

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

OUTREACH ACTIVITIES

Outreach Successes:

- **January Social Media**
Attendees: 6
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.
- **FEPA ARC Training**
Attendees: 48
01/05/22 Deputy Director Cheryl Sharp attended the EEOC training for the new case processing system to be released January 17th.
- **Fair Share Consortium**
Attendees: 25
01/06/22 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.
- **CHRO/CTRP3 Artistic Competition**
Attendees: 3
1/10/22 Outreach Coordinator Ana Mitchell attend a meeting with CTRP3 to pick the winner community relations artistic program for youth.
- **WICC**
Attendees: mass reach of listeners
01/10/22 Deputy Director Cheryl Sharp appeared on the WICC radio and was interviewed about the Children's March and its development.
- **Commission on Racial & Ethnic Disparity**
Attendees: 20
01/10/22 Deputy Director Cheryl Sharp attended the WebEx Commission on Racial & Ethnic Disparity meeting as a member of the Commission.
- **Fair Share Consortium**
Attendees: 25
01/11/22 CHRO is collaborating with nonprofits and community leaders to address housing discrimination in the state.

- **Meeting with AG Laura Thurston**
Attendees: 4
 01/11/22 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp met with the new Assistant Attorney General
- **Fair Share Steering Committee**
Attendees: 15
 01/11/22 Outreach Coordinator, Ana Mitchell attended meeting with nonprofits and community leaders to address housing discrimination in the state. Open Communities Alliance has included the CHRO as a partner.
- **CTSAC: Overview of Zoning Report**
Attendees: 25
 01/12/22 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.
- **Community engagement ambassador kick-off meeting**
Attendees: 15
 01/12/22 Outreach Coordinator, Ana Mitchell and Attorney Darcy Strand held the first CEA meeting a program created for employees to participate in CHRO's Outreach efforts.
- **AA Task Force**
Attendees: 25
 01/13/22 Deputy Director Cheryl Sharp, AA Supervisor Neva Vigezzi, and HRO Trainee Gary Madison led the task force on affirmative action with state stakeholders.
- **CHRO/CWCSEO Fair Housing Project (Derecho a Una Vivienda Justa) Spanish Interview-CT En Vivo Television Show**
Attendees: 3
 01/14/22 CHRO/CWCSEO Outreach Coordinator, Ana Mitchell was interviewed on CT EN VIVO live in efforts to reach out to the Hispanic Community.
- **CHRO MLK March and Bell Ringing Ceremony**
Attendees: 200
 1/17/22 – Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell planned the event and attended.
- **CHRO MLK March and Bell Ringing Ceremony**
Attendees: 200
 1/17/22 – Attorney Jody Walker-Smith and family attended the CHRO MLK March and Bell Ringing Ceremony.
- **CHRO MLK March and Bell Ringing Ceremony**
Attendees: 200
 1/17/22 – Attorney Robin Fox attended the CHRO MLK March and Bell Ringing Ceremony.

- **Reparations Task Force (ECCT)**
Attendees: 14
 01/18/22 Deputy Director Cheryl Sharp participated in the task force meeting where she is a co-convenor of the task force. The task force is focusing on reparations for individuals who have families who were formerly enslaved.
- **Juan Castillo's Electric Drum Show meeting**
Attendees: 2
 01/18/22 Outreach Coordinator, Ana Mitchell met with Juan Castillo to discuss interviewing Tanya Hughes, Executive Director. An Outreach opportunity for CHRO to reach and educate thousands of listeners.
- **Meeting with AG**
Attendees: 5
 01/19/22 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Attorney Michelle Dumas Keuler attended a meeting with the Attorney General's office regarding the transition that the CHRO must experience as a result of the death of Assistant Attorney General Emily Melendez.
- **GW law school**
Attendees: 5
 1/19/22 Attorney Kim Jacobsen and Attorney Holly Wonneberger interviewed prospective summer law interns
- **CHRO's D&I Book Club**
Attendees: 9
 1/19/22 – Jody Walker-Smith attended and led discussion in the monthly CHRO's Diversity and Inclusion Book Club.
- **CTRP3 Advisory Board**
Attendees: 20
 01/20/22 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.
- **Reparations Task Force (ECCT)**
Attendees: 12
 01/20/22 Deputy Director Cheryl Sharp participated in the task force meeting where she is a co-convenor of the task force.
- **Fair Share Policy meeting**
Attendees: 15
 01/20/22 Outreach Coordinator, Ana Mitchell attended a meeting with nonprofits and community leaders to address housing discrimination in the state.

