

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

Outreach Successes:

- **May Social Media**
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, Spencer Hill, and Rachel O'Reilly created 23 posts for the agency's Facebook and Instagram accounts.
- **Kids Court Academy Year 3**
Attendees: 153
05/02, 05/16, 05/30 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.
- **CHRO Quarterly Fair Housing Training**
Attendees: 122
5/3 Legal Directors Kim Jacobsen and Michelle Dumas Keuler trained members of the public about the fair housing laws.
- **CBA Celebrate with the Stars**
Attendees: 225
05/04 Deputy Director Cheryl Sharp received the Citizen of the Law Award for development of Kids Court.
- **Community Engagement Ambassador Meeting**
Attendees: 8
05/04 Outreach Coordinator Ana Mitchell and Legislative Liaison Darcy Strand led the meeting to review and discuss regional outreach, legislative and education opportunities.
- **Reparations Task Force (ECCT)**
Attendees:12
05/04 Deputy Director Cheryl Sharp participated in a subcommittee task force meeting where she is a co-convenor of the task force.
- **May DEI Monthly Newsletter**
05/09 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.

- **EEOC Investigation Training, Boston MA**
Attendees: 40
 05/9-05/11 Outreach Coordinator Ana Mitchell attended the Training in Boston with five other CHRO investigators.
- **Meeting with Filmmaker**
Attendees: 3
 05/15 Deputy Director Cheryl Sharp and Attorney Kim Jacobsen met with filmmaker Sophie Morganstern to re-record the intro for the Holocaust documentary.
- **WICC**
Attendees: n/a
 05/15 Legal Director Kim Jacobsen talked about Invisible Disabilities with Melissa in the Morning
- **DE&I Training**
Attendees: 20
 05/16 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler provided DE&I Training to Ball & Socket in Cheshire CT.
- **CBA DE&I Committee Meeting**
Attendees 15
 05/15 Legal Director Kim Jacobsen attended the CBA DE&I Committee meeting.
- **CT MAC meeting**
Attendees 120
 5/17 Legal Director Kim Jacobsen attended the CT MAC meeting.
- **Meeting with Appropriation Chairs State Representative Toni Walker and Senator Osten**
Attendees 8
 05/17 Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell and Legislative Liaison Darcy Strand met with the appropriations chairs to discuss funding for Civil Rights Museum.
- **CT Black& Puerto Rican Caucus Annual Spring Fling Fundraiser**
Attendees: 100
 05/18 Outreach Coordinator Ana Mitchell attended the Spring Fling had the opportunity to meet more State Representatives and support a great cause.
- **Thursdays at Three**
Attendees 7
 05/18 Legal Director Kim Jacobsen and other staff members attended basis DE&I training.
- **Awareness Day at Westbrook High School**
Attendees: 200
 05/19 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler educated students on what we do at the Commission.

- **Armed Forces Luncheon**
Attendees: 700+
 05/19 Outreach Coordinator Ana Mitchell and Trainee Ashanti Fleming attended the 74th Connecticut Armed Forces Day Luncheon which allowed Connecticut's military, civic leaders, and business community to come together and honor those who served in the military.
- **CHRO's DEI Resource Discussion Series (formerly known as Book Club)**
Attendees: 10
 05/19 Attorney Jody Walker-Smith led a discussion in the monthly CHRO's DEI Resource Discussion series – this month's book was We are Not Like Them by Christine Pride and Jo Piazza.
- **Guilford Pride**
Attendees: 500+
 05/21 Jo Keogh tabled for CHRO. The event was held on the Guilford town green and was open to the public.
- **CTRP3 Community Outreach Subcommittee**
Attendees: 30
 05/31 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the subcommittee meeting for community engagement.

Future Outreach Activities:

- **June 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.
- **June 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.
- **Simsbury Library Pride Bingo**
 06/01 Legal Director Kim Jacobsen and Attorney Gabi Sandoval will table at this event.
- **A Mile in her Shoes**
 06/03 Legal Director and other staff members will attend this walk to raise awareness about violence against women.
- **CBA Connecticut Legal Conference**
 06/05 Legal Director Kim Jacobsen will attend this conference and will be a speaker at the Hybrid and Remote Work as an Instrument of Diversity panel.

