

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

Outreach Successes:

- **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**
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.
- **Town of Simsbury Drag Queen Bingo**
Attendees: approx. 75
06/01 Legal Director Kim Jacobsen and Attorney Gabi Sandoval tabled at this Town of Simsbury Pride event.
- **CLARO's Pride Gala**
Attendees: 75
06/01 Human Rights Attorney Renee Vanden Wall Bake attended the Hartford Pride event celebrating the LGBTQI+ community. The event was held at the Pond House in Elizabeth Park, Hartford.
- **11th Annual Walk a Mile in Her Shoes®**
Attendees: 200+
06/03 Deputy Director Cheryl Sharp, Bilingual Outreach Coordinator Ana Mitchell, Legal Director Kim Jacobsen, Elizabeth Moyse Human Rights Attorney walked to raise awareness about violence against women. Domestic Violence is now a protected class in Connecticut.
- **Freddy Fixer Parade in New Haven**
Attendees: 300+
06/04 Bilingual Outreach Coordinator Ana Mitchell attended the parade and distributed CHRO information and fliers for the CHRO Juneteenth Freedom March.
- **Connecticut Legal Conference**
Attendees: approx. 1000
06/05 Legal Directors Kim Jacobsen and Michelle Dumas Keuler and Attorneys Robin Fox, Catherine Spain and Jody Walker-Smith attended the CBA's annual legal conference. Legal Director Kim Jacobsen spoke on a panel about using Hybrid Work schedules as a tool for DE&I.

- **Raising of Juneteenth Flag in New Haven, CT**
Attendees: 30
 06/05 Bilingual Outreach Coordinator Ana Maria Mitchell spoke at the event to the significant that the State of Connecticut has recognized Juneteenth as a state holiday. She also mentioned that CHRO will be turning 80 years old and is the oldest Civil Rights agency in the nation.
- **Kids Court**
Attendees: 45
 06/06 The CT Kids Court Competition was held virtually (Teams) on Tuesday, June 6, 2023. The finalists in the Middle School and High School Divisions competed in front of a panel of judges which included the Honorable Courtney Chaplin, Eboni Douglas, Lisa Giliberto, and the Honorable Donna Maria Wilkerson Brilliant.
- **CTRP3 Policy Community meeting**
Attendees: 10
 06/07 Bilingual Outreach Coordinator Ana Maria Mitchell attended the Zoom meeting - CT Racial Profiling Prohibition Project.
- **WICC's Melissa in the Morning**
 6/12 Attorney Jody Walker-Smith appeared on the radio program to discuss Juneteenth.
- **Kids Court Academy Year 3**
Attendees: 57
 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**
Attendees: 20
 06/13 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.
- **CHRO intern meeting**
Attendees: 10
 06/14 Legal Director Kim Jacobsen trained the interns on disability law.
- **Community Engagement Board (CEB) Meeting**
Attendees: 34
 06/14 Deputy Director Cheryl Sharp participated in the meeting with the State's Attorney's office.
- **Reparations Task Force (ECCT)**
Attendees: 5
 06/15 Deputy Director Cheryl Sharp participated in a subcommittee task force meeting where she is a co-convenor of the task force.

