

To: Tanya Hughes, Executive Director
From: Cheryl Sharp, Deputy Director
Re: **CHRO Outreach Activities**
Date: January 1, 2024

Outreach Successes:

- **December Social Media**
Followers: 1.8K on Facebook and 1,043 on Instagram
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, Spencer Hill, and Rachel O'Reilly created 27 posts for the agency's Facebook and Instagram accounts.
- **Ana-leh Toy Drive**
Attendees: 75
12/2 – Deputy Director Cheryl Sharp, Outreach Coordinator-Bilingual Ana Maria Mitchell, and Storekeeper Michael Mitchell attended the 13th Ana-leh Toy Drive
- **IAOHRA International Human Rights Day Webinar**
Attendees: 100
12/5 - Legal Director Attorney Kimberly Jacobsen attended this seminar.
- **Growing Together Monthly meeting**
Attendees: 30
12/5 - 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.
- **CTRP3 Community Outreach Subcommittee**
Attendees: 10
12/6 - Outreach Coordinator Bilingual Ana Mitchell attended the monthly meeting.
- **Darter Specialties**
Attendees: 4
12/06 Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, and Storekeeper Mike Mitchell met with a vendor regarding promotional items.
- **MBE Community Development (groundbreaking)**
Attendees: 50
12/06 Deputy Director Cheryl Sharp went to a groundbreaking for a Contract Compliance project in the greater Hartford area in a marginalized community.
- **Sen. McCrory & CHRO**
Attendees: 3
12/07 Deputy Director Cheryl Sharp and Legislative and Administrative Advisor Darcy Strand met with Senator McCrory to discuss the Equity Study, Disparity Study, and Civil Rights Museum.

- **Southwest Community Health Center's Human Rights Summit**
12/8 – Attorneys Jody Walker-Smith and Spencer Hill served as panelists speaking about redlining and housing discrimination.
- **CBA DEI Committee Meeting**
Attendees: approx. 15
12/11 - Attorney Jody Walker-Smith attended the CT Bar Association's DEI committee meeting.
- **CTRP3 Public Forum at Glastonbury Riverfront Community Center**
Attendees: 55
12/13 – Deputy Director Cheryl Sharp participated in the conversation as a panelist Outreach Coordinator-Bilingual Ana Mitchell coordinated the meeting and Storekeeper Michael Mitchell attend the open discussion about racial profiling in the community.
- **KCA/RAW Discussion**
Attendees: 3
12/14 - Deputy Director Cheryl Sharp, Outreach Coordinator-Bilingual Ana Mitchell and RAW's Former Education Manager Cai Duvilio met to discuss the future of the partnership.
- **December DEI Monthly Newsletter**
Subscribers: 1,089
12/14 – 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.
- **Growing Together Voucher subgroup meeting**
Attendees: 15
12/15 - 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.
- **WICC Radio – Melissa in the Morning**
12/18 – Attorney Jody Walker-Smith appeared on the radio to discuss how to counteract implicit bias.
- **CHRO Agency-Wide**
Attendees: 96
12/19 CHRO held an agency-wide meeting to train staff and stakeholders about the policies, practices, and procedures at the agency.
- **Ball & Socket Holiday Party**
Attendees: 150
12/19 Deputy Director Cheryl Sharp attended.

- **Governor's Office and CHRO**
Attendees: 3
12/20 Deputy Director Cheryl Sharp met with Natalie Braswell and Matthew Brokman regarding DE&I.
- **CHRO's DEI Committee Monthly Meeting – Lunch and Learn**
Attendees: 13
12/20 – Attorney Jody Walker-Smith, co-chair of the CHRO's DEI Committee, led an extended monthly meeting Lunch and Learn Training for the DEI Committee.
- **Hartford Job Corps Community Resource Council meeting**
Attendees: 15
12/21 – Outreach Coordinator-Bilingual Ana Mitchell attended the meeting and proposed a partnership through KCA, internships and a Human Rights discussion for the students to participate and learn.
- **CTRP3 Policy Subcommittee**
Attendees: 20
12/21 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp participated the Zoom meeting - CT Racial Profiling Prohibition Project.

