

To: Tanya Hughes, Executive Director  
From: Cheryl Sharp, Deputy Director  
Re: **CHRO Outreach Activities**  
Date: March 1, 2022

## **OUTREACH ACTIVITIES**

### **Outreach Successes:**

- **February Social Media**  
**Attendees:**  
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, and Spencer Hill created and/or coordinated 24 posts for the agency's Facebook and Instagram accounts.
- **Fair Housing Training**  
**Attendees: 59**  
2/2/22 Attorney Kim Jacobsen and Michelle Dumas Keuler conducted fair housing training for the public.
- **AG - three party settlement agreement**  
**Attendees: 6**  
2/2/22 Deputy Director Cheryl Sharp and Attorneys Michelle Dumas Keuler and Kim Jacobsen met to discuss three party settling agreements and to improve the communication on pending cases with the CHRO and the Office of the Attorney General.
- **Community Engagement Ambassador meeting**  
**Attendees: 25**  
2/2/22 Outreach Coordinator, Ana Mitchell and Attorney Darcy Strand will lead the meeting for the program created for employees to participate in CHRO's Outreach efforts.
- **NYU Public Interest Career Event**  
**Attendees: 13**  
2/3/22 Attorney Kim Jacobsen and Michelle Dumas Keuler conducted summer intern interviews
- **Senator Slap and Senator Maroney**  
**Attendees: 8**  
2/3/22 Deputy Director Cheryl Sharp, Executive Director Tanya Hughes and Legislative Liaison Darcy Strand met with the Senators to discuss the pink tax and CHRO's discriminatory practice process.
- **Reparations Task Force (ECCT)**  
**Attendees: 10**  
2/3/22 Deputy Director Cheryl Sharp participated in the task force meeting where she is a co-convenor of the task force.

- **Real ArtWays Collaboration - KCA**  
**Attendees: 5**  
 2/7/22 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Real Art Ways to design year 2 of Kids Court Academy.
- **WICC Radio Appearance**  
 2/7/22 Attorney Kim Jacobsen made a radio appearance on WICC to discuss pregnancy discrimination
- **Waterbury Human Right Commission meeting**  
**Attendees: 2**  
 2/7/22 Attorney Kim Jacobsen, Investigators Courtney Winch and Chris Bluestein met with 2 members of the Waterbury Human Rights Commission to discuss various issues of concern
- **Manchester Community College meeting with Tuesday Cooper, Social Justice Professor**  
**Attendees: 2**  
 2/5/22 Outreach Coordinator, Ana Mitchell met with Professor Cooper and discussed KCA Academy she agreed to be part of KCA.
- **Desegregate CT Coalition**  
**Attendees: 30**  
 2/8/22 Desegregate CT is a coalition of organizations that are exploring ways to address zoning in the state that leads to discriminatory results.
- **CHUMS**  
**Attendees: 10**  
 2/8/22 Deputy Director Cheryl Sharp and Executive Director Tanya Hughes participated in the meeting where CHUMS volunteered to assist with KCA.
- **Fair Share Consortium**  
**Attendees: 25**  
 2/9/22 CHRO is collaborating with nonprofits and community leaders to address housing discrimination in the state. Open Communities Alliance has included the CHRO as a partner.
- **Stop Asian Hate – Alan Tan**  
**Attendees:3**  
 Outreach Coordinator, Ana Mitchell is collaborating with Alan Tan to create a video on Asian hate and their experience
- **Fair Share Consortium**  
**Attendees: 25**  
 2/10/22 CHRO is collaborating with nonprofits and community leaders to address housing discrimination in the state. Open Communities Alliance has included the CHRO as a partner.
- **Growing Together Check-in**

**Attendees: 20**

2/14/22 Deputy Director Cheryl Sharp participated in a meeting to go over the launch of OCA's legislative campaign (02/15) - a growing coalition to reform our state's housing and urban investment policies in order to advance justice, equity, and opportunity

- **Cultural Humility & Implicit Bias pre-meeting**

**Attendees: 5**

2/14/22 Deputy Director Cheryl Sharp and Attorneys Michelle Dumas Keuler and Jody Walker-Smith participated in a meeting to prepare for the CT Bar Association's meeting in June.

