

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

OUTREACH ACTIVITIES

Outreach Successes:

- **NOVEMBER 2022**
November Social Media
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, and Spencer Hill created and coordinated 28 posts for the agency's Facebook and Instagram accounts and started sharing posts to twitter.
- **Maryland Human Rights Commission**
Attendees: 4
11/2/22 Legal Director Kim Jacobsen spoke with representatives from Maryland's Human Rights Commission about various issues they were dealing with regarding source of income discrimination and service animals.
- **Connoisseur/WYBC meeting**
Attendees: 2
11/02 Outreach Coordinator Ana Mitchell met to talk about future and retrieve CHRO banner.
- **Can Reparations Close the Racial Health Gap? Symposium**
Attendees: 200
11/03 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell attended the event at Harvard and represented the Commission at the event.
- **November's DEI Monthly Newsletter**
11/3 – Attorney Jody Walker-Smith led a team with Attorneys Spencer Hill and Megan Grant and investigators Courtney Shields and Courtney Winch in preparing and disseminating a DEI monthly newsletter. The November edition was sent to 1,058 recipients, up from 1,047 the previous month.
- **D&I Interview with UConn Law Student**
Attendees: 2
11/07 Deputy Director Cheryl Sharp was interviewed by a UConn Law student regarding her work with the agency and the importance of DE&I.
- **CTSAC: Overview of Zoning Report**
Attendees: 20
11/07 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.

- **CBA Diversity, and Equity and Inclusion Committee meeting**
Attendees: 25
 11/07 Legal Director Kim Jacobsen attended the CBA.
- **On-line Inquiry meeting**
Attendees: 5
 11/07 Legal Director Kim Jacobsen, Attorney Spencer Hill, Capitol Investigator Laura Roxbury, West Central Supervisor Shawn Burns and Outreach Coordinator Ana Mitchell all met to finalize form.
- **Grace Baptist presentation**
Attendees: 45
 11/07 Outreach Coordinator Ana Mitchell and Investigator Sancha Works presented to the Grace Baptist Church community.
- **CHRO & RAW**
Attendees: 5
 11/09 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Cai from RAW to discuss future collaboration.
- **Fair Share Consortium**
Attendees: 20
 11/09 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**
Attendees: 25
 11/10 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.
- **CHRO/BPRC State Representative Reyes**
Attendees: 4
 11/10 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Legislative Advisor Darcy Strand, and State Representative Reyes met to discuss budget issue.
- **Encore Fellow meeting**
Attendees: 3
 11/09 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Fellow Kim Gauthier from Encore to discuss the Civil Rights Museum project.
- **CEA meeting**
Attendees: 8
 11/15 Outreach Coordinator Ana Mitchell and Legislative Advisor Darcy Strand met with the committee to discuss outreach opportunities.

- **Desegregate CT Coalition**
Attendees: 25
 11/16 Desegregate CT is a coalition of organizations that are exploring ways to address zoning in the state that leads to discriminatory results.
- **AnaLeh partnership filming**
Attendees: 6
 11/16 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, Investigator Arnaldo Guadalupe, and Outreach Coordinator Ana Mitchell and the production filmed the first 15-minute housing segment to meet the deliverable for the HUD grant.
- **CHRO's D&I Book Club**
Attendees: 11
 11/16/22 – Attorney Jody Walker-Smith attended the monthly CHRO's Diversity and Inclusion Book Club – this month's book was Parable of the Sower by Octavia Butler.
- **Equity and Discrimination Law**
Attendees: 11
 11/17/22 – 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. This month's discussion centered around sexual violence, gender, and masculinity.
- **CHRO Brochure meeting**
Attendees: 2
 11/09 Outreach Coordinator Ana Mitchell and Investigator Jonathan Sykes met to discuss the revamping of brochures.
- **DEI Presentation for Disability Rights CT**
Attendees: 15
 11/18/22 – Attorney Jody Walker-Smith created a tailored DEI presentation and gave it to the DEI Committee at Disability Rights Connecticut.
- **Fair Share Consortium**
Attendees: 20
 11/21 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.
- **Civil Rights Museum location discussion**
Attendees: 4
 11/21 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Carol O'Shea and Doug Moore to discuss a possible location for the Civil Rights museum and the funding necessary to get the museum up and running.

