

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

OUTREACH ACTIVITIES

Outreach Successes:

- **March Social Media**
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, and Spencer Hill created and/or coordinated 27 posts for the agency's Facebook and Instagram accounts.
- **Hot 93.7 Interview**
Attendees: thousands
03/01 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp were interviewed by 93.7. They discussed the agency's training and outreach programs and case processing.
- **General Law ("Pink Tax") Public Hearing**
Attendees: 75
03/01 CHRO submitted testimony and Executive Director Tanya Hughes and Deputy Director Cheryl Sharp testified.
- **Housing Public Hearing**
Attendees: 75
03/01 CHRO submitted testimony and Executive Director Tanya Hughes and Deputy Director Cheryl Sharp testified.
- **Kids Court Academy Year 2**
Attendees: 125
03/01, 03/15, 03/29 This Program is an outgrowth or expansion of the CT Kids Speak and CT Kids Court Programs. CT Kids Court Academy is a free, 15-week attorney and social justice pipeline program for middle school and high school students.
- **WFSB (CBS) Channel 3 Interview**
Attendees: thousands
03/02 Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, Tina Parziale from RAW and two KCA students were interviewed by Channel 3 regarding Kids Court Academy and Kids Court.
- **WVIT (NBC) Channel 30 Interview**
Attendees: thousands
03/02 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp were interviewed by Channel 30 regarding the pink tax.

- **RAW**
Attendees: 3
 03/03 Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, Tina Parziale from RAW reviewed two movies for Kids Court Academy.
- **Meeting w/Senator McCrory, DAS, OWS, DOL, CHRO, MCC, SHEBA re: Equity in School Construction**
Attendees: 20
 03/08 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Legislative and Administrative Advisor Darcy Strand participated in a round table discussion about contract compliance issues.
- **Women in Leadership Symposium**
Attendees: 50
 03/09 Deputy Director Cheryl Sharp participated in the symposium.
- **Department of Justice Working Group**
Attendees: 20
 03/09 Deputy Director Cheryl Sharp participated in the Education Working Group for the Department of Justice.
- **Fair Share Consortium**
Attendees: 25
 03/09 Outreach Coordinator Ana Mitchell attended a meeting 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**
Attendees: 20
 03/10 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in and AA Supervisor Neva Vigezzi and HRO Trainee Gary Madison led the task force on affirmative action with state stakeholders.
- **HB 5204**
Attendees: 150
 03/10 CHRO submitted testimony and Executive Director Tanya Hughes and Deputy Director Cheryl Sharp testified.
- **Growing Together CT**
Attendees: 50
 03/10 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell participated in the meeting.
- **CT Afterschool Network Brown lunch bag webinar meeting**
Attendees: 2
 3/10 Outreach Coordinator Ana Mitchell discussed with Ken Anthony, Ed.D, Director of Professional Development and Research the opportunity to ask CT Afterschool Network to join Kids Court Academy.

- **FHAP Quarterly Call**
Attendees: 100
 03/14 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and HRO Representative Diane Carter participated in the call with HUD representatives.
- **Commission on Racial & Ethnic Disparity**
Attendees: 15
 03/14 Deputy Director Cheryl Sharp attended the WebEx Commission on Racial & Ethnic Disparity meeting as a member of the Commission.
- **Labor Public Hearing**
Attendees: 75
 03/15 CHRO submitted testimony and Executive Director Tanya Hughes and Deputy Director Cheryl Sharp testified.
- **CWEALF Presentation**
Attendees: hundreds
 03/15 Deputy Director Cheryl Sharp was interviewed during a Facebook Live event that continues to be posted on the internet. She discussed women in leadership.
- **CHRO's D&I Book Club**
Attendees: 10
 3/16/22 – Jody Walker-Smith attended and led discussion in the monthly CHRO's Diversity and Inclusion Book Club.
- **Creation of KCA PSA**
Attendees: 3
 03/16 Outreach Coordinator Ana Mitchell, Deputy Director Cheryl Sharp, Sophia Morgansten, Brown Student and Tina Pariazle RAW Education Engagement discussed the PSA.
- **CHRO presentation at the Park Street Library @ the Lyric**
Attendees: 19
 03/16 Outreach Coordinator Ana Mitchell presented CHRO to the Park Street Library @ Lyric Community.
- **CTRP3 Advisory Board**
Attendees: 30
 03/17 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.
- **HUD Stakeholder Meeting**
Attendees: 200
 03/17 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and HRO Representative Diane Carter attended the meeting.

