

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

OUTREACH ACTIVITIES

Outreach Successes:

- **April Social Media**
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, and Spencer Hill are planning to create 28 posts for the agency's Facebook and Instagram
- **Glastonbury MLK & Probus IDD Community Conversation**
Attendees: 25
4/04 – Attorney Jody Walker-Smith attended a webinar on intellectual and developmental disabilities and employment; panelists included CHRO Executive Director Tanya Hughes and Attorney Kimberly Jacobsen. Attorney Walker-Smith participated in the chat by providing resources for attendees.
- **Webinar Prep - RAW and CT After School Network**
Attendees: 4
04/04 Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, and Tina Parziale from RAW met with Ken Anthony to prepare for a webinar to discuss Kids Court Academy and Kids Court.
- **CHRO KCA brown lunch bag webinar presentation to CT Afterschool Network administrator**
Attendees: 15
04/05 Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, and Tina Parziale from RAW participated in a webinar to introduce after school programs to Kids Court Academy and Kids Court.
- **Community Engagement Ambassador meeting**
Attendees: 25
4/06 Outreach Coordinator, Ana Mitchell lead the meeting for the program created for employees to participate in CHRO's Outreach efforts.
- **Cultural Humility & Implicit Bias pre-meeting**
Attendees: 5
04/06 Deputy Director Cheryl Sharp and Attorneys Michelle Dumas Keuler and Jody Walker-Smith met with members of the CT BAR Association to plan a presentation for CBA's annual conference.
- **In the Company of Women**
Attendees: 200+
04/07 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Outreach Coordinator Ana Mitchell attended the symposium presented by the Hartford YWCA.

- **CTSAC: Overview of Zoning Report**
Attendees: 15
 04/07 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.
- **Interfaith Iftaar Dinner**
Attendees: 75
 04/08 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell attended the Interfaith Iftaar Dinner at the Baitul Aman Mosque in Meriden.
- **Diversity and Cultural Competency Training**
Attendees: 4
 04/11 Deputy Director Cheryl Sharp and Attorney Jody Walker-Smith met with two administrators regarding the upcoming Diversity and Cultural Competency Training for Region 13 school administrators.
- **WICC600 Radio Program**
Attendees:
 4/11/22 – Attorney Jody Walker-Smith appeared on the WICC600 radio program Melissa in the Morning to discuss tokenism and inclusion. Attorney Spencer Hill filled in due to Attorney Walker-Smith’s child being ill.
- **Kids Court Academy Year 2**
Attendees: 75
 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**
Attendees: 20
 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.
- **ECAR Meeting**
Attendees: 125+
 04/13 Outreach Coordinator, Ana Mitchell and Administrative Assistant, Catherine Chester attend ECAR breakfast meeting the focus was on Diversity, Equity, Inclusion and Fair Housing.
- **Growing Together CT**
Attendees: 25
 04/14 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell participated in the meeting.

- **Disparity Study Project Implementation meeting and Kick off meeting**
Attendees: 25
4/18 and 4/26 Attorney Kim Jacobsen attended these events
- **Yard Goats video outline with RAW**
Attendees: 4
04/20 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Tina Parziale (RAW) and Sophie Morganstern (filmmaker) to go over the video outline for the upcoming “Negro League” celebration at the Yard Goats stadium.
- **WYBC Digital**
Attendees: 5
04/20 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Outreach Coordinator Ana Mitchell met with Maria Lashley to go over upcoming radio ads - WBYC digital.
- **CHRO’s D&I Book Club**
Attendees: 13
4/20 – Jody Walker-Smith attended and led discussion in the monthly CHRO’s Diversity and Inclusion Book Club – this month’s book was The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together by Heather McGhee.
- **BPRC Spring Fling**
Attendees: 200+
04/21 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Outreach Coordinator Ana Mitchell attended the Black and Puerto Rican Caucus’ Spring Fling.
- **Hispanic Coalition Annual Health Fair**
Attendees: 50+
4/22 Outreach Coordinator, Ana Mitchell participated in the Health Fair and represented CHRO
- **CHRO Fair Housing Webinar**
Attendees:238
4/25 Attorney Kim Jacobsen attended this event. The Fair Housing “Reconnecting Through A New Lens”. It was very informative and was a great way to update those who attended on what is happening now. It was well attended.
- **Holocaust Symposium/Webinar**
Attendees: 6
4/26 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.

