarterly meeting.
- **Fair Housing Training**  
11/3 Attorney Kimberly Jacobsen and Attorney Michelle Dumas Keuler will provide the public virtual fair housing conference.
- **Foundations Training for new EEO and AGD**  
**Attendees:**  
11/3 – Attorneys Robin Fox, Jody Walker-Smith, and Spencer Hill will provide Foundations Training to all the new state equal employment officers and attorney general designees.

- **Work Group Concerning Issues Affecting Deaf, Hard of Hearing and Deafblind Persons Meeting**  
**Attendees:**  
 11/9 Attorney Kimberly Jacobsen will attend this meeting aimed at finding a legislative proposal.
- **Kids Court Academy**  
 11/09 & 11/30 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.
- **Commission on Racial & Ethnic Disparity**  
 11/09 Deputy Director Cheryl Sharp will attend the WebEx Commission on Racial & Ethnic Disparity meeting as a member of the Commission.
- **Bias & Cultural Competency Training for Legislature**  
 11/15 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Legislative and Administrative Advisor Darcy Strand will provide training for the legislature on cultural competency.
- **CHRO's D&I Book Club**  
**Attendees:**  
 11/17– Jody Walker-Smith will attend and co-lead discussion in the first monthly installment of the CHRO's Diversity and Inclusion Book Club.
- **CTRP3 Advisory Board**  
 11/18 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting - CT Racial Profiling Prohibition Project.
- **AA Task Force**  
 11/18 Deputy Director Cheryl Sharp, AA Supervisor Neva Vigezzi, and HRO Trainee Gary Madison and Ana Mitchell will lead the task force on affirmative action with state stakeholders.
- **Virtual School Discipline Collaborative meeting**  
 11/18 Deputy Director Cheryl Sharp will participate in the meeting which evaluates how students are disciplined in schools.
- **Equity and Discrimination Law**  
**Attendees:**  
 11/23 – Attorney Jody Walker-Smith will lead a monthly meeting with the Legal Department on topics of diversity, equity, and inclusion in relation to discrimination law and our work.

- **D&I Committee Meeting**

**Attendees:**

11/24 – Attorney Jody Walker-Smith, co-chair of the CHRO’s Diversity and Inclusion Committee, will lead a monthly meeting including education and discussion on D&I topics.

## **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: 88

AA Meetings: 17

AA Special Projects: 13

CC TA: **1514**

CC TA Session: **1 with 12 attendees**

## REGIONAL OUTREACH AND HOUSING AT A GLANCE

### HOUSING

#### Future Activities

None Reported

#### Past Activities

- **CT Human Rights Conference Committee**  
10/5 Shana Brown sent out invites & Jonathan contacted human rights agencies  
10/13 Shana Brown sent out 2<sup>nd</sup> round of invites Jonathan contacted human rights agencies
- **CT Human Rights Conference Sub-Committee meeting**  
10/18 Jonathan Sykes and Shana Brown attended



- **Webinar**  
Fairfield University Diversity and Higher Education  
10/19 Attendees 150+ - Open to the public  
Jonathan Sykes attended
- **Webinar**  
10/20 Combatting housing related harassment  
Robert Zamlowski attended
- **CT Human Rights Conference Sub-Committee**  
10/22 Shana Brown sent out 3<sup>rd</sup> round of invites
- **Webinar**  
10/22 History and the Tulsa Race Massacre  
Symposium on the Tulsa race riots sponsored by the UCONN school of Law  
Robert Zamlowski and Shaun Jones attended
- **CT Human Rights Conference Sub-Committee**  
10/26 Shana Brown sent out final invites
- **Kids Court Academy**  
10/26 Shaun Jones attended and Shana Brown facilitated Q& A
- **CT Human Rights Conference**  
Attendees 100+  
10/28 Robert Zamlowski - Panelist  
Cynthia Dryfe and Diane Carter attended
- **Diversity and Inclusion Sub-Committee Meeting**  
10/28 Jonathan Sykes attended

### Capitol Region

#### **Future Activities**

None Reported

#### **Past Activities**

- The Greater Hartford African American Alliance meetings on October 2, 2021, October 9, 2021, and October 16, 2021. (20 people participated in each meeting)
- Diversity in Education webinar presented by Fairfield University on October 19, 2021 (183 people participated)
- Laura Roxbury HRO Representative participated on a Sexual Harassment panel during the Civil Rights Conference on October 28, 2021.

