

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

### **Outreach Successes:**

- **February Social Media**  
**Followers: 1.9K on Facebook and 1,069 on Instagram**  
The CHRO's Social Media Team of Jody Walker-Smith, Courtney Shields, Spencer Hill, and Rachel O'Reilly created 25 posts for the agency's Facebook and Instagram accounts.
- **CHRO/EEOC FHAP 1<sup>st</sup> quarter call**  
**Attendees: 3**  
02/01 - Executive Director Tanya Hughes and Deputy Director Cheryl Sharp participated in the meeting with the EEOC.
- **Community Engagement Committee**  
**Attendees: 15**  
02/01 - Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the in-house meeting of the Community Engagement Committee. The monthly meeting consisted of planning the upcoming Community Access Equity Fair.
- **CTRP3 Forum Discussion**  
**Attendees: 4**  
02/02 - Outreach Coordinator Ana Mitchell and CTRP3 Manager Kenneth Baron met with the Mashantucket Tribal leader to discuss having a forum on tribal land.
- **Fair Housing Training for Housing Authorities & Shelter Providers**  
**Attendees: 30**  
02/02 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler conducted this training.
- **WICC's Melissa in the Morning Radio**  
**Attendees: 3,000**  
02/05 – Attorney Catherine Spain was interviewed with Melissa Sheketoff in celebration of Black History Month, Attorney Spain highlighted Black History celebrations around Connecticut, as well as the residual problem of implicit bias against African-Americans, as discussed in Isabel Wilkerson's best-selling book, Caste: The Origins of Our Discontents. Caste has been made into a movie called Origins and is playing in theaters now.
- **CTRP3 Policy Subcommittee**  
02/05 - Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will participate in the Zoom meeting - CT Racial Profiling Prohibition Project.

- **CT Bar Association's DEI Pledge Signatories meeting**  
**Attendees: n/a**  
 02/06 – Attorney Jody Walker-Smith will attend the CBA's DEI Pledge Signatories
- **Growing Together Meeting**  
**Attendees: 30**  
 02/06 - Legal Director Michelle Dumas Keuler attended the legislative update.
- **Quarterly Fair Housing training**  
**Attendees: 169**  
 02/07 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler conducted this training.
- **Connoisseur Media meeting**  
**Attendees: 3**  
 02/07 - Outreach Coordinator Ana Mitchell met with Connoisseur Media to discuss a media campaign for the Community Access and Equity Fair.
- **Racial Reconciliation - A Monthly Gathering of Leaders (ECCT)**  
**Attendees: 20**  
 02/07 - Deputy Director Cheryl Sharp participated in the meeting to promote racial equality.
- **Collateral Consequences group meeting**  
**Attendees: 10**  
 02/08 - Legal Director Michelle Dumas Keuler attended the meeting.
- **UMASS Law Dartmouth - Interviews**  
**Attendees: 10**  
 02/08 - Legal Director Michelle Dumas Keuler conducted the interviews.
- **IRIS Run for the Refugees**  
**Attendees: 300**  
 02/11 – Attorney Timothy M. Lewendon set up an information table at the IRIS Run for the Refugees.
- **Kids Court Academy Year 4**  
**Attendees: 138**  
 02/13, 02/27 - Legal Director Michelle Dumas Keuler spoke about the Cheshire Board of Ed case. 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.
- **CBA D, E & I Committee meeting**  
**Attendees: 10**  
 02/13 - Legal Director Kimberly Jacobsen attended this meeting.

