

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

OUTREACH ACTIVITIES

Outreach Successes:

- **Social Media**
Followers: 1.9K on Facebook and 1,104 on Instagram
The CHRO's Social Media Team of Jody Walker-Smith and Spencer Hill created 27 posts for the agency's Facebook and Instagram accounts.
- **Raising of the Juneteenth Flag**
Attendees: 50
06/03 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the raising of the Juneteenth flag event in New Haven on the green to celebrate the freedom of Africans that were enslaved in the US.
- **WICC radio show – LGBTQ+ history**
Attendees: Radio audience of thousands across the state of Connecticut
06/03 CHRO Attorney Catherine Spain spoke with Melissa Sheketoff in an interview on the Morning show. On the LGBTQ+ history and the pride celebrations scheduled around Connecticut this month.
- **Kids Court Academy Year 4**
Attendees: 120
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.

Attorney Jody Walker-Smith presented a case at KCA.
- **Kids Court**
Attendees: 66
06/05 The CT Kids Court Competition was held virtually (Teams) on Wednesday, June 5, 2024. The finalists in the Middle School and High School Divisions competed in front of a panel of judges which included 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.

- **Community Engagement Committee meeting**
Attendees: 7
 06/06 Outreach coordinator Ana Mitchell lead the meeting for members of CHRO's Community Engagement Committee.
- **Civil Right Legends and Leaders event meeting**
Attendees: 3
 06/06 Outreach coordinator Ana Mitchell lead the meeting in a discussion with Legislative Liaison Darcy Strand and Attorney Spencer Hill about the event and the involvement of the CEA committee will have with the event.
- **CBA Legal Conference**
Attendees: 500
 06/10 Deputy Director Cheryl Sharp attended part of the day-long conference and was a presenter on "Understanding the Invisible Disability and Discrimination Against Neurodivergent Attorneys."

 Other Attorney's from CHRO attended the annual legal conference.
- **MAC presentation on PFMLA (CT Paid Leave Act)**
Attendees: about 75
 06/12 Legal Director Kimberly Jacobsen attended this presentation.
- **CT Suicide Advisory Board**
Attendees: 100+
 06/12 Regional Manager Jose-Michael Gonzalez attended a Zoom outreach event/meeting presented by the CT Suicide Advisory Board with a focus on enhancing the understanding, CHRO process in the areas of services related to the statewide tribal communities of American Indian/Alaska Native Settings – Suicide Prevention Resources and Services and beyond. Assisted in the objective to discuss the cultural aspects of suicide prevention as well as work around better access and connecting the marginalized tribal communities to the statewide 988 resources and services, as well as, discussing Gun Ownership & Storage Check practices, services, and resources.
- **Non-Competes Roundtable with Senator Murphy and Federal Trade Commission Chair Lina Khan**
Attendees: 100
 06/14 Deputy Director Cheryl Sharp attended the roundtable discussion on the harmful effects and disparate impact of non-compete clauses on marginalized communities.
- **CHRO/Greater New Haven Juneteenth Coalition Celebration**
Attendees: 200
 06/15 Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, Storekeeper Mike Mitchell and Southwest Investigator Travis Fuller had a booth and provided information to the stakeholders regarding civil and human rights laws.

- **Opening of the LEAD office on Bank Street**
Attendees: 250
 06/15 Outreach Coordinator Ana Mitchell and Storekeeper Mike Mitchell were invited to the celebration of the opening of the new location.
- **CHRO Agency-Wide**
Attendees: 92
 06/17 CHRO held an in-person agency-wide meeting to train staff and stakeholders about the policies, practices, and procedures at the agency.

Attorneys Jody Walker-Smith, Megan Graefe, and Spencer Hill, investigator Cheyanne Clark, and Affirmative Action trainee Jase Olavarria provided a 1.5-hour DEI training on individual and systemic bias for the full agency.

Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler trained staff on investigating tips

Outreach Coordinator Ana Mitchell presented a community outreach exercise.
- **NAACP Juneteenth Celebration**
Attendees: 125
 06/19 Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell and Storekeeper Mike Mitchell had a booth and provided information to the stakeholders in the Capitol region regarding civil and human rights laws.
- **CTRP3 Advisory Board**
Attendees: 20
 06/20 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the in-person meeting - CT Racial Profiling Prohibition Project.
- **Language Access [CT Parent Advocacy Center (CPAC) www.cpacinc.org meeting**
Attendees: 4
 06/25 Outreach Coordinator Ana Mitchell and Legislative Liaison Darcy Strand attended a meeting to work collaboratively with CPAC and other organizations on a legislative initiative for language access in the school systems.
- **June DEI Monthly Newsletter**
Subscribers: 1,062
 06/25 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.
- **Ball & Socket Board Meeting**
Attendees: 30
 06/25 Deputy Director Cheryl Sharp attended the board meeting to discuss diversity in the arts.