- **CBA's CT Legal Conference**
6/05 Attorney Jody Walker-Smith will attend the CT Bar Association's yearly Legal Conference.
- **Kids Court**
06/06 The CT Kids Court Competition will be held virtually (Teams) on Tuesday, June 6, 2023. The finalists in the Middle School and High School Divisions will compete in front of a panel of judges which will include the Honorable Courtney Chaplin, Eboni Douglas, Lisa Giliberto, Nick Kapoor, the Honorable Dawne Westbrook, and the Honorable Donna Maria Wilkerson Brilliant.
- **WICC's Melissa in the Morning**
06/12 Attorney Jody Walker-Smith will appear on the radio program to discuss Juneteenth.
- **Cornell's "Practicing D&I"**
06/13 Attorney Jody Walker-Smith will attend a presentation on creating inclusion in workplaces offered by Cornell University.
- **Kids Court Academy Year 3**
06/13, 06/27 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.
- **CTRP3 Policy Subcommittee**
06/13 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting - CT Racial Profiling Prohibition Project.
- **Community Engagement Board (CEB) Meeting**
06/14 Deputy Director Cheryl Sharp will participate in the meeting with the State's Attorney's office.
- **Reparations Task Force (ECCT)**
06/15 Deputy Director Cheryl Sharp will participate in a subcommittee task force meeting where she is a co-convenor of the task force.
- **Juneteenth Freedom March**
06/19 CHRO's Juneteenth Freedom March in collaboration with the Juneteenth coalition event in New Haven on the upper green.
- **Commission on Racial & Ethnic Disparity**
06/21 Deputy Director Cheryl Sharp will attend the WebEx Commission on Racial & Ethnic Disparity meeting as a member of the Commission.
- **CHRO's DEI Book/Movie/Article Discussion Series (formerly known as Book Club)**
06/21 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 movie *Milk*.

- **CT MAC Meeting**
06/21 Legal Director Kim Jacobsen will attend this meeting.
- **CTRP3 Advisory Board**
06/22 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting - CT Racial Profiling Prohibition Project.
- **CHRO Agency-Wide**
06/28 CHRO will hold an agency-wide meeting to train staff and stakeholders about the policies, practices, and procedures at the agency.
- **Equity and Discrimination Law**
06/29 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 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 – May 13th**
Attendees: 16
- **Contract Compliance Presentation – May 17th**
Attendees: 65
DEEP - Recreation Trails Grant Recipients
- **Contract Compliance Presentation – May 25th**
Attendees: 68
Municipalities

AA/CC

AA TA:

AA Meetings:

AA Special Projects:

CC TA: 2672

CC TA Session: **1**

Housing

Future Activities:

None Reported

Past Activities:

- **HEART Coordinated Access Network Providers Meeting of the Landlord Engagement Taskforce**
May 5, 2023|1Hr. via TEAMS 10 Attended
Marisol Sala presented.
Jacqueline Elam attended.
- **Security Awareness Malware Training**
May 5, 2023| self-paced on-line
Email and Phishing
Browsing Safely
Malware
Marisol Sala completed.
- **Kids Court Academy (The Legacy of Rosa Parks)**
May 16, 2023|1 Hr.|
Shaun Jones attended.
- **Northend Senior Center**
May 17, 2023|56 in attendance
Outreach at senior center.
Cyndi Dryfe facilitated.
- **Security Awareness Malware Training**
May 18, 2023| self paced on-line
Renee Clarke
- **Security Awareness Training**
May 25, 2023|1Hr.| self-paced online
Required Litmos training.
Jacqueline Elam completed.

Capitol Region

Future Activities:

- **New Britain Juneteenth Event**
Representative Franklin Sykes has been invited and preparing for a Juneteenth event in New Britain.

