

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

OUTREACH ACTIVITIES

Outreach Successes:

- **Social Media**
Followers: 2K on Facebook and 1,188 on Instagram
The CHRO's Social Media Team of Jody Walker-Smith and Spencer Hill, and assistance of Courtney Shields, created 18 posts for the agency's Facebook, Instagram, and LinkedIn accounts.
- **Kids Court Academy Year 4**
Attendees: 120
10/01,10/15 and 10/29 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.
- **Community Engagement Committee Meeting**
Attendees: 10
10/03 Outreach Coordinator Ana Mitchell and Legislative and Administrative Advisor II Darcy Strand conducted a meeting for members of CHRO's Community Engagement Committee.
- **Madison, CT Pride Fest**
Attendees: 500+
10/05 I tabled for CHRO at this event, which was held on the Madison, CT Town Green.
- **Community Engagement Committee Meeting**
Attendees: 10
10/07 Outreach Coordinator Ana Mitchell and Darcy Strand conducted a meeting for members of CHRO's Community Engagement Committee.
- **CTRP3 Subcommittee policy**
Attendees - unknown
10/07 CHRO Executive Director Tanya Hughes participated in the subcommittee meeting, which is chaired by the Executive Director.
- **AW training on Discrimination/Gender Identity**
Attendees: 15
10/08 Legal Director Michelle Dumas Keuler attended training.

- **Growing Together CT**
Attendees -
 10/08 This is a coalition of housing organizations working towards fair and equitable housing in the state of CT. The CHRO serves on various subcommittees that are a part of this coalition.
- **CT Bar Association Spotlight**
Attendees -
 10/08 Deputy Director Sharp was spotlighted by the CT Bar for her work on civil rights law enforcement and youth social justice programming.
- **CT Department of Transportation (CTDOT) Diversity Council Lunch and Learn presentation in honor of Hispanic and Latino Heritage Month. The event, titled “Our Journeys & Our Stories: Portraits of Latino Achievements in the Workplace**
Attendees: 50
 10/09 Outreach Coordinator Ana Mitchell served as a panelist focused on educating CTDOT staff about the cultural differences and similarities among employees, emphasizing the importance of respect and understanding. As the Outreach Coordinator in the Bilingual Executive Unit for the Commission on Human Rights and Opportunities.
- **White House Girls Making Change event**
Attendees - 200
 10/10 CHRO Deputy Exec Director participated in the Girls Making Change event at the White House in Washington D.C. She nominated a CHRO Executive Intern Sreenidi Bala for the honor and Sree was selected and honored on October 10, 2024, at the White House for this education initiative of First Lady Jill Biden.
- **Programming Committee Meeting for Ball and Socket**
Attendees - 12
 10/11 Sharp serves on the Board of the Ball and Socket and the group is focused on multi-cultural arts in the community. The group bridges the gap between urban and suburban communities
- **UConn Law – Labor and Employment Law Panel**
Attendees: 25
 10/14 Legal Director Kimberly Jacobsen spoke on a panel at the law school about careers in Labor and Employment Law.
- **CHRO Presentation to Specialized Education Services Inc.**
Attendees – event rescheduled
 10/17 The CHRO Deputy Sharp and Outreach Coordinator Ana Mitchell will presented to the Specialized Education Services Inc and discuss the services provided by the CHRO.

- **CTRP3 Advisory Board Meeting Subcommittee on Outreach**
Attendees -
10/23 Subcommittee on Outreach for the CTPR3.
- **CHRO Disability Awareness Month Presentation**
Attendees -
10/23 The CHRO hosted a Food and Film presentation and has invited several guests to sit on a panel regarding disability rights. The event was held from 11:30-1:30 at the state office building, 450 Coumbus Boulevard, Hartford.
- **Lunch and Learn**
Attendees: 30
10/23 Legal Director Kimberly Jacobsen spoke on a panel about Disability Employment Awareness.
- **CBA DEI Summit**
Attendees: 100
10/25 Legal Director Kimberly Jacobsen attended the CBA DEI Summit.
- **CADEP Annual Meeting**
Attendees - 20
10/25 CHRO's Executive and Deputy Directors spoke at the Association of Affirmative Action Professionals annual meeting and discuss the role of the CHRO in Affirmative Action in the state.
- **Diversity, Equity and Inclusion Summit**
Attendees - 120
10/25 The CHRO participated in the Diversity, Equity and Inclusion Summit
- **Waterbury's newspaper publication, Republican American, article '*Farmington Teen recognized by First Lady*'**
Attendees – innumerable readers
10/25 KCA student, Sreenidi Bala, was spotlighted in this article stating, "A 16-year-old Farmington girl, nominated by a Cheshire lawyer, was among 10 young women from around the country feted at the White House earlier this month. Sreenidi Bala was among..."
- **Connecticut Division of Criminal Justice Civilian Academy**
Attendees - unknown
10/28 The CHRO Deputy Director Sharp participated in the civilian academy which will occur every Monday from 10/28/24 – 12/16/24. The academy will focus on the nuts and bolts of policing and offer perspective regarding fair and impartial policing from the vantage point of practitioners.

