

To: Tanya Hughes, Executive Director  
From: Cheryl Sharp, Deputy Director  
Re: **CHRO Outreach Activities**  
Date: April 1, 2023

## **OUTREACH ACTIVITIES**

### **Outreach Successes:**

- **March Social Media**

The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, Spencer Hill, and Rachel O'Reilly created 32 posts for the agency's Facebook and Instagram accounts, including a series to celebrate Women's History Month.

- **Discussion on SB 1117**

**Attendees: 7**

03/02 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Attorney Michelle Dumas Keuler participated in a meeting with the Connecticut Alliance to End Sexual Violence to discuss legislation.

- **Judiciary Committee Public Hearing**

**Attendees: 60**

03/06 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp testified regarding legislative bills raised in the Judiciary Committee.

- **Lunch & Learn: Learn about your rights with the CHRO**

**Attendees: 30**

03/06 Deputy Director Cheryl Sharp, Housing Supervisor Diane Carter, and Outreach Coordinator Ana Mitchell presented about CT human rights laws and how the CHRO helps people who have experienced discrimination in employment, housing, public accommodations, or credit transactions.

- **Equity Study Public Meeting**

**Attendees: 40**

03/06 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Legislative and Administrative Advisor Darcy Strand participated in the Zoom meeting regarding the Connecticut Equity Study.

- **Kids Court Academy Year 3**

**Attendees: 121**

03/07, 03/21 This Program is an outgrowth or expansion of the CT Kids Speak and CT Kids Court Programs. CT Kids Court Academy is a free, 17-week attorney and social justice pipeline program for middle school and high school students.

- **Desegregate CT Coalition**  
**Attendees: 25**  
 03/08 Desegregate CT is a coalition of organizations that are exploring ways to address zoning in the state that leads to discriminatory results.
- **March's DEI Monthly Newsletter**  
 03/9 Attorney Jody Walker-Smith led a team with Attorneys Spencer Hill and Megan Grant and investigator Courtney Shields in preparing and disseminating a DEI monthly newsletter.
- **AA Task Force**  
**Attendees: 15**  
 03/09 Affirmative Action Supervisor Neva Vigezzi, Legislative Liaison Darcy Strand and Outreach Coordinator Bilingual Ana Mitchell Attorney attended the AA task force where Darcy introduce new bills that will affect affirmative action.
- **Growing Together CT**  
**Attendees: 25**  
 03/13 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell participated in the meeting.
- **Commission on Racial & Ethnic Disparity**  
**Attendees: 20**  
 03/13 Deputy Director Cheryl Sharp attended the WebEx Commission on Racial & Ethnic Disparity meeting as a member of the Commission.
- **CHRO connecting with Ball & Socket Art**  
**Attendees: 5**  
 03/15 Deputy Director Cheryl Sharp met with members of Ball & Socket to discuss DE&I training and membership to the Board. Cheryl was officially appointed as a Board member in March.
- **CHRO's DEI Book/Movie/Article Discussion Series (formerly known as Book Club)**  
**Attendees: 11**  
 03/15 Attorney Jody Walker-Smith led a discussion in the monthly CHRO's Diversity and Inclusion Book Club – this month's movie is Hidden Figures.
- **CT Management Advisory Committee**  
**Attendees: 70**  
 03/15 Attorney Kim Jacobsen attended the CT Management Advisory Committee meeting.

