

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

Outreach Successes:

- **September Social Media**
Followers: 1.8K on Facebook and 1,011 on Instagram
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, Spencer Hill, and Rachel O'Reilly created 18 posts for the agency's Facebook and Instagram accounts.
- **Connecticut State Digital Summit**
Attendees: 200
9/7 - Outreach Coordinator-Bilingual Ana Mitchell, and other staff members attended the government technology conference.
- **Hatford Pride Day**
Attendees: 1000
9/9 Outreach Coordinator Ana Mitchell and other staff members provided CHRO swag and brochures to the Hispanic community. Informing the community of the services that we provided.
- **Union Local IATSE Local 74**
Attendees: 25
9/11 - Attys Michelle Dumas Keuler and Robin Fox provided sexual harassment training to 25 union members of Local 74 of IATSE in person and responded to questions.
- **WICC's Melissa in the Morning**
Attendees: N/A
9/11 - Legal Director Kimberly Jacobsen spoke on the radio show about Where are we on gender Equity.
- **Kids Court Academy Election Laws**
Attendees:45
9/12-26 Several CHRO staff facilitate the program which 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.
- **NYDO FEPA Regional Conference**
Attendees: 30
9/13-9/15 - Executive Director Tanya Hughes, Outreach Coordinator-Bilingual Ana Mitchell, Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler attended the regional EEOC conference in Saratoga NY.

- **WICC's Melissa in the Morning**
Attendees: N/A
 09/18 - Attorney Michael Roberts appeared on the "Melissa in the Morning" radio program to discuss Hispanic Heritage Month.
- **September's DEI Monthly Newsletter**
Subscribers: 1,054
 9/18 – Attorney Jody Walker-Smith led a team with Attorneys Spencer Hill and Megan Graefe, investigator Courtney Shields, and Affirmative Action trainee Jase Olavarria in preparing and disseminating a DEI monthly newsletter.
- **Bloomfield Senior Expo**
Attendees: over 100
 9/19 - Human Rights Attorney Renee Vanden Wall Bake attended the 16th Annual Senior Expo at the Alvin & Beatrice Wood Human Services Center in Bloomfield, CT. The event was attended by seniors in the area and had over 20 exhibitors.
- **CT Management Advisory Council meeting**
Attendees: 75
 9/20 - Legal Director Kimberly Jacobsen attended this meeting.
- **CHRO's DEI Resource Discussion Series**
Attendees: 12
 9/20 – Attorney Jody Walker-Smith attended the monthly CHRO's DEI Resource Discussion series – this month's discussion was on the theme of ageism and generational differences, as well as intersectionality, in the movie [The Intern](#).
- **Connecticut Bar Association' Education Section Presentation**
Attendees: 25
 09/20 - Attorney Spencer Hill gave a presentation on the recent Supreme Court decision striking down affirmative action programs in college admissions to the Education Section of the Connecticut Bar Association.
- **Civil Rights Museum**
Attendees: 15
 9/22 - Outreach Coordinator-Bilingual Ana Mitchell met with various Connecticut Museum leaders to discuss the future of the Civil Rights Museum.
- **Stand Down 2023 5 Sites**
Attendees: 1500
 9/22 - Atty Robin Fox and several other staff members, attended Stand Down, a statewide event for veterans in CT and provided information and answered questions about CHRO and the laws against discrimination.
- **WICC's Melissa in the Morning**
 9/25 – Attorney Jody Walker-Smith appeared on the radio program to discuss National Work and Family Month.

- **CHRO's DEI Committee Monthly Meeting**
Attendees: 11
9/27 – Co-chair and attorney Jody Walker-Smith led the agency's monthly DEI committee
- **Constance Baker Motley Series – We See Color: Affirmative Action's Impact on Education & Its Future**
Attendees: 148
9/28 - Attorney Spencer Hill gave a presentation on the recent Supreme Court decision striking down affirmative action programs in college admissions as part of the Connecticut Bar Association's Constance Baker Motley series.
- **Hispanic Heritage Small Business Expo**
Attendees: 45
9/30 - Executive Director Tanya Hughes, Housing Unit Supervisor Diane Carter, Storekeeper Michael Mitchell and Commissioner Tamara Titre provided information and answered questions about CHRO and the laws against discrimination.