- **Agency Retreat**
Attendees: 90
10/29 Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler spoke about environmental justice and assisted leading the writer's workshop.
- **Waterbury's newspaper publication, Republican American, article 'Farmington teen recognized by First Lady'**
Farmington High and Governor Ned Lamont celebrate CHRO Executive Intern Sreenidi Bala after receiving recognition of her Girls Leading Change award from First Lady, Jill Biden. Deputy Director Cheryl Sharp nominated Sreenidi for the award.
Attendees: 300
10/29 Deputy Director Cheryl Sharp attended an event at Farmington High School being held for KCA Student, Sreenidi Bala, in recognition of her Girls Leading Change award from First Lady, Jill Biden. In addition, the Governor presented her with a proclamation.

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.
- **CTRP3 Advisory Board Meeting Subcommittee on Outreach**
11/4 Deputy Director Cheryl Sharp will participate in the subcommittee on Outreach for the CTRP3.
- **Connecticut Division of Criminal Justice's Civilian Academy**
11/4, 11/18 & 11/25 Deputy Director Cheryl Sharp will participate in event.
- **UConn Law/CTRP3 event**
11/6 Deputy Director Cheryl Sharp will be presenting, and Outreach Coordinator Ana Mitchell will be in attendance.
- **Fair Housing Training**
11/06 Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler will give Fair Housing Training to members of the public
- **The Care Advocates Podcast**
11/06 Legal Director Kimberly Jacobsen will record this podcast and talk about living well with a disability.
- **Programming Committee Meeting for Ball and Socket**
11/7 Deputy Director Cheryl Sharp serves on the Board of the Ball and Socket and the group is focused on multi-cultural arts in the community. The group bridges the gap between urban and suburban communities.

- **UConn Model UN Conference Keynote Speakers**
11/8 Deputy Director Cheryl Sharp is the Keynote speaker for UConn Model United Nations invites an expert in the fields of political involvement and civic engagement to speak at the opening ceremony of our conference and the event. Outreach Coordinator Ana Mitchell will also be in attendance.
- **Growing Together CT**
11/12 This is a coalition of housing organizations working towards fair and equitable housing in the state of CT. The CHRO serves on various subcommittees that are a part of this coalition.
- **2024 Civil Rights Leaders, Legends and Equity Forum and Awards Ceremony**
11/14 This is a celebration of Connecticut civil rights activists and leaders and the work they have done in our communities.
- **Commission on Racial Equity in the Criminal Justice System**
11/18 Deputy Executive Director Cheryl Sharp sits on the board of this commission. She was appointed by Senator Martin Looney.
- **CTRP3 Full Advisory Board Meeting**
11/21 Deputy Executive Director Cheryl Sharp will attend the meeting.
- **CTRP3 Community Outreach Subcommittee**
11/27 Deputy Executive Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will attend the meeting.

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 – 10/04**
Attendees: 4
- **Contract Compliance Training for Municipalities – 10/04**
Attendees: 20
- **Contract Compliance Training for DECD Community Investment Fund – 10/16**
Attendees: 5
- **Contract Compliance Training for DECD Community Investment Fund – 10/21**
Attendees: 4

AA/CC

AA TA:
AA Meetings: 1
AA Special Projects:

CC TA: 1529
CC TA Session: 4

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

Past Activities:

- **Kids Court Academy**
Attendees: 50
10/01 Housing Representative Shaun Jones attended Free Renty & Delia film.
- **Kids Court Academy**
Attendees: 50
10/15 Housing Representative Shaun Jones attended Free Renty & Delia Discussion of film previously viewed.
- **Our Places of Impact: Self-Care for Community Development Professionals**
Attendees: 20
10/16 Housing Representative Sunasha Dunham-Carson attended the third of four Peer Exchange events, this Our Places of Impact Community of Practice (CoP) event allows participants to discuss and reflect on strategies to prevent burnout and enhance practitioner's understanding of clients' experiences.
- **Reentry Roundtable**
Attendees: 6
10/22 Housing Representative Jackie Elam attended Monthly meetings of CT area service providers that provides information and connects returning citizens to vital services for successful reentry in their community. Began planning April 2025 Reentry Employment & Resource Fair, discussing vendors, ideas, and venue.
- **Disability Awareness CHRO Food and Film "Crip Cramp"**
Attendees: 40
10/23 Housing Representatives Stephanie Chenard, Sunasha Dunham-Carson and Jackie Elam attended and watched a film about a groundbreaking summer camp for teens with disabilities whose campers go on to be leading figures in the fight for disability rights, including long, tough, strong advocacy for implementing Section 504 after the passage of law.

