

To: Tanya Hughes, Executive Director  
From: Cheryl Sharp, Deputy Director  
Re: **CHRO Outreach Activities**  
Date: September 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.
- **Community Engagement Committee Meeting**  
**Attendees: 8**  
08/01 Outreach Coordinator Ana Mitchell conducted a meeting for members of CHRO's Community Engagement Committee.
- **WICC radio segment**  
**Attendees: n/a**  
08/05 Legal Director Kimberly Jacobsen spoke about the history of the DEI movement.
- **Quarterly Fair Housing Training**  
**Attendees: 83**  
08/07 Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler presented a fair housing training to the public online.
- **KCA Washington D.C. Trip Parent Meeting**  
**Attendees: 35**  
08/08 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in a parent meeting with KCA parents to plan the social justice trip that will take place in April of 2025.
- **Kids Court Academy Year 4**  
**Attendees: 125**  
08/08 and 8/20 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.
- **American Bar Association: "How to be an Anti-Antisemite: Responding to the Growth of Antisemitism in 21st Century America"**  
**Attendees: 150+**  
08/16 Representative Jo Keogh watched a recording of this previously held virtual event.

- **CTRP3 Advisory Board**  
**Attendees: 20**  
 08/22 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp attended the in-person meeting - CT Racial Profiling Prohibition Project.
- **CHRO Domestic Violence Training Meeting**  
**Attendees: 3**  
 08/22 Representative Jo Keogh attended a planning meeting regarding updates to CHRO's DV training.
- **2024 Angel of Edgewood Backpack Extravaganza @ Dunkin Park**  
**Attendees: 600**  
 08/23 - Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, Storekeeper Michael Mitchell attended the event featured activities, games, giveaways, school supplies, and more. The organization brought together community organizations and resources to support families in having a good start to the school year. CHRO tabled the event.
- **2nd annual Black Wall Street Festival**  
**Attendees: 300+**  
 08/24 Outreach Coordinator Ana Mitchell and Storekeeper Michael Mitchell participated attended the festival.
- **Ball & Socket Board Meeting**  
**Attendees: 10**  
 08/27 Deputy Director Cheryl Sharp attended the board meeting to discuss diversity in the arts.
- **CTRP3 Advisory Board Meeting Subcommittee on Outreach**  
**Attendees: 10**  
 08/28 Deputy Director Cheryl Sharp and Outreach Coordinator Ana Mitchell participated in the subcommittee on Outreach for the CTPR3.
- **Restorative Justice Skill-Building Intensive**  
 08/28 Representative Jo Keogh attended a class entitled Restorative Justice In Practice at the University of San Diego (third class for a graduate certificate in Restorative Justice Facilitation and Leadership).
- **The 4<sup>th</sup> Annual Bridgeport Jazz Festival**  
**Attendees: 200+**  
 08/31 Executive Director Tanya Hughes, Outreach Coordinator Ana Mitchell and Storekeeper Michael Mitchell met and greeted the public, as well as present them with information about the agency's mission and complaint filing process.

## 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.
- **Kids Court Academy Year 4**  
09/03 and 09/17 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.
- **CTRP3 Subcommittee policy**  
09/09 CHRO Executive and Deputy Directors will participate in the subcommittee meeting, which is chaired by the Executive Director.
- **AA Task Force Meeting**  
09/12 The Deputy Director will be joined by Attorney Spencer Hill and Gary Madison, HRO Representative and Jase Olivera in spearheading a discussion with EO Professionals about affirmative action in the state of CT
- **Hartford Pride**  
09/14 Legal Director Kimberly Jacobsen and other staff members will table at this event.
- **DEI Collaborative**  
09/16 selected CHRO staff and the Deputy Director will participate in an external state Agency discussion about diversity, equity and inclusion. The Collaborative is designed to share best practices related to DEI.
- **Community Engagement Board Meeting with the State's Attorney's Office**  
9/17 The CHRO Deputy Director serves on the Board and will be joined with Board members and stakeholders from across the state for the meeting.
- **CTRP3 Racial Profiling Panel**  
9/18 Deputy Director Cheryl Sharp will participate on a panel regarding fair and impartial policing for stakeholders in the Danbury area. She will be accompanied by Ana Mitchell, Outreach Coordinator who will be spearheading the project.
- **CT MAC(management advisory committee)**  
09/18 Legal Director Kimberly Jacobsen will attend this meeting.
- **CTRP3 Advisory Board**  
09/19 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the in-person meeting - CT Racial Profiling Prohibition Project.
- **CTRP3 Advisory Board Meeting Subcommittee on Outreach**  
09/25 Deputy Director Cheryl Sharp will participate in the subcommittee on Outreach for the CTRP3.

