

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

OUTREACH ACTIVITIES

Outreach Successes:

- **Social Media**
Followers: 1.9K on Facebook and 1,100 on Instagram
The CHRO's Social Media Team of Jody Walker-Smith, Spencer Hill, and Rachel O'Reilly created 25 posts for the agency's Facebook and Instagram accounts.
- **Community Access & Equity Fair**
Attendees: 275, 220 virtual
05/01 CHRO hosted this event to bring the government to the people and to encourage equity in the provision of state programs.
- **Community Access and Equity Fair – DEI Panel**
Attendees: 15 at panel
05/01 – Attorney Jody Walker-Smith coordinated and facilitated a DEI panel discussion at CHRO's fair; also volunteered throughout the day.
- **Fair Housing Training**
Attendees: 220
05/01 – Legal Director Michelle Dumaskeuler trained individuals on Fair Housing.
- **Community Access Forum**
Attendees: 25
05/01 – Legal Director Michelle Dumaskeuler trained attorneys on the CHRO process and earn (CLE) credits.
- **DEEP – Criminal Conviction in State Hiring**
Attendees: 5
05/03 - Legal Director Michelle Dumaskeuler trained DEEP employees on CHRO (statutes and differences between Clean Slate and 46a-80)
- **MCC Partnership Awards Dinner**
Attendees: 200
05/07 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended and represented the CHRO at the event.
- **Kids Court Academy Year 4**
Attendees: 115
05/07, 05/21 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.

- **Commission on Racial and Ethnic Disparity in the Criminal Justice System**
Attendees: 15
 05/13 Deputy Director Cheryl Sharp attended the Commission on Racial & Ethnic Disparity meeting as a member of the Commission.
- **West Hartford Disability Commission**
Attendees: 10
 05/13 - Legal Director Kimberly Jacobsen attended this meeting and spoke about the work the CHRO does involving disability discrimination.
- **CHRO Webinar Antisemitism and Religious Discrimination**
Attendees: 180
 05/14 - Legal Director Kimberly Jacobsen presented a webinar with the ADL.
- **CHRO Overview w/Meriden Human Relations Commission**
Attendees: 30
 05/14 - Legal Director Michelle Dumaskeuler participated in an online training on religious discrimination featuring Kim Jacobsen and Stacey Sobel from the ADL.
- **CT Management Advisory Council meeting**
Attendees: 120
 05/15 - Legal Director Kimberly Jacobsen attended this monthly meeting.
- **DOJ Civil Rights Division Quarterly Meeting with State and Local Partners**
Attendees: 80
 05/15 - Legal Director Kimberly Jacobsen attended this meeting where the topic discussed was AI.
- **DEI Resource Discussion**
Attendees: 15
 05/15 – Attorney Jody Walker-Smith shared a Ted Talk and led a discussion about the belonging at work.
- **Community Engagement Meeting – Equity Fair Wrap-up**
Attendees: 8
 05/16 – Several Representatives from CHRO attended a meeting for members of CHRO's Community Engagement Committee.
- **CTRP3 Advisory Board**
Attendees: 20
 05/16 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting - CT Racial Profiling Prohibition Project.

- **Armed Forces Day Luncheon**
Attendees: 700+
 05/17 Deputy Director Cheryl Sharp, Managing Director Michelle Dumas Keuler, Executive Secretary Kristen Parker, Outreach Coordinator Ana Mitchell, and Storekeeper Mike Mitchell participated in this luncheon to support one of the protected classes we are responsible for protecting.
- **DEI Collaborative**
Attendees: 9
 05/20 – Attorney Jody Walker-Smith attended a monthly meeting of state DEI leaders.
- **May DEI Monthly Newsletter**
Subscribers: 1,069
 05/20 – 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.
- **WICC Mortgage**
 05/20 – Legal Director Michelle Dumaskeuler spoke about lending discrimination
- **ARC Training for FEPAs**
Attendees: 25+
 05/21- Attended Virtual training from EEOC on FEPA management of ARC, website changes, and dual-filing practices.
- **Department of Justice Working Group**
Attendees: 25
 05/21 Deputy Director Cheryl Sharp participated in the Education Working Group for the Department of Justice.
- **AAPI History Month Film & Food**
Attendees: 99
 05/22 CHRO hosted an event for AAPI Heritage Month. We watched "Ghost Mountain: The Second Killing Fields of Cambodia" and was followed by a panel discussion with the movie co-producer, James Taing, and Megan Baker from CWCSEO.
- **Ball & Socket Board Meeting**
Attendees: 12
 05/22 Deputy Director Cheryl Sharp attended the board meeting to discuss diversity in the arts.
- **YLS Diversity Lunch and Learn**
Attendees:
 05/30 – Legal Director Kimberly Jacobsen will attend this Continuing Legal Education webinar.