- **Growing Together CT**
Attendees: 50
03/17 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell participated in the meeting.
- **Hartford Yardgoats**
Attendees: 4
03/17 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell participated in the meeting.
- **Judiciary Public Hearing**
Attendees: 75
03/21 CHRO submitted testimony and Executive Director Tanya Hughes and Deputy Director Cheryl Sharp testified.
- **WICC 600 Radio Program**
3/21/22 – Attorney Jody Walker-Smith prepared for an appearance on the WICC600 radio program Melissa in the Morning to discuss tokenism and inclusion. Attorney Spencer Hill filled in.
- **CT Bar Association’s Constance Baker Motley Racial Justice Series: CRT**
Attendees: ?
3/22/22 – Attorney Jody Walker-Smith attended a webinar on Critical Race Theory presented by the CT Bar Association.
- **Yardgoats**
Attendees: 3
03/22 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Tiffany Young to discuss the collaboration around youth events.
- **Regional School District 13**
Attendees: 3
03/23 Deputy Director Cheryl Sharp and Attorney Jody Walker-Smith met with a representative to plan diversity and cultural competency training for administrators.
- **Stop Asian Hate – Alan Tan, RAW**
Attendees: 4
3/23 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Tina Parziale from RAW and Alan Tan to discuss the development of a program to address Asian hate.
- **Yardgoats recording**
Attendees: 3
03/22 Deputy Director Cheryl Sharp was interviewed by Tiffany Young regarding women in leadership. The program will be aired on YouTube and Facebook.

- **Appropriations - Deficiency Bill**
Attendees: 30
 03/23 CHRO submitted testimony and Executive Director Tanya Hughes and Deputy Director Cheryl Sharp testified.
- **2022 Leadership Certificate Webinar – How to Hire the Right Employees presented by Deer Oaks**
Attendees: about 400
 3/28/22 Attorney Kimberly Jacobsen attended this hiring webinar
- **Kids Court Academy Year 2**
Attendees: 32
 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.
- **CTSAC: Overview of Zoning Report**
Attendees: 15
 03/30 Deputy Director Cheryl Sharp participated in the CTSAC Teams meeting where she serves as a member of the Commission. The Commission is a national civil rights organization- the United States Commission on Civil Rights.
- **Newington High School – Job Fair**
Attendees: thousands
 03/30 Attorney Michelle Dumas Keuler participated in the Annual Job Fair at Newington High School.
- **Reparations Task Force (ECCT)**
Attendees: 3
 03/31 Deputy Director Cheryl Sharp participated in a subcommittee task force meeting
- **D&I Committee Meeting**
Attendees: 11
 3/30/22 – 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: 10
 3/31/22 – 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.

Future Outreach Activities:

- **April Social Media**
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, and Spencer Hill are planning to create 21+ posts for the agency's Facebook and Instagram
- **Glastonbury MLK & Probus IDD Community Conversation**
4/4 Executive Director Tanya Hughes and Attorney Kimberly Jacobsen will speak about the CHRO and Disability Discrimination
- **GMLKCI Panel Webinar**
4/4/22 – Attorney Jody Walker-Smith will attend a webinar on intellectual and developmental disabilities and employment.
- **Webinar Prep - RAW and CT After School Network**
04/04 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will be preparing for a webinar to discuss Kids Court Academy and Kids Court.
- **CHRO KCA brown lunch bag webinar presentation to CT Afterschool Network administrator**
04/05 Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, and Tina Parziale from RAW will do a webinar to introduce after school programs to Kids Court Academy and Kids Court.
- **Cultural Humility & Implicit Bias pre-meeting**
04/06 Deputy Director Cheryl Sharp and Attorneys Michelle Dumas Keuler and Jody Walker-Smith will meet with members of the CT BAR Association to plan a presentation for CBA's annual conference.
- **In the Company of Women**
04/07 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Outreach Coordinator Ana Mitchell will attend the symposium presented by the Hartford YWCA.
- **CTSAC: Overview of Zoning Report**
04/07 Deputy Director Cheryl Sharp will participate in the CTSAC Teams meeting where she serves as a member of the Commission. The Commission is a national civil rights organization- the United States Commission on Civil Rights.
- **Kids Court Academy Year 2**
04/12, 04/26 This Program is an outgrowth or expansion of the CT Kids Speak and CT Kids Court Programs. CT Kids Court Academy is a free, 15-week attorney and social justice pipeline program for middle school and high school students.
- **Fair Share Consortium**
04/13 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 CT**
04/14 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell will participate in the meeting.
- **Holocaust Symposium/Webinar**
04/19 Deputy Director Cheryl Sharp, Regional Manager Ron Simpson, HRO Rep Ann Galer, and Outreach Coordinator Ana Mitchell will develop a program to honor survivors of the Holocaust and create a film to elevate their voices.
- **CHRO's D&I Book Club**
4/20/22 – Attorney Jody Walker-Smith will attend and lead discussion in the monthly CHRO's Diversity and Inclusion Book Club.
- **D&I Committee Meeting**
4/27/22 – 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.
- **Region 13 Administrators Meeting**
4/27/22 – Attorney Walker-Smith and Deputy Director Cheryl Sharp will attend a meeting with region 13 school administrators regarding equity and race.
- **Diversity and Cultural Competency Training**
04/27 Deputy Director Cheryl Sharp and Attorney Jody Walker-Smith will provide Diversity and Cultural Competency Training to Region 13 school administrators.
- **Equity and Discrimination Law**
4/28/22 – 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.
- **Yardgoats**
April - Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will meet with Tiffany Young to plan the program “Negro League” celebration at the Yardgoats stadium.
- **Hartford YMCA**
April - Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell, and Tiffany Young will meet with Glen Mauldin at the Hartford YMCA regarding the planning of the program to celebrate the “Negro League” at the YMCA through a movie screening.