- **CHRO National Voter's Registration Month event**  
09/25 Legal Director Kimberly Jacobsen and other staff will attend this event.
- **CHRO Voter Registration Month Presentation**  
09/25 The CHRO will host a Food and Film presentation and has invited the Secretary of the State to participate. The event will be held from 11:00-1:00 at the state Capitol in room 310.
- **CTRP3 Advisory Board**  
09/26 Executive Director Tanya Hughes and Deputy Director Cheryl Sharp will attend the in-person meeting - CT Racial Profiling Prohibition Project.

## **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 employees and their staff. The video complies with the statutory mandate that the CHRO provide training materials and 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 – 08/06**  
**Attendees: 15**
- **Contract Compliance Training for Municipalities – 08/06**  
**Attendees: 14**
- **Contract Compliance Training for Urban Act and Community Investment Fund – 08/07**  
**Attendees: 15**
- **Contract Compliance Training for Urban Act and Community Investment Fund – 08/13**  
**Attendees: 17**

### AA/CC

AA TA:  
AA Meetings: 1  
AA Special Projects: 4

CC TA: 1551  
CC TA Session: 2

## REGIONAL OUTREACH AND HOUSING AT A GLANCE

### Housing

#### Future Activities:

#### Past Activities:

- **Kids Court Academy | Film: “Why Women are Paid Less”**  
**Attendees: 25**  
08/06 - Shaun Jones attended various students representing varied grades and schools from across the state.
- **Southwest Community Health Center:**  
**Attendees: 20**  
08/08 - Sunasha Dunham-Carson attended our August meeting will be a continuation of the May discussion on trauma in our communities. The topic facilitators will be Michele Stewart-Copes and Dr. Marie Spivey who will present, “Strategies to address urban trauma in regional neighborhoods.” The discussion will cover the tenets of individual, family, and community trauma. We will share challenges and successful strategies to address related issues. We will also talk about Adverse Childhood Experiences and methods to help youth and family members to foster resilience, and cope with toxic stress.
- **International Association of Official Human Rights Agencies celebrated it's 75 Anniversary in St Louis, Missouri, "Creating a Human Rights Culture."**  
**Attendees: 280**  
08/11 - 08/15 Housing Representatives Cyndi Dryfe and Jackie Elam attended a general Introduction to Fair Housing Law the Racial Wealth Gap, The Legacy of Celia, an Enslaved Woman Convicted of Murdering Her Abuser, Fighting Appraisal Bias at the State and Local Level and Expanding FHAP/FHIP/HRC Relationships President's Luncheon, Leadership Luncheon, Human Rights Culture Tour, Fair Housing Bus Tour, Movie, Awards Dinner.
- **IAOHRA Annual Meeting**  
Elections for the Board of Directors also took place for 2024-2026. All remained in their positions which include Dr. Alisa Warren, President, Diane Clements Boyd, 1st Vice President, Tami Tatum, 2nd VP, Kenneth Gunn, Secretary and Carrie Simmons. Treasurer. All four regional representatives changed, including the Atlantic Regional Rep, of James Stowe, who no longer wished to continue his role. Kyla Hanington is now in place.
- **2024 Angel of Edgewood Backpack Extravaganza @ Dunkin Park**  
**Attendees: 400**  
08/23 - Housing Secretary Stephanie Chenard and Housing Representative Jackie Elam attended the event featured activities, games, giveaways, school supplies, and more. The organization brought together community organizations and resources to support families in having a good start to the school year.

- **Reentry Roundtable**

**Attendees: 12**

08/27 - Housing Representative Jackie Elam attended the Monthly meeting of CT area service providers that provides information and connects returning citizens to vital services for successful reentry in their community. Guest speakers for August were from Nuvance Health and a returning citizen who gave insight on employment needs/avenues that provide better outcomes and prevent recidivism.