- **New Haven Green for Juneteenth Event**  
**Attendees: 4**  
 03/16 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell worked on the partnership with the Juneteenth committee of Greater New Haven. The CHRO will co-sponsor a march on June 17<sup>th</sup> in celebration of Juneteenth.
- **CBA DEI Committee Meeting**  
**Attendees: approx. 20**  
 03/20 Attorney Jody Walker-Smith attended the CT Bar Association (CBA)'s DEI committee meeting.
- **Department of Justice Working Group**  
**Attendees: 20**  
 03/22 Deputy Director Cheryl Sharp participated in the Education Working Group for the Department of Justice. The focus this year is on Autism.
- **Meeting w/ Dr. Fred McKinney**  
**Attendees: 6**  
 03/22 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Legislative and Administrative Advisor Darcy Strand, and Attorney Anna-Marie Puryear discussed MBE goals in Greater New Haven.
- **CTRP3 Advisory Board**  
**Attendees: 25**  
 03/23 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.
- **Reparations Task Force (ECCT)**  
**Attendees: 10**  
 03/23 Deputy Director Cheryl Sharp participated in a subcommittee task force meeting where she is a co-convenor of the task force.
- **“Let’s Talk DEI Forum” – Naugatuck Town Hall**  
**Attendees: Approx. 40**  
 03/25 Attorney Jody Walker-Smith served as a panelist at Naugatuck’s in-person “Let’s Talk DEI Forum”.
- **Growing Together CT**  
**Attendees: 25**  
 03/27 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell participated in the meeting.
- **CTRP3 Community Outreach Subcommittee**  
**Attendees: 15**  
 03/29 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the subcommittee meeting for community engagement.

- **CHRO Women Leaders for Social Justice**  
**Attendees:**  
 03/29 Attorney Kim Jacobsen attended the Women Leaders for Social Justice webinar.
- **DEI Committee Meeting**  
**Attendees: 12**  
 03/29 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. This month's meeting included watching a Ted Talk about the "likeability dilemma" women face.
- **Women Leaders in Social Justice – Talk by CT Women's Hall of Fame**  
**Attendees: 94**  
 03/29 Attorney Jody Walker-Smith arranged for the CHRO's DEI committee to host a speaker from the CT Women's Hall of Fame to give a Women's History Month.
- **FHAP Quarterly Call**  
**Attendees: 25**  
 03/30 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Housing Supervisor Diane Carter participated in the call with HUD representatives and representatives from across New England to discuss changes in the HUD process.
- **Equity and Discrimination Law**  
**Attendees: 14**  
 03/30 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 is about White feminism and intersectionality.
- **CBA Employment and Labor Section – Advance Law Symposium**  
**Attendees: 75**  
 03/30 Attorney Kim Jacobsen attended the Advance Law Symposium

### **Future Outreach Activities:**

- **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 and Instagram accounts.
- **April's DEI Monthly Newsletter**  
 TBD – Attorney Jody Walker-Smith will lead a team with Attorneys Spencer Hill and Megan Grant and investigator Courtney Shields in preparing and disseminating a DEI monthly newsletter.

- **Funding of the CHRO Civil Rights Museum**  
 04/04 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will meet with Alan Tan regarding funding for the CHRO Civil Rights Museum.
- **Kids Court Academy Year 3**  
 04/04, 04/18 This Program is an outgrowth or expansion of the CT Kids Speak and CT Kids Court Programs. CT Kids Court Academy is a free, 17-week attorney and social justice pipeline program for middle school and high school students.
- **How to Avoid and Defend a CHRO Employment Discrimination Complaint**  
 04/05 Attorney Jody Walker-Smith will join Deputy Director Cheryl Sharp to present on CHRO process for the Workers' Compensation Trust.
- **CTSAC: Overview of Zoning Report**  
 04/06 Deputy Director Cheryl Sharp will participate in the CTSAC Teams meeting where Cheryl serves as a member of the Commission. The Commission is a national civil rights organization- the United States Commission on Civil Rights.
- **Growing Together CT**  
 04/10 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell will participate in the meeting.
- **17<sup>th</sup> Annual Fair Housing and Civil Rights Conference**  
 04/11 04/13 Attorney Kim Jacobsen attended Fair Housing and Civil Rights Conference
- **Sexual Harassment Training**  
 04/11 Deputy Director Cheryl Sharp and Attorney Kim Jacobsen will provide Sexual Harassment Training at Hartford High School.
- **Community Engagement Board (CEB) Meeting**  
 04/12 Deputy Director Cheryl Sharp will participate in the meeting with the State's Attorney's office.
- **Wellen Davison Seminar: Cultural Humility and Implicit Bias**  
 04/14 Attorneys Jody Walker-Smith and Spencer Hill and Deputy Director Cheryl Sharp will train faculty and staff of Western New England University on cultural humility and implicit bias.
- **Reparations Task Force (ECCT)**  
 04/15 Deputy Director Cheryl Sharp will participate in a subcommittee task force meeting where she is a co-convener of the task force.

