

To: Tanya Hughes, Executive Director
From: Cheryl Sharp, Deputy Director
Re: **CHRO Outreach Activities**
Date: August 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.
- **Roundtable on Gender Based Violence**
Attendees: 30
07/01 Legal Director Michelle Dumas Keuler attended the Roundtable on Gender Based Violence – Fed Department of Labor meeting.
- **Language Access and Equity Workgroup – CHRO's role**
Attendees: 3
07/01 Outreach Coordinator Bilingual Ana Mitchell met with Parent Consultant Goviana Morales with (CPAC) CT Parent Advocacy Center.
The Language Access and Equity Workgroup is committed to improving language access to ensure Connecticut's diverse families have equal and equitable access to educational opportunities and can meaningfully engage in their children's education. This partnership of interest holders leverages the group's knowledge, experiences, and expertise to work towards systemic improvements in language access.
- **Title IX working group**
Attendees: 15
07/08 Legal Director Michelle Dumas Keuler attended a meeting with the Title IX group.
- **Language Access and Equity Workgroup – CHRO's role**
Attendees: 8
07/09 HRO Attorney Meghan Oates and Legislative Administrative Advisor II Darcy Strand represented CHRO at the Strategic Planning meeting: Language Access and Equity Workgroup. This partnership of interest holders leverages the group's knowledge, experiences, and expertise to work towards systemic improvements in language access.
- **AA Task Force**
Attendees: 15
07/11 Deputy Director Cheryl Sharp and Attorney Spencer Hill led the task force on affirmative action with state stakeholders.

- **Disability Awareness Month Presentation**
Attendees: 50 +
 07/17 CHRO hosted an event for Disability Awareness Month. We watched "The Greatest Bond" which was followed by a panel discussion. Many CHRO employees were in attendance.
- **Growing Together Happy Hour**
Attendees: 25
 07/17 Legal Director Michelle Dumas Keuler attended the Growing Together - Happy Hour
- **Programming Committee Meeting for Ball & Socket Arts**
Attendees: 20
 07/19 Deputy Director Cheryl Sharp attended the programming Committee meeting to work on diversity, equity, and inclusion in the arts.
- **Hartford Jazz Festival**
Attendees: 5000+
 07/19-07/21 Outreach Coordinator Ana Mitchell, Storekeeper Michael Mitchell, Legal Director Kimberly Jacobsen, and other CHRO employees worked at the CHRO table. We informed the public of the services we offer at CHRO and educated them on CT twenty-eight protected classes at the event.
- **WICC Disability Pride Month**
Attendees: N/A
 07/22 Legal Director Michelle Dumas Keuler was interviewed on WICC to discuss Disability Pride Month.
- **Community Court Academy - Wesleyan University Partnership**
Attendees: 3
 07/23 Deputy Director Cheryl Sharp and Executive Intern Sree Bala
- **Ball & Socket Board Meeting**
Attendees: 12
 07/23 Deputy Director Cheryl Sharp attended the board meeting to discuss diversity in the arts.
- **Sexual Harassment training @ 360 Management Group**
Attendees: 40
 07/24 Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler led a sexual harassment training for 360 Management Group in New Haven.
- **The Faith Seventh Day Adventist Church - back to school Health Fair**
Attendees: 80
 07/28 Outreach Coordinator Ana Mitchell and Storekeeper Michael Mitchell, worked at the CHRO table. We informed the public of the services we offer at CHRO and educated them on CT twenty-eight protected classes at the event.

- **Executive Interns' Summer Symposium - Environmental Injustice**

Attendees: 120

07/31 Legal Director Kimberly Jacobsen presented in the Environmental Injustice. The symposium was held virtually on Teams from 1:00-3:00 p.m. Many CHRO employees were in attendance.

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.

- **WICC radio segment**

08/05 Legal Director Kimberly Jacobsen will speak about the history of the DEI movement.

- **Kids Court Academy Year 4**

08/06, 08/20 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.

- **Fair Housing presentation**

08/07 Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler will present fair housing trying to the public online.

- **Language Access and Equity Workgroup – CHRO's role**

08/14 Outreach Coordinator Ana Mitchell, HRO Attorney Meghan Oates and Legislative Administrative Advisor II Darcy Strand will be attending the Strategic Planning meeting: Language Access and Equity Workgroup. .

- **Angel of Edgewood Annual Back-to-School Extravaganza, Hartford Yard Goats Stadium**

08/23 Outreach CHRO table. We will inform the public of the services we offer and educated them on CT twenty-eight protected classes at the event

- **Dixwell Neighborhood Day - Scantlebury Park, New Haven**

08/24 Outreach CHRO table. We will inform the public of the services we offer and educated them on CT twenty-eight protected classes at the 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 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 – 07/11**
Attendees: 18
- **Contract Compliance Training for Municipalities - 07/11**
Attendees: 48

AA/CC

AA TA: 30

AA Meetings: 2

AA Special Projects: 5

CC TA: 1408

CC TA Session: 1

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

Past Activities:

- **JEDI & Southwest Community Health Center: Courageous Conversations**
Attendees: 15
07/16 Housing Representative Sunasha Dunham-Carson attended the short film covering historical practices and government involvement with redlining and present-day effects. Followed by community conversation.
- **CHRO Disability Awareness: "The Greatest Bond" and a presentation on Service Animals by trainer Alexandra Garvey**
Attendees: 35
07/17 Housing Representative Sunasha Dunham-Carson attended a short film on Service Animals and their trainers (Women Inmates) and their owners (Veterans). Followed by community conversation.