- **WNEU Internship Fair**  
**Attendees: 50**  
 02/15 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler attended this internship fair.
- **CT Disparity Study Findings & Recommendations Discussion**  
**Attendees: 9**  
 02/20 - Executive Director Tanya Hughes and Deputy Director Cheryl Sharp participated in the meeting to discuss the disparity study and preliminary recommendations made by Griffin and Strong (consultants).
- **DOJ Civil Rights Division - Quarterly Meeting with State & Local Partners**  
**Attendees: 80**  
 02/21 - Legal Director Kimberly Jacobsen attended this meeting with focused on religious discrimination and related hate crimes.
- **Minority Construction Council MBE, DBE Certification Information**  
**Attendees: 25**  
 02/21 - Executive Director Tanya Hughes and Deputy Director Cheryl Sharp were presenters at the MCC informational session and provided information to contractors regarding the Commission's enforcement authority.
- **Black History Month - Mighty Times: The Children's March movie and panel talk-back (hybrid)**  
**Attendees: 69**  
 02/21 - CHRO presented a Black History Month film presentation of "Mighty Times: The Children's March." This documentary highlights the bravery of young activists involved in the "Children's Crusade" where over 5,000 students marched for civil rights in Birmingham, Alabama in 1963. After the local head of police set police dogs and water cannons on the children, national outrage led to President John F. Kennedy to publicly support federal civil rights legislation.
- **February DEI Monthly Newsletter**  
**Subscribers: 1,067**  
 02/22 – Attorney Jody Walker-Smith led a team with Attorneys Spencer Hill and Megan Graefe and Affirmative Action trainee Jase Olavarria in preparing and disseminating a DEI monthly newsletter.
- **Quinnipiac Law Spring Career Fair**  
**Attendees: 100**  
 02/22 – Attorneys Gabriela Sandoval and Timothy M. Lewendon shared information about the Commission with interested law school students and who may apply for internships while in school or for employment upon graduation.
- **CTRP3 Advisory Board**  
**Attendees: 15**  
 02/22 - Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the Zoom meeting - CT Racial Profiling Prohibition Project.

- **Reimagining CT's Managerial Class and Comp System initiative in-person only kickoff meeting**  
**Attendees: 50**  
 02/23 - Deputy Director Cheryl Sharp and Attorney Michelle Dumas Keuler participated in the salary "right-sizing" for Managers.
- **Antidefamation League (ADL Connecticut)**  
**Attendee: 1**  
 02/23 - Attorney Gabriela Sandoval shared information about the Commission with Connecticut ADL Regional Director and discussed co-hosting and creating a wide-reaching webinar to address the rise in antisemitism and hate and how the Commission can help.
- **WICC's Melissa in the Morning Radio**  
**Attendees: 3,000**  
 02/26 – Attorney Jody Walker-Smith appeared on WICC's Melissa in the Morning radio program to discuss the CROWN Act.
- **CHRO Summer Intern - Interviews**  
**Attendees: 2**  
 02/26- Outreach Coordinator Ana Mitchell conducted the interviews.
- **Growing Together Meeting**  
**Attendees: 30**  
 02/27 - Legal Director Michelle Dumas Keuler attended the meeting.
- **Housing Public Hearing (hybrid)**  
**Attendees: hundreds**  
 02/27 - Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Legislative and Administrative Advisor Darcy Strand prepared, submitted, and testified in support of HB5242 (collateral consequences).
- **Connoisseur Media Community Access and Equity Fair Media Campaign**  
**Attendees: 5**  
 02/28 - Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the meeting to discuss an ad campaign for the Community Access event that will be held on May 1<sup>st</sup>.
- **CTRP3 Community Outreach Subcommittee**  
**Attendees: 12**  
 02/28 - Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the subcommittee meeting for community engagement.
- **CHRO's DEI Committee Monthly Meeting**  
**Attendees: 15**  
 02/28 – Attorney Jody Walker-Smith, co-chair of the CHRO's DEI Committee, led a monthly meeting including education and discussion on DEI topics.

## Future Outreach Activities:

- **Social Media- March 2024**  
The CHRO's Social Media Team of Jody Walker-Smith, Spencer Hill, and Rachel O'Reilly are planning to create posts for the agency's Facebook and Instagram accounts.
- **CTRP3 Policy Subcommittee**  
03/04 - Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will participate in the Zoom meeting - CT Racial Profiling Prohibition Project.
- **Ball & Socket**  
03/05 - Deputy Director Cheryl Sharp will participate in a meeting with Ball & Socket to talk about diversifying the client base and providing equity and opportunity in the arts.
- **DOH Section 8 Discussion**  
03/06 - Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Attorney Michelle Dumas Keuler, and Legislative and Administrative Advisor Darcy Strand will participate in the meeting discussing housing policy and contract compliance in the State of CT.
- **Racial Reconciliation - A Monthly Gathering of Leaders (ECCT)**  
03/06 - Deputy Director Cheryl Sharp will participate in the meeting to promote racial equality.
- **Fair Housing Training**  
03/06 – Attorney Jody Walker-Smith and legal director Michelle Dumas Keuler will provide fair housing training.
- **CBA | Future of the Legal Profession Speed Networking Event**  
03/06 - Legal Director Kimberly Jacobsen will attend this event aimed at networking with underrepresented lawyers.
- **State Armory walk-through**  
03/07 - Executive Director Tanya Hughes, Deputy Director Cheryl Sharp, Legislative and Administrative Advisor Darcy Strand, Outreach Coordinator Ana Mitchell, and Storekeeper Mike Mitchell will meet with Colonel Roden to set up the space for the community Access event, which will be held on May 1.
- **The Effects of Housing Discrimination in CT**  
03/08 – Attorneys Jody Walker-Smith and Spencer Hill will provide a presentation to Milford DCF, upon request, on the effects of housing discrimination and segregation.
- **WICC Disability Etiquette**  
03/11- Legal Director Kimberly Jacobsen will discuss disability etiquette.
- **Commission on Racial and Ethnic Disparity in the Criminal Justice System**  
03/11 - Deputy Director Cheryl Sharp will attend the Commission on Racial & Ethnic Disparity meeting as a member of the Commission.

