

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

OUTREACH ACTIVITIES

Outreach Successes:

- **February 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 17 posts for the agency's [Facebook](#) and [Instagram](#) accounts, the majority of which
- **CHRO connecting with Ball & Socket Art**
Attendees: 5
02/01 Deputy Director Cheryl Sharp met with representatives from the ball to discuss DE&I issues and tour the facility. In addition, she has been asked to sit on the board.
- **Quarterly Fair Housing Training**
Attendees: 30
2/1 Attorneys Kim Jacobsen and Michelle Dumas Keuler provided fair housing training for the public.
- **INTERNAL TRAINING**
Attendees: 3
02/03/23 - Anna-Marie Puryear and George Welch trained new staff (3) on municipality and state agency discrimination.
- **Unite Ukraine**
Attendees: 50+ people
2/4 – Cheryl Sharp, Deputy Director, Ana Mitchell, Outreach Coordinator, Attorney Michelle Dumas-Keuler, Diane Carter, Housing Supervisor and Darcy Strand, Legislative Liaison participated in an outreach addressing the Ukrainian community needs. CHRO was able to connect with many that attended.
- **WICC Melissa in the Morning Radio Show**
Attendees:
2/6/23 – Attorney Jody Walker-Smith appeared on the Melissa in the Morning radio show to discuss Black History Month.
- **Juneteenth Event Meeting**
Attendees: 4
02/06 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Outreach Coordinator Ana Mitchell participated in a meeting with the NAACP Youth Division.

- **Juneteenth Event Meeting**
Attendees: 4
 02/07 Deputy Director Cheryl Sharp, and Outreach Coordinator Ana Mitchell met with members of the Juneteenth Coalition to plan further the collaboration.
- **Reparations Task Force (ECCT)**
Attendees: 12
 02/07 Deputy Director Cheryl Sharp participated in a subcommittee task force meeting where she is a co-convener of the task force.
- **February's DEI Monthly Newsletter**
 2/7/23 – 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.
- **CBA Trauma Informed Lawyering**
Attendees: unknown
 2/8/23 – Attorney Jody Walker-Smith attended a training offered by the CT Bar Association on trauma-informed lawyering.
- **CBIA meeting**
Attendees: 25
 2/8 Attorney Kim Jacobsen and ED Hughes spoke to members of the CBIA about legislative updates and what is new at the CHRO.
- **Desegregate CT Coalition**
Attendees: 20
 02/08 Desegregate CT is a coalition of organizations that are exploring ways to address zoning in the state that leads to discriminatory results.
- **Community Engagement Board (CEB) Meeting**
Attendees: 40
 02/09 Deputy Director Cheryl Sharp participated in the meeting with the State's Attorney's office.
- **Meeting with Filmmaker**
Attendees: 3
 02/09 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell met with filmmaker Sophie Morganstern to discuss the next steps on filming for the Holocaust documentary as well as a documentary for KCA.
- **Juneteenth Celebration Collaboration**
Attendees: 5
 02/09 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Outreach Coordinator Ana Mitchell met to discuss the Juneteenth celebration in honor of the newly enacted holiday.

- **Growing Together CT**
Attendees: 30
 02/09 Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell participated in the meeting.
- **IRIS Run for the Refugees 5k**
Attendees: Appx 3,000
 2/12/23 - Human Rights Attorney Timothy Lewendon set up a CHRO information table at the IRIS Run for the Refugees 5k. Attorney Lewendon answered questions about the CHRO and gave away free CHRO merchandise.
- **Cultural Connections**
Attendees: 15
 02/15 Outreach Coordinator Ana Mitchell and Diane Carter attended a community Lunar New Year celebration of different cultures.
- **CTRP3 Policy Subcommittee**
Attendees: 15
 02/14 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.
- **HCBA CLE In celebration of Black History Month "America's Promise: Civil Rights CHRO's DEI Book/Movie/Article Discussion Series (formerly known as Book Club)**
Attendees: 10
 2/15/23 – Attorney Jody Walker-Smith attended the monthly CHRO's Diversity and Inclusion Book Club – this month's book was Americanah by Chimamanda Ngozi Adichie.
- **CT MAC meeting**
Attendees: 70
 2/15 Attorney Kim Jacobsen attended the CT Management Commission meeting.
- **CTRP3 Advisory Board**
Attendees: 25
 02/16 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting - CT Racial Profiling Prohibition Project.
- **Renter's Bill of Rights**
Attendees: 3
 02/16 Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler met with Greg Kirschner of the CT Fair Housing Center to discuss proposed legislation.
- **Appropriations**
Attendees: 30
 02/16 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp testified before the Appropriations Committee regarding the agency's budget.