- **CHRO Agency-Wide Retreat**
Attendees: 75
10/29 Housing Unit attended CHRO's mandatory, in-person biannual meeting. Various speaking panels on Environmental Justice.
- **Kids Court Academy**
Attendees: 36
10/29 Housing Representative Shaun Jones attended Free Renty & Delia Discussion of film previously viewed.

Capitol Region

Future Activities:

Past Activities:

- **CHRO Outreach Committee**
Attendees: 10
10/03 Representative Laura Roxbury attended the regular outreach committee meeting where they reviewed the award selectees and program planning for the November awards event and shared the event and advertising info with the Capitol region staff to encourage participation and sharing with external contacts to recruit participants/advertisers (and suggested potential advertisers for the Committee to contact).
- **CHRO Technology Committee**
Attendees: 5
10/07 Representative Na'eelah Bakari Attended the monthly tech committee meeting.
- **Crisis Supports and Suicide Prevention for People with Autism**
Attendees: 100
10/09 Regional Manager Jose Michael Gonzalez attended a Zoom outreach event/meeting presented by the CT Behavioral Health Partnership with a focus on enhancing the understanding, presence, and CHRO process in the area of services related to Crisis Supports and Suicide Prevention for People with Autism Part 3 with the goal of understanding autism and suicide. Contributions made to the discussion focused on resources and access, applying the autism specific resources to support individuals, share toolkits, utilizing traits of autism to support others and support people with autism in crisis to address barriers to more equitable and inclusive environment for crisis and suicide prevention/intervention services access.
- **Hispanic Health Council Inaugural Maternal Health Conference**
Attendees: 200
10/11 Regional Manager Jose-Michael Gonzalez attended an In-Person outreach event/meeting presented by the Hispanic Health Council with a focus on enhancing the understanding, presence, and CHRO process in the areas of services related to maternal health challenges and reality for people of color in Connecticut. Contributions

made to the discussion focused on social determinants in health and culturally relevant programs in Connecticut, the individual care experience for people of color, equity care and access for people of color, and community health worker and doula role in maternal health outcomes in the areas of equity and inclusion in service access.

- **CHRO Disability Employment Awareness Month Food & Film Event**

Attendees: 50

10/23 Regional Manager Jose-Michael Gonzalez attended the in-person CHRO Disability Employment Awareness Month Food & Film Event, engaging in a short film “Crip Camp” and post discussion on a groundbreaking summer camp for teens with disabilities whose campers went on to advocate for historic legislation.

10/23 Representative Laura Roxbury attended In-Person the CHRO Disability Awareness Month presentation/discussion on video: “Crip Camp” about a summer camp for teens with disabilities.

10/23 Representative Franklin Sykes attended In-Person the CHRO Disability Awareness Month presentation/discussion on video: “Crip Camp” about a summer camp for teens with disabilities.

10/23 Representative Na’eelah Bakari attended In-Person the CHRO Disability Awareness Month presentation/discussion on video: “Crip Camp” about a summer camp for teens with disabilities. She also served as support for Spencer who had a conflicting meeting during that time.

- **Statewide CLAS Advisory Council (SCAC)**

Attendees: 30

10/25 Regional Manager Jose-Michael Gonzalez attended a Teams outreach event/meeting presented by the Connecticut Network of Care Transformation with a focus on enhancing the understanding, presence, and CHRO process in the areas of developing, planning and implementing a statewide process for incorporating enhanced Culturally Linguistically Appropriate Services (CLAS) standards within the children’s Network of Care in Connecticut. Contributions made to the discussion focused on Northern Connecticut Black Nurses Association, CBHAC Annual Report Recommendations, Connect 4 Update (SHAPE CARE Assessment for CT Schools), Regional Learning Communities (Lack of mental health services due to workforce shortage and concern for 0-5 families involved in the child welfare system, Wraparound Statewide Multi-Cultural Workgroup, and State Partner (DCF, DMHAS, DSS, DPH) agency themes concerns and areas of opportunity in order to promote health equity, racial justice and cultural and linguistic competence across all behavioral health services at the local, regional and state levels.

- **CHRO DEI Committee**

Attendees: 13

10/31 Representative Ann Galor attended and participated in the Teams monthly DEI Resource Discussion Series on CHRO Mission Statement drafting, Nationwide Equity, Diversity, Inclusion and Accessibility (EDIA) Consortium Quarterly