

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

## **OUTREACH ACTIVITIES**

### **Outreach Successes:**

- **April Social Media**

The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, Spencer Hill, and Rachel O'Reilly created 26 posts for the agency's Facebook and Instagram accounts.

- **WICC Melissa in the Morning Radio Show**

**Attendees:**

04/03 – Attorneys Michelle Dumas Keuler appeared on the Melissa in the Morning radio show to discuss Fair housing and people on the Autism spectrum.

- **Funding of the CHRO Civil Rights Museum**

**Attendees: 3**

04/04 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Alan Tan regarding funding for the CHRO Civil Rights Museum.

- **Kids Court Academy Year 3**

**Attendees: 107**

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**

**Attendees: 100**

04/05 Deputy Director Cheryl Sharp and Attorney Jody Walker-Smith presented on case processing within the CHRO.

- **CHRO Community Engagement Ambassador Meeting**

**Attendees: 8**

04/06 Outreach Coordinator Ana Mitchell and Legislative Liaison Darcy Strand led the meeting to review and discuss regional outreach, legislative and education opportunities.

- **CTSAC: Overview of Zoning Report**

**Attendees: 15**

04/06 Deputy Director Cheryl Sharp participated 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.

- **April's DEI Monthly Newsletter**  
 04/10 – 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.
- **Sexual Harassment Training**  
**Attendees: 150**  
 04/11 Deputy Director Cheryl Sharp and Attorney Kim Jacobsen provided Sexual Harassment Training at Hartford High School.
- **Youth Employability Skills Academy**  
**Attendees: 50**  
 04/11 Deputy Director Cheryl Sharp and Legal Director Kimberly Jacobsen provided a live sexual harassment training to Hartford area youth who were learning employment skills for future internships.
- **Community Engagement Board (CEB) Meeting**  
**Attendees: 40**  
 04/12 Deputy Director Cheryl Sharp participated in the meeting with the State's Attorney's office.
- **Wellen Davison Seminar: Cultural Humility and Implicit Bias**  
**Attendees: 90**  
 04/14 Deputy Director Cheryl Sharp and Attorneys Spencer Hill and Jody Walker-Smith provided Cultural Humility and Implicit Bias training.
- **UConn Justice Reinvestment Project interview**  
**Attendees: 2**  
 04/17 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp were interviewed by UConn Justice regarding racial profiling in the state of Connecticut.
- **CHRO's DEI Book/Movie/Article Discussion Series (formerly known as Book Club)**  
**Attendees: 14**  
 04/19 – Attorney Jody Walker-Smith led a discussion in the monthly CHRO's Diversity and Inclusion Book Club – this month's article was about identity vs. person-first language choices.
- **CT MAC (CT Management Advisory Council) Monthly meeting**  
**Attendees: 100**  
 04/19 Legal Director Kimberly Jacobsen attended the MAC monthly meeting.
- **YWCA In the Company of Women Luncheon**  
**Attendees: 1500**  
 04/20 Deputy Director Cheryl Sharp, Attorneys Michelle Dumas Keuler, Robin Fox, and Kim Jacobsen, Housing Supervisor Diane Carter, and Investigators Renee Clarke, Cyndi Dryfe, Jackie Elam, and Marisol Sala attended the program and provide information about the CHRO.

- **Fair Housing Forum Webinar**  
**Attendees: 180**  
 04/21 - CHRO and CWCSEO organized a Fair Housing Forum Webinar featuring speakers from CHRO, CWCSEO and HUD. The event focused on the right to counsel in eviction cases in CT, HUD's work in the fair housing space, and the challenges facing seniors and families with children in housing in Connecticut.
- **Run For Veterans 5k**  
**Attendees: est. 100**  
 4/23 - Human Rights Attorney Timothy Lewendon set up a CHRO information table at the Run for Veterans 5k race in Guilford, CT. Attorney Lewendon answered questions about the CHRO and gave away free CHRO merchandise.
- **DEI Committee Meeting**  
**Attendees: 8**  
 04/24 – 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 Advisory Board**  
**Attendees: 30**  
 04/27 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.
- **Equity and Discrimination Law**  
**Attendees: 11**  
 04/27 – Attorney Jody Walker-Smith attended 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 was about reparations.
- **CWEALF A Million Women Before Us - 50th Anniversary Celebration**  
**Attendees: 125**  
 04/29 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell attended and participated in the 50<sup>th</sup> Anniversary Celebration of CWEALF.