- **Appropriations Committee Meeting**
Attendees: 10
 2/17 Attorneys Kim Jacobsen and Michelle Dumas Keuler attended the Committee's meeting to assist ED Hughes, DDS Sharp and Legislative Liaison Darcy Strand.
- **Discussion with Ball and Socket Nominating Committee**
Attendees: 5
 02/17 Deputy Director Cheryl Sharp met with the nominating committee.
- **CTRP3 Collaboration conversation**
Attendees: 2
 02/21 Ana Mitchell spoke with Ken Barone Manager about the opportunities to collaborate on future forums.
- **Equity Study Public Meeting**
Attendees: 11
 02/21 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Legislative and Administrative Advisor Darcy Strand participated in the Zoom meeting regarding the Connecticut Equity Study.
- **Kids Court Academy Year 3**
Attendees: 53
 02/21 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
- **EQUITY STUDY PUBLIC MEETINGS**
Attendees: Approx. 30 over 2 days
 02/21/23 - Anna-Marie Puryear attended first public meeting on Equity Study.
 02/24/23 - Anna-Marie Puryear attended second public meeting on Equity Study.
- **Youth in Social Justice documentary filming**
Attendees: 7
 02/22 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Outreach Coordinator Ana Mitchell met with the filmmaker, Sophie Morganstern, to film an interview with Lt. Governor Susan Bysewicz and KCA students for this KCA project.
- **DEI Committee Meeting**
Attendees: 8
 2/22/23 – 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. This month's meeting included watching a Ted Talk about allyship and a thoughtful and insightful discussion about how to create a maintain a culture of inclusion and belonging at the agency.

- **Equity and Discrimination Law**
Attendees: 12
 2/23/23 – 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 the evolution of language and how we reconcile conflicting opinions about terms including Latinx.
- **AnaLeh partnership filming**
Attendees: 4
 02/23 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will meet with the production crew to film the second 15-minute housing segment to meet the deliverable for the HUD grant.
- **Holocaust Intro filming**
Attendees: 4
 02/23 Deputy Director Cheryl Sharp, Attorney Kim Jacobsen, and Outreach Coordinator Ana Mitchell met with the filmmaker, Sophie Morganstern, to film the intro to the Holocaust film.
- **CHRO and Tunxis Community College Juneteenth Collaboration**
Attendees: 7
 02/24 Cheyanne Clark, as representative for the CHRO’s Legal Division, Ana Mitchell Outreach Coordinator and Laura Roxbury Central Office Investigator were among a small group of CHRO employees that has begun to forge a partnership with Tunxis Community College to assist in the creation of Tunxis Community College’s inaugural Juneteenth celebration and events. This scheduled to occur in or about April or May of this year and will be open to the Tunxis Community College community at large and the public should they wish to attend events.
- **Equity Study Public Meeting**
Attendees: 40
 02/24 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Legislative and Administrative Advisor Darcy Strand participated in the Zoom meeting regarding the Connecticut Equity Study.
- **HUD Meeting with Diane Carter Housing Supervisor**
Attendees: 2
 02/24 Ana Mitchell Outreach Coordinator and Diane Carter Housing Supervisor conversated about the HUD FHAP webinar in collaboration with CWCSEO.
- **Juneteenth Celebration Collaboration**
Attendees: 5
 02/24 Executive Deputy Director Cheryl Sharp, and Outreach Coordinator Ana Mitchell met to discuss the Juneteenth celebration in honor of the newly enacted holiday.