- **CHRO's DEI Committee Monthly Meeting**
Attendees: 10
 06/26 Attorney Jody Walker-Smith, co-chair of the CHRO's DEI committee, led the committee's monthly meeting, including a discussion on DEI topic.
- **CTRP3 Community Outreach Subcommittee**
Attendees: 10
 06/26 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the subcommittee meeting for community engagement.
- **CHRO intern meeting**
Attendees: about 10
 06/26 Legal Director Kimberly Jacobsen trained CHRO interns on Disability Law.
- **NFHTA Forum | Bostock and Beyond: Practical Applications of LGBTQIA+ Fair Housing Protections**
Attendees: N/A
 06/26 Housing Investigator Sunasha Dunham-Carson will be attending.
 This forum is dedicated to enrich fair housing professionals' understanding of the fair housing protections afforded to the LGBTQIA+ community as described in HUD's LGBTQIA+ Fair Housing Toolkit.
 This forum will explore the practical applications of three key policy landmarks: Bostock v. Clayton County, Georgia; President Biden's January 20, 2021, Executive Order 13988 on Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation; and HUD's Implementation of Executive Order 13988 on the Enforcement of the Fair Housing Act guidance. The Forum will also clarify LGBTQIA+ related protections afforded in HUD programs under the Equal Access Rule.
- **Community Engagement Committee Meeting**
Attendees: 8
 06/27 Outreach Coordinator Ana Mitchell lead a meeting for members of CHRO's Community Engagement Committee.
- **Pride Month Presentation**
Attendees: 104
 06/27 CHRO hosted an event for Pride Month. We watched "Bullied" which was followed by a panel discussion.
- **CHRO Domestic Violence Training Meeting**
Attendees: 3
 06/27 Investigator Jo Keough attended a planning meeting regarding updates to CHRO's DV training.
- **Restorative Justice Skill-Building Intensive**
 06/04-06/27 Investigator Jo Keough attended a class entitled Restorative Justice Skill-Building Intensive at the University of San Diego (second class for a graduate certificate in Restorative Justice Facilitation and Leadership).

- **Granby Pride**
Attendees: 60
06/29 - Outreach Coordinator Ana Mitchell, Storekeeper Michael Mitchell and Central Investigator Arnaldo Jose Guadalupe worked a table at the event.

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.
- **DEI Collaborative**
07/15 Attorney Jody Walker-Smith will attend the monthly DEI collaborative meeting with fellow DEI leaders across state agencies.
- **July 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.
- **Disability Awareness Month Presentation**
07/17 CHRO will host an event for Disability Awareness Month. We will watch "The Greatest Bond" which will be followed by a panel discussion.
- **Programming Committee Meeting for Ball & Socket Arts**
07/19 Deputy Director Cheryl Sharp will attend the programming Committee meeting to work on diversity, equity, and inclusion in the arts.
- **Hartford Jazz Festival**
07/19 - 07/21 Outreach Coordinator Ana Mitchell, Storekeeper Michael Mitchell and other CHRO employees will also work the table at the event.
07/21 Legal Director Kimberly Jacobsen will table at the event.
- **Ball & Socket Board Meeting**
07/23 Deputy Director Cheryl Sharp will attend the board meeting to discuss diversity in the arts.
- **360 Management Group**
07/24 Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler do sexual harassment training for 360 Management Group in New Haven.
- **Executive Interns' Summer Symposium**
07/31 The focus will be on Environmental Injustice. The symposium will be held virtually on Teams from 1:00-3:00 p.m.

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 conventions and 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 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 – 06/05**
Attendees: 15
- **Contract Compliance Training for Municipalities - 06/05**
Attendees: 13
- **Contract Compliance Training for Non-Profit Grant Recipients - 06/20**
Attendees: 26
- **Contract Compliance Training for Security Grant Program - 06/20**
Attendees: 18
- **Contract Compliance Training for Non-Profit Grant Recipients - 06/25**
Attendees: 20
- **Contract Compliance Training for School Security Grant Program - 06/25**
Attendees: 12
- **Contract Compliance Training for Recreational Trails Program - 06/27**
Attendees: 43

AA/CC

AA TA: N/A

AA Meetings: N/A

AA Special Projects: N/A

CC TA: 1478

CC TA Session: 1

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

Past Activities:

- **State of Connecticut Commission on Human Rights and Opportunities**
Attendees: 60
06/17 The Housing Unit attended this conference, which was held at LOB in Room 2C. Various panelists discussed their roles and responsibilities. Other panelists presented learning modules.
- **NFHTA Forum | Bostock and Beyond: Practical Applications of LGBTQIA+ Fair Housing Protections**
Attendees: N/A
06/26 Sunasha Dunham-Carson will be attending. This forum is dedicated to enrich fair housing professionals' understanding of the fair housing protections afforded to the LGBTQIA+ community as described in HUD's LGBTQIA+ Fair Housing Toolkit. This forum will explore the practical applications of three key policy landmarks: Bostock v. Clayton County, Georgia; President Biden's January 20, 2021, Executive Order 13988 on Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation; and HUD's Implementation of Executive Order 13988 on the Enforcement of the Fair Housing Act guidance. The Forum will also clarify LGBTQIA+ related protections afforded in HUD programs under the Equal Access Rule.

Capitol Region

Future Activities:

Past Activities:

- **CHRO Uniformity Committee**
Attendees: 18
06/03 Representative Tausha Thomas attended the CHRO Teams monthly uniformity Meeting, reviewing and developing of agency-wide documentation.
- **CHRO Kids Court**
Attendees: 25+
06/04 Representative Ann Galer attended a Zoom event put on by the CHRO Kids Court where the Glen Echo Park film moderated discussion was covered.

- **CT Department of Public Health**
Attendees: 100+
 06/05 - 06/06 Regional Manager Jose-Michael Gonzalez attended a Zoom outreach event for the 7th Annual Statewide Care Coordination Forum presented by Connecticut Children's Center for Care Coordination with a focus to enhance understanding, presence, and CHRO process in the areas of services related complaints with professionals from healthcare, community-based agencies, education, behavioral health, social services, etc. Specific discussions/trainings attended: Human Trafficking 101-Engaging Survivors, Dear Black Father-Personal Experiences of Black Fathers, Affirmative Care for Autism Populations in CT, and Adolescent Substance Use.
- **Windham/Willimantic NAACP Freedom Fund Luncheon**
Attendees: 100+
 06/15 Representative Laura Roxbury attended an in-person event put on by the Windham/Willimantic NAACP branch (annual luncheon) where Secretary of State Stephanie Thomas spoke about voting rights and procedures and the branch celebrated achievements by members/gave scholarship awards. (Also in attendance State Rep. Susan Johnson & Willimantic Mayor Tom DeVivo.)
- **New Britain Juneteenth Freedom Festival**
Attendees: 40+
 06/19 Representative Frank Sykes attended an in-person outreach event put on by the Commission for Human Rights in New Britain. Distributed CHRO's material to the public, such brochures on how to file a complaint, etc. and took questions from the public.
- **CHRO DEI Committee**
Attendees: 13
 06/26 Regional Manager Jose-Michael Gonzalez attended and participated in the Teams monthly DEI Resource Discussion Series on CHRO Drafting of Diversity Statement.
- **CHRO Food & Film Series**
Attendees: 50+
 06/27 Representative Jose-Michael Gonzalez attended the CHRO Pride TEAMS presentation/discussion on video: Bullied: A Student, A School, A Case That Made History.

Eastern Region

Future Activities:

- Celebrate Cultural Diversity Committee meetings

Past Activities:

- **Celebrate Cultural Diversity Committee**
Attendees: 10
06/24 Cathy Chester attended to discuss the planning and execution of the yearly upcoming CCD Event on Sept. 9, 2024, at the Chelsea Parade in Norwich.

West Central Region

Future Activities:

- 07/24 Waterbury YMCA reading days
- 07/10 Waterbury Senior Expo

Past Activities:

- **CHRO Community Engagement Committee**
Attendees: 6
06/01 Trainee Ashanti Fleming participated and discussed the committee's outreach plans for the CHRO and regional offices moving forward.
- **CT Kids Court Competition Finals**
Attendees: 50+
06/05 Representative Christopher Blustein attended the finalist round where CT students presented their essays on civil rights issued. The event was moderated/judged by a panel of CHRO senior staff and some from the judicial branch.
- **Meriden-Wallingford Juneteenth Celebration**
Attendees: 50+
06/15 Representative Sancha Works attended and manned a CHRO informational table for the 2nd Annual Meriden Commission on Human Rights and NAACP Juneteenth celebration.

Southwest Region

Future Activities:

Past Activities:

Media Inquiries: 3

Legislative Meetings: 15

Legislative Inquiries: 6

Legislative hearings: 0

Sexual Harassment Law: 64 (June) and 8012 (cumulative)