- **Celebrate with the Stars**  
04/15 Deputy Director Cheryl Sharp will participate in a subcommittee task force meeting where she is a co-convenor of the task force.
- **Growing Together CT**  
04/17 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell will participate in the meeting.
- **CT Management Advisory Committee**  
04/19 Attorney Kim Jacobsen will attend the CT Management Advisory Committee meeting.
- **CHRO's DEI Book/Movie/Article Discussion Series (formerly known as Book Club)**  
04/19 Attorney Jody Walker-Smith will attend and lead discussion in the monthly CHRO's Diversity and Inclusion Book Club – this month's discussion centers around the article *Person-first and Identity-first Language Choices*.
- **YWCA In the Company of Women Luncheon**  
04/20 Deputy Director Cheryl Sharp, Attorneys Michelle Dumas Keuler, Robin Fox, and Kim Jacobsen, Executive Secretary Darian Pitts, Housing Supervisor Diane Carter, and Investigators Renee Clarke, Cyndi Dryfe, Jackie Elam, and Marisol Sala will attend the program and provide information about the CHRO.
- **Growing Together CT**  
04/24 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell will participate in the meeting.
- **DEI 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 DEI 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 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:

- **Contract Compliance T/A – March 8<sup>th</sup>**  
**Attendees: 28**  
T/A's 437
- **Outreach**  
**Attendees: 44**  
Department of Public Health Disparities and Prevention Recipients  
- March 6th  
  
**Attendees: 73**  
DECD Community Investment Fund Contract Compliance Presentation  
- March 17<sup>th</sup>

### AA/CC

AA TA: 48

AA Meetings: 18.5

AA Special Projects: 49.5

**CC TA: 1604**

CC TA Session: **3**



## Housing

### Future Activities:

None Reported

### Past Activities:

- **Cultural Connections in Middletown**  
**March 6, 2023|20+ in attendance**  
*Diane Carter attended.*
- **Kid's Court Academy**  
**March 7, 2023|1Hr.|45 in attendance**  
Discussion on voting rights since passage of the 15<sup>th</sup> Amendment  
*Shaun Jones & Jackie Elam attended.*
- **North End Senior Center**  
**March 8, 2023|2Hr|65+ in attendance**  
Info session for seniors.  
*Cyndi Dryfe facilitated.*
- **Data Security Awareness Training**  
**March 8, 2023|Online**  
Required Litmos Training.  
*Shana Brown, Jackie Elam, Cyndi Dryfe, Shaun Jones & Renee Clarke completed.*
- **NFHTA**  
**March 15, 2023|2Hrs.**  
Webinar on Combating Appraisal Bias Series/Building Fair Housing Partnerships  
*Cyndi Dryfe attended.*
- **Housing Resource Fair – Parker Memorial Hartford**  
**March 18, 2023|30+ in attendance**  
*Diane Carter attended.*
- **Kid's Court Academy**  
**March 21, 2023|1Hr.|45 in attendance**  
Discussion on women's suffrage and the 19<sup>th</sup> Amendment  
*Shaun Jones attended.*
- **Clerical Check-In**  
**March 22, 2023|30 mins|10 in attendance**  
Monthly meeting discussing issues pertaining to clerical and administrative staff agency wide.  
*Shana Brown attended.*