- **Growing Together CT**
Attendees: 20
02/27 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell participated in the meeting.
- **Housing Public Hearing**
Attendees: 30
02/28 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp testified before the Housing Committee.

Future Outreach Activities:

- 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, including a series to celebrate Women's History Month.
- **March'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.
- **Discussion on SB 1117**
03/02 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Attorney Michelle Dumas Keuler will participate in a meeting with the Connecticut Alliance to End Sexual Violence to discuss legislation.
- **Growing Together CT**
03/06 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell will participate in the meeting.
- **Equity Study Public Meeting**
03/06 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, and Legislative and Administrative Advisor Darcy Strand will participate in the Zoom meeting regarding the Connecticut Equity Study.
- **Kids Court Academy Year 3**
03/07, 03/21 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.
- **Desegregate CT Coalition**
03/08 Desegregate CT is a coalition of organizations that are exploring ways to address zoning in the state that leads to discriminatory results.
- **Growing Together CT**
03/13 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell will participate in the meeting.

- **Commission on Racial & Ethnic Disparity**
03/13 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)**
3/15/23 – Attorney Jody Walker-Smith will attend and lead discussion in the monthly
- **Growing Together CT**
03/20 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell will participate in the meeting.
- **Department of Justice Working Group**
03/22 Deputy Director Cheryl Sharp will participate in the Education Working Group for the Department of Justice.
- **“Let’s Talk DEI Forum” – Naugatuck Town Hall**
3/25/23 – Attorney Jody Walker-Smith will be a speaker at Naugatuck’s in-person “Let’s Talk DEI Forum”.
- **Growing Together CT**
03/27 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Outreach Coordinator Ana Mitchell will participate in the meeting.
- **CTRP3 Community Outreach Subcommittee**
03/27 Deputy Director Cheryl Sharp will participate in the subcommittee meeting for community engagement.
- **DEI Committee Meeting**
3/29/23 – 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.
- **Women Leaders in Social Justice – Talk by CT Women’s Hall of Fame**
3/29/23 – Attorney Jody Walker-Smith arranged for the CHRO’s DEI committee to host a speaker from the CT Women’s Hall of Fame to give a talk to the agency titled “Women Leaders in Social Justice” in celebration of Women’s History Month.
- **Equity and Discrimination Law**
3/30/23 – 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 - February 7th**

Attendees: 18

T/A's 417

- **Outreach**

Attendees: 80

Government Finance Officials Associations of CT- February 9th

AA/CC

AA TA:

AA Meetings:

AA Special Projects:

CC TA: 1442

CC TA Session: **3**

Housing

Future Activities:

None Reported

Past Activities

- **United for Ukraine**
Feb 4, 2023|4Hrs|80 attended
Outreach and info session for families hosting Ukrainian families educating them on resources and benefits available to them.
Diane Carter attended
- **Celebrating Black Fatherhood**
Feb 10, 2023|| 75 attended
CWCSEO in conjunction with Connecticut Sun hosted event to highlight the importance, value, and contributions of fathers through their presence and involvement in their children's lives,
Diane Carter & Jacqueline Elam attended.
- **Kids Court Academy. |Foster discussion and interactivity**
Feb 21, 2023| 1Hr.| 82 attended
Program to raise the social consciousness of youth regarding civil and human rights law. They explore the effects and power of law through attorney guidance and peer exercises & interaction.
Shaun Jones attended.
- **Diversity, Equity & Inclusion Meeting**
Feb 22, 2023|1.5 Hrs|10 attended
Monthly committee meeting
Shana Brown attended.
- **Clerical Check-In**
Feb 22, 2023|30 mins|10 attended
Monthly meeting discussing issues pertaining to clerical and administrative staff agency wide.
Shana Brown attended
- **Northend Senior Center**
Feb 22|67 attended
Hosted a question-and-answer session which generated at least 1 complaint.
Cyndi Dryfe facilitated.