- **Kids Court Academy Year 4**  
 03/12, 03/26 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.
- **EEOC FEPA Train the Trainers**  
 03/13 and 03/14 – Attorney Jody Walker-Smith will attend a two-day class designed to train experienced trainers in investigative skills so that the trainer can provide the same to the agency.
- **DEI Collaborative**  
 03/18 – Attorney Jody Walker-Smith will attend a monthly meeting of state DEI leaders.
- **March DEI Monthly Newsletter**  
 TBD – Attorney Jody Walker-Smith will lead a team with Attorneys Spencer Hill and Megan Graefe and Affirmative Action trainee Jase Olavarria in preparing and disseminating a DEI monthly newsletter.
- **MAC (CT Management Advisory Council) Monthly meeting**  
 03/20 - Legal Director Kimberly Jacobsen will attend this meeting.
- **CTRP3 Advisory Board**  
 03/21 - Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting - CT Racial Profiling Prohibition Project.
- **CHRO Women's History Month Presentation: Women Inspiring Change in CT (hybrid)**  
 03/22 - CHRO is hosting an event for Women's History Month focused on the women who have inspired change in our state. We will be watching a documentary, "100 Years of Women's Voting Rights" followed by a panel discussion about the women in our state who have changed our state and inspired others to do the same. The event will be moderated by Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell.
- **In-Person CT School Discipline Collaborative Spring Convening**  
 03/26 - Deputy Director Cheryl Sharp will attend the meeting regarding equity and discipline.
- **CTRP3 Community Outreach Subcommittee**  
 03/27 - Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will participate in the subcommittee meeting for community engagement.
- **CHRO's DEI Committee Monthly Meeting**  
 03/27 – Attorney Jody Walker-Smith, co-chair of the CHRO's DEI Committee, will lead a monthly meeting including education and discussion on DEI topics.
- **CHRO Women's History Film Event**  
 03/29 - Legal Director Kimberly Jacobsen and many other staff members will attend this event.

## **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 – 02/06**  
**Attendees: 43**
- **Contract Compliance Training for Municipalities – 02/06**  
**Attendees: 70**

### AA/CC

AA TA:

AA Meetings: 2

AA Special Projects: 1

CC TA: 2

CC TA Session: 1031

### Housing

#### Future Activities:

None Reported

#### Past Activities:

- **Community Access Equity Fair Planning Public Session #1**  
**Attendees: 20**  
02/12 - 02/21 - Housing Representative Sunasha Dunham-Carson attended a public meeting hosted by CHRO and the consultants that assisted in the state agencies equity research.
- **NFHTA Basics of Fair Housing**  
**Attendees: 60**  
02/12 - 02/15 – Housing Representative Renee Clarke and Sunasha Dunham-Carson attended training on intake and investigation best practices, etc.
- **Black History Month Celebration (Community Engagement Committee)**  
**Attendees: 60**  
02/21 - Housing Representative Sunasha Dunham-Carson watched a film and had a discussion.