- **Growing Together CT Consortium**

**Attendees: 25**

2/15/22 CHRO is collaborating with nonprofits and community leaders to address housing discrimination in the state. (Launch of OCA's Legislative Campaign) Open Communities Alliance has included the CHRO as a partner.

- **MCC Event**

**Attendees: 30**

2/15/22 Deputy Director Cheryl Sharp and Executive Director Tanya Hughes did a presentation for the Minority Construction Council and discussed collaboration with the MCC in the future.

- **UMass Intern program**

**Attendees: 6**

2/15/22 Attorney Kim Jacobsen and Michelle Dumas Keuler conducted summer intern interviews

- **CHRO's D&I Book Club**

**Attendees: 10**

2/16/22 – Jody Walker-Smith attended and led discussion in the monthly CHRO's Diversity and Inclusion Book Club.

- **CBIA Presentation**

2/16/22 – Attorney Robin Fox joined Executive Director, Tanya Hughes at a speaking engagement for the CBIA about COVID and other information.

- **Yardgoats Collaboration**

**Attendees: 3**

2/16/22 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Tiffany and discussed collaborating on an event for June 17th

- **Ana Leh TV Show interview**

**Attendees: 4**

2/16/22 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Ana Leh to film a show about the work of the CHRO to serve as outreach to the Hispanic Community.

- **Structural Racism Subcommittee**  
**Attendees:**  
2/17/22 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell
- **Cocktail Hour at RAW**  
**Attendees: 40**  
2/17/22 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell were invited to RAW's cocktail hour where we participated by writing poetry
- **The Greater Waterbury Small Business Expo**  
**Attendees:**  
2/19/22 Outreach Coordinator, Ana Mitchell represented CHRO at the EXPO to expand CHRO's Outreach efforts in Waterbury.
- **D&I Committee Meeting**  
**Attendees:**  
2/23/22 – 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.
- **Equity and Discrimination Law**  
**Attendees:**  
2/24/22 – 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.
- **RAW - video viewing**  
**Attendees: 3**  
2/24/22 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Tina Parziale to decide on a film for Kids court Academy
- **Growing Together CT Consortium**  
**Attendees: 25**  
2/15/22 CHRO is collaborating with nonprofits and community leaders to address housing discrimination in the state. Urgent: Testimony Strategy for Mar. 3 Hearing Open Communities Alliance has included the CHRO as a partner.
- **Ana Leh TV Show interview**  
**Attendees: Univision**  
2/26/22 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell were featured on Ana Leh show about the work of the CHRO to serve as outreach to the Hispanic Community. You can view it on You Tube.

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

- **March Social Media**  
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, and Spencer Hill are planning to create 19+ posts for the agency's Facebook and Instagram accounts.

- **General Law (“Pink Tax”) Public Hearing**  
3/1/22 CHRO will submit testimony and Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will testify
- **Housing Public Hearing**  
3/1/22 CHRO will submit testimony and Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will testify
- **Kids Court Academy Year 2**  
3/1/22, 3/15/22, 3/29/22 This Program is an outgrowth or expansion of the CT Kids Speak and CT Kids Court Programs. CT Kids Court Academy is a free, 15-week attorney and social justice pipeline program for middle school and high school students.
- **Housing Public Hearing**  
3/3/22 CHRO will submit testimony and Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will testify
- **Community Engagement Ambassador meeting**  
3/3/22 Outreach Coordinator, Ana Mitchell and Attorney Darcy Strand will lead the meeting for the program created for employees to participate in CHRO’s Outreach efforts.
- **Cultural Humility & Implicit Bias pre-meeting**  
3/8/22 Deputy Director Cheryl Sharp and Attorneys Michelle Dumas Keuler and Jody Walker-Smith will meet with attorneys Karen Demeola and John Letizia regarding the CT bar association training to be held in June.
- **Department of Justice Working Group**  
3/9/22 Deputy Director Cheryl Sharp will participate in the Education Working Group for the Department of Justice.
- **Fair Share Consortium**  
3/9/22 CHRO is collaborating with nonprofits and community leaders to address housing discrimination in the state. Open Communities Alliance has included the CHRO as a partner.
- **AA Task Force**  
3/10/22 Deputy Director Cheryl Sharp, AA Supervisor Neva Vigezzi, and HRO Trainee Gary Madison will lead the task force on affirmative action with state stakeholders.
- **FHAP Quarterly Call**  
CHRO Executive and Deputy Directors will participate in the quarterly conference call wi
- **Commission on Racial & Ethnic Disparity**  
3/14/22 Deputy Director Cheryl Sharp will attend the WebEx Commission on Racial & Ethnic Disparity meeting as a member of the Commission.