- **Fair Share Consortium**
Attendees: 20
 11/21 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.
- **Civil Rights Museum Executive Committee meeting**
Attendees: 19
 11/22 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, and Attorneys Michelle Dumas Keuler and Kim Jacobsen spearheaded a meeting for the CT CHRO Civil Rights Museum, a project that has now been launched.
- **Raw Tour**
Attendees: 4
 11/23 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell toured RAW for possible site for the grand opening of the CT CHRO Civil Rights Museum.
- **MCC Holiday Business Card exchange**
Attendees: 2
 11/28 – Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell, attended the Holiday Business Card exchange.
- **Morgan Street Tour**
Attendees: 7
 11/29 Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, and Attorney Kim Jacobsen met at 180 Morgan Street for tour as a potential site for the CT CHRO Civil Rights Museum.
- **D&I Committee Meeting**
Attendees: 11
 11/30/22 – 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.
- **CTRP3 Community Outreach Subcommittee**
Attendees: 10
 11/30 Outreach Coordinator Ana Mitchell joined Project Manager Ken Barone attended the committees first meeting

Future Outreach Activities:

- **December Social Media**
 The CHRO’s Social Media Team of Jody Walker-Smith, Courtney Shields, Spencer Hill, and Rachel O’Reilly are planning to create posts for the agency’s Facebook, Instagram, and Twitter accounts.

- **December's DEI Monthly Newsletter**
TBD – Attorney Jody Walker-Smith will lead a team with Attorneys Spencer Hill and Megan Grant and investigators Courtney Shields and Courtney Winch in preparing and disseminating a DEI monthly newsletter.
- **WICC Radio – Melissa in the Morning**
12/5/22 – Attorney Jody Walker-Smith will appear on the WICC radio program Melissa in the Morning to discuss Native and Latina women's equal pay days.
- **DEI Training at CHRO's Agency-Wide Training**
12/7/22 – Attorneys Jody Walker-Smith, Spencer Hill, and Megan Grant, and investigators Courtney Shields, Courtney Winch, Rachel O'Reilly and Alison McHorney created and will facilitate interactive and engaging DEI training for the agency.
- **CHRO's D&I Book Club**
12/21/22 – Attorney Jody Walker-Smith will attend and lead discussion in the monthly CHRO's Diversity and Inclusion Book Club – this month's book is The Night Watchman by Louise Erdrich.
- **D&I Committee Meeting**
TBD – 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**
TBD – 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 misconceptions 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:

- **Contract Compliance Technical Assistance Training**
Attendees: 9
November 3rd

AA/CC

AA TA:

AA Meetings:

AA Special Projects:

CC TA: 1592

CC TA Session: 1

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

None Reported

Past Activities

- **Brochure Update Session**
Attendees: 2
Nov 11, 2022| 1Hr
Project updating brochures to a consistent standard
Jon Sykes attended.
- **Tech Committee Meeting**
Attendees: 7
Nov 14, 2022
Monthly committee meeting.
Jon attended.
- **9th Annual Community Feast – Parker Memorial Community Center**
Attendees: 200+
Nov 19, 2022
Conference focused on understanding the experience of survivors
Diane attended.
- **Clerical Checking**
Attendees: 7
Nov 23, 2022|30 mins
Monthly meeting with clerical staff.
Shana attended

- **Diversity & Inclusion Committee**
Attendees: 2
Nov 30, 2022| 2Hrs
 Monthly committee meeting
Jon Sykes & Shana Brown attended

Capitol Region

Future Activities

None Reported

Past Activities

- **Greater Hartford African American Alliance meeting**
Attendees: 8
 11/5 Ronald A. Simpson participated in the meeting of the Community Engagement Ambassador Committee.
- **CHRO/ Hartford Gay & Lesbian Health Collective Annual Fundraiser One Big Event**
Attendees: 400
 11/12 Arnaldo Guadalupe and Laura Roxbury the Capitol Region Representatives attend the One Big Event.
- **CHRO/HUD Grant – El show de Analeh**
Attendees: 6
 11/18 Arnaldo Guadalupe the Capitol Region Representative was interviewed on the El show de Analeh featuring CHRO/HUD.
- **CHRO Civil Rights Museum meeting**
Attendees: 22
 11/22 Ronald A. Simpson participated in the meeting
- **Town of Rocky Hill on Inclusion & Equity Relations Commission**
Attendees: 20
 11/22 Franklin Sykes attended the meeting.
- **CHRO Diversity & Equity Committee**
Attendees: 20
 11/22-Ann Galer participated in the meeting.
- **CHRO Tech Committee**
Attendees: 15
 Laura Roxbury is the Capitol Region Representative for the CHRO Tech Committee.