Capitol Region

Future Activities

None Reported

Past Activities

- **West Hartford Human Relations Committee**
Attendees: 15
02/01 Representative Ann Galer presented the role of the CHRO in an effort to engage in future collaboration.
- **Quinnipiac Law School**
Attendees: 30
02/22 Representative Laura Roxbury conducted mediation training with students from the law school.
- **Tunxis Community College**
Attendees: 4
02/24 Representative Laura Roxbury, Outreach Coordinator Ana Mitchell, and Representative Cheyenne Clark met with individuals from Tunxis Community College to plan a Juneteenth collaboration with the CHRO.

Eastern Region

Future Activities

- **Norwich Race Equity Committee Event**
Attendees: 50
3/2/23 Eastern Region was invited to attend the "Conversation Encouraging Equity". Cathy Chester, Rachel O'Reilly and Robert Aldi to attend this conversation style event.
- **GNACC Lunch and Learn**
TBA
- **GNACC Health & Safety Committee Meeting**
TBA
- **GNACC Legislative Committee Meeting**
TBA
- **DE&I Book Club Meeting**
TBA
- **Tech Committee Meeting**
- **Clerical Meeting**

Past Activities

- **GNACC Health & Safety Committee Lunch and Learn series**
Attendees: 10
2/10/23 Cathy Chester attended the Zoom lunch and learn to learn about bone health.
2/24/23 Cathy Chester attended the Zoom lunch and learn to learn breathing techniques to reduce tension and stress.
- **DE&I Book Club Subcommittee**
Attendees: 4
2/14/23 Cathy Chester and others discussed revamping the monthly selections to include movies/articles and poetry? Finalized the reading list for the year to include monthly summaries of reading material to be included in the newsletters and reminder emails.
- **DE&I Book Club Meeting**
Attendees: 10
2/15/23 Cathy Chester and Rachel O'Reilly attended. Discussed the book "Americanah" by Chimamand Ngozi Adiche.
- **GNACC Health & Safety Committee Meeting**
Attendees: 12
2/17/23 Cathy Chester attended to discuss monthly meeting on progress with the upcoming festival, already sending out 'save the date', discussed new topics for lunch and learns with possibility of reconvening the in person ones.
- **Norwich Public Schools Global Studies Black History Event**
Attendees: 50+
2/16/23 Rachel O'Reilly, Robert Aldi and Cathy Chester attended the Black History Month celebration put on by the Teachers' Memorial Global Studies committee. There were poetry readings, live music, hair wrapping, face painting and various dance troupe performances.
- **Social Media Meeting**
Attendees: 4
2/17/23 Rachel O'Reilly attended.
- **Equity Study Informational Meeting**
Attendees: ?
2/24/23 Zach Cobb attended the information webinar meeting.
- **DE&I Committee Meeting**
Attendees: 8
2/22/23 Cathy Chester and Rachel O'Reilly attended the monthly meeting. Had great discussion on upcoming events, watched a brief Ted talk.

- **Clerical Meeting**
Attendees: 8
2/22/23 Cathy Chester attended monthly meeting. Discussed new ARC reporting of closure procedures

