

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

## **OUTREACH ACTIVITIES**

### **Outreach Successes:**

- **January Social Media**  
The CHRO's Social Media Team of Attorneys Jody Walker-Smith and Spencer Hill and investigators Courtney Shields and Rachel O'Reilly created and coordinated 23 posts for the agency's Facebook and Instagram accounts.
- **UConn Law Cultural Diversity Initiative Interviews**  
**Attendees: 17**  
01/5 Attorneys Kim Jacobsen, Michelle Dumas Keuler, Jody Walker Smith and Spencer Hill interviewed students from historically underrepresented backgrounds for summer internships.
- **Equity Study Kick-off**  
**Attendees: 20**  
01/05 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Legislative and Administrative Advisor Darcy Strand participated in the official kick-off meeting for the Connecticut Equity Study
- **Growing Together CT**  
**Attendees: 20**  
01/05 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell participated in the meeting.
- **Commission on Racial & Ethnic Disparity**  
**Attendees: 20**  
01/09 Deputy Director Cheryl Sharp attended the WebEx Commission on Racial & Ethnic Disparity meeting as a member of the Commission.
- **WHRY DEIB Committee Speaker Series**  
**Attendees: 20**  
01/09 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler attended the committee meeting to bring awareness to the DEIB committee and Advisory Council regarding the CT Commission on Human Rights' service and work on disparities among communities of color.
- **CBA DEI Committee Meeting**  
**Attendees: Approx. 20**  
1/10 Attorneys Jody Walker-Smith and Kim Jacobsen attended the CT Bar Association's DEI Committee meeting.

- **Desegregate CT Coalition**  
**Attendees: 20**  
 01/11 Desegregate CT is a coalition of organizations that are exploring ways to address zoning in the state that leads to discriminatory results.
- **Fair Share Consortium**  
**Attendees: 20**  
 01/11 CHRO is collaborating with nonprofits and community leaders to address housing discrimination in the state. Open Communities Alliance has included the CHRO as a partner.
- **CHRO MLK March meeting @ St. Peter's Church**  
**Attendees: 5**  
 01/12 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the meeting.
- **Growing Together CT**  
**Attendees: 20**  
 01/12 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell participated in the meeting.
- **CTSAC: Overview of Zoning Report**  
**Attendees: 20**  
 01/12 Deputy Director Cheryl Sharp and Attorney Spencer Hill 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.
- **CHRO MLK March and Bell Ringing Ceremony**  
**Attendees: 300**  
 01/16 CHRO collaborated with many stakeholders to have a successful march and event that aligns with our mission to eliminate discrimination. The event required intense planning and outreach to garner the momentum needed to propel the agency into the spotlight. In addition to Cheryl and Ana, the Executive Director Tanya Hughes and Executive Secretary Kristen Parker assisted with the planning. St. Peter's Church is a co-sponsor, and the march began in their parking lot.
- **CHRO/CWCSEO**  
**Attendees: 4**  
 01/17 Deputy Director Cheryl Sharp, Administrative Advisor Darcy Strand, and Outreach Coordinator Ana Mitchell met with Werner Oyanadel to discuss the CHRO Civil Rights Museum and how to forge ahead.
- **January's DEI Monthly Newsletter**  
**Attendees: 1,062**  
 1/17 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.

- **AnaLeh partnership**  
**Attendees: 3**  
 01/17 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Ana Leh to discuss the FHAP partnership grant that was awarded to the CHRO and the AnaLeh show for the second phase of filming.
- **CEA Committee meeting**  
**Attendees: 10**  
 1/18 Outreach Coordinator Ana Mitchell and Legislative Liaison Darcy Strand led the monthly meeting.
- **CTMAC meeting**  
**Attendees: 70**  
 1/18 Attorney Kim Jacobsen attended the CT Management Advisory Committee meeting
- **AA Plan Technology Consultant**  
**Attendees: 20**  
 01/19 Deputy Director Cheryl Sharp, Administrative Advisor Darcy Strand, Affirmative Action Supervisor Neva Vigezzi, HRO Representatives Gary Madison and Jon Sykes, and Attorneys Spencer Hill and Tim Lewendon participated in the meeting where an analyst, who will take this project on as part of her responsibilities, was introduced.
- **Edge training**  
**Attendees: 50**  
 1/19 Attorneys Kim Jacobsen and Michelle Dumas Keuler did a general CHRO training for Edge Fitness employees.
- **CHRO's DEI Book/Movie/Article Discussion Series (formerly known as Book Club)**  
**Attendees: 12**  
 1/21 – Attorney Jody Walker-Smith attended the monthly CHRO's Diversity and Inclusion Book Club – this month's article was [The Cat is Out of the Bag: Orientalism, Anti-Blackness, and White Supremacy](#) by Katie Ishizuka & Ramón Stephens.
- **Monterey Park Vigil at the LOB**  
**Attendees: 60**  
 01/24 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the vigil at the Legislative Office Building. Cheryl offered condolences to families of the victims and highlighted the need for reform.
- **Hate Crimes Advisory Council**  
**Attendees: 20**  
 01/25 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Legislative and Administrative Advisor Darcy Strand will work with this committee on a legislative package and discussed being the agency to collect and report out data related to hate crimes that are civil matters.