Eastern Region

Future Activities

- **Tech Committee Meeting**
12/12 Next meeting
- **GNACC Healthy Living Committee Meeting**
12/16 Next meeting
- **Clerical Meeting**
12/28 Next meeting
- **DE&I Meeting**
12/28 Next meeting

Past Activities

- **GNACC Career Expo**
11/4/22 GNACC Education Committee in conjunction with the Healthy Living Committee are putting on the Career Expo to introduce different career fields to senior students from local high schools. Mock interviews, how to fill out resumes, how to dress to impress and various other how to's will be presented to prepare students for 'real life'
- **Tech Committee Meeting**
Attendees: 5
11/14/22 Cathy Chester attended monthly meeting. Discussed the Acceptable Use Policy compliance and various VPN issues.
- **Seaport Virtual Mystic Museum-Just Gender Creating Safe Space Aboard Tall Ships**
Attendees: 30+
11/16/22 Cathy Chester and Zachary Cobb attended the virtual webinar about gender inclusive camp opportunities for teenagers/gender identity awareness.
- **GNACC Healthy Living Committee Meeting**
Attendees: 10
11/18/22 Cathy Chester attended monthly meeting. Discussed upcoming lunch & learns (virtual or in person), date for Festival in September -maybe early September this year? Pros/Cons of combining the Manufacturing Expo with the Health Expo for area seniors venturing out into the working fields.
- **Clerical Meeting**
Attendees: 5
11/23/22 Cathy Chester attended the monthly meeting. Discussed the issuing of CHRO cards by police departments and how to obtain additional cards/contact people to direct the departments to. Also discussed various other issues.

- **DE&I Meeting**
Attendees: ?
11/30/22 Cathy Chester and Rachel O'Reilly to attend monthly meeting.

West Central Region

Future Activities

Past Activities

- **CHRO, YMCA & WHRC Coat Drive**
11/01 Trainees Courtney Winch and Christopher Bluestein's will be accepting coats until 12/1. Both trainees have picked up donations from the YMCA several times over the month.
- **DEI Training subcommittee**
Attendees: 10
11/7 Trainee Courtney Winch attended a DEI training subcommittee meeting to brainstorm ideas & topics for the December agencywide training.
- **DEI Newsletter subcommittee**
Attendees: 10
11/7 Trainee Courtney Winch worked with the rest of DEI Newsletter subcommittee the DEI Newsletter subcommittee to send our finalized version to executives.
- **Kid's Court Academy**
Attendees: 35
11/7 Representative Sancha Works attended and participated in the KCA informational session for a local Waterbury parent/community group from 5-7:30pm.
- **Community Engagement Ambassadors**
Attendees: 8
11/15 Trainees Courtney Winch and Christopher Blustein attended the CEA monthly meeting.
- **D&I monthly book club meeting**
Attendees: 10
11/16 Trainee Courtney Winch attended the meeting.
- **DEI Agencywide Training subcommittee**
Attendees: 10
11/29 Trainee Courtney Winch attended a DEI training subcommittee meeting to brainstorm ideas & topics for the December agencywide training.

Southwest Region

Future Activities

- **CHRO Social Media Team**
Attendees: 3
12/1 Southwest Regional HRO Representative Courtney Shields will attend the meeting to plan the CHRO social media posts for January 2023. The Team will work together throughout the month editing and publishing posts.
- **CHRO Diversity, Equity, and Inclusion (DEI) Newsletter Subcommittee**
Southwest HRO Representative Courtney Shields will attend the meeting to assist with planning, drafting, creating images, and distributing the January 2022 DEI CHRO Newsletter. The December issue is scheduled for distribution on 12/5.
- **CHRO Book Club**
12/15 Southwest Regional Manager Jamie Rubin will attend the December virtual meeting to discuss *Sitting Pretty: The View From My Ordinary Resilient Disabled Body*, a memoir by Rebekah Taussig.
- **MAC State of CT Management Advisory Committees**
12/16 Southwest Regional Manager Jamie Rubin will attend the December committee meeting open to all State of Connecticut non-union managers as the CHRO Representative and will additionally attend the voting member subcommittee meeting the same day.
- **Boston.com Book Club Discussion: *Night of the Living Rez***
12/19 Southwest Regional Manager Jamie Rubin will attend the virtual discussion with Gibran Graham of Briar Patch Books and author Morgan Talty on his book of short stories, *Night of the Living Rez*. Set in a Native community in Maine, *Night of the Living Rez* is a collection of twelve stories about what it means to be Penobscot in the twenty-first century and what it means to live, to survive, and to persevere after tragedy.
- **CHRO Diversity and Inclusion Committee**
12/28 Southwest HRO Representative Courtney Shields will attend the meetings and participate in researching and writing agency posts.
- **CHRO Technology Committee**
Southwest Human Rights Representative Jessica Kohut will attend the December meeting to discuss current tech. issues and best practices to best assist the agency and the Southwest region.
- **CHRO Diversity and Inclusion Agency-Wide Training Subcommittee**
Southwest HRO Representative Courtney Shields will attend the meeting.