- **CHRO's D&I Book Club**  
3/16/22 – Attorney Jody Walker-Smith will attend and lead discussion in the monthly CHRO's Diversity and Inclusion Book Club.
- **CTRP3 Advisory Board**  
3/17/22 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting - CT Racial Profiling Prohibition Project.
- **WICC600 Radio Program**  
3/21/22 – Attorney Jody Walker-Smith will appear on the WICC600 radio program Melissa in the Morning to discuss tokenism and inclusion.
- **D&I Committee Meeting**  
3/30/22 – 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.
- **Equity and Discrimination Law**  
3/31/22 – 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.

## **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:

#### AA/CC – Alvin missing

AA TA: N/A

AA Meetings: N/A

AA Special Projects: N/A

CC TA: **825**

CC TA Session:

## REGIONAL OUTREACH AND HOUSING AT A GLANCE

### **HOUSING**

#### **Future Activities**

None Reported

#### **Past Activities**

- **CHRO Community Engagement Ambassador Meeting**  
**Attendees: 10 +**  
1/12/22 Shana Brown attended
- **HUD Training for the HEMS 2.8 Data Entry System**  
**Attendees: ?**  
1/25/22 Shaun Jones attended
- **Diversity, Education, and Inclusion Committee**  
**Attendees:**  
1/26/22 Shana Brown will be attended
- **CHRO Clerical Check in Committee**  
**Attendees:**  
1/26/22 Shana Brown will be attended
- **HUD Training for the HEMS 2.8 Data Entry System**  
**Attendees: ?**  
1/27/22 Bob Zamlowski, Shana Brown, Diane Carter and Cyndi Dryfe will be attended.

### **Capitol Region**

#### **Future Activities**

None Reported

#### **Past Activities**

- **Clay Arsenal Neighborhood Revitalization Zone Meeting**  
**Attendees: 25**  
2/1/22 Ronald Simpson attended the revitalization zone meeting
- **Community Engagement Ambassador Meeting**  
**Attendees: 25**  
2/2/22 Ronald Simpson attended the community engagement meeting
- **Greater Hartford African American Alliance Meeting**  
**Attendees: 25**  
2/5/22 Ronald Simpson attended the Greater Hartford African American Alliance meeting



- **Upper Albany Neighborhood Revitalization Zone Meeting**  
**Attendees: 15**  
2/7/22 Ronald Simpson attended the revitalization zone meeting
- **Greater Hartford Branch NAACP Meeting**  
**Attendees: 20**  
2/8/22 Ronald Simpson attended the Greater Hartford Branch NAACP meeting
- **Greater Hartford Branch NAACP Meeting**  
**Attendees: 10**  
2/15/22 Ronald Simpson attended the Greater Hartford African American Alliance meeting
- **D & I Meeting**  
2/22 Ann Galer attend the meeting
- **Tech Committee Meeting**  
2/22 Laura Roxbury attend the meeting

## Eastern Region

### Future Activities

- **CEA meeting**  
3/3/22 Catherine Chester to attend
- **Tech Committee Meeting**  
3/14/22 Catherine Chester to attend
- **GNACC Healthy Living Festival meeting**  
3/18/22 Catherine Chester to attend
- **Clerical Meeting**  
3/23/22 Catherine Chester to attend
- **D & I Meeting**  
3/30/22 Catherine Chester to attend

### Past Activities

- **GNACC Lunch & Learn**  
**Attendees: 10+ people**  
2/11/22 Catherine Chester attended the virtual Lunch & Learn which discussed heart health in the modern world.