- **HUD PD&R Quarterly Update on Source of Income discrimination and laws**
Attendees: N/A
 07/25 Housing Representative Jackie Elam attend the Data Spotlight and Panel discussions with researchers, municipal and state government officials, and fair housing practitioners to share insights into recent passage of local anti-discrimination ordinances; evaluate research about the impacts of these anti-discrimination laws; and discuss challenges to the enforcement of these ordinances.
- **Building Inclusive Communities: A Planning Webinar for Fair Housing Organizations**
Attendees N/A
 07/26 Housing Representative Sunasha Dunham-Carson attended the Fair Housing Organizations (FHOs), including HUD Fair Housing Initiatives Program (FHIP) and Fair Housing Assistance Program (FHAP) grantees, to become proactive and influential in the fair housing planning with HUD Entitlement communities and Public Housing Agencies (PHAs). FHOs can engage in several key areas of the fair housing planning process, including encouraging collaboration amongst HUD program participants, promoting robust community engagement, data and research to inform the fair housing plan, advocating for meaningful actions that will lead to fair housing outcomes, and monitoring and evaluating implementation of the fair housing plan.”

Capitol Region

Future Activities:

Past Activities:

- **CT Suicide Advisory Board**
Attendees: 20+
 07/02 Regional Manager Jose-Michael Gonzalez attended a Zoom outreach event/meeting presented by the CT Regional Suicide Advisory Board with a focus on enhancing the understanding, presence, and CHRO process in the areas of services related to statewide Residential Treatment Centers- specialized mental health programs designed for teens who require stabilization, therapeutic assessment and enhanced support, providing a supportive and caring environment for marginalized teens who need more intense care than they can receive at home, at school, or in a traditional residential setting; as well as, 988 suicide and crisis lifeline messaging principles toolkit.
- **CHRO Intern Committee**
Attendees: 100+
 07/15 Regional Manager Jose-Michael Gonzalez attended a Teams monthly meeting to support CHRO Intern development, event coordination, case training, and facilitate timely scheduling and processing of case tasks assignments (i.e., affidavit drafts, mediations, policies, and procedures). Topics reviewed were the Summer Symposium coordination on Environmental Justice, affidavit drafts support, mediations shadowing and staff buddy assignment support.

- **CT Management Advisory Council**
Attendees: 100
 07/17 Regional Manager Jose-Michael Gonzalez attended a Zoom monthly meeting in the capacity of CHRO Agency Representative to the Statewide Managers Council as a voting council member with a focus to enhance understanding, presence, and CHRO process in the areas of employment and labor equity among state agencies. Specific discussions attended were Statewide Manager's Day, Bylaws, Governor's Council on Women and Girls, Manager's Tuition Reimbursement, Manager's Sick Leave Bank, Manager's Compensation & Benefits Rights Equity.
- **CHRO Lunch & Learn Series**
Attendees: 50
 07/17 Regional Manager Jose-Michael Gonzalez attended In-Person the CHRO Disability Pride Month presentation/discussion on video: "The Greatest Bond" and Service Animals.
 07/17 Representative Laura Roxbury attended In-Person the CHRO Disability Pride Month presentation/discussion on video: "The Greatest Bond" and Service Animals.
 07/17 Representative Franklin Sykes attended In-Person the CHRO Disability Pride Month presentation/discussion on video: "The Greatest Bond" and Service Animals.
- **Greater Hartford Jazz Festival**
Attendees: 100+
 07/19 Representative J. Arnaldo Guadalupe attended In-Person where he worked the CHRO resource table with Executive Director Tanya Hughes where information was provided to members of the public.
 07/20 Representative J. Arnaldo Guadalupe attended In-Person where he worked the CHRO resource table with Regional Manager Robert Aldi and Southwest Region Investigator Travis Fuller where information was provided to members of the public.
 07/21 Representative Laura Roxbury worked the CHRO booth at the Hartford Jazz Festival, speaking with members of the public about CHRO services.
- **CHRO Kids Court**
Attendees: 25+
 07/25 Representative Ann Galer attended a Zoom event discussion and film put on by the CHRO Kids Court.
- **CHRO Summer Symposium**
Attendees: 50+
 07/31 Regional Manager Jose-Michael Gonzalez attended the Teams CHRO Summer Symposium, reviewing perspectives on environmental injustice from individuals across CT.
- **CHRO DEI Committee**
Attendees: 13+
 07/31 Regional Manager Jose-Michael Gonzalez attended and participated in the Teams DEI Resource Discussion Series on CHRO Drafting of Diversity Statement.
 07/31 Representative Ann Galer attended and participated in the Teams monthly DEI Resource Discussion Series on CHRO Drafting of Diversity Statement.