- **Disparity Study Kickoff**
Attendees: 21
 04/26 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Legislative and Administrative Advisor Darcy, Attorney Anna-Marie Puryear, along with other CHRO employees and DAS and OPM, met with Griffin & Strong re: the upcoming disparity study.
- **Electric Drum Interview**
Attendees: 2
 04/26 Deputy Director Cheryl Sharp was interviewed by Juan Castillo of WYBC regarding the work of the Commission. It aired 05/01/2022.
- **Diversity and Cultural Competency Training**
Attendees: 15
 04/27 Deputy Director Cheryl Sharp and Attorney Jody Walker-Smith provided Diversity and Cultural Competency Training to Region 13 school administrators.
- **Senior Companion Program/New Opportunities**
Attendees: 40+
 4/27 Outreach Coordinator Ana Mitchell presented CHRO to the Senior Companion in Waterbury.
- **Diversity and Cultural Competency Training**
Attendees: 15
 04/27 Deputy Director Cheryl Sharp and Attorney Jody Walker-Smith provided Diversity and Cultural Competency Training to Region 13 school administrators.
- **D&I Committee Meeting**
Attendees: 11
 4/27/22 – 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: TBD
 4/28/22 – 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.
- **The Momentum Foundation meeting**
Attendees: 2
 4/29 Outreach Coordinator, Ana Mitchell met with Ebony Atwall and discussed a partnership that will help recruit students for Kids Court Academy.
- **Yardgoats**
Attendees: 10
 04/29 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Tiffany Young to discuss the collaboration around youth events and viewed the new Boys and Girls Club in the South End of Hartford. In the future, we will be collaborating with the Boys and Girls Club as well.

- **Greater Waterbury YMCA Healthy Kids Day**
Attendees: 80+
4/30 Coordinator Ana Mitchell represented CHRO at the Healthy Kids Day and passed out educational materials to the kids and adults.

Future Outreach Activities:

- **May Social Media**
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, and Spencer Hill are planning to create 18+ posts for the agency's Facebook and Instagram accounts.
- **EEOC Training**
5/3/22- 5/5/22 Attorney Kim Jacobsen will attend EEOC training
- **CHRO/RAW collaboration (film prep)**
05/03 Deputy Director Cheryl Sharp will join a select few KCA students to prepare for a public service announcement that will be aired during the Yard Goats game June 17th.
- **CHRO/RAW collaboration (film equipment)**
05/06 Deputy Director Cheryl Sharp will meet with Tina Parziale and Sophie Morganstern at the central office to prepare for the PSA.
- **New Haven Symphony - Women & Girl's Event**
05/06 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend along with Attorney Robin Fox. Executive Director Tanya Hughes will give brief remarks at the start of the event.
- **CHRO/RAW collaboration (filming)**
05/07 Deputy Director Cheryl Sharp will join Tina Parziale and Sophie Morganstern and a select number of students from KCA to film the PSA that will be aired at the yard goats game June 17th.
- **Ketanji Brown Jackson Award**
05/07 Deputy Director Cheryl Sharp will receive an award for community service and development at the Sankofa Art Gallery.
- **Kids Court Academy Year 2**
05/10, 05/24 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.
- **Racial and Ethnic Impact Statement (REIS) Training**
5/10/22 Attorney Kim Jacobsen will attend the first REIS training
- **USCCR Web Hearing on Employment Discrimination and Administrative closure**
5/10/22 Attorneys Kim Jacobsen and Michelle Dumas Keuler will present at this hearing

- **Racial and Ethnic Impact Statement (REIS) Training**
5/10/22 - Attorney Jody Walker-Smith will attend the first of three installments of REIS training titled “Justice, Equity, Diversity, and Inclusion.”
- **Kids Court Academy Year 2**
05/10, 05/24 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**
05/11 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.
- **CTRP3 Advisory Board**
05/12 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting - CT Racial Profiling Prohibition Project.
- **AA Task Force**
05/12 Deputy Director Cheryl Sharp will participate in and AA Supervisor Neva Vigezzi and HRO Trainee Gary Madison will lead the task force on affirmative action with state stakeholders.
- **Growing Together CT**
05/12 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell will participate in the meeting
- **WICC Radio**
5/16/22 Attorney Kim Jacobsen will talk about retaliation on this radio segment
- **CHRO’s D&I Book Club**
5/18/22 – Attorney Jody Walker-Smith will attend and lead discussion in the monthly CHRO’s Diversity and Inclusion Book Club – this month’s book is Little Fires Everywhere by Celeste Ng.
- **CTRP3 Advisory Board**
05/19 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting - CT Racial Profiling Prohibition Project.
- **CTSAC: Overview of Zoning Report**
05/23 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.
- **D&I Committee Meeting**
5/25/22 – 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**