Past Activities:

None Reported

Eastern Region

Future Activities:

- **CEA Committee**
06/01 Rachel O'Reilly to attend.
- **Let's Talk about Culture Chat Series at the Sikh Art Gallery**
06/05 Zach Cobb and Rachel O'Reilly to attend.
- **DEI Training Subcommittee**
06/07 Rachel O'Reilly to attend.
- **Celebrate Cultural Diversity Committee Meeting**
06/12 Cathy Chester to attend planning the event meeting.
- **GNACC Legislative Breakfast**
06/13 Zach Cobb and Rachel O'Reilly to attend.
- **AGENCY WIDE TRAINING**
06/28

Past Activities:

- **EEOC Investigation Training, Boston MA**
Attendees: 40
05/9-05/11 Rachel O'Reilly attended the Training in Boston.
- **Celebrate Cultural Diversity Committee**
Attendees: 5
05/10, 05/17 Cathy Chester is Co-Chair for this event. Date of event is September 18 (September 19 is rain date). Event has been relocated to Chelsea Parade in Norwich due to the renovations of piers at Marina.

- **DEI Book Club**
Attendees: 6
05/17 Rachel O'Reilly attended to discuss the book "We are not like them"
- **DEI Training Sub Committee**
Attendees: 5
05/17 Rachel O'Reilly attended to discuss the upcoming agency-wide training materials.

West Central Region

Future Activities:

Past Activities:

- **Outreach Ambassador Meeting**
Attendees: 5
05/04 Representative Christopher Bluestein and Trainee Ashanti Fleming attended the CHRO community outreach committee and discussed building a user-friendly website, as well as outreach strategies utilizing the CHRO website.
- **Armed Forces Luncheon**
Attendees: 700+
05/19 Trainee Ashanti Fleming attended the 74th Connecticut Armed Forces Day Luncheon which allowed Connecticut's military, civic leaders, and business community to come together and honor those who served in the military.

Southwest Region

Future Activities:

- **Black Wall Street**
06/18 Southwest Regional Representative Cathy Kendall will attend the Black Wall Street festival in Bridgeport. Cathy will be at a CHRO vendor table providing information and talking with the public.
- **CHRO Diversity, Equity, and Inclusion (DEI) Newsletter Subcommittee**
Southwest HRO Representative Courtney Shields will collaborate with her colleagues to edit text, create images, and distribute the June 2023 Diversity, Equity, and Inclusion Newsletter on behalf of the agency and plan the July 2023 CHRO DEI Newsletter.
- **CHRO Diversity & Inclusion Committee**
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. 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 June sessions.
- **MAC State of CT Management Advisory Committees**
06/21 Southwest Regional Manager Jamie Rubin will attend the June 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 Semi-Annual Agency-Wide DEI Training Subcommittee**
Attendees: 8
Southwest Regional HR Representative Courtney Shields met with investigators and attorneys from across units to develop a Diversity, Equity, and Inclusion (DEI) Training for the upcoming semi-annual agency-wide meeting in June 2023.
- **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 May Day, Asian American Native Hawaiian Pacific Islander (AANHPI) Heritage Month and the history of anti-Asian discrimination in the U.S. 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 June 2023.
- **CHRO Kids Court Academy**
Attendees: 70
05/02, 05/16, 05/30 Southwest Human Rights Representative Debra Drexler attended and participated in the sessions as a facilitator.
- **CHRO Technology Committee**
Attendees: 10
05/08 Southwest Human Rights Representative Jessica Kohut attended the meeting to discuss technology concerns experienced in the regions as well as brainstorming potential future improvements.

- **CHRO Diversity, Equity, and Inclusion Newsletter Subcommittee**
Attendees: 4 (1,062) Newsletter Subscribers, Published
05/09 Southwest HRO Representative Courtney Shields collaborated 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.
- **MAC State of CT Management Advisory Committees**
Attendees: 170
05/17 Southwest Regional Manager Jamie Rubin attended the May committee meeting open to all State of Connecticut non-union managers as the CHRO Representative. Jamie attended the additional planning meeting open to voting members only.
- **F.U.N. Prom**
Attendees: 150
05/20 Southwest Regional HR Representative Christine Rowan attended an inclusive prom for individuals with different abilities and their families and/or caregivers. The event was sponsored by Newtown non-profit Families United in Newtown (F.U.N). Christine had a CHRO vendor table with pamphlets and information and spoke with attendees about CHRO services.

Media Inquiries: 0

Meetings: 17

Inquiries: 26

Public hearings: 0

Sexual Harassment Law: 31 (May) and 7478 (cumulative)