- **Community Engagement Ambassador Meeting**  
**March 23, 2023|1Hr.|15 in attendance**  
 Monthly meeting discussing potential avenues for expanding the agency's reach in the community.  
*Shana Brown attended.*
- **Diversity, Equity & Inclusion Meeting**  
**March 29, 2023|1 Hr|10 in attendance**  
 Monthly committee meeting  
*Shana Brown attend.*
- **North End Senior Center**  
**March 29, 2023/**  
 Hosting a question-and-answer session  
*Cyndi Dryfe facilitates.*
- **CHRO & CT Women's Hall of Fame**  
**March 29, 2023|45mins| 92 in attendance**  
 DE&I hosted talk: "Women Leaders for Social Justice."  
*Shana Brown & Jackie Elam attend.*
- **Domestic Violence Prevention & Legal Protections Training**  
**March 29, 2023|1Hr.**  
 Mandatory training – self paced – online.  
*Jackie Elam completed.*

## Capitol Region

### **Future Activities:**

None Reported

### **Past Activities:**

- **Women Leaders for Social Justice**  
**Attendees: 80**  
 03/29 Representative Laura Roxbury attended the CHRO and CT's Women's Hall of Fame and listened as well as participated in discussions about prominent women involved in social justice.

## Eastern Region

### Future Activities:

- **Norwich Race Equity Event at Three Rivers Community College-The Millennial Perspective Panel Discussion**  
4/4
- **CEA Meeting**  
4/6
- **Tech committee Meeting**  
4/10
- **ECORS/FBI "United Against Hate"-Reporting Hate Crime Seminar at Norwich Inn & Spa**  
4/19
- **DE & I Book Club**  
4/19
- **DE& I Committee Meeting**  
4/26

### Past Activities:

- **Norwich Race Equity Committee Event at Norwich Free Academy**  
**Attendees: 40**  
3/2 Rachel O'Reilly and Cathy Chester were invited to attend the event to discuss a vibrant race disparity conversation. Also distributed CHRO swag and brochures.
- **GNACC Legislative Committee Meeting**  
**Attendees: 5**  
03/02 Cathy Chester attended monthly meeting. Discussed upcoming Meet & Greet event on.  
03/30 to introduce new Legislative members to the Chamber in conjunction with the CBIA.
- **CHRO Tech Committee Meeting**  
**Attendees: 7**  
03/13 Cathy Chester attended the monthly meeting. Discussed various issues experienced by the regions. Discussed the computer refresh and topics for next month's meeting.

- **DE & I Book Club Meeting**  
**Attendees: 11**  
 03/15 Cathy Chester attended the monthly meeting discussing the movie "Hidden Figures".
- **GNACC Lunch & Learn**  
**Attendees: 11**  
 03/15 Cathy Chester attended the virtual Lunch & Learn on "Tai Ji Quan-Movement for Better Balance.
- **GNACC Healthy Living Committee Meeting**  
**Attendees: 12**  
 03/17 Cathy Chester attended the monthly meeting. Discussed upcoming Manufacturing and Health & Wellness Expo (May) where high school junior/seniors come to meet prospective employers and apply for various job opportunities in various fields, attend mock interviews, etc.
- **Cultural Chat at Sikh Art Gallery**  
**Attendees: 20**  
 03/21 Cathy Chester and Zach Cobb attended the first of a series of Cultural Chats introducing various cultures to the public. This one had a Hispanic speaker who talked about her family's' journey to America.
- **CHRO Clerical Meeting**  
**Attendees: 9**  
 03/22 Cathy Chester attended monthly meeting to discuss issues that may have arisen.
- **CEA Meeting**  
**Attendees: 9**  
 03/23 Rachel O'Reilly and Cathy Chester attended monthly meeting to discuss various upcoming events that may be of interest to the regions to attend.
- **DE & I Committee Meeting**  
**Attendees: 12**  
 03/29 Rachel O'Reilly and Cathy Chester attended monthly meeting, discussed the Ted Talk video on women as a force in the workforce.
- **CT Women's Hall of Fame-Women Leaders for Social Justice Presentation**  
**Attendees: 80+**  
 03/29 Rachel O'Reilly, Cathy Chester, Zach Cobb, and Mario Garrido attended the virtual event presented by the CHRO DE & I committee.

## West Central Region

### Future Activities:

### Past Activities:

- **Kids Court Academy**

**Attendees: 20**

03/07 Trainee Christopher Blustein attended Kids Court Academy and helped teach kids about the legislature.