- **D & I Book Club Meeting**  
**Attendees:** 10 people  
2/16/22 Catherine Chester attended the lively discussion based on the reading of "Bad Feminist" by Roxanne Gay.
- **GNACC Healthy Living Committee Meeting**  
**Attendees:** 6 people  
2/18/22 Catherine Chester attended- Discussed in depth various additions to upcoming festival in September.
- **GNACC Lunch & Learn**  
**Attendees:**10people  
2/18/22 Catherine Chester attended the virtual Lunch & Learn which discussed brain health.
- **D & I Committee Meeting**  
**Attendees:**10 people  
2/23/22 Catherine Chester Attended-had a great discussion on the reference guide and distribution of said guide.
- **Clerical Meeting**  
**Attendees:**10 people  
2/23/22 Catherine Chester attended monthly meeting
- **ARC meeting**  
**Attendees:**11 people  
2/22/22 Catherine Chester attended meeting held by Robin Fox to discuss the new database created by EEOC and its various technical issues we are facing using it.

## West Central Region

### Future Activities

None Reported

### Past Activities

- **CEA Meeting**  
**Attendees:** 10  
2/2/22 Chris Blustein, Human Rights Representative and Courtney Winch, Human Rights Trainee attended the Community Engagement Ambassador meeting
- **Waterbury Human Rights Trainee meeting**  
**Attendees:** 5  
2/10/22 Chris Blustein, Human Rights Trainee, Courtney Winch, Human Rights Trainee, and Attorney Kimberly Jacobson from legal attended the Waterbury Commission on Human Rights meeting

- **Waterbury Human Rights Trainee meeting**  
**Attendees:** 5  
2/18/22 Chris Blustein, Human Rights Trainee, met with a resident who was referred by the Waterbury Commission. He explained what we do different from the city. An intake was scheduled as a result.
- **D & I Committee meeting**  
**Attendees:** 10 people  
2/23/22 Courtney Winch, Human Rights Trainee attended the monthly meeting
- **Diversity & Inclusion Committee agency wide training meeting**  
2/2022 Courtney Winch, Human Rights Trainee attended (2) meetings in the Month of February
- **Waterbury Human Rights collaboration**  
Finished editing and sent several informational documents to the Waterbury Commission on Human Rights.
- **Kids Court**  
**Attendees:** 40 school districts  
2/23/22 Courtney Winch, Human Rights Trainee compiled a list of the region's superintendents and emailed them the Kids Court information
- **D&I post for CHRO's social media page**  
2/24 Courtney Winch, Human Rights Trainee, as part of black history month, I submitted a biography/article about Malcolm Little (Malcolm X). Covers topics such as early life, political activism, comparisons to MLK, and 1960s assassinations of civil rights leaders.
- **Waterbury YMCA collaboration with CHRO**  
**Attendees:** 40  
2/25 Courtney Winch, Human Rights Trainee attended movie night event at the Waterbury YMCA and promoted CHRO to community.

## **Southwest Region**

### **Future Activities**

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

Southwest Regional Manager and CHRO Representative Jamie Rubin will attend the monthly meeting.

#### **CHRO Diversity and Inclusion Committee**

Southwest Human Rights Representative Jessica Kohut and HR Representative Trainees Courtney Shields and Abygail Meeks will attend the meetings to discuss the monthly social media series and other projects including the book club, resource guide, survey committee, and social media committee, and participate in researching and writing agency posts.

#### **CHRO Social Media Team**

Southwest Regional Human Rights Trainee Courtney Shields will participate with team activities including planning and scheduling of topics and creating agency posts.

### **Past Activities**

#### **CHRO Diversity and Inclusion Committee**

Southwest Regional Human Rights Representative Jessica Kohut, and HR Representative Trainee Courtney Shields attend the meetings to discuss the monthly social media series and other projects including the book club, resource guide, survey committee, and social media committee. HR Trainee Abygail Meeks is also part of the committee and HR Representative Christine Rowan is a member of the Diversity and Inclusion Book Club.

#### **CHRO Social Media Team**

Southwest Regional Human Rights Trainee Courtney Shields is very active on this team, attending meetings and writing numerous extensive social media posts.

Media Inquiries: 0

Legislative Meetings: 8

Legislative Inquiries: 5

Legislative Hearings: 0

Sexual Harassment Law: 69 (February) and 6598 (cumulative)