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

AA TA: N/A

AA Meetings: N/A

AA Special Projects: N/A

CC TA: **1051**

CC TA Session:

- **Southeastern Council of Government**
Attendees: 38
3/16 - Contract Compliance Training
- **West Council of Government**
Attendees: 40
3/17- Contract Compliance Training
- **Town of Trumbull March 30th**
Attendees: 42
3/30/22 - Contract Compliance Training

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities

- **Special Project**
Fair Housing Conference
Jonathan Sykes is working on our upcoming fair housing conference

Past Activities

- **Webinar**
Attendees: 100+
Reasonable Accommodations Related to Support Animals, HUD
3/16/22 Shaun Jones & Jon Sykes attended. Training seminar discussing reasonable accommodations as it pertains to service animals and how to manage such requests.
- **Team Meeting**
Attendees: 6
3/19/22 Shaun Jones, Jon Sykes, Diane Carter, and Shana Brown attended. General checking with deputy director and housing unit employees.
- **Clerical Check In**
Attendees: 9
3/23/22 Shana Brown attended. Monthly check-in with clerical/admin staff.
- **D & I Committee Meeting**
Attendees: 12
3/30/22 Shana Brown and Jon Sykes attended. Monthly committee meeting.

Capitol Region

Future Activities

None Reported

Past Activities

No Report for March

Eastern Region

Future Activities

- **GNACC Health Living Meeting**
4/22/22 TBA-Cathy Chester attending
- **D & I Book Club Meeting**
4/13/22 Cathy Chester attending- Discussing book “The Sum of Us” by Heather McGee.
- **D & I Committee Meeting**
TBA
- **CEA Meeting**
TBA
- **Celebrate Cultural Diversity Meeting**
TBA

Past Activities

- **Diversity & Inclusion Book Club Meeting**
Attendees: 6+
3/16/22 Cathy Chester attended. Discussed book, “This is How it Always Is” by Laurie Frankel. The event was held virtually through Teams.
- **GNACC Health Living Meeting Attendees: 9**
3/18/22 Cathy Chester attended. Discussed 2022 Healthy Living Festival , various ideas about vendors and farmers’ markets, car show, aaa driving school, flu/covid vaccines, etc.
- **D & I Committee Meeting:**
Attendees: 12
3/30/2022 Cathy Chester attended. Created blocked signature boxes for D & I members—possibly agency wide? Watched short video.
- **Celebrate Cultural Diversity Festival**
Attendees: 10
3/30/2022 Cathy Chester attended, discussed possibility of reprising the festival in September. Will serve on Finance Committee to get sponsors, vendors, participants— is it feasible for this year or should we wait until next year as many of our previous vendors are no longer in business?

West Central Region

Future Activities

None Reported

Past Activities

Courtney Winch

- **YMCA**
 - 03/01 – read aloud w/ Chris (*two classrooms, approx. 10 kids with 2 staff in each class*)
 - 03/04 – YMCA movie night
 - Set up an informational table in the lobby during community event (*spoke with approx. 5 individuals*)
 - Feminine hygiene drive
 - Collecting donations until end of month
- **Diversity & Inclusion Committee**
 - 03/08 – Wrote International Women’s Day social media post
 - 03/11 – Agency training subcommittee meeting
 - 03/18 – Agency training subcommittee meeting
 - 03/30 – Monthly meeting

Chris Blustein

- 03/01 – Volunteered at YMCA w/ Courtney
 - Went to separate classrooms and read books that promote diversity (*see above*)
- 03/17 – Wrote D&I post about Irish American Heritage Month
 - Published through CHRO’s various social media pages

Robert Moller

- 03/25 – Attended lunch & learn

Suzanne Westhaver

- Donated to YMCA feminine hygiene drive
2/25 Courtney Winch, Human Rights Trainee attended movie night event at the Waterbury YMCA and promoted CHRO to community.