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.
- **October DEI Monthly Newsletter**
TBD – Attorney Jody Walker-Smith will lead a team with Attorneys Spencer Hill and Megan Graefe, investigator Courtney Shields, and Affirmative Action trainee Jase Olavarria in preparing and disseminating a DEI monthly newsletter.
- **MLSC Fall interviews**
10/5 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler will interview prospective summer interns.
- **Puerto Rican Parade**
10/8 - Outreach Coordinator Ana Mitchell and other staff members provided CHRO swag and brochures to the Hispanic community. Informing the community of the services we provide.
- **UConn Law School guest speaker**
10/10 - Legal Director Kimberly Jacobsen will be a guest speaker at UConn's Diversity and Inclusion in the Legal Profession class and speak about working as a lawyer with a disability.
- **Shipman Webinar about the CHRO**
10/10 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler will participate in this webinar regarding CHRO processing and enforcement.

- **CBA D&I Pledge Signatories 2023 Assessment**
10/11 – Attorney Jody Walker-Smith will complete and submit an assessment of the agency for the CT Bar Association’s Diversity and Inclusion Pledge Signatories.
- **CHRO’s DEI Resource Discussion Series**
10/18 – Attorney Jody Walker-Smith will attend the monthly CHRO’s DEI Resource Discussion Series – this month’s discussion centers around theme or ageism and generational differences in the movie The Intern.
- **CBA’s Annual DEI Summit**
10/20 – Attorney Jody Walker-Smith will attend the annual DEI Summit.
- **CHRO’s DEI Committee Monthly Meeting**
10/25 – 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**
10/26 – 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 Technical Assistance Training – 9/13
Attendees: 17
- Contract Compliance Training for Municipalities – 9/13
Attendees: 7

AA/CC

AA TA:

AA Meetings: 1

AA Special Projects: 2

CC TA: 1

CC TA Session: 1341

Housing

Future Activities:

None Reported

Past Activities:

- **Kids Court Academy Election Laws**
Attendees:45
9/12 – Housing Investigator Shaun Jones help facilitate our program which 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.
- **CT Stand Down: Danbury War Memorial**
Attendees: 100
9/22 – Housing Investigator Jacqueline Elam participated in the Veterans Affairs “one stop” offering information about our programs and services.
- **Farmer's Market Northend Senior Hartford**
Attendees: 25
9/27 – Housing Investigator Cyndi Dryfe Handed out brochures and educating the public about Fair Housing laws.

Capitol Region

Future Activities:

None Reported

Past Activities:

- **Hartford PRIDE Event**
Attendees: 500
9/09 Representatives J. Arnoldo Guadalupe and Laura Roxbury attended the PRIDE Event in Hartford Location and provided public outreach.
- **Stand Down Event**
Attendees: 150
9/22 Representatives Evelyn Dillon and Na’eelah Bakari attended the Stand Down Event in Rocky Hill Location and provided public outreach.
- **Quinnipiac Law Training**
Attendees: 15
9/26 Representative Laura Roxbury conducted a training for the Quinnipiac Law students who will be mediating complaints filed with CHRO as part of their coursework.

- **CHRO DEI Committee Meeting**

Attendees: 10

9/27 - Representative Ann Gelar attended the CHRO DEI Committee Meeting in Hartford Location and provided public outreach.

Eastern Region

Future Activities:

- **Community Engagement Committee**
10/5 - Rachel O'Reilly to attend.
- **NAACP Freedom Fund Dinner at Foxwoods**
10/6 - Robert Aldi, Rachel O'Reilly and Zach Cobb to attend.
- **SMT Planning Meeting**
10/23 - Rachel O'Reilly to attend.
- **DEI Committee Meeting**
10/25 - Rachel O'Reilly to attend.