## 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.
- **May'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.
- **CHRO Quarterly Fair Housing Training**  
05/03 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler will provide fair housing training to the public.
- **Celebrate with the Stars**  
05/04 Deputy Director Cheryl Sharp will receive the Citizen of the Law Award for development of Kids Court.
- **Community Engagement Board (CEB) Meeting**  
05/04 Deputy Director Cheryl Sharp will participate in the meeting with the State's Attorney's office.
- **Reparations Task Force (ECCT)**  
05/04 Deputy Director Cheryl Sharp will participate in a subcommittee task force meeting where she is a co-convener of the task force.
- **Commission on Racial & Ethnic Disparity**  
05/08 Deputy Director Cheryl Sharp will attend the WebEx Commission on Racial & Ethnic Disparity meeting as a member of the Commission.
- **WICC's Melissa in the Morning**  
05/08 – Attorney Jody Walker-Smith will appear on the radio program.
- **CBA DEI Committee Meeting**  
05/15 – Attorney Jody Walker-Smith will attend the CT Bar Association (CBA)'s DEI committee meeting.
- **WICC Radio spot**  
05/15 Legal Director Kimberly Jacobsen will discuss invisible disabilities on the CHRO's weekly radio spot.
- **DE&I Training**  
05/16 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler will provide DE&I Training to Ball & Socket in Cheshire CT.

- **CHRO's DEI Book/Movie/Article Discussion Series (formerly known as Book Club)**  
05/17 – 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 book *We are Not Like Them*.
- **CT MAC (CT Management Advisory Council) Monthly meeting**  
05/17 Legal Director Kimberly Jacobsen will attend the MAC monthly meeting.
- **Awareness Day at Westbrook High School**  
05/19 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler and Outreach Coordinator Ana Mitchell will educate students on Human Right and the Commission.
- **Connecticut School Discipline Collaborative Spring Convening**  
05/23 Deputy Director Cheryl Sharp will participate and represent CHRO at the CT School Discipline Collaborative convening.
- **Equity and Discrimination Law**  
05/25 – 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.
- **CTRP3 Community Outreach Subcommittee**  
05/31 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the subcommittee meeting for community engagement.
- **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.

## 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 – April 13<sup>th</sup>  
Attendees: 15**

### **AA/CC**

AA TA:

AA Meetings:

AA Special Projects:

**CC TA: 2493**

CC TA Session: **1**

## Housing

### **Future Activities:**

None Reported

### **Past Activities:**

- **NFHTA Learning Pathway for the President's Property Appraisal & Valuation Equity (PAVE) Task Force Action Plan**  
**April 3, 2023|1 HR**  
*Marisol Sala attended.*
- **PAVE Explanation Video**  
**April 4, 2023|1Hr.**  
*Marisol Sala attended.*
- **Kids Court Academy.**  
**April 4, 2023|1Hr.**  
Discussion of the Legislative Process  
*Shaun Jones attended.*
- **HUD Exchange**  
**April 6|1 Hr.**  
Assistance Animals and Fair Housing: Navigating Reasonable Accommodations  
*Marisol Sala attended.*
- **Know Your Fair Housing Rights & Protections**  
**April 10, 2023|**  
Webinar  
*Jacqueline Elam attended.*
- **Fair Housing & Civil Rights Conference 2023**  
**April 11, 2023|**  
Webinar: Housing First for Survivors of Sex Trade  
*Cyndi Dryfe attended.*
- **Combatting Appraisal Bias**  
**April 17, 2023|2Hr.**  
The Generational Wealth Gap Roundtable Webinar.  
*Marisol Sala attended.*
- **Kids Court Academy.**  
**April 18, 2023|1Hr.**  
Movie -Bakari T. Sellers run for Lieutenant.  
Governor of South Carolina in 2014.  
*Shaun Jones attended.*



- **NFHTA Choices for All Voices**

**April 19, 2023|2Hrs.**

I innovative Education & Outreach to Build an Equitable Future Webinar  
*Marisol Sala & Shaun Jones attended.*

- **Outreach**

**April 19, 2023|1.5 Hrs|3 in attendance**

Met with Operations Director and Manager of Housing Programs for the Danbury Housing Authority to give pamphlets and information. Invited to Webinar; 1 attended. Provided information on Sexual Harassment training offered online.  
*Jacqueline Elam facilitated.*

- **Northeast Senior Center**

**April 19, 2023|53 in attendance**

Outreach at senior center.  
*Cyndi Dryfe facilitated.*

- **YWCA “In the company of women” Luncheon**

**April 20, 2023|5Hrs|1000+ in attendance**

*Diane Carter, Marisol Sala, Cyndi Dryfe, Jacqueline Elam & Renee Clarke attended.*

- **Fair Housing Seminar**

**April 21, 2023|2Hr.|163 in attendance**

Fair Housing month webinar hosted by CHRO.

*Marisol Sala, Cynthia Dryfe, Renee Clarke, Jacqueline Elam & Diane Carter attended.*

- **Security Awareness Training**

**April 26|1Hr.| self-paced online**

Required Litmos training.

*Jacqueline Elam completed.*

## **Capitol Region**

### **Future Activities:**

None Reported

### **Past Activities:**

None Reported

## **Eastern Region**

### **Future Activities:**

5/4/23 CEA Committee Meeting

5/9/23-5/12/23 EEOC Investigator Training in Boston

5/17/23 DEI Book Club

5/17/23 DEI Training Committee

5/31/23 DEI Committee Meeting

### **Past Activities:**

- **Norwich Race Equity Event**

- **Attendees: 30+**

- 04/04 - Rachel O'Reilly, Zach Cobb and Cathy Chester attended the panel discussion at Three Rivers Community College on "The Millennial Perspective".