Southwest Region

Future Activities

- **CHRO Community Ambassador Committee**
4/6 Southwest Regional Community Ambassador Christine Rowan will attend the meeting discussing strides and ideas around building relationships and bridges within community to expand the outreach and involvement of the CHRO within Connecticut communities.
- **Employer Guidance in our Covid 19 World.**
4/11 Southwest Regional Staff plan to attend the webinar sponsored by the EEOC. The webinar will provide EEOC guidance on the ADA, both short and long Covid, vaccines, return to work guidance and more.

- **CHRO Kids Court Academy**
4/12 Southwest Regional Director Jamie Rubin plan to volunteer as a facilitator.
- **Management Advisory Council (MAC)**
4/20 Southwest Regional Manager and CHRO Representative Jamie Rubin will attend both the monthly meeting and the additional voting member meeting.
- **CHRO Diversity and Inclusion Committee and Subcommittee**
Southwest Human Rights Representatives Jessica Kohut and Courtney Shields will attend the meetings 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.
- **CHRO Technology Committee**
Jessica Kohut will attend and participate in the meeting.

Past Activities

- **ADL Fighting Hate from Home: Fighting Antisemitic and White Supremacist Propaganda in Your Community**
3/3 Southwest Regional Staff attended the virtual seminar by the Anti-Defamation League. Oren Segal, VP of the ADL Center on Extremism, along with COE investigative researchers and leaders from ADL's regional offices shared insights on some of the hateful fliers, banners, videos and even the multi-state Goyim Defense League (GDL) "Name the Nose" tours. These caravans travel from city to city, as GDL members spread hate and use their grotesque antics to attract new followers -- and funding. ADL shared insights from their new study of extremist propaganda and gave a behind-the-scenes look at how the GDL operates and how the COE assisted law enforcement with some recent arrests and how members of the community can fight the Good Fight and take action against the GDL and other hatemongers.
- **ADL: The Crisis in Ukraine**
3/9 Southwest Regional Staff attended the Anti-Defamation League virtual briefing featuring Vlad Davidzon, Chief Editor of the Odessa Review and a Non-Resident Fellow at the Atlantic Council, discussing the current situation on the ground in Ukraine, and Natan Sharansky, the Board Chair of the Babyn Yar Memorial Center, a Soviet refusenik, former Jewish Agency Chair and former Israeli government minister, in conversation with Sharon Nazarian, ADL's Senior Vice President for International Affairs.
- **CHRO Diversity and Inclusion Training Subcommittee**
3/11, 3/18, 3/30 Jessica Kohut attended the meetings to discuss ongoing projects.
- **CHRO Technology Committee**
3/14, 3/28, 3/30 Jessica Kohut participated in the meetings.

- CHRO D&I Book Club**
 3/16 Christine Rowan participated in the Diversity and Inclusion Book Club meeting this month. Discussion focused on issues faced by Transgender individuals and their families, discussing the book *This Is How It Always Is* by Laurie Frankel.
- CHRO D&I Social Media Team**
 3/22 As one of the three members of the team, Courtney Shields attended the March planning meeting to discuss topics for social media posts, the tone, direction, and success of current posts, and assign the following month's posts to drafters accordingly. March included a month-long focus on events and topics regarding Women's History Month. Courtney composed three Facebook and Instagram social media posts for the CHRO: *Equal Pay Day* posted 3/11, *Reproductive Rights in U.S. History Part One: Early History - 1900s* posted 3/21, *Reproductive Rights in U.S. History Part Two: Mid-1950s -Today* posted 3/22. Courtney was the primary drafter and project manager of the CHRO internal *Respectful and Inclusive Reference Guide*.
- CHRO Lunch & Learn: Like Mother, Like Daughter: The Sipuel Women and Generational Advocacy**
 3/25 Southwest Regional Staff attended the virtual event about the legacy of social justice activist built by the Sipuel women that changed their community, state, and the country, and how their work also fostered other female activists whose advocacy continues today. In 1945, the NAACP attempted to recruit an African American man as plaintiff to challenge educational segregation in Oklahoma – and who they got was his sister. Ada “Lois” Sipuel Fisher’s case went to the US Supreme Court twice, and her successful suit led to desegregation at the University of Oklahoma Law School. It also set precedent for the Court’s decision on segregation in public schools in *Brown v. Topeka Board of Education*. The NAACP knocked on the Sipeles’ door in good part because of her mother, “Big Momma” Sipuel, a political activist who took on the local Sheriff after a notorious lynching in their town.
- CHRO Kids Court Academy**
 3/29 Southwest Regional Director Jamie Rubin volunteered as a facilitator.
- CHRO Diversity and Inclusion Committee**
 3/30 Jessica Kohut and Courtney Shields attended the meeting to discuss ongoing projects.

Media Inquiries: 1

Legislative Meetings: 17

Legislative Inquiries: 21

Legislative Hearings: 43

Sexual Harassment Law: 70 (March) and 6668 (cumulative)