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.
- **January 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.
- **Commissioners Regulations Training**
1/03 - Legal Director Kimberly Jacobsen attended a training for the Commissioners regarding our regulations redraft.
- **Analeh Show discussion on filming**
01/04 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will meet with Ana from the Analeh show to discuss recording upcoming CHRO Housing ads as part of a HUD partnership grant.
- **Commission on Racial and Ethnic Disparity in the Criminal Justice System**
01/08 Deputy Director Cheryl Sharp will attend the Commission on Racial & Ethnic Disparity meeting as a member of the Commission.

- **Region 1 FHAP Q2 Call**
 01/10 Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Housing Supervisor Diane Carter will participate in the call with HUD representatives and representatives from across New England.
- **Analeh Show filming**
 01/10 Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell and Housing Supervisor Diane Cater will film the HUD partnership grant segment with Ana from the Analeh
- **Community Engagement Board (CEB) Meeting**
 01/11 Deputy Director Cheryl Sharp will participate in the meeting with the State's Attorney's office.
- **Connecticut School Discipline Collaborative Fall Convening**
 01/11 Deputy Director Cheryl Sharp will attend the meeting regarding equity and discipline.
- **CHRO MLK March and Bell Ringing Ceremony**
 01/15 CHRO is collaborating with many stakeholders to have a successful march and event that aligns with our mission to eliminate discrimination. The event has required intense planning and outreach to garner the momentum needed to propel the agency into the spotlight. St. Peter's Church is a co-sponsor, and the march will begin in their parking lot.
- **Connecticut Department of Housing (DOH) Round Table Pre-Plan AP 24-25**
 01/16 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler will attend the state agencies round table discussion for input into the preparation of the State of Connecticut 2024-2025 Annual Action Plan for Housing and Community Development.
- **MAC Advisory Council Meeting**
 1/17 - Legal Director Kimberly Jacobsen will attend this meeting.
- **Cementing Equity in State Government Symposium**
 1/19 - Legal Director Kim Jacobsen will attend this seminar and moderate a panel on Equity in the Workplace.
- **Equity Symposium**
 01/19 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will provide opening and closing remarks at the symposium where the equity study will be revealed.
- **Mass Law Consortium Interviews**
 1/26 Legal Director Kimberly Jacobsen will interview students for summer externships.

- **"Being Michelle" Panelist**
01/26 The Commission on Women, Children, Seniors, Equity & Opportunity and the CT State Independent Living Council will host an in-person screening of the documentary "[Being Michelle](#)" at 10:00 a.m. in Room 2C of the Legislative Office Building in Hartford for where Deputy Director Cheryl Sharp will sit on the panel immediately after the film.
- **WILI - "Let's Talk About It"**
01/26 Deputy Director Cheryl Sharp will be on air to discuss racial profiling.
- **MCC Legislative Initiative Breakfast**
01/31 Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Administrative Advisor Darcy Strand, and Outreach Coordinator Ana Mitchell will attend the meeting.
- **CHRO's DEI Committee Monthly Meeting**
1/31 – Attorney Jody Walker-Smith, co-chair of the CHRO's DEI Committee, will lead a monthly meeting including education and discussion on DEI topics.

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 – 12/06
Attendees: 21
- Contract Compliance Training for Municipalities – 12/06
Attendees: 12

AA/CC

AA TA: 23

AA Meetings: 7

AA Special Projects: 1

CC TA: 6

CC TA Session: 1166

Housing

Future Activities:

None Reported

Past Activities:

- **IAOHRA International Human Rights Day Webinar**
Attendees: 100
12/5 - Housing Investigator Shaun Jones and Housing Investigator Jacqueline Elam attended the webinar and they spoke of the urgency to establish a National Human Rights Institute to coordinate, support, and provide education concerning domestic implementation of key human rights treaties that are in place or at least a commission to study the creation of an NHRI. The USA has a long tradition of supporting human rights abroad, but no dedicated commission or institution here in the states.
- **National Fair Housing Training Academy (NFHTA)- Litigating Fair Housing Cases**
12/5, 12/7, 12/12, 12/14 – Housing Investigator Shaun Jones, attended The Litigating Fair Housing Cases course is designed for those who are involved in FHIP and FHAP litigation to understand and apply the methods and strategies for effective fair housing enforcement.
- **Southwest Community Health Center's HUMAN RIGHTS SUMMIT - Dignity, Freedom, & Justice for All: The Historic Impact of Systemic Racism (Virtual)**
Attendees: 100
12/8 – Housing Investigator Jacqueline Elam, CHRO was a contributing organization and presenter at this webinar where the goal was to explore the cause/history of discriminatory systems, policies, and societal attitudes of racism. Topics included housing discrimination through redlining, evolution of the criminal justice system and racial injustice, how generational trauma has shaped racism in urban communities and specifically in families.
- **Uniformity Committee Meetings**
12/11 Housing Supervisor Diane Carter and Housing Investigator Jacqueline Elam attended the meeting.
- **Agency-Wide Training**
Attendees: 96
12/19, All Housing Unit Staff

Capitol Region

Future Activities:

None Reported

Past Activities:

- **International Human Rights Day: International Association of Official Human Rights Agencies**
Attendees: 100
12/05 – Capitol Supervisor Jose-Michael Gonzalez attended a webinar on U.S. National Human Rights Institutions highlighting CT CHRO agency's charge regarding administrative enforcement of civil and human rights and networking.
- **CT Racial Profiling Prohibition Project Public Form**
Attendees: 40
12/13 - Representative Evelyn Dillon attended the public forum on racial profiling in the community at Glastonbury Riverfront Community Center.
- **DEI Committee Lunch and Learn**
Attendees: 13
12/20 - Representative Na'eelah Bakari assisted with the planning and execution of the DEI's in-person Lunch and Learn where the Committee reviewed meetings and learning activities held throughout 2023, conducted new training, and were able to have seminar style discussions on the topic of DEI.

Eastern Region

Future Activities:

- **SMT Planning Meeting**
1/19 - Rachel O'Reilly to attend.
- **DEI Committee Meeting**
1/31 - Rachel O'Reilly to attend.

Past Activities:

- **DEI Training Sub Committee**
Attendees: 6
12/1, 12/8, 12/15 - Rachel O'Reilly Attended
- **International Human Rights Day Webinar**
Attendees: 80
12/5 - Zach Cobb attended webinar discussion from keynote speakers on evolution of human rights through the ages.
- **CHRO Agency Wide Training Day**
Attendees: 87
12/19 - entire region attended day long training event.

- **SMT Meeting**
12/20 - Rachel O'Reilly attended.
- **DEI Committee Meeting**
Attendees: 10
12/23 - Rachel O'Reilly attended in person lunch n learn in Hartford.

West Central Region

Future Activities:

Past Activities:

- **Human Rights Day**
Attendees: 40+
12/09 Representative Robert Moller attended and worked at the Waterbury Human Rights' Commission Human Rights Day event at the Silas Bronson Library, where he shared information and resources about the CHRO.
- **State of Connecticut Commissioners Meeting**
Attendees: 100+
12/13 Representative Christopher Blustein attended the State of Connecticut Commissioners' meeting where various CHRO staff, commissioners, and members of public met to discuss Commission policy, possible outreach (like to law students), and legislative proposals.
- **Outreach & DEI Meeting**
Attendees: 10-20
12/20 Representative Christopher Blustein and others reviewed several instructional videos, forums, and more regarding how to be more inclusive and outreach programs.

Southwest Region

Future Activities:

Past Activities:

N/A

Media Inquiries: 2

Meetings: 11

Inquiries: 7

Public hearings: n/a

Sexual Harassment Law: 59 (December) and 7743 (cumulative)