## **Eastern Region**

### **Future Activities**

11/2- Guest Speaker at Eastern CT University Labor and Employment class (Lynda Rizzo-Stowe)

11/9 Connecticut Virtual Digital Government Summit 2021 (Catherine Chester)

### **Past Activities**

10/27- Diversity & Inclusion Meeting (committee members Catherine Chester and Lynda Rizzo-Stowe)

10/28 - CHRO Human Rights Conference

## **West Central Region**

### **Future Activities**

Chris- Publishing the D & I Veteran's Day post for the Instagram and Facebook pages.

Courtney- Scheduling outreach sessions at the Waterbury YMCA.

Gene- 11/05 webinar diversity, equity and inclusion, Shipman & Goodwin.

Shawn- Scheduling outreach in elementary classes.

### **Past Activities**

Chris- 10/18- Webinar for the HR Conference, 10/28- Attending multiple webinars for the HR Conference event.

Gene- the following webinars by Shipman & Goldwin 10/19- recreational marijuana in the workplace, 10/21- remote work is here to stay, 10/26- mandated vaccines at work.

Courtney- Kid's Court Academy.

Suzanne/Courtney- write ups for the D & I committee.

All staff and I will be attending all/portions of the HR event on 10/28.

## **Southwest Region**

### **Future Activities**

#### **CHRO Kids Court Academy**

Southwest Regional Staff Members will volunteer as facilitators for the November virtual sessions.

#### **Management Advisory Council (MAC)**

11/17 Southwest Regional Manager and CHRO Alternate Representative will attend the monthly meeting.

### **Past Activities**

#### ***Exploring Hate Part 2. The Truth of The Matter: Grievance, Greed, and Conspiracy Theories***

10/7 Southwest Regional Manager Jamie Rubin attended. What motivations and beliefs explain the racist conspiracy theories that threaten diverse communities across the U.S. and the nation at large? Panelists included Prof. Hasia R. Diner, Paul and Sylvia Steinberg Professor of American Jewish History, NYU; Author, *Roads Taken*, Channon Hodge, Producer, CNN, Dalia Mogahed, Director of Research, Institute for Social Policy and Understanding, Monica Muñoz Martinez, Associate Professor of History, University of

Texas at Austin, and Helen Zia, Activist and Former Journalist; Author, *Asian American Dreams*. The event was moderated by Brian Tate, President, Tate Strategy/Community Partnerships Specialist, The WNET Group. The conversation will include an array of thought leaders about the origin and intersections of those deadly forces, and strategies for opposing hate. How are cynical claims of stolen elections and global plots to ruin or rule the United States linked to conspiracy theories that white supremacists have advanced throughout history to justify plunder and violence? What ties the deceptions woven within colonial conquest, anti-Black racism, antisemitism, Islamophobia, and xenophobia to more recent campaigns to persuade members of those targeted communities to give up on voting, avoid the U.S. Census, refuse Covid-19 vaccinations, and view one another with suspicion? How do those machinations square with organized assaults on democracy that unfold in plain sight: the decimation of voting rights, the armed revolts at state houses, the scheme to kidnap a sitting governor, the insurrection at the U.S. Capitol? **The Truth of the Matter** was part of a series of virtual town halls that will gather an array of thought leaders from across the country to examine how conspiracy theories and disinformation campaigns endanger our communities and America itself. The conversation explored how orchestrated attacks on journalism, history, science, and education work to suppress critical thinking and embolden deceit, and what can be done to oppose them. The focus is on strategies and solidarity, with an understanding of history and eyes toward the future. **Exploring Hate Presents** was part of a series from The WNET Group's initiative Exploring Hate: Antisemitism, Racism and Extremism. The event was free and open to the public.

### **CHRO Kids Court Academy**

10/12 Southwest Human Rights Representative Debra Drexler, Human Rights Representative Trainee Abygail Meeks, and Regional Manager Jamie Rubin volunteered as facilitators for the remote KCA session.

10/26 Southwest Human Rights Representative Debra Drexler and Human Rights Representative Trainee Abygail Meeks volunteered as facilitators for the remote KCA session.

### **Exploring Hate Part 3. Disrupting Deceit: Exposing and Opposing Disinformation Campaigns**

10/14 Southwest Regional Manager attended. Why do orchestrated attacks on voting, vaccinations, and the Census target the same communities that are accused of plotting against the U.S.? Who benefits from this erosion of democracy, what can be done to stop them, and how do we reconnect with people who have consumed disinformation? This conversation looked at ways to expose and oppose racist campaigns that seek to undermine democracy. How are cynical claims of stolen elections and global plots to ruin or rule the United States linked to conspiracy theories that white supremacists have advanced throughout history to justify plunder and violence? What ties the deceptions woven within colonial conquest, anti-Black racism, antisemitism, Islamophobia, and xenophobia to more recent campaigns to persuade members of those targeted communities to give up on voting, avoid the U.S. Census, refuse Covid-19 vaccinations, and view one another with suspicion? The event was free and open to the public and open to the public upon registration.