## **Capitol Region**

### **Future Activities:**

### **Past Activities:**

- **CHRO Community Engagement Committee meeting**

**Attendees: 10**

08/01 Representative Laura Roxbury attended the Teams CHRO Outreach Engagement Committee and participated in planning for upcoming outreach events for our region (Pride, Puerto Rican Parade), as well as planning for the 2024 Leaders, Legends, and Equity Forum Awards. Nomination information forwarded to staff in the Capitol Region office and a couple of external stakeholders to help solicit nominations for the awards.

- **CHRO Uniformity Committee Meeting**

**Attendees: 7**

08/12 Representative Franklin Sykes attended the Teams CHRO Uniformity Committee discussion/review of CHRO procedural documents.

- **CT Suicide Advisory Board**

**Attendees: 20+**

08/13 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 LGBTQ+ Mental Health 201- with the goal of applying in-depth understanding of the LGBTQ+ community to allyship practices which can be implemented as mental health care, human services and school staff and supports. Contributions made to the discussion on barriers to support, overlap between the queer community and mental health issues and allyship, tips, best practices and how to create a more equitable and inclusive environment for LGBTQ+ staff and clients in service access.

08/14 Regional Manager Jose-Michael Gonzalez attended a Zoom outreach event/meeting presented by the CT Regional Suicide Advisory Board with a focus on CHRO process in the areas of services review of the Quest, Persuade, Refer (QPR) Suicide Prevention Training and materials. Contributions made to the discussion focused on QPR Review, CT Crisis Support Services, CT Regional Suicide Prevention Contacts, Suicide Warning Signs One-Pager, Cultural/Racial and Community Barriers to Access, and CT Emergency Services in the areas of clients in service access.

- **CT Network of Care Transformation Statewide CLAS Advisory Council**  
**Attendees: 20+**  
 08/16 Regional Manager Jose-Michael Gonzalez attended a Zoom outreach event/meeting presented by the Statewide CLAS Advisory Council with a focus on developing, planning, and implementing a statewide process for incorporating Culturally Linguistic Appropriate Services (CLAS) standards within the children's Network of Care in Connecticut and enhancing the understanding, presence and CHRO process in the areas of services related to health equity, racial justice, and cultural and linguistic competencies across all behavior health services at the local, regional, and statewide levels. Contributions made to the discussion on CBHAC Report Annual Recommendations (integrating findings from Commission on Racial Equity in Public Health Report, DCF Legislative Report to CT General Statute Section 17A-6E: Report on Racial Justice Data, Activities and Strategies, Office of Health Strategy REL Implementation Report, CHRO Equity Study, Racial Justice Institute Year 1 Report, & Urban Trauma Network Regional Learning Community Updates), Wraparound Statewide Multi-Cultural Workgroup, and State Partner Updates (DCF, DMHAS, DSS, DPH).
- **CHRO Kids Court**  
**Attendees: 25+**  
 08/20 Representative Ann Galer attended a Zoom event discussion put on by the CHRO Kids Court on CHRO v. Edge Fitness et al. legal case.
- **2024 Angel of Edgewood's Back-to-School Extravaganza**  
**Estimated Attendees: 500**  
 08/23 Representative J. Arnaldo Guadalupe attended In-Person where he worked the CHRO resource table where information was provided to members of the public, more directed to prohibition of bullying at school.

## Eastern Region

### Future Activities:

- **Celebrate Cultural Diversity Event**  
 09/09 (rain date: 09/10) approximately 500 people to attend

### Past Activities:

- **Celebrate Cultural Diversity meeting**  
**Attendees: 10+**  
 08/05, 08/19, 08/26 Secretary Cathy Chester attended these committee meetings in preparation for the event to be held Sept. 9, 2024, at Chelsea Parade in Norwich.
- **EEOC Exploring Inclusivity Workshop**  
**Attendees: 50+**  
 08/29 Representative Zach Cobb attended this workshop where they discussed: Providing Religious, Disability, Pregnancy, and Mental Health Accommodations. This training will be held virtually via Zoom.



## West Central Region

### Future Activities:

### Past Activities:

- **EEOC/FEPA Training**  
**Attendees: 50+**  
08/29 Trainee Kristin Hegel participated in the EEOC's FEPA training session where she discussed and learned about various topics and investigator practices.