West Central Region

Future Activities

Past Activities

- **West Central Winter Coat Drive**
Attendees: 6
02/03 Trainee Christopher Bluestein and Trainee Ashanti Fleming delivered coats and clothing to Waterbury Human Rights Commissioner Woods for the Waterbury Hospitality Center.
02/06 Trainee Ashanti Fleming and Secretary Susan Mota delivered coats and clothing to Waterbury Human Rights Commissioner Woods for the Waterbury Hospitality Center.
02/07 Trainee Ashanti Fleming and Secretary Susan Mota delivered coats and clothing to Waterbury Human Rights Commissioner Woods for the Waterbury Hospitality Center.
02/09 Trainee Ashanti Fleming and Secretary Susan Mota delivered coats and clothing to Pastor Maner Tyson for the Waterbury Baptists Ministries.
02/09 Trainee Ashanti Fleming delivered coats and clothing to St. Vincent DePaul Society of Waterbury Inc.
02/09 Trainee Ashanti Fleming met with The Alpha & Omega Prophetic Street & Outreach Ministry's leader about collaborating on a winter coat drive in October of 2023.
- **Kids Court 2023**
Attendees: 60-100
02/22 Trainee Christopher Bluestein attended Kids Court Academy and helped teach kids about the legislature. Guest speaker was a CT Legislature Representative.
- **Diversity and Inclusion Committee**
Attendees: 10
02/23 Trainee Christopher Bluestein attended the CHRO Diversity and Inclusion Committee and discussed various plans for outreach.
- **Jane Doe No More**
Attendees: 7
02/25 Trainee Ashanti Fleming met with Jane Doe No More Programs and Accounts Manager and informed them how Victims of Domestic Violence can now file discrimination complaints, as well as gave them the information to reach out to the CHRO's legal staff and the CHRO's Domestic Violence Resources flyer
- **GEAR UP WCA**
Attendees: 10
02/28 Trainee Ashanti Fleming attended GEAR UP Waterbury Career Academy location's afterschool program and spoke to Sophomore students about working at the CHRO.

Southwest Region

Future Activities

- **CHRO Diversity, Equity, and Inclusion (DEI) Newsletter Subcommittee**
Attendees: 4 (1,057 Newsletter Subscribers)
3/6/23 Scheduled publication week. Southwest HRO Representative Courtney Shields will collaborate with her colleagues to edit text, create images, and distribute the March 2023 Diversity, Equity, and Inclusion Newsletter on behalf of the agency and plan the April 2023 CHRO DEI Newsletter.
- **CHRO Diversity and Inclusion Committee**
Attendees:
3/29 Southwest HRO Representative Courtney Shields will attend the meeting and participate in researching and writing agency posts.
- **CHRO Social Media Team**
Attendees: 4
Courtney Shields will update the text and create images for social media posts in celebration of Women's History Month. Her work will include updates to last year's posts on Sex v. Gender, Reproductive Freedom, and the effects of the Covid-19 Pandemic. 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 April 2023.
- **MAC State of CT Management Advisory Committees**
Attendees:
3/15 Southwest Regional Manager Jamie Rubin will attend the March 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**
Attendees:
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**
Attendees:
Southwest Human Rights Representative Christine Rowan will attend the meeting

Past Activities

- **CHRO Diversity, Equity, and Inclusion Newsletter Subcommittee**
Attendees: 4 (1,057 Newsletter Subscribers, Published 2/7/23)
Southwest HRO Representative Courtney Shields collaborated with her Equity, and Inclusion Newsletter on behalf of the agency and plan the March 2023 CHRO DEI Newsletter.

- **CHRO Diversity and Inclusion Committee**
Attendees: 4
2/22/23 Southwest HRO Representative Courtney Shields attended the monthly meeting and participated in researching and writing for special projects as needed.
- **CHRO Social Media Team Editing & Publishing**
Attendees: 4
Southwest HRO Representative Courtney Shields drafted the text and created images for a social media post on this year's Black History Month small team of agency staff to edit and publish all other agency social media
- **MAC State of CT Management Advisory Committees**
Attendees: 4
2/15 Southwest Regional Manager Jamie Rubin attended the February committee meeting open to all State of Connecticut non-union managers as the CHRO Representative.

Media Inquiries: 0

Meetings: 13

Inquiries: 7

Public hearings: 7 (submitted 13 bills)

Sexual Harassment Law: 67(February) and 7385 (cumulative)