5/26/22 – 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

AA TA: N/A

AA Meetings: N/A

AA Special Projects: N/A

CC TA: **1264**

CC TA Session:

- Contract Compliance Technical Assistance Training
Attendees: 19
4/16

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities

None Reported

Past Activities

- **D&I Committee Meeting**
Attendees: 10
4/27 Jon Sykes attended the monthly committee meeting
- **Fair Housing Conference**
Attendees: 238
4/29 Diane Cater, Jonathan Sykes and Cynthia Dryfe, Shaun Jones attended the conference.

Capitol Region

Future Activities

None Reported

Past Activities

- **Women's History Program "Like mother Like Daughter"**
Attendees: 25
3/25 HRO Representative Laura Roxbury was the presenter.
- **Greater Hartford African American Alliance meetings**
2022
Attendees:25
4/09 and 4/16
- **Greater Hartford Branch N.A.A.C.P. meetings**
Attendees:25
4/12 and 4/29
- **Holocaust Survivors Webinar meeting**
Attendees:6
4/19 and 4/26 with Holocaust Education Resource Office, Voices of Hope, CHRO, and Real Arts Way
- **Town of Farmington Human Relations Commission meeting**
Attendees: 3
4/27 HRO Representative Laura Roxbury participated in the meeting
- **Upper Albany Neighborhood Revitalization Zone Board of Directors meeting**
Attendees:
4/29
- **Autism Speaks CT**
Attendees:
4/2022 HRO Representative Franklin Sykes attended the meeting
- **Town of Rocky Hill Human Relations meeting**
Attendees:
4/2022 HRO Representative Franklin Sykes met with the Commission
- Ronald A. Simpson, Regional Manager is a member of the Community Engagement Committee at CHRO.
- Ann Galer HRO Representative is a member of the CHRO Diversity & Inclusion Committee.
- Laura Roxbury is the Capitol Region representative on the CHRO Tech Committee.

Eastern Region

Future Activities

- **D & I Book Club**
5/18/22 Catherine Chester to attend
- **Tech Committee Meeting**
5/9/22 Catherine Chester to attend
- **D & I Monthly Meeting**
5/25/22 Catherine Chester to attend
- **GNACC Health Living Festival Meeting**
5/13/22 Catherine Chester to Attend

Past Activities

- **MLK Community Conversation, Intellectual and Developmental Disabilities**
Attendees: 20+
4/4/22 Catherine Chester attended this event by Zoom.
- **ECAR Membership Meeting: Trailblazing a Path to Homeownership**
Attendees: 100+
4/13/22 Catherine Chester attended with Ana Mitchell attended the breakfast meeting. Realtors discussing lack of diversity, LBTQ obstacles, etc. in obtaining home ownership and promoting the Fair Housing Initiative . Event was held at the Norwich Inn & Spa.
- **Diversity & Inclusion Book Club Meeting**
Attendees: 16
4/20/2022 Catherine Chester attended the very energetic book club meeting to discuss the book "The Sum of Us" on TEAMS. Next month's read is "Little Fires Everywhere" by Celeste Ng.
- **Diversity & Inclusion Meeting**
Attendees:
4/27/2022 Catherine Chester attended the monthly meeting.

West Central Region

Future Activities

None Reported

Past Activities

- **Kids Court Academy**
Attendees: 40
03/29 Trainee Christopher Blustein participated in Kids Court Academy with guest speaker Judge Westbrook from the superior court to discuss *Browder v Gale* and segregation of buses.
- **Diversity & Inclusion Committee – Agency Training Subcommittee**
Attendees: 7
03/30 & 04/07 – Trainee Courtney Winch attended the Internal Agency Training Subcommittee meeting to continue discussions regarding our agency wide training proposal which was sent to management on 04/07.
- **Community Engagement Ambassadors**
Attendees: 10
04/06 Trainees Courtney Winch and Christopher Blustein attended the monthly Community Engagement Ambassadors meeting held via Teams to discuss past and future outreach opportunities.
- **Kids Court Academy**
Attendees: 40
04/12 Trainee Christopher Blustein participated in Kids Court Academy to discuss internment camps for Japanese Americans during WWII and the Korematsu Case.
- **Diversity & Inclusion Committee – Book Club**
Attendees: 12
04/20 Trainee Courtney Winch attended and participated in the monthly D&I Book Club meeting to discuss *The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together* by Heather McGee.
- **Kids Court Academy**
Attendees: 45
04/26 Trainee Christopher Blustein participated in Kids Court Academy by watching a short film followed by discussion of the Korematsu case.
- **Diversity & Inclusion Committee**
Attendees: 10
04/27 Trainee Courtney Winch attended and participated in the D&I monthly meeting