## Southwest Region

### Future Activities:

- **CHRO Kids Court Academy**  
09/03 – 09/17 Representative Travis Fuller will attend the bi-monthly Kids court Academy Session hosted by Deputy Director Cheryl Sharp with participants engaging in discussions/ films relative to topics surrounding civil rights.
- **Community Engagement Ambassador (CEA) Meeting**  
09/05 Representative Travis Fuller will attend the CEA Committee meeting via Teams to discuss and plan upcoming outreach events including the upcoming annual Legends and Leaders event.
- **CHRO Commission Meeting**  
09/09 Representative Travis Fuller will attend the monthly commission meeting to discuss matters affecting the commission, vote on case reopening's and other business.
- **CHRO Uniformity Committee Meeting**  
09/09 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.
- **Anti-Defamation League (ADL): Championing Justice Webinar: Fostering Allyship for Jewish Students and Inclusive Classrooms**  
09/12 Representative Christine Rowan will attend Drawing from ADL's "6 Ways to Be an Ally" resource, this webinar emphasizes the importance of allyship as part of our antisemitism and anti-bias education frameworks, helping students promote inclusivity and respect. Participants will access practical strategies, scenarios, and examples to address all forms of hate and bias.
- **Commissions Technology Committee**  
09/24 Representative Jessica Kohut will attend the monthly meeting to discuss any technology concerns experienced in the regions as well as brainstorming potential future improvements.

- **EEOC Webinar**  
09/24 Representative Travis Fuller will attend an educational webinar.

### **Past Activities:**

- **State of CT ~ CHRO Weekly project call**  
**Attendees: 10+**  
08/01 Representative Travis Fuller attended a discussion and update on AVAYA Phone Transfer System for the SW Region.
- **Community Engagement Committee**  
**Attendees: 15**  
08/01 Representative Travis Fuller attended the monthly discussion on CHRO Community engagement plans.
- **BITS Microsoft Tips & Tricks Live Demo and Q&A**  
**Attendees: 40+**  
08/05 Representative Travis Fuller participated in an Education- training on Microsoft virtual Breakout Rooms for Microsoft Teams.
- **CHRO Kids Court Academy**  
**Attendees: 50+**  
08/06 Representative Travis Fuller attended the bi-monthly Kids court Academy Session hosted by Deputy Director Cheryl Sharp with participants engaging in discussions/ films relative to topics surrounding civil rights.
- **Fatherhood: “The Next level Conference” Black and Brown Men’s Mental Health Conference – Central Connecticut State University in New Britain, CT.**  
**Attendees: 500+**  
08/08 - 08/09 Representative Travis Fuller and Storekeeper Michael Mitchell attended and tabled the event- Discussion, presentations and forum on mental health and the disparate impact the criminal justice system has on men of color and its overall impact on the family structure.
- **CHRO Uniformity Committee Meeting**  
**Attendees: 8**  
08/12 - Representative Christine Rowan met 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 Commission Meeting**  
**Attendees: 50**  
08/14 Representative Travis Fuller attended the monthly commission meeting to discuss matters affecting the commission, vote on case reopening’s and other business.

- **CHRO Kids Court Academy**  
**Attendees: 50+**  
 08/20 Representative Travis Fuller attended the bi-monthly Kids court Academy Session hosted by Deputy Director Cheryl Sharp with participants engaging in discussions/ films relative to topics surrounding civil rights. Helped to facilitate break-out room discussions.
- **2024 Dixwell Neighborhood Day**  
**Attendees: 200+**  
 08/24 Representative Travis Fuller worked at the event engaging the public and communicating the Commission's mission/purpose.
- **EEOC Webinar: Navigating Pregnancy and Nursing for Working Mothers**  
**Attendees: 80+**  
 08/29 Representative Christine Rowan attended a webinar designed to help workers understand protections afforded by current law and how to talk to their employers and assert their rights. The webinar will also equip advocates with information to assist new and expecting mothers seeking to assert their workplace rights.
- **EEOC Webinar: Accommodating Diversity**  
**Attendees: 200+**  
 08/29 Representative Travis Fuller attended the educational webinar that takes a deep dive into Disability, Pregnancy, and Religious Accommodations workshop.
- **The 4<sup>th</sup> Annual Bridgeport Jazz Festival**  
**Attendees: 200+**  
 08/31 Representatives Carolyn F. Anderson and Travis Fuller met and greeted the public, as well as present them with information about the agency's mission and complaint filing process.

Media Inquiries: 0

Legislative Meetings: 6

Legislative Inquiries: 5

Legislative hearings: 0

Sexual Harassment Law: 21(August) and 8110(cumulative)