Past Activities:

- **Community Engagement Committee**
Attendees: 4
9/7 - Rachel O'Reilly attended.
- **Hartford Pride**
Attendees: 400+
9/9 - Rachel O'Reilly attended.
- **GNACC Healthy Living Festival**
Attendees: 300+
9/9 - Cathy Chester and Zach Cobb participated in this event.
- **Celebrate Cultural Diversity Event**
Attendees: 300+
9/19 - (Mario Garrido, Cathy Chester, Zachary Cobb and Rachel O'Reilly participated in this event.
- **Veteran's Stand Down**
Attendees: 100+
9/22 - Zach Cobb, Cathy Chester and Chris Gemeasky participated in this event.
- **Clerical Meeting**
Attendees: 6
9/27 - Cathy Chester attended this meeting.

- **DEI Committee Meeting**
Attendees: 10
9/27- Rachel O'Reilly attended this meeting.

West Central Region

Future Activities:

Past Activities:

- **Community Engagement Ambassadors**
Attendees: 3
9/7 Trainee Ashanti Fleming attended the Community Engagement meeting and planned for future projects.
- **Hartford Pride**
Attendees: 500
9/9 Representative Robert Moller attended Hartford Pride a yearly festival celebrating diversity and the LGBTQ+ community.

Southwest Region

Future Activities:

- **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 October 2023 Diversity, Equity, and Inclusion Newsletter on behalf of the agency and plan the November 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.
- **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 November 2023.
- **CHRO Technology Committee**
Southwest Human Rights Representative Jessica Kohut will attend the October 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 October meeting to review and discuss possible outreach and education opportunities.

Past Activities:

- **Stand Down for Veterans**
Attendees: 100
9/22 Southwest HRO Representative Carolyn Anderson and Christine Rowan participated on behalf of the CHRO at the events in Bridgeport at the University of Bridgeport, Wheeler Recreation Center, and in Danbury at the Danbury War Memorial. The event was widely attended by veterans and their family members. Approximately 60 people visited our tables full of our informational literature and freebies to inquire about the CHRO complaint filing process, the services we provide, and discrimination against veterans. Many Veterans stayed to talk and share their experiences from their years of service. It also proved to be a very beneficial event for networking with other agencies and non-profit organizations that we hope to partner with for outreach in the future as there were approximately 52 other vendors there to provide goods, services, and information to attending veterans regarding healthcare, housing, medical information, personal care needs, veterans benefits, cancer screening, free vaccinations, free coat distribution, legal information, State DMV information, constituent support, veterans benefits, non-medical homecare information, and distribution of personal care items. The event was hosted by the State of Connecticut Department of Veteran Affairs (DAV).
- **CHRO Diversity, Equity, and Inclusion Newsletter Subcommittee**
Attendees: 4, 1,062 Newsletter Subscribers
Southwest HRO Representative Courtney Shields collaborated with her colleagues to edit text, create images, and distribute the September 2023 Diversity, Equity, and Inclusion Newsletter on behalf of the agency and plan the October 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. 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 October 2023.
- **CHRO Kids Court Academy**
Attendees: 50 - 75
Southwest HRO Representative Debra Drexler participated in the September virtual sessions as a volunteer facilitator.
- **CHRO Diversity & Inclusion Committee**
Southwest HRO Representative Courtney Shields attended the Diversity & Inclusion Committee's monthly meeting and participated in researching and writing for special projects as needed.

- **CHRO Technology Committee**

9/25 Southwest Human Rights Representative Jessica Kohut attended the September meeting to review and discuss regional tech. concerns and to brainstorm potential future improvements.

Media Inquiries: 0

Meetings:8

Inquiries: 3

Public hearings: n/a

Sexual Harassment Law: 81(September) and 7684 (cumulative)