

To: Tanya Hughes, Executive Director
From: Cheryl Sharp, Deputy Director
Re: **CHRO Outreach Activities**
Date: January 3, 2022

OUTREACH ACTIVITIES

Outreach Successes:

- **December Social Media**
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, and Spencer Hill created 11 posts for the agency's Facebook and Instagram accounts.
- **CHRO/RAW Collaboration**
Attendees: 35
12/01 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with a representative from RAW and will be collaborating with Real Art Ways for next year's Kids Court Academy Program.
- **AAPI Bullying & Harassment in Schools (CWCSEO)**
Attendees: 20
12/01 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.
- **CHRO Agency-Wide Training**
Attendees: 70
12/02 Deputy Director Sharp developed the training for the Agency-wide meeting and secured speakers to sit on panels to offer information and training to the various departments throughout the agency.
- **Agency-Wide Training – D&I**
Attendees:
12/2– Attorneys Jody Walker-Smith and Spencer Hill, along with investigators Jessica Kohut (Bridgeport), Courtney Shields (Bridgeport), and Courtney Winch (Waterbury), prepared and presented a 1.75-hour presentation from the CHRO's D&I Committee
- **Agency wide Training – D&I**
12/2– Outreach Coordinator Ana Mitchell and Attorney Darcy Strand prepared and presented a half an hour presentation on Outreach and the Legislator.
- **PTATF – community conversations**
Attendees:7
12/3 Outreach Coordinator Ana Mitchell attended planning session for December community conversations.

- **12th Annual Analeh Holiday Toy Drive**
Attendees:30
 12/4 Outreach Coordinator Ana Mitchell attended and participated in the community toy drive held at the Hispanic Health Council.
- **Great Gatsby Affair – The Fairfield Chapter of Chums Scholarship Luncheon**
Attendees:80
 12/5 Outreach Coordinator Ana Mitchell and Deputy Director Cheryl Sharp attended the event and supported the luncheon.
- **CTSAC: Overview of Zoning Report**
 12/06 Deputy Director Cheryl Sharp participated in the CTSAC Teams meeting where she serves as a member of the CT Commission.
- **WICC**
 12/6/21 Attorney Kimberly Jacobsen talked about Ableism during the radio appearance
- **Briefing to Connecticut Advisory Committee to the U.S. Commission on Civil Rights**
 12/6 Attorneys Jody Walker-Smith and Spencer Hill provided an advisory briefing regarding zoning and discrimination in CT.
- **Analeh TV Show pre-interview**
Attendees: 3
 12/09 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell attended the pre-interview meeting.
- **ARC Registration/Approver Training**
Attendees: 50
 12/09 Deputy Director Cheryl Sharp attended the training and serves as the agency representative.
- **CWCSEO Improve Anti-Discrimination Climate**
Attendees: 3
 12/09 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Commissioner Alan Tan to discuss further efforts to improve the anti-discrimination climate.
- **WICC Radio Program**
 12/13 – Attorney Jody Walker-Smith appeared on the WICC radio program ‘Melissa in the Morning’ to discuss accountability and cancel culture
- **PTATF – community conversations**
Attendees: 10/10/10
 12/13,12/14,12/15 Outreach Coordinator Ana Mitchell, attended the conversations.

- **CHRO/RAW Collaboration**
Attendees: 3
 12/14 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with a representative from RAW and saw the program in action with the Dwight Elementary School.
- **Deaf and Hard of Hearing Legislative Meeting**
Attendees: approximately 30
 12/14/21 Attorney Kimberly Jacobsen attended this working group meeting
- **Kids Court Academy**
Attendees:25
 12/14 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell attended and facilitated the last session of the year for KCA. 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.
- **CHRO's D&I Book Club**
Attendees: 8
 12/15– Jody Walker-Smith attended and led discussion in the first monthly installment of the CHRO's Diversity and Inclusion Book Club.
- **CTRP3 Advisory Board**
Attendees: 15
 12/16 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.
- **Gender-Based Pricing**
Attendees: 10
 12/17 Deputy Director Cheryl Sharp
- **CHRO-CWCSEO-Public Service Announcement**
Attendees: 8
 12/17 Outreach Coordinator Ana Mitchell filmed/record a bilingual public service announcement (PSA) about fair housing rights with our colleges from CWCSEO.
- **Equity and Discrimination Law**
Attendees: 8
 12/20 – 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 Park Street Library @ the Lyric Event**
Attendees: 25
 12/20 Outreach Coordinator Ana Mitchell attended a time capsule event at the library.