Future Outreach Activities:

- **Social Media**
The CHRO's Social Media Team of Jody Walker-Smith and Spencer Hill are planning to create posts for the agency's Facebook and Instagram accounts.
- **June 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.
- **Raising of the Juneteenth Flag**
06/03 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will participate in the raising of the Juneteenth flag event in New Haven on the green.
- **Kids Court Academy Year 4**
06/04, 06/18 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.
- **Kids Court**
06/05 The CT Kids Court Competition will be held virtually (Teams) on Wednesday, June 5, 2024. The finalists in the Middle School and High School Divisions will compete in front of a panel of judges which will include CHRO Executive Director Tanya A. Hughes, CHRO Commissioner Nick Kapoor, CHRO Commissioner Lisa Giliberto, the Honorable Juliett Crawford, the Honorable Dawne Westbrook, and the Honorable Donna M. Wilkerson Brilliant.
- **CBA's Annual Legal Conference**
06/10 – Legal Director Kimberly Jacobsen Attorney Jody Walker-Smith will attend the CT Bar Association's annual legal conference and attend DEI sessions.
- **CBA Legal Conference**
06/10 Deputy Director Cheryl Sharp will attend the day-long conference and will be a presenter on "Understanding the Invisible Disability and Discrimination Against Neurodivergent Attorneys."
- **MAC presentation on PFMLA (CT Paid Leave Act)**
06/12 - Legal Director Kimberly Jacobsen will attend this presentation.
- **WICC radio spot**
06/17 - Legal Director Kimberly Jacobsen will discuss the Juneteenth holiday.

- **DEI Training at Agency Wide**
06/17 – Attorneys Jody Walker-Smith, Megan Graefe, and Spencer Hill, investigator Cheyanne Clark, and Affirmative Action trainee Jase Olavarria are preparing and will provide a 1.5-hour training on DEI for the full agency.
- **CHRO Agency-Wide**
06/17 - CHRO will hold an in-person agency-wide meeting to train staff and stakeholders about the policies, practices, and procedures at the agency.
- **HUD Region 1 FHAP 4th quarter Call**
06/17 - Deputy Director Cheryl Sharp, Managing Director Michelle Dumas Keuler, and Housing Supervisor Diane Carter will participate in the call with HUD representatives and representatives from across New England.
- **Kids Court Academy**
06/18 – Attorney Jody Walker-Smith will present a case at KCA.
- **CTRP3 Advisory Board**
06/20 - Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the Zoom meeting - CT Racial Profiling Prohibition Project.
- **Ball & Socket Board Meeting**
06/25 - Deputy Director Cheryl Sharp will attend the board meeting to discuss diversity in the arts.
- **CTRP3 Community Outreach Subcommittee**
06/26 - Deputy Director Cheryl Sharp will participate in the subcommittee meeting for community engagement.
- **CHRO's DEI Committee Monthly Meeting**
06/26 – 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 intern meeting**
06/26 - Legal Director Kimberly Jacobsen will train CHRO interns on Disability Law.
- **Pride Month Presentation**
06/27 - CHRO will host an event for Pride Month. We will watch "Bullied" which will be followed by a panel discussion.

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 – 05/07**
Attendees: 18
- **Contract Compliance Training for Municipalities – 05/07**
Attendees: 37

AA/CC

AA TA: N/A

AA Meetings: N/A

AA Special Projects: N/A

CC TA: 1301

CC TA Session: 2

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

Past Activities:

- **Community Access & Equity Fair**
Attendees: 300
05/01 - Housing Representatives Sunasha Dunham-Carson & Renee Clarke attended; The State Equity Study was rolled out, and the event consisted of various panel discussions and included over 70 state agencies as vendors.
- **Fair Housing Act's Familial Status Protections**
Attendees: 63
05/10 - Housing Representative Jackie Elam attended; Self-directed webinar offered through HUD Exchange Education on what qualifies as illegal discrimination because of familial status and who is protected under the Fair Housing Act. Explains who the provision covers and provides examples of "hidden" discriminatory practices, discriminatory policies, unreasonable restrictions, and discriminatory lease terminations. This webinar is sponsored by HUD's FHEO.

- **Foodshare Outreach**
Attendees: 20
05/13 - Housing Representative Cynthia Dryfe attended; food was sorted and distributed for mobile community units.
- **Lunch & Learn – Religious Discrimination in 2024**
Attendees: 89
05/14 - Housing Representatives Jackie Elam attended, one hour webinar hosted by CHRO. Moderated by Michelle Dumaskeuler, panelist Kim Jacobson and Stacey Gladstone (from the Anti-Defamation League) spoke on CT law regarding religious discrimination, the role of the CHRO and how to file a claim; work that the ADL does and tracking; reviewed a couple of cases in CT.
- **Kids Court Academy**
Attendees: 95
05/21- Housing Representative Shaun Jones attended; Film - “the story of Quinnipiac Council, Boy Scouts of America v. CHRO. Various students representing varied grades and schools from across the state. -CT Middle School and High School Students.
- **Reentry Roundtable**
Attendees: 15
05/28 - Housing Representative Jackie Elam attended; CT area service providers that provide information and connects returning citizens to vital services for successful reentry in their community.