Past Activities

- **CHRO Diversity, Equity, and Inclusion Newsletter Subcommittee**
Attendees: 5 (1,050 Newsletter Subscribers, Published 11/3/22)
Southwest HRO Representative Courtney Shields participated in the meeting to edit text, create images, and distribute the November 2022 Diversity, Equity, and Inclusion Newsletter on behalf of the agency and plan the December 2022 CHRO DEI Newsletter.
- **CHRO Social Media Team Editing & Publishing**
Southwest HRO Representative Courtney Shields worked with colleagues throughout the month to review, edit, and finalize all posts published on the agency's social media accounts. Courtney wrote the text and created images for the agency social media posts *Native Women's Equal Pay Day* posted 11/3, *Election Day 2022- Midterm Review* posted 11/7.
- **Let There Be Light 2022: Remembering Kristallnacht Around the World**
Attendees: 902 views streamed live, now posted online for viewing.
11/14 Southwest Regional Manager Jamie Rubin viewed the live event virtually. International March of the Living presented highlights of 2022 Kristallnacht commemorations from around the world, including portions of memorial programs held in the United Arab Emirates, Israel, and Austria. In a history making moment, Dubai hosted its first ever Holocaust commemoration on the eve of Kristallnacht. Testimony from Holocaust survivors who were firsthand eyewitnesses to the events of Kristallnacht was featured.
- **The Nuremberg Doctors' Trial and the Nuremberg Code at 75**
11/17 Southwest Regional Manager Jamie Rubin viewed the live event virtually. Marking the 75th anniversary of the end of the Nuremberg Doctors' Trial and the announcement of the Nuremberg Code, this symposium included an international and interdisciplinary array of scholars to discuss the history and legacy of the Trial and Code and to consider current legal cases connected to medical professionals' participation in torture and nonconsensual medical experimentation. The symposium's three panels explored topics connected to physicians' roles as perpetrators of war crimes and human rights violations, and the keynote presentation examined health professionals in alternate roles: victims and documenters. After a day focused on the past and the present, the afternoon presentation turned toward the future, describing how history can be used to foster ethical leadership among the medical professionals of tomorrow. The event was hosted by the Cedars-Sinai Center for Medicine, Holocaust and Genocide Studies, co-presented with The Promise Institute for Human Rights, UCLA School of Law School, and the USC Pacific Center for Health Policy and Ethics. The event was free with registration and was held Online and in the Harvey Morse Auditorium at Cedars-Sinai Medical Center, Los Angeles, CA.
- **CHRO Technology Committee**
Attendees: 10
11/14 Southwest HRO Representative Jessica Kohut attended the meeting. The committee continued to address tech issues as they arose, from assisting colleagues in

troubleshooting common problems or errors, submitting work tickets to BITS/BEST, or responding to potential phishing attempts and suspicious emails as needed.

- **MAC State of CT Management Advisory Committees**

- **Attendees: 130**

- 11/16 Southwest Regional Manager Jamie Rubin attended the November committee meeting open to all State of Connecticut non-union managers as the CHRO Representative and attended the voting member subcommittee meeting (attendees: 11) the same day.

- **CHRO Book Club**

- **Attendees: 11**

- 11/16 Southwest Regional Manager Jamie Rubin attended the November virtual meeting to discuss *The Vanishing Half*, a fictional novel by Brit Bennet, including the topics of colorism, racism, and LGBTQ issues.

- **CHRO Diversity & Inclusion Committee**

- 11/30 Southwest HRO Representative Courtney Shields attended the monthly meeting to discuss updates on ongoing projects, the publishing of the Committee's Respectful and Inclusive Terms Guide and Monthly Diversity, Equity, and Inclusion Newsletter.

Media Inquiries: 3

Meetings: 8

Inquiries: 4

Public hearings: n/a

Sexual Harassment Law: 51(November) and 7200 (cumulative)