- **Meeting with AG**
Attendees: 5
12/23 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Principal Attorney Charlie Krich and Attorneys Michelle Dumas Keuler and Kim Jacobsen attended
- **D&I Committee Meeting**
12/29 – 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.

Future Outreach Activities:

- **January Social Media**
The CHRO’s Social Media Team of Jody Walker-Smith, Courtney Shields, and Spencer Hill are planning to create 11 posts for the agency’s Facebook and Instagram accounts.
- **Commission on Racial & Ethnic Disparity**
01/10 Deputy Director Cheryl Sharp will attend the WebEx Commission on Racial & Ethnic Disparity meeting as a member of the Commission.
- **Analeh TV Show interview**
01/11 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will film an episode for the Analeh TV show.
- **Fair Share Steering Committee**
01/11 Outreach Coordinator Ana Mitchell will attend the meeting with Open Communities Alliance.
- **CTSAC: Overview of Zoning Report**
01/12 Deputy Director Cheryl Sharp will participate in the CTSAC Teams meeting where she serves as a member of the CT Commission.
- **AA Task Force**
01/13 Deputy Director Cheryl Sharp, AA Supervisor Neva Vigezzi, and HRO Trainee Gary Madison will lead the task force on affirmative action with state stakeholders. Outreach Coordinator Ana Mitchell will attend the meeting.
- **Fair Share Consortium Meeting**
01/13 Outreach Coordinator Ana Mitchell will attend the meeting with Open Communities Alliance. This will be a full consortium meeting.
- **Cornell D&I Symposium**
1/13/22 – 1/15/22 - Attorney Jody Walker-Smith will attend the symposium, having received a Certificate from the eCornell program in 2021

- **WICC Radio Program**
TBD – Attorney Jody Walker-Smith will appear on the WICC radio program ‘Melissa in the Morning’ to discuss the do’s and don’ts of allyship
- **CHRO MLK March and Bell Ringing Ceremony**
1/17/22 – Attorney Jody Walker-Smith and family plan to attend the CHRO MLK March and Bell Ringing Ceremony.
- **CHRO MLK March and Bell Ringing Ceremony**
1/17/22 – Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell are planning the event and will be present.
- **CHRO’s D&I Book Club**
1/19/22 – Jody Walker-Smith will attend and lead discussion in the monthly CHRO’s Diversity and Inclusion Book Club.
- **CHRO community education at the Park Street Library @ the Lyric Event**
1/19/22 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will make a presentation to the Hartford Public Library regarding the programs that the Commission offers.
- **CHRO/CTRP3 Artistic Competition**
01/19/22 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will work with CTRP3 to initiate a high school competition to encourage students create art that dissuades racial profiling.
- **Georgetown Law interviews**
1/21/22 Attorneys Kimberly Jacobsen and Holly Wonneberger will interview law students for summer internships
- **D&I Committee Meeting**
1/26/22 – 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.
- **CTSAC: Overview of Zoning Report**
01/27/22 Deputy Director Cheryl Sharp will participate in the CTSAC Teams meeting where she serves as a member of the CT Commission.
- **Equity and Discrimination Law**
1/27/22 – 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.
- **Mass Law Consortium**
1/27/22 Attorneys Kimberly Jacobsen and Michelle Dumas Keuler will interview law students for summer internships

- **UConn Law intern interviews**

1/28/22 – Attorneys Jody Walker-Smith and Michael Roberts will represent the CHRO at the UConn Law intern interview day.

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: **1472**

CC TA Session: **None**

REGIONAL OUTREACH AND HOUSING AT A GLANCE

HOUSING

Future Activities

None Reported

Past Activities

- **CHRO Agencywide training**

Attendees: 60 +

12/2 Robert Zamlowski, Shana Brown, Diane Carter, Cyndi Dryfe and Shaun Jones attended this training