- **CTRP3 Community Outreach**  
**Attendees: 10**  
 1/25 Outreach Coordinator Ana Mitchell participated in the monthly meeting.
- **DEI Committee Meeting**  
**Attendees: 12**  
 1/25 – 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.
- **CHRO/RAW**  
**Attendees: 3**  
 01/26 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with Cai Diluvio to discuss Film Roster KCA / Holocaust film.
- **UConn Main Campus**  
**Attendees: 23**  
 1/26 Attorney Michelle Dumas Keuler taught a class on fair housing to UConn students.
- **Equity and Discrimination Law**  
**Attendees: 12**  
 1/26 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 centered around cancel culture and accountability.
- **Cultural Humility Training - UConn Law**  
**Attendees: 65**  
 01/27 Deputy Director Cheryl Sharp and Attorneys Michelle Dumas Keuler and Jody Walker-Smith provided training for faculty, staff, and students.
- **Cultural Connections**  
**Attendees: 15**  
 0131 Outreach Coordinator Ana Mitchell and Diane Carter attended a community Lunar New Year celebration of different cultures.

## 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, Instagram, and Twitter accounts.
- **February'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.
- **WICC Melissa in the Morning Radio Show**  
2/6 Attorney Jody Walker-Smith will appear on the Melissa in the Morning radio show to discuss Black History Month.
- **CBA Trauma Informed Lawyering**  
2/8 Attorney Jody Walker-Smith will attend training offered by the CT Bar Association on trauma-informed lawyering.
- **CHRO's DEI Book/Movie/Article Discussion Series (formerly known as Book Club)**  
2/15 Attorney Jody Walker-Smith will attend and lead discussion in the monthly CHRO's Diversity and Inclusion Book Club – this month's movie is Hidden Figures.
- **DEI Committee Meeting**  
2/22 Attorney Jody Walker-Smith, co-chair of the CHRO's Diversity and Inclusion Committee, will lead a monthly meeting including education and discussion on D&I topics.
- **Equity and Discrimination Law**  
2/23 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 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 - January 12th**  
**Attendees: 21**  
T/A's 417
- **Outreach**  
CT Subcontractors Association - January 24th  
**Attendees: 35**

### AA/CC

AA TA:

AA Meetings:

AA Special Projects:

CC TA: 1495

CC TA Session: 3

## REGIONAL OUTREACH AND HOUSING AT A GLANCE

### Housing

#### Future Activities:

None Reported

#### Past Activities

- **MLK Children's March & Bell Ringing Ceremony**  
**Jan 16, 2023|2 Hrs.|100+ in attendance**  
Inclusive, anti-racism children's march in observance of Dr. Martin Luther King, Jr. Day  
*Renee Clarke attended.*
- **The Bad Housing Blues**  
**Jan 17, 2023|1.25 Hrs.|**  
Webinar: Discrimination in the Housing Choice Voucher Program  
*Marisol Sala attended*
- **Community Engagement Ambassador meeting**  
**Jan 18, 2023|1Hr| 10 attended**  
Monthly committee meeting.  
*Shana Brown attended.*