- **CEA Committee**

- **Attendees: 5**

- 04/06 - Rachel O'Reilly attended the monthly meeting.

- **CHRO Tech Committee**

- **Attendees: 6**

- 04/10 - Cathy Chester attended the monthly meeting which focused on reinventing our Website. Great ideas and suggestions by everyone on the 'new' webpage design.

- **Let's Talk about Cultural Chat**

- **Attendees: 20**

- 04/18 - Rachel O'Reilly and Zach Cobb attended the monthly get together at the Sikh Art Gallery in Norwich which focused on the Sikh Culture since April is Sikh month.

- **ECARS/FBI United Against Hate Breakfast**  
**Attendees: 100**  
04/19 Cathy Chester, Zach Cobb and Rachel O'Reilly attended this breakfast event at the Norwich Inn and Spa which featured US Attorney's and FBI Field Agents along with Realtors discussing various hate crimes and different ways to respond to them.
- **DEI Book Club**  
**Attendees: 8**  
04/19 Rachel O'Reilly attended monthly book club discussing this months' article "Person-first and Identity -first language choices".
- **CHRO Fair Housing Forum via TEAMS**  
**Attendees: 100**  
04/21 Rachel O'Reilly and Zach Cobb attended this seminar.
- **SMT Committee Meeting**  
**Attendees: 5**  
04/21 - Rachel O'Reilly attended.
- **DEI Committee Meeting**  
**Attendees: 5**  
04/24 - Rachel O'Reilly attended.
- **Social Media Committee**  
Rachel O'Reilly attended several hours on creating content.

## **West Central Region**

### **Future Activities:**

### **Past Activities:**

- **Fair Housing Forum**  
**Attendees: 150+**  
04/21 Representative Christopher Bluestein attended the Public Forum which went over various rights and recent legal changes to housing, and other housing related topics.
- **Diversity and Inclusion Committee**  
**Attendees: 10**  
04/24 Representative Christopher Bluestein attended the CHRO Diversity and Inclusion Committee and discussed various issues like making CHRO meetings more accessible.

## Southwest Region

### Future Activities:

- **CHRO Diversity, Equity, and Inclusion (DEI) Newsletter Subcommittee**  
05/08 Scheduled publication week. Southwest HRO Representative Courtney Shields will collaborate with her colleagues to edit text, create images, and distribute the May 2023 Diversity, Equity, and Inclusion Newsletter on behalf of the agency and plan the June 2023 CHRO DEI Newsletter.
- **CHRO Diversity & Inclusion Committee**  
05/31 Southwest HRO Representative Courtney Shields will attend the monthly meeting and participate in researching and writing for special projects as needed.
- **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, including posts on May Day, Asian American Native Hawaiian Pacific Islander Heritage Month, and Memorial Day, all of which will be posted 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 June 2023.
- **CHRO Kids Court Academy**  
Southwest Human Rights Representative Debra Drexler will attend and participate in the May sessions.
- **MAC State of CT Management Advisory Committees**  
Southwest Regional Manager Jamie Rubin will attend the May 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 (1,062) Newsletter Subscribers, Published 4/11/23)**  
Southwest HRO Representative Courtney Shields collaborated 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 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 National Day of Silence, which was posted April 14, 2023. She also worked with a small team of agency staff to edit and publish all agency social media posts throughout the month and plan posts for May 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.
- **2023 International March of the Living: Honoring Jewish Heroism Live Online**  
 Southwest HRO Representative Courtney Shields viewed the live online event which was broadcast worldwide and followed thousands of people as they walked nearly two miles from Stammlager to the Auschwitz-Birkenau death camp in remembrance of the nearly six million Jewish people that took the same or similar walks across Europe throughout World War II. This year's celebration had a renewed feeling of hope and perseverance as many Jewish heroes were highlighted by their descendants and honoring the 80<sup>th</sup> anniversary of the organized Jewish resistance that took place during the Warsaw Ghetto Uprising in 1943.
- **CHRO Kids Court Academy**  
**Attendees: 75**  
 04/18 Southwest Human Rights Representative Debra Drexler attended. Participants watched a film about Bakari Sellers serving as a member of House of Representatives in South Carolina after being elected at the age of 22. The session also focused on challenges facing a young Black man running for statewide office (Bakari - Lt Governor).
- **CHRO DEI Newsletter**  
 Southwest HRO Representative Christine Rowan was interviewed by the DEI committee and featured in the agency DEI Newsletter as the Spotlight Employee.
- **CHRO Technology Committee**  
**Attendees: 10**  
 04/10 Southwest Human Rights Representative Jessica Kohut attended the meeting to discuss technology concerns experienced in the regions as well as brainstorming potential future improvements.

Media Inquiries: 0

Meetings: 14

Inquiries: 21

Public hearings: 2

Sexual Harassment Law: 52 (April) and 7447 (cumulative)