- **University of Connecticut School of Law Hartford Area Law Alumni Gathering**
Attendees: 50
 06/15 Human Rights Attorneys Renee Vanden Wall Bake, Gabriela Sandoval and Catherine Spain attended the alumni networking event, which was held at the Delmar Hotel in West Hartford.
- **Pre-bid meetings with unit in Darien, CT**
Attendees: 40
 6/15 James Murray HRO Representative Trainee Contract Compliance and Human Rights Attorney Robin Fox had a meeting with interested contractors for Darien school renovations that are to be partially funded by the State. CHRO was there to explain the requirements for set-asides and equal opportunity.
- **CHRO Juneteenth Freedom March in collaboration with the Juneteenth Coalition of Greater New Haven, CT**
Attendees: 200
 06/17 Bilingual Outreach Coordinator Ana Maria Mitchell, Deputy Director Cheryl Sharp Executive Director Tanya Hughes and other CHRO staff and the New Haven community took to the streets to March for freedom. In celebrations of the State of Connecticut recognizing Juneteenth as a state holiday. Also celebrating CHRO 80th birthday and the fact that it is the oldest Civil Rights agency in the nation.
- **EEOC Legal Update webinar**
Attendees?
 06/20 Legal Director Kim Jacobsen and other members of the legal staff attended the EEOC legal update training.
- **Together we rise: Resources and disability justice event on the New Haven Green.**
Attendees: est. 200
 6/21 Human Rights Attorney Timothy Lewendon set up a CHRO information table at the Together we rise: Resources and disability justice event on the New Haven Green. Attorney Lewendon answered questions about the CHRO and gave away free CHRO merchandise.
- **CT MAC Meeting**
Attendees: approx. 75
 06/21 Legal Director Kim Jacobsen attended the monthly CT Management Advisory Council meeting.
- **CHRO's DEI Resource Discussion Series (formerly known as Book Club)**
Attendees: 11
 6/21 Attorney Jody Walker-Smith led a discussion in the monthly CHRO's DEI Resource Discussion series – this month's movie was Milk.

- **Commission on Racial & Ethnic Disparity**
Attendees: 25
 06/21 Deputy Director Cheryl Sharp attended the WebEx Commission on Racial & Ethnic Disparity meeting as a member of the Commission.
- **CTRP3 Advisory Board**
Attendees: 20
 06/22 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.
- **SHAG (Spring Hill Arts Gathering)**
Attendees: 6
 06/23 My son was selected as a young writer (with 11 other young writers in CT) to read his submission. There was a nine-year-old who informed that she wrote to change the world. She recited a poem about Plessy v. Ferguson. After all the writers presented their work, I introduced myself to her parents and her. I congratulated her and asked her/her family to follow the CHRO or look at our website since our mission is to enforce civil rights.
- **Holocaust Documentary**
Attendees: 7
 06/23 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Sophie Morganstern, filmmaker, Ruth Weiner, survivor, and representatives from Voices of Hope to discuss the next phases of the documentary.
- **WICC's Melissa in the Morning**
Attendees: n/a
 06/26 Human Rights Attorney Robin Fox discussed Reasonable Accommodation requirements under the law for disability and religion during the Melissa in the Morning show.
- **CHRO Agency-Wide**
Attendees: 113
 06/28 CHRO held an agency-wide meeting to train staff and stakeholders about the policies, practices, and procedures at the agency.
- **DEI Training for Agencywide**
Attendees: 113
 06/28 Attorney Jody Walker-Smith worked with Spencer Hill, Megan Graefe, Courtney Shields, Cheyanne Clark, Rachel O'Reilly, Jase Olavarria, and Alison McHorney to create a 1.5-hour training on LGBTQQIAA+.
- **DECD DC meeting**
Attendees: 3
 06/29 Deputy Director Cheryl Sharp and Bilingual Outreach Coordinator Ana Mitchell spoke to Director Robertson about funding for the Civil Rights museum.

- **B’Nai Israel Film Festival**
Attendees:
06/29 Legal Director Kim Jacobsen will speak at the film festival about the CHRO and disability issues.
- **CTRP3 Middletown CT Racial Profiling Prohibition Project Community Forum**
Attendees: 45
06/29 Outreach Coordinator Ana Mitchell and Human Rights Attorney Spencer Hill participated in the Middletown CT Racial Profiling Prohibition Project community Forum.