- **IAOHRA 2021 Conference**

Attendees: 178

12/7 and 12/8 Cyndi Dryfe attended this virtual Civil Rights Conference

- **State of Missouri Human Rights Conference**

Attendees: 200+

12/10 Diane Carter attended this virtual event

Capitol Region

Future Activities

None Reported

Past Activities

- Greater Hartford African American Alliance Meetings-12/4/21, 12/11/21,12/18/21
Attendees: 20
- Upper Albany Neighborhood Revitalization Zone Meeting-12/6/21
Attendees: 25
- Clay Arsenal Neighborhood Revitalization Zone Meeting 12/7/21
Attendees: 20
- Upper Albany Development Inc., Meeting-12/8/21
Attendees: 10
- Greater Hartford Branch N.A.A.C.P. Monthly Meeting-12/14/21
Attendees: 8
- Upper Albany Neighborhood Collaborative Monthly Meeting-12/21/21
Attendees: 8
- CHRO Diversity & Inclusion Committee (Ann Galer)
- CHRO Tech Committee (Arnaldo Guadalupe)

Eastern Region

Future Activities

- **D & I Book Club Meeting**
1/19/2022 Cathy Chester attending- Discussing book "Such a fun age" by Kiley Reid.
- **GNACC Health Living Meeting**
1/21/2022 TBA-Cathy Chester attending
- **D & I Committee Meeting**
TBA

Past Activities

- **Diversity & Inclusion Book Club Meeting**
Attendees: 6+
12/15/21 Cathy Chester attended. Discussed book, "Sitting Pretty" by Rebekah Tausing.
The event was held virtually through Teams.

- **GNACC Health Living Meeting**
Attendees: 6
12/17/21 Cathy Chester attended. Monthly meeting to discuss upcoming 6 weeks Lunch n Learn ideas running each Friday from 12-1pm beginning mid- January through end of February. Discussed date for 2022 Healthy Living Festival and partnering up with the Alzheimer's walk to have both the same day in September.
- **D & I Committee Meeting**
Attendees:
12/29/2021

West Central Region

Future Activities

Past Activities

- Chris- 12/10: Missouri Human Rights Conference: Civil Rights in Education seminar: Equal Opportunity issues during COVID 19 seminar: Bias and it's counter measures seminar.
- 12/14: Kids Court Academy- students with disabilities who are vulnerable to COVID 19 vs. banning mask mandates in school.
- Gene- 12/08: Goldberg Segalla, Managing remote work requests.
- Sancha- Chro Interfaith and Anti-Racism March Bell Ringing Ceremony committee member. Meetings in December and January leading up to the event.
- Courtney- assisted with the creation and implementation of the D&I's committee's agency wide presentation.
- Made connections with The Center for Education and Empowerment in Danbury to set of dates for opportunities to collaborate.
- Connection with The City of Waterbury's HR Commission. Attending their January meeting via Zoom.
- Rescheduled the 12/17 holiday event with the Waterbury YMCA (canceled due to COVID exposure) a new date will be set in the upcoming weeks.

Southwest Region

Future Activities

CHRO Kids Court Academy

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

CHRO Training

12/2 The Southwest Regional Staff will all attend the virtual agency-wide training.

Into The Light: A Panel Discussion To Raise Awareness Of Human Rights Violations

12/2 Southwest Regional Manager Jamie Rubin will be speaking about Human Rights, particularly as they pertain to women in our area and beyond, as part of the panel discussion, "Into The Light," hosted by MoCA, Museum of Contemporary Art, Westport, during a special exhibit. The museum exhibit *When Caged Birds Sing*, is a Human Rights Teaching Exhibition created by the Westport-based artist Ann Weiner. Through assemblage art, Weiner has shined a spotlight on categories of lethal abuse including sex trafficking, kidnapping, transphobia, female genital mutilation (FGM), honor killings, domestic abuse, the conversion of kidnapped girls into sex slaves and killers by rebel armies, merciless Taliban law, and transphobia. The panel will be moderated by the MoCA Westport Executive Director, and include Q & A from audience members. Following the panel there will be a viewing of a 45-minute film associated with the exhibition. The event is free and open to the public, advance registration is required.

Management Advisory Council (MAC)

12/15 Southwest Regional Manager and CHRO Representative Jamie Rubin will attend the monthly meeting.

Past Activities

Southwest Outreach Report November 2021

CHRO Diversity and Inclusion Committee

Southwest Regional Human Rights Representatives Courtney Shields and Jessica Kohut 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.

CHRO Social Media Team

Southwest Regional Human Rights Trainee Courtney Shields is very active on this team, attending meetings, drafting social media posts, and preparing a presentation for the December agency-wide training.

Media Inquiries: 0

Legislative Meetings: 1

Legislative Inquiries: 4

Legislative Hearings: 0

Sexual Harassment Law: 185(December) and 6490 (cumulative)