- **NFHTA Forum | Violence Against Women Act, Part 2: Legal Protections for Survivors| Jan 18, 2023| 2Hrs.**  
Webinar geared towards helping participants understand key information related to implementing the housing provision of the Violence Against Women Act (“VAWA”) *Marisol Sala & Shaun Jones attended.*
- **Diversity, Equity & Inclusion Meeting**  
**Jan 25, 2023|1.5 Hrs|10 attended**  
Monthly committee meeting  
*Shana Brown attended.*
- **Outreach Meeting – HDU**  
**Jan 25, 2023|45 mins|7 in attendance**  
Unit meeting to discuss outreach goals and mandates  
*Shana Brown, Diane Carter, Cynthia Dryfe, Shaun Jones, Marisol Sala, Jacqueline Elam & Renee Carter attended.*
- **Clerical Check-In**  
**Jan 25, 2023|30 mins|10 in attendance**  
Monthly meeting discussing issues pertaining to clerical and administrative staff agency wide.  
*Shana Brown attended*
- **Appraisal Bias and the Generational Wealth Gap Roundtable**  
**Jan 31, 2023|1.5Hrs.|**  
9 Speakers will define appraisal bias, discuss how it contributes to the racial wealth gap, the impact it has on consumer and what they can do about it.  
*Marisol Sala will attend.*

## Capitol Region

### Future Activities

None Reported

### Past Activities

- **CEA Committee meeting**  
**Attendees: 10**  
Ronald A. Simpson Regional Manager participated in the meeting.
- **West Hartford Human Relations Committee meeting**  
**Attendees: 3**  
Ann Galer participated in the meeting
- **CHRO Diversity & Equity Committee**  
**Attendees: 12**  
Ann Galer and Laura Roxbury participated in the meeting.



- **CHRO Tech Committee**  
**Attendees: 8**  
Laura Roxbury is the Capitol Region Representative for the CHRO Tech Committee.

## Eastern Region

### Future Activities

- **ARC TRAINING**  
2/2 OR 2/8 Cathy Chester to attend one of the training sessions.
- **GNACC Legislative Meet & Greet at Montville Police Community Room**  
2/9 Cathy Chester, Robert Aldi to attend the meet and greet for new (and returning) legislators.
- **GNACC Health & Safety Committee**  
2/10 Cathy Chester to attend.
- **GNACC Lunch & Learn**  
2/10, 2/17, 2/24 Cathy Chester to attend
- **DE&I Book Club Subcommittee**  
2/14 Cathy Chester to attend the subcommittee meeting to set reading schedule for the year.
- **DE&I Book Club**  
2/15 Cathy Chester to attend the subcommittee meeting
- **DE & I Committee Meeting**  
2/22 Rachel O'Reilly and Cathy Chester to attend.
- **Clerical Meeting**  
2/22 Cathy Chester to attend

### Past Activities

- **GNACC Legislative Committee Meeting**  
**Attendees: 5**  
1/5 Cathy Chester attended monthly meeting. Discussed having a meet/greet in February to introduce new legislators to the Chamber and its' functions.
- **CHRO Tech Committee Meeting**  
**Attendees: 6**  
1/9 Cathy Chester attended monthly meeting and discussed troubleshooting in regions, agency-wide outlook calendar creation and refresh of computers/laptops.

- **CHRO Commission Meeting**  
**Attendees: 20+**  
 1/11 Zachary Cobb and Bob Aldi attended monthly meeting.
- **CHRO DE & I Book Club subcommittee meeting**  
**Attendees: 4**  
 1/17 Cathy Chester attended subcommittee meeting and discussed next six months of reading selections. Also discussed enlarging the media used, i.e movies, articles, essays, ted talks etc., to reach a larger audience-maybe more participation.
- **GNACC Healthy Living committee Meeting**  
**Attendees: 17**  
 1/20 Cathy Chester attended monthly meeting to discuss the upcoming February Lunch & Learns by Zoom and potential in person ones in March. Discussed various topics that will be presented. Also firmed up date of Sept. 9, 2023 for the Healthy Living Festival. Also voted to change Committee name to GNACC Health & Safety Committee.
- **CHRO DE&I social media**  
**Attendees: 4**  
 1/20 Rachel O'Reilly attended monthly meeting to discuss various social media postings and articles.
- **CHRO DE&I Committee Meeting**  
**Attendees: 11**  
 1/25 Cathy Chester and Rachel O'Reilly attended monthly meeting to discuss the 2022 year in review and survey results. Discussed some new ideas for the committee to work on.
- **CHRO Clerical Meeting**  
**Attendees: 9**  
 1/25 Cathy Chester attended monthly meeting to discuss upcoming ARC training, phone calls regarding paying parking tickets by referring them to the Centralized Infraction Bureau and various other topics
- **GNACC Awards and Dinner Event**  
**Attendees: 200+**  
 1/26 Cathy Chester and Christopher Gemeasky attended the yearly awards and dinner banquet. Various individuals and companies were honored for their contributions and yearly agenda was discussed and distributed highlighting various events the Chamber is putting on.