### **Fredrickson Family Innovation Lab - W. Carson Byrd: Diversity in Education**

10/19 Southwest Regional Manager Jamie Rubin attended this webinar presented by the Fairfield University School of Arts and Sciences Innovation Lab. W. Carson Byrd discussed key points raised in his new book, *Behind the Diversity Numbers*, which examines how the organization processes and policies can shape racial inequality on our campuses particularly around how data is collected, analyzed, and interpreted than can impact supporting racially minoritized and marginalized faculty, staff, and students. The event was free and open to the public upon registration.

### **Management Advisory Council (MAC) State Manager's Day**

10/21 Southwest Regional Manager and CHRO Alternate Representative attended the 2021(virtual) State Manager's Day.

### **Pogroms: A Documentary History**

10/21 Southwest Regional Human Rights Representative Christine Rowan viewed this live webinar. From the 1880s to the 1940s, an upsurge of explosive pogroms caused much pain and suffering across the eastern borderlands of Europe. Rioters attacked Jewish property and caused physical harm to women and children. During World War I and the Russian Civil War, pogrom violence turned into full-blown military actions. In some cases, pogroms wiped entire Jewish communities out of existence. More generally, they were part of a larger story of destruction, ethnic purification, and coexistence that played out in the region over a span of some six decades. *Pogroms: A Documentary History* surveys the complex history of anti-Jewish violence by bringing together archival and published sources--many appearing for the first time in English translation. Speakers include co-editors Elissa Bemporad (CUNY) and Eugene Avrutin (University of Illinois) as well as Darius Staliunas (Lithuanian Institute of History) and David Myers (UCLA). Presented by Center for Jewish History & YIVO Institute for Jewish Research. The event was free and open to the public.

### **Portraits of Moral Choices During the 1994 Genocide against the Tutsi in Rwanda: Stories of Perpetrators, Bystanders and Upstanders with Tali Nates**

10/27 Southwest Regional Human Rights Representatives Christine Rowan and Courtney Shields viewed this live webinar. Historian Tali Nates explored the moral choices that were made by people, groups and governments during the 1994 Genocide Against the Tutsi in Rwanda, focusing on stories of perpetrators, bystanders, upstanders and their effects on the victims and explore how to tell this complex history in a Holocaust & Genocide Museum. Tali Nates is the founder and director of the Johannesburg Holocaust & Genocide Centre and chair of the South African Holocaust & Genocide Foundation. She is a historian who lectures internationally on Holocaust education, genocide prevention, reconciliation, and human rights. Tali has presented at numerous international conferences including at the United Nations (2016 & 2020). She was one of the founders of the Holocaust and Tutsi Genocide Survivors groups in Johannesburg. Tali has served as a scholar for the International March of the Living since 2000. Born to a family of Holocaust survivors, her father and uncle were saved by Oskar Schindler. The rest of the family was murdered. This event was free and open to the public and hosted by March of The Living.

### **CHRO Human Rights Conference**

10/28 The Southwest Regional Office Staff attended this agency event.

### **CHRO Human Rights Conference Committees**

10/8 Southwest Regional Human Rights Representative Jessica Kohut attended the workshop subcommittee to discuss logistics regarding speakers, presenters, and moderators. 10/18 HR Representative Kohut attended the Human Rights Conference Committee meeting to review logistics and planning.

### **CHRO 10/27: Diversity and Inclusion Committee**

10/27 Southwest Regional Human Rights Representatives Courtney Shields and Jessica Kohut attended the meeting to discuss October's educational social media series and other projects including the book club, resource guide, survey committee, and social media committee.

### **CHRO Social Media Team**

10/5 Southwest Regional Human Rights Trainee Courtney Shields drafted Part 7 of the ongoing series posted on our Facebook page, "*What is the CHRO?*" Part 7: *Veteran Status & Religion/Religious Creed*. 10/22 HR Trainee Shields drafted the post *Domestic Violence Awareness Month*. 10/22 HR Trainee Shields attended the monthly meeting to plan November's topics for social media posts, discuss the tone, direction, and success of current posts, and assign the following month's posts to drafters accordingly. 10/25 HR Trainee Shields drafted the post *Italian American Heritage Month*.

Media Inquiries: 2

Legislative Meetings: 2

Legislative Inquiries: 7

Legislative Hearings: 0

Sexual Harassment Law: 80 (October) and 6385 (cumulative)