Eastern Region

Future Activities:

- Celebrate Cultural Diversity Committee meetings

Past Activities:

- **Uniformity Committee Meeting**
Attendees: 10+
07/08 Regional Manager Bob Aldi and Mario Garrido attended.
- **Celebrate Cultural Diversity Event**
Attendees: 9
07/08 - 07/22 Secretary Cathy Chester attended this meeting as planning for the yearly event grows closer (Sept. 9)
- **Disability Awareness Month movie presentation**
Attendees: 30
07/17 Zach Cobb attended- the documentary highlighted the journey of disabled veterans whose lives are transformed through the love of service dogs trained by female prison inmates. There was also a discussion with service animal trainer Alexandra Garvey.
- **Hartford Jazz Festival**
Attendees: 1000+
07/20 Regional Manager Bob Aldi participated at the CHRO table and educated the public.
- **Summer Symposium- Environmental Justice in CT**
Attendees: 20+
07/31 Representative Zach Cobb attended this discussion with panelists about environmental injustice, hosted by CHRO interns.

West Central Region

Future Activities:

Past Activities:

- **2024 Senior Health & Resource Expo**
Attendees: 150+
07/10 Manager Shawn Burns, Representative Gene Cohen, Representative Christopher Blustein, and Trainee Ashanti Fleming participated in the Western CT Area Agency on Aging's senior expo where they shared information about the CHRO with attendees.

- **Be Your Community Resource Fair**
Attendees: 200+
07/20 Representative Christopher Blustein participated in the City of Waterbury and the Waterbury Police Department's Community Resource Fair where he shared information about the CHRO to residents.
- **Hartford Jazz Festival**
Attendees: 500+
07/21 Representative Christopher Blustein attended and manned a CHRO informational table with other agency staff for the 2024 Hartford Jazz Festival.

Southwest Region

Future Activities:

- **Fatherhood: "The Next level Conference" Black and Brown Men's Mental Health Conference**
08/08 -08/09 Representative Travis Fuller will be attending this conference and which will focus on different parenting techniques. It will be held at Central Connecticut State University in New Britain, CT.
- **CHRO Uniformity Committee Meeting**
08/12 Southwest HRO Representative Christine Rowan will collaborate 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.
- **The Commission on Women, Children, Seniors, Equity, & Opportunity (CWCSEO) is partnering with Angel of Edgewood for their 4th Annual Back-to-School Extravaganza.**
08/23 Representative Travis Fuller will be at our education table at Dunkin Park, Yard Goats Stadium.

Past Activities:

- **BITS Microsoft Tips & Tricks Live Demo on Microsoft Teams Virtual Break Out Rooms**
Attendees: 40+
07/01 Education- training on Microsoft virtual Breakout Rooms for Microsoft Teams
- **CHRO Uniformity Committee Meeting**
Attendees: 8
07/08 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.

- **ADL/National Constitution Center Webinar – SCOTUS 2024**

Attendees: 100+

07/09 The ADL and the National Constitution Center hosted this event where panelists discussed what these terms Supreme Court Rulings mean for you and the Country.

- **CHRO Commission Meeting:**

Attendees: 50+

07/10 Monthly commission meeting to discuss matters affecting the commission, vote on case reopening's and other business.

- **CHRO Technology Committee**

Attendees: 10 +

07/15 Southwest Human Rights Representative Jessica Kohut attended a meeting in June 2024 to review and discuss regional tech concerns and to brainstorm potential future improvements.

07/15 Southwest Regional HRO Representative Jessica Kohut met with the Commissions Technology Committee to discuss any technology concerns experienced in the regions as well as brainstorming potential future improvements. Southwest Regional HRO Representative Jessica Kohut will continue to meet with the Commissions Technology Committee in August of 2024 to discuss any technology concerns experienced in the regions as well as brainstorming potential future improvements.

- **CHRO Webinar: Disability Pride Month Presentation**

Attendees: 65+

07/17 hosted the CHRO, viewing of "The Greatest Bond" movie and conversation with service dog trainer Alexandra Garvey.

- **Hartford Jazz Festival**

Attendees: 2000+

07/20 HRO Representative Travis Fuller worked at the event engaging the public communicating and educating the Commission's mission and services.

- **CHRO Summer Symposium - Environmental Injustice**

Attendees: 120

07/31 CHRO employees attended this discussion with panelists about environmental injustice, hosted by CHRO interns.

Media Inquiries: 0

Legislative Meetings: 6

Legislative Inquiries: 4

Legislative hearings: 0

Sexual Harassment Law: 34(July) and 8089 (cumulative)