## West Central Region

### Future Activities

### Past Activities

- **MLK Day Children's March**

**Attendees: 500**

01/16 Representative Sancha Works attended the 2nd Annual MLK Day Children's March

- **Community Engagement Ambassadors**

**Attendees: 10**

01/18 Trainee Christopher Bluestein and Trainee Ashanti Fleming attended the Community Engagement meeting and planned for future projects such as Juneteenth festivals

- **West Central Winter Coat Drive**

**Attendees: 3**

(Various dates) Trainee Christopher Bluestein reached out to potential places such as local shelters and Veteran homes to donate coats that were collected during the coat drive

01/12 Trainee Christopher Bluestein and Trainee Ashanti Fleming spent ½ day with Ana to organize the coats, gloves, scarves, and shoes, then pack the items into boxes

- **Diversity and Inclusion Committee**

**Attendees: 10**

01/18 Trainee Christopher Bluestein met with CHRO internal staff to discuss cherished authors with discriminatory pasts

01/25 Trainee Christopher Bluestein attended the Diversity and Inclusion Committee meeting

### **Kids Court 2023**

**Attendees: 1**

01/27 Trainee Ashanti Fleming reached out to school Superintendents about having their students participate in Kids Court.

## Southwest Region

### Future Activities

- **CHRO Diversity, Equity, and Inclusion (DEI) Newsletter Subcommittee**  
Southwest HRO Representative Courtney Shields will attend the meeting to assist with planning, drafting, creating images, and distributing the March 2023 DEI CHRO Newsletter. The February edition is scheduled for February 6, 2023, to be distributed to 1,062 Newsletter Subscribers.
- **CHRO Diversity and Inclusion Committee**  
Southwest HRO Representative Courtney Shields will attend the meetings and participate in researching and writing agency posts. Courtney will draft the text and create the images for a social media post of the theme for this year's Black History Month, "Black Resistance" to be posted 2/1/23.
- **CHRO Social Media Team**  
**Attendees: 4**  
2/17 Southwest Regional HRO Representative Courtney Shields will attend the meeting to plan the CHRO social media posts for March 2023. The Team will work together throughout the month editing and publishing posts.
- **MAC State of CT Management Advisory Committees**  
Southwest Regional Manager Jamie Rubin will attend the February 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.

### Past Activities

- **Martin Luther King, Jr. Day Children's March For Peace**  
**Attendees: 500 apx.**  
1/16 Southwest HRO Representative Debra Drexler attended the Second Annual MLK Children's March for Peace hosted by the CHRO in Cheshire, CT.
- **CHRO Diversity, Equity, and Inclusion Newsletter Subcommittee**  
**Attendees: 5 (1,062 Newsletter Subscribers, Published 1/17/23)**  
Southwest HRO Representative Courtney Shields collaborated with her colleagues to edit text, create images, and distribute the January 2023 Diversity, Equity, and Inclusion Newsletter on behalf of the agency and plan the February 2023 CHRO DEI Newsletter.
- **CHRO Social Media Team Editing & Publishing**  
Southwest HRO Representative Courtney Shields worked with colleagues throughout the month to review, edit, and finalize all posts published on the agency's social media accounts. Courtney created images for the agency social media post on National Human Trafficking Awareness Day posted 1/11, and for the post to celebrate Lunar New Year 2023 posted 1/22, updated text for the social media post on Martin Luther King Jr. Day posted 1/16,

- **CHRO Technology Committee**

**Attendees: 10**

1/9 Southwest Human Rights Representative Jessica Kohut attended the meeting to review and discuss regional tech. concerns and to brainstorm potential future improvements.

Media Inquiries: 8

Meetings: 15

Inquiries: 11

Public hearings: n/a

Sexual Harassment Law: 51(January) and 7318(cumulative)