- **Career Day**

**Attendees: 150**

03/22 Manager Shawn Burns, Trainee Christopher Blustein, and Trainee Ashanti Fleming attended career day at Maple Hill Elementary School in Naugatuck, CT, where they talked about working with the CHRO and job duties to 2<sup>nd</sup> and 4<sup>th</sup> grade students.

- **CHRO & CT's Women's Hall of Fame**

**Attendees: 80**

03/29 Manager Shawn Burns, Representative Suzanne Westhaver, Representative Gene Cohen, and Trainee Christopher Blustein attended the CHRO and CT's Women's Hall of Fame, where they listened to and participated in discussions about prominent women leaders involved in social justice.

## Southwest Region

### Future Activities:

- **CHRO Diversity, Equity, and Inclusion (DEI) Newsletter Subcommittee**

04/26 Scheduled publication week. Southwest HRO Representative Courtney Shields will collaborate with her colleagues to edit text, create images, and distribute the April 2023 Diversity, Equity, and Inclusion Newsletter on behalf of the agency and plan the May 2023 CHRO DEI Newsletter.

- **CHRO DEI Newsletter Committee**

Southwest HRO Representative Christine Rowan will be featured in the agency DEI Newsletter as the Spotlight Employee.

- **CHRO DEI Social Media Team Subcommittee**

Southwest HRO Representative Courtney Shields will update the text and create images for social media posts throughout the month. She will also work with a small team of agency staff to edit and publish all other agency social media posts throughout the month and plan posts for May 2023.

- **CHRO Kids Court Academy**  
04/04 Southwest Human Rights Representative Debra Drexler will attend and participate in the session.
- **MAC State of CT Management Advisory Committees**  
Southwest Regional Manager Jamie Rubin will attend the April 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.
- **CHRO Technology Committee**  
Southwest Human Rights Representative Jessica Kohut will attend the meeting to review and discuss regional tech. concerns and to brainstorm potential future improvements.
- **CHRO Outreach Ambassador Meeting**  
Southwest Human Rights Representative Christine Rowan will attend the meeting to review and discuss possible outreach and education opportunities.

#### **Past Activities:**

- **CHRO Diversity, Equity, and Inclusion Newsletter Subcommittee**  
**Attendees: 4 (1,064 Newsletter Subscribers, Published 3/9/23)**  
Southwest HRO Representative Courtney Shields collaborated with her colleagues to edit text, create images, and distribute the March 2023 Diversity, Equity, and Inclusion Newsletter on behalf of the agency and plan the April 2023 CHRO DEI Newsletter.
- **CHRO Diversity, Equity, and Inclusion Social Media Team Subcommittee**  
**Attendees: 4**  
Southwest HRO Representative Courtney Shields updated the text and created images for agency social media posts, including Women's History Month features on Gender, Reproductive Rights in the U.S., and the ongoing impact of Covid-19 on women. She also worked with a small team of agency staff to edit and publish all other agency social media posts throughout the month and plan posts for April 2023.
- **CHRO Outreach Ambassador Meeting**  
03/28 Southwest Human Rights Representative Christine Rowan attended the meeting to review and discuss regional outreach and education opportunities.

- **CHRO Kids Court Academy**

**Attendees: 60**

03/07 Southwest Human Rights Representative Debra Drexler attended and participated as a facilitator. The topic was the Voting Rights Act presented by Judge Donna Wilkerson Brilliant.

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- **CHRO Kids Court Academy**

**Attendees: 50**

03/21 Southwest Human Rights Representative Debra Drexler attended and participated as a facilitator. The topic was Women's Rights and Suffrage, and a short film "Without a Whisper" was viewed. The film will be discussed in the April 4 session.

- **CHRO Technology Committee**

**Attendees: 10**

03/13 Southwest Human Rights Representative Jessica Kohut will attend the meeting to review and discuss regional tech. concerns and to brainstorm potential future improvements.

Media Inquiries: 2

Meetings: 21

Inquiries: 9

Public hearings: 5

Sexual Harassment Law: 62(March) and 7447 (cumulative)