- **Juan Castillo's Electric Drum Show**
Attendees: 292
 01/23/22 Tanya Hughes, Executive Director was interviewed by Juan Castillo coordinated by Outreach Coordinator, Ana Mitchel. CHRO has coordinator a series with the Electric Drum where we can reach and educate thousands of listeners.
- **CCADV**
Attendees: 10
 01/24/22 The Commission met with the Executive Director of a nonprofit Domestic Violence Prevention group. The Commission is going to work with stakeholders to add Domestic violence victims as a protected class.
- **D&I Committee Meeting**
Attendees
 1/26/22 – Attorney Jody Walker-Smith, co-chair of the CHRO's Diversity and Inclusion Committee, will led a monthly meeting including education and discussion on D&I topics.
- **CTSAC: Overview of Zoning Report**
Attendees: 20
 01/27/22 Deputy Director Cheryl Sharp participated in the CTSAC Teams meeting where she serves as a member of the CT Commission.
- **Reparations Task Force (ECCT)**
Attendees: 17
 01/27/22 Deputy Director Cheryl Sharp participated in the task force meeting where she is a co-convener of the task force.
- **Equity and Discrimination Law**
Attendees:
 1/27/22 – 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.
- **Mass Law Consortium**
Attendees: 10
 1/27/22 Attorney Kim Jacobsen and Attorney Michelle Dumas Keuler interviewed prospective summer law interns
- **Parent Listening Session planning**
Attendees: unknown
 01/28/22 Deputy Director Cheryl Sharp participated in the planning session for parent listening sessions that will take place across the state of CT.
- **UConn Law intern interviews**
Attendees: 16
 1/28/22 – Attorneys Jody Walker-Smith and Michael Roberts represented the CHRO at the UConn Law intern interview day.

Future Outreach Activities:

- **February Social Media**

Attendees:

The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, and Spencer Hill are planning to create 20+ posts for the agency's Facebook and Instagram accounts.

- **Fair Housing Training**

2/2/22 Attorney Kim Jacobsen and Attorney Michelle Dumas Keuler will present fair housing training to the public

- **NYU Public Interest Law Grant program**

2/3/22 Attorney Kim Jacobsen and Attorney Michelle Dumas Keuler will interview prospective summer law interns

- **Reparations Task Force (ECCT)**

02/3/22 Deputy Director Cheryl Sharp will participate in the task force meeting where she is a co-convenor of the task force.

- **Community Engagement Ambassador meeting**

Attendees:

02/5/22 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.

- **Real ArtWays Collaboration - KCA**

02/7/22 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will collaborate with Real Art Ways to design year 2 of Kids Court Academy.

- **UMass Intern program**

2/15/22 Attorney Kim Jacobsen and Attorney Michelle Dumas Keuler will interview prospective summer law interns

- **Analeh TV Show interview**

02/16/22 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will film a show about the work of the CHRO to serve as outreach to the Hispanic Community

- **CBIA Presentation**

2/16/22 – Attorney Robin Fox will be joining Executive Director, Tanya Hughes at a speaking engagement for the CBIA about COVID and other information. The event should be remote and will run from 9:00 until about 10am.

- **CHRO's D&I Book Club**
2/16/22 – Jody Walker-Smith will attend and lead discussion in the monthly CHRO's Diversity and Inclusion Book Club.
- **The Greater Waterbury Small Business Expo**
Attendees:
02/19/22 Outreach Coordinator, Ana Mitchell will represent CHRO at the EXPO to expand CHRO's Outreach efforts in Waterbury.
- **D&I Committee Meeting**
2/23/22 – 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**
2/24/22 – 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: **1449**

CC TA Session: 2

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 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

- **Greater Harford African American Alliance Meetings-1/22/22 & 1/29/22**
Attendees: 20
- **Community Engagement Ambassador Meeting -1/22/22**
Attendees: 30
- **EEOC Webinar - 1/20/22**
Attendees: 60
- **Windham /Willimantic NAACP discussion on Race in America**
Attendees: 50
Laura Roxbury-HRO Representative attended the discussion on Race in America
- **The Jewish Community Center of West Hartford**
Attendees:
1/22 Ann Galer- HRO Representative attended a forum regarding the Holocaust
- **Diversity & Inclusion Committee**
Attendees:
Ann Galer- Capitol Region Representative attended the committee meeting

- **Tech Committee**
Attendees:
Laura Roxbury Capitol Region Representative attended the committee meeting

Eastern Region

Future Activities

- **CEA Meeting**
2/2/22 Catherine Chester will attend the meeting
- **GNACC Lunch & learn**
Attendees: ?
2/25/22 Catherine Chester will attend the meeting
- **D & I Book Club Meeting**
2/16/22 Catherine Chester will attend to Discuss current book "Bad Feminist"
- **D & I Monthly Meeting**
2/23/22 Catherine Chester will attend meeting to discuss agenda