Capitol Region

Future Activities:

Past Activities:

- **CHRO Community Access & Equity Fair**
Attendees: 100
05/01 - Regional Manager Jose-Michael Gonzalez attended outreach/symposium presented by CHRO and EEOC at the State Armory in Hartford Connecticut. Welcomed attending State Legislators, EEOC Representatives, State and Local Agencies, and Public Attendees (troubleshooting public inquiries on CHRO processes). Assisted with set-up and coordinated refreshment areas. Served as DEI & CHRO Panelist, discussed Diversity, Equity, and Inclusion (describing equity is having what is needed to access the same rights, opportunities and resources in consideration of unlevel playing field due to past discrimination and systems of oppression, with an emphasis on aspect of access through outreach to community, no need to pay or hire an attorney at CHRO, describing the regional offices, modes to submit inquiries, and the intake process).

05/01 - Representative Arnaldo Guadalupe attended outreach/symposium presented by CHRO and EEOC at the State Armory in Hartford Connecticut. Assisted with Registration Table duties.

05/01 - Representative Na’eelah Bakari outreach/symposium presented by CHRO and EEOC at the State Armory in Hartford Connecticut. Assisted with floater duties.

- **CHRO Kids Court**
Attendees: 25
05/07 - Representative Ann Galer attended a Zoom event put on by the CHRO Kids Court where the Facing Race/Immigration film moderated discussion was covered.
- **CHRO Lunch & Learn Series**
Attendees: 50
05/13 - Representative Laura Roxbury partially attended the Teams presentation/discussion on religious discrimination.
- **CHRO DEI Committee**
Attendees: 13
05/15 - Regional Manager Jose-Michael Gonzalez attended and participated in the Teams monthly DEI Resource Discussion Series on Belonging at Work.
- **2024 Kids Court Competition**
Attendees: 100
05/17 - Regional Manager Jose-Michael Gonzalez scored 26 essays for the 2024 Kids Court Competition to be held June 5th where middle school youth reflected their understanding of civil and human rights related topics, presented arguments from their perspective, and presented persuasive and innovative ideas on how to address.

Eastern Region

Future Activities:

- **Celebrate Cultural Diversity Event**
- **GNACC Legislative Breakfast**
06/11 at Holiday Inn

Past Activities:

- **CHRO Community Access and Equity Fair**
Attendees: 300+
05/01 – Regional Manager Bob Aldi attended the first annual Equity Fair held at the State Armory. It was well attended with over 60 vendors providing information on State services and such.
- **Celebrate Cultural Diversity Event**
Attendees: 9+
05/13 - Secretary Cathy Chester attended the monthly planning meeting for the yearly event to be held on Sept. 9, 2024.

West Central Region

Future Activities:

Past Activities:

- **Community Access & Equity Fair**
Attendees: 50+
05/01 – Regional Manager Shawn Burns, Representative Sancha Works, and Trainee Ashanti Fleming participated in the fair which was an in-person conference aimed at connecting Connecticut's underserved communities with Public Resources.
- **CHRO Community Engagement Committee**
Attendees: 5
05/02 - Representative Christopher Blustein participated and discussed the committee's outreach plans as well as debriefed the results of the CHRO's Community Access & Equity Fair.
- **AAPI Heritage Month Presentation**
Attendees: 30-40
05/22 - Representative Christopher Blustein attended the presentation of "Ghost Mountain: The Second Killing Field of Cambodia" and the subsequent forum discussing Cambodian refugees to honor Asian American and Pacific Islander Month.
- **Maple Hill Elementary School Reading Session**
Attendees: 20
05/30 - Manager Shawn Burns and Trainee Ashanti Fleming read books with topics of diversity and inclusion to first grade students.

Southwest Region

Future Activities:

- **CHRO Technology Committee**
06/24 - Southwest Human Rights Representative Jessica Kohut will attend future meetings in June 2024 to review and discuss regional tech. concerns and to brainstorm potential future improvements.

Past Activities:

- **CHRO Equity and Access Fair, The Armory, Hartford, CT**
Attendees: 150 +
05/01 - Help the public with food set up and service as well as other needs as they come up throughout the CHRO Community Equity and Access Fair Event, at which the CHRO Equity Study was unveiled. Panels presented on various topics of public interest throughout the event and vendors providing access and information regarding public services were present and available throughout the event as well.

- CHRO Uniformity Committee Meeting**
Attendees: 8
 05/13 - Southwest HRO Representative Christine Rowan collaborated with her colleagues to review and edit CHRO documents with the purpose of creating uniform documents to be utilized with the public on an agency-wide basis.
- CHRO Lunch and Learn**
Attendees: 60
 05/14 - The CHRO and ADL hosted a lunch and learn event on Religious Discrimination 2024.
- Community Engagement Ambassador (CEA) Meeting**
Attendees: 15
 05/16 - The CEA Committee met via Teams to reflect on the CHRO Community Access and Equity Fair of May 1st, 2024. The Committee discussed successes in the Equity Fair as well as what can be improved on or done differently. Ideas for future vision of an annual agency wide fair as well as events at individual regions were discussed and explored.
- CHRO Technology Committee**
 05/20 - Southwest Human Rights Representative Jessica Kohut will attend the May meeting.

Media Inquiries: 1

Legislative Meetings: 15

Legislative Inquiries: 12

Legislative hearings: 0

Sexual Harassment Law: 48 (April) and 7996 (cumulative)