## Capitol Region

### Future Activities:

None Reported

### Past Activities:

- **CHRO Outreach Committee**  
**Attendees: 15**  
02/01 - Representative Evelyn Dillon participated in the CHRO Outreach Committee monthly meeting planning the upcoming Community Access Equity Fair.
- **CHRO Black History Month**  
**Attendees: 40**  
02/23 - Regional Manager Jose-Michael Gonzalez and Representative Laura Roxbury participated in the CHRO Black History Month event, where they showed a movie and held a panel discussion about the Birmingham Children's March.
- **Windham Willimantic NAACP**  
**Attendees: 40**  
02/17- Representative Laura Roxbury attended a Zoom event put on by the Windham Willimantic NAACP branch (2-3:30pm). The speaker was Lynda Blackmon Lowery, who was 15 years old when she participated in the Selma march with Dr. King and John Lewis. She talked about her experience and took questions from the audience. Laura forwarded her info to Ana & Cheryl and suggested they contact her about doing a Kids Court/Academy event with Ms. Lowery.
- **Black History Month NXTHVN High School**  
02/24 - Representative Franklin Sykes attended a Black History Month Event in New Haven at NXTHVN high school, sponsored by the New Haven Chamber of Commerce, celebrating black poets. It was an opportunity to network and discuss possible collaborations with CHRO to provide visibility for the agency.
- **DEI Committee**  
**Attendees: 13**  
02/28 - Representative Jose-Michael Gonzalez assisted with the planning and execution of the DEI's Committee planning meetings and learning activities.

## Eastern Region

### Future Activities:

- **Community Engagement Committee meeting**  
03/07
- **Social Media Team meeting**  
03/15
- **Disability Summit Event at Mohegan Sun**  
03/16 – Regional Secretary Cathy Chester, Representative - Zach Cobb and Rachel O'Reilly will attend.
- **DEI Committee meeting**  
03/27

### Past Activities:

- **Community Engagement Committee**  
**Attendees: 10**  
02/01 - Rachel O'Reilly attended the monthly meeting.
- **Social Media Team**  
**Attendees: 3**  
02/23 - Rachel O'Reilly attended the monthly meeting.
- **DEI Committee**  
**Attendees: 8**  
02/28 - Rachel O'Reilly attended the monthly meeting.

## West Central Region

### Future Activities:

- **Maple Hill School Career Day**  
03/28 - Regional Manager Shawn T. Burns, Rep Ashanti Fleming and Representative Christopher Blustein will be participating in Maple Hill School Career Day.

### Past Activities:

- **Kids Court Academy Recruitment**  
**Attendees: 2+**  
02/05 - Representative Sancha Works met with the Director of the Waterbury North End Recreation Center about afterschool kids in grades 5 to 12 participating in CHRO's Kids Court Academy.

- **Kids Court Academy Recruitment**

**Attendees: NA**

02/07 - Trainee Ashanti Fleming and Trainee Kristen Hegel reached out and emailed over 40 Superintendents and Boards of Education officials in the West Central region regarding their students participating in CHRO's Kids Court Academy.

- **CHRO Black History Month Presentation**

**Attendees: 70+**

02/21 - Regional Manager Shawn T. Burns and Representative Christopher Blustein attended the CHRO Black History Month Presentation where the Capitol Regional office presented films on several Black history topics followed by a discussion.

## **Southwest Region**

### **Future Activities:**

- **State of CT Management Advisory Committee (MAC) Meeting**

Southwest Regional Manager Jamie Rubin will attend the general meeting open to all statewide managers, as well as the agency representative meeting open to agency management representatives and alternates for voting and planning purposes.

- **CHRO Technology Committee**

Southwest Human Rights Representative Jessica Kohut will attend the March 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 March meeting to review and discuss possible outreach and education opportunities.

- **CHRO Kids Court Academy Session**

Southwest Regional Manager Jamie Rubin will attend KCA sessions in March.

### **Past Activities:**

- **Community Engagement Ambassador (CEA) Meeting**

**Attendees: 15**

02/01- Southwest Human Rights Representative Christine Rowan attended the committee meeting lunch with Ana, Darcy, and Cheryl to discuss and plan for an upcoming CHRO Symposium/Community Access Equity Fair scheduled for May 1<sup>st</sup>, 2024. Staff was asked to put together a list of organizations dedicated to human rights advocacy in Connecticut to possibly be invited to the Symposium. Get on the Bus Campaign for the Symposium was discussed, whereby the CHRO will provide buses to communities with likely high participation to be transported to and from the Symposium, and staff asked to make suggestions of towns/cities where buses might be appropriate. Committee members also working on list of possible topics for Break Out Sessions at the Symposium.

Meetings: 19

Inquiries: 7

Public hearings: 5 (submitted testimony on 7 bills)

Sexual Harassment Law: 71 (February) and 7851 (cumulative)