Past Activities

- **ARC Training**
Attendees: 300+
1/10/22 and 1/14/22 Training on new federal database as IMS is obsolete as of Jan 15, 2022.
- **Community Engagement Ambassador Meeting**
Attendees: 12
1/12/22 Catherine Chester attended inaugural meeting of committee. Discussed various ways each region conducts outreach.
- **GNACC Virtual Annual Meeting**
Attendees: 20+
1/18/2022 GNACC held annual meeting, nominated and voted on various positions.
- **D & I Committee Book Club**
Attendees: 5
1/19/22 Discussed the book " Such a fun age".
- **D & I Committee**
Attendees: 9
1/26/22 Catherine Chester attended the monthly meeting, introduced new members, topics for upcoming month.
- **GNACC Lunch & Learn**
Attendees: ?
1/28/2022 Catherine Chester attended Weekly lunch & learns until end of Feb. Various weekly speakers and topics discussed.

West Central Region

Future Activities

Past Activities

Courtney Winch, Human Rights Trainee

- **Diversity & Inclusion Committee**

Attendees:

1/11/22 Courtney Winch, Human Rights Trainee, wrote the social media post on National Human Trafficking Awareness Day

- **Diversity & Inclusion Book club meeting**

Attendees:

1/19/21 Courtney Winch, Human Rights Trainee, Book club meeting

- Reviewed & edited D&I Survey Recommendations to be submitted to management
- Joined agency training presentation subcommittee
- Monthly meeting 01/26/22

Local Human Rights Commissions

- **Waterbury Human Rights Commission**

- Reviewed WHRC resolution, complaint form, & flier
- Attended their monthly meeting on January 5th to discuss documents & collaboration opportunities
- Setting up meeting with Kim in legal to discuss investigative authority & other legal questions/concerns

- **Hamden Human Rights & Relations Commission**

- Attended monthly meeting 01/13/22

- **Middletown Human Relations Commission**

- Initiated contact through town clerk (my info being forwarded to correct person)

- **Guilford Human Rights Commission**

- Initiated contact with Chairman (left VM)

- Created several documents outlining general info on the CHRO to be distributed to local commissions for reference pending approval from legal (sent to Spencer 01/21/22)

- **YMCA read aloud**

Attendees:

1/28/22 Courtney Winch, Human Rights Trainee, Will potentially read aloud to a class

- **Community Engagement Ambassador Meeting**

Attendees: 12

1/12/22 Courtney Winch, Human Rights Trainee, attended the first monthly meeting

Created & sent list to Ana Mitchell & Darcy Strand of all towns throughout CT in which I have done/am doing outreach in

Preparing draft proposals of future outreach/engagement opportunities to be shared during February's meeting

- **D&I Committee Meeting**
Attendees:
1/26/22 - Gene Cohen, CHRO Representative wrote post for D&I Committee
- **Symposium -Yale and Genocide**
Attendees:
1/26/22 – Gene Cohen, CHRO Representative, participated in the Symposium -Yale and Genocide
- **West Central/Southwest CHRO Outreach Meeting**
Attendees: 5
1/5/21 - Christopher Bluestein, Human Rights Representative meet with Southwest CHRO to discuss outreach.
- **West Central/Southwest CHRO Outreach Meeting**
Attendees: 5
1/5/22 - Christopher Bluestein, Human Rights Representative meet with Southwest CHRO to discuss outreach.
- **Community Engagement Ambassador Meeting**
Attendees: 12
1/12/22 Christopher Bluestein, Human Rights Representative attended first meeting of committee. Discussed various ways each region conducts outreach.
- **Fight Hate from Home – Lessons from a Hostage Crisis - ADL**
Attendees:
1/20/22 Christopher Bluestein, Human Rights Representative attended a discussion led by FBI Director Christopher Wray and Rabbi Carlie Cytron-Walker. Discussed antisemitism and hostage crisis in Texas first meeting of committee. Discussed various ways each region conducts outreach.
- **ARC Training**
Attendees: 100
1/10/22 and 1/25/22 Sue Mota attended the ARC Training.
- **CHRO MLK March and Bell Ringing Ceremony**
Attendees: 200
1/17/22 – Sancha Works, Human Rights Representative attended and volunteered for the event.

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: 2

Legislative Meetings: 8

Legislative Inquiries: 5

Legislative Hearings: 0

Sexual Harassment Law: 187 (January) and 6529 (cumulative)