Southwest Region

Future Activities

- **EEOC FEPA Training**
5/3 - 5/5 Southwest Regional Staff Jessica Kohut, Christine Rowan, and Jamie Rubin will attend the three-day training that will cover investigative interviewing (including cognitive interviews), investigating using the Models of Proof, Negotiation, Title VII Harassment and Disability Discrimination. The virtual training will be conducted by EEOC State, Local, and Tribal Programs (SLTP) for FEPA and TERO partners.
- **ADL: Sandy Hook to January 6: The Arc of Extremism**
5/4 Southwest Regional Staff plan to attend this virtual discussion. The conversation will reveal how extremist conspiracy theories that surrounded the mass shooting in Newtown, Connecticut in 2012 are connected through every other major trauma up to and including the insurrection at the US Capitol on January 6, 2021. The panelists include Elizabeth Williamson, author of "Sandy Hook: An American Tragedy and the Battle for Truth," Monte E. Frank, Attorney and Co-Chair of Pullman & Comley's litigation practice, he represented the town of Newtown after the Sandy Hook mass shooting, and Oren Segal, Vice President of ADL's Center on Extremism. The event is free and open to the public upon registration and hosted by the Anti-Defamation League (ADL).
- **CHRO Technology Committee**
5/9 Jessica Kohut will attend the meeting to discuss current tech. issues and best practices to best assist the agency and the Southwest region.
- **CHRO Kids Court Academy**
5/10 & 5/24 Southwest HR Representative Debra Drexler and Regional Manager Jamie Rubin plan to volunteer as facilitators.
- **Management Advisory Council (MAC)**
5/18 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**
5/25 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 Representative Courtney Shields will participate with team activities including planning and scheduling of topics and creating agency posts.

Past Activities

- **CHRO Community Ambassador Committee**
Attendees:15
4/6 Southwest Regional Community Ambassador Christine Rowan attended the meeting discussing building relationships within the community to expand the outreach and involvement of the CHRO within Connecticut.
- **CHRO Diversity and Inclusion Training Subcommittee**
4/9 Jessica Kohut attended the meeting to discuss ongoing projects.
- **CHRO Technology Committee**
4/11 Jessica Kohut participated in the meeting to discuss current issues and to best assist the agency and the Southwest region.
- **Employer Guidance In Our Covid 19 World.**
4/11 Southwest Regional Staff attended the webinar sponsored by the EEOC. The webinar provided EEOC guidance on the ADA, both short and long Covid, vaccines, return to work guidance and more. The webinar was free and open to the public upon registration.
- **CHRO Kids Court Academy**
Attendees:35/40
4/12 & 4/26 Debra Drexler and Jamie Rubin volunteered as facilitators.
- **CHRO Diversity & Inclusion Book Club**
4/20 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 Diversity & Inclusion Social Media Team**
4/25 As one of the three members of the team, Courtney Shields attended the April 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. April included a month-long focus on Women's History Month. Courtney drafted and created images for four Facebook and Instagram social media posts for the CHRO: *Ramadan Mubarak* posted 4/2, *Sexual Assault Awareness and Prevention Month* posted 4/14, *Earth Day* posted 4/22, and continued the What is the CHRO series with ***What is the CHRO? Part 12***, posted 4/25.
- **Fair Housing Conference- Reconnecting Through a New Lens: Communities That Are Inclusive**
4/27 Southwest Regional Staff attended this extensive live webinar with multiple presenters hosted by the CHRO and Fair Housing Association of CT. The event was free and open to the public.

- **CHRO Diversity and Inclusion Committee Meeting**

4/27 Jessica Kohut and Courtney Shields attended the meeting to discuss ongoing projects, including the external version of The Respectful and Inclusive Term Reference Guide. Courtney Shields, Jessica Kohut and Abygail Meeks are drafting posts.

Media Inquiries: 1

Legislative Meetings: 29

Legislative Inquiries: 17

Legislative Hearings: 0

Sexual Harassment Law: 55 (April) and 6723 (cumulative)