Future Outreach Activities:

- **Commissioner Training**
07/06 Legal Directors Kim Jacobsen and Michelle Dumas Keuler will train Commissioner Harris on the CHRO procedures and related law.
- **OLR Performance Management Training**
07/07 Legal Director Kim Jacobsen and other members of management staff will attend this training.
- **WICC – the Anniversary of the ADA**
7/10 Legal Director Kim Jacobsen will speak during this radio segment.
- **Commission on Racial & Ethnic Disparity**
07/10 Deputy Director Cheryl Sharp will attend the WebEx Commission on Racial & Ethnic Disparity meeting as a member of the Commission.
- **Greater Hartford Jazz Festival**
07/14, 07/15, 07/16
We will be setting up a CHRO tent to educate and inform the public about the services we provide.
- **CHRO’s DEI Resource Discussion Series (formerly known as Book Club)**
7/19/23 – Attorney Jody Walker-Smith will attend the monthly CHRO’s DEI Resource Discussion Series – this month’s discussion centers around the two articles about mental health.
- **DEI Committee Meeting**
7/26/23 – Attorney Jody Walker-Smith, co-chair of the CHRO’s DEI Committee, will lead a monthly meeting including education and discussion on DEI topics.
- **Equity and Discrimination Law**
7/27/23 – 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:

- **Technical Assistance Training – June 7th**
Attendees: 19
- **Municipal Contract Compliance Training – June 7th**
Attendees: 18
- **Pre-Bid Meeting- Royal Elementary School Darian - June 15th**
Attendees: 46
- **Pre-Bid Meeting- Hindley Elementary School Darian - June 16th**
Attendees: 26
- **Pre-Bid Meeting - Holmes Elementary School - Darian**
Attendees: 40
- **Contract Compliance Presentation - June 20th**
Attendees: 64
DECD - Good to Great Grant Recipients

AA/CC

AA TA:

AA Meetings:

AA Special Projects: 2

CC TA: 1481

CC TA Session: 5

Housing

Future Activities:

None Reported

Past Activities:

- **Kids Court Academy Movie - Priced Out:**
Attendees: 40
06/13 Shaun Jones HRO Representative, Housing Discrimination Unit facilitated the breakout groups in the discussion of Exploring the complexity and contradictions of gentrification/ The impact on Bipoc Community.
- **Juneteenth Event in New Haven, CT**
Attendees: 200+
06/17 Renee Clarke and Marisol Sala HRO Trainees, Housing Discrimination Unit educated and passed out information on the services that CHRO renders at our outreach table.
- **Kids Court Academy 3 Session 10 exercise New York Immigration v. Trump**
Attendees: 40
06/27 Shaun Jones HRO Representative, Housing Discrimination Unit facilitated the breakout groups in the discussion of New York Immigration v. Trump.
- **State of Connecticut Commission on Human Rights and Opportunities Agency-Wide Training Agenda**
Attendees: 40
06/27 Housing Discrimination Unit attended training.

Capitol Region

Future Activities:

None Reported

Past Activities:

- **NAACP Windham-Willimantic Branch Annual Luncheon**
Attendees: 90
06/17 Representative Laura Roxbury attended the annual Freedom Fund Event where she heard from speakers about civil rights issues.
- **Juneteenth New Britain**
Attendees: 150
06/19 Representative Franklin Sykes participated in the second annual Juneteenth celebration.

Eastern Region

Future 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.
- **July 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's DEI Resource Discussion Series (formerly known as Book Club)**
07/19 Attorney Jody Walker-Smith will attend the monthly CHRO's DEI Resource Discussion Series – this month's discussion centers around the two articles about mental health.
- **DEI Committee Meeting**
07/26 Attorney Jody Walker-Smith, co-chair of the CHRO's DEI Committee, will lead a monthly meeting including education and discussion on DEI topics.
- **Equity and Discrimination Law**
07/27 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.

Past Activities:

- **CEA Meeting**
Attendees: 6
06/01 Rachel O'Reilly attended the monthly meeting.
- **DEI Training Subcommittee**
Attendees: 5
06/07, 06/14 & 06/26 Human Rights Trainee Rachel O'Reilly attended the meetings.
- **GNACC Legislative Breakfast**
Attendees: 50
06/13 Human Rights Trainees Zach Cobb and Rachel O'Reilly attended the Legislative Breakfast at the Holiday Inn in Norwich.
- **DEI Training Committee**
Attendees: 5
06/20 Human Rights Trainee Rachel O'Reilly attended the monthly meeting.

- **DEI Book Club**
Attendees: 8
06/21 Human Rights Trainee Rachel O'Reilly attended the monthly meeting.
- **NAACP Freedom Fund Dinner New London Chapter**
Attendees: 275
06/27 Regional Manager Robert Aldi attended the dinner with guest speaker Congressman Bennie Thompson held at the Port & Starboard Restaurant at Ocean Beach Park.
- **Middletown Public Forum on Racial Profiling**
Attendees: 45
06/29 Human Rights Trainee Rachel O'Reilly attending.

West Central Region

Future Activities:

Past Activities:

- **Old Wethersfield's Memorial Day fair**
Attendees: 200+
05/27 Representative Christopher Blustein Attended Old Wethersfield's Memorial Day fair, met with Wethersfield Human Rights and Relations Commission. Discussed possible joint projects and made plans to attend their next meeting. (Included as it happened after May report was delivered).
- **Community Engagement Ambassadors Committee**
Attendees: 5
06/01 Representative Christopher Bluestein and Trainee Ashanti Fleming attended the Community Engagement meeting and planned for future projects.
- **GEARUP CT Waterbury Student Celebration**
Attendees: 60+
06/01 Trainee Ashanti Fleming attended GEARUP Waterbury's student celebration at Naugatuck Valley Community College where student leaders were acknowledged for their contributions to their communities.
- **Wethersfield Human Rights Commission**
Attendees: 5-10
06/08 Representative Christopher Blustein attended the Wethersfield Human Rights Commission where he introduced himself to the committee.
- **Practicing D&I: Putting Actions to Words Seminar**
Attendees: 100+
06/13 Representative Christopher Blustein attended a seminar led by Cornell University that discussed many important diversity topics like inclusiveness.

Southwest Region

Future Activities:

- **CHRO Diversity, Equity, and Inclusion (DEI) Newsletter Subcommittee Scheduled to publish week of 7/10/23**
Southwest HRO Representative Courtney Shields will collaborate with her colleagues to edit text, create images, and distribute the July 2023 Diversity, Equity, and Inclusion Newsletter on behalf of the agency and plan the August 2023 CHRO DEI Newsletter.
- **CHRO Diversity & Inclusion Committee**
Southwest HRO Representative Courtney Shields will attend the Diversity & Inclusion Committee's monthly meeting and participate in researching and writing for special projects as needed. Her work for the DEI Committee in July will also include an update to last year's internally distributed Respectful & Inclusive Terms Guide and finalizing a version of that same guide to be used for distribution outside the agency.
- **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 August 2023.
- **MAC State of CT Management Advisory Committees**
Southwest Regional Manager Jamie Rubin will attend the July 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 July 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 July 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 6/12/23**
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.

- **CHRO Diversity, Equity, and Inclusion Social Media Team Subcommittee**

Attendees: 4

Southwest HRO Representative Courtney Shields drafted and updated text and created images for agency social media posts, including Parts 1, 2, and 3 of this month's series of Pride posts, including a brief history of the creation of Pride Month and summaries of the marked increase in anti-trans and anti-LGBTQ legislation at the state level nationwide, and a celebration of the anniversary of the passage of the Civil Rights Act of 1964. She also worked with a small team of agency staff to edit and publish all other agency social media posts throughout the month and to plan posts for July 2023.

- **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 semi-annual agency-wide meeting. This training was held on June 28, and included a discussion of the most common terms and definitions associated with sex, gender identity and expression, sexual orientation, and how knowledge and understanding of these concepts can help with our work on behalf of the Commission.

- **CHRO Kids Court Academy**

Attendees: 70

Southwest Human Rights Representative Debra Drexler attended and participated in the June sessions as a facilitator.

Media Inquiries: 5

Meetings: 5

Inquiries: 15

Public hearings: 0

Sexual Harassment Law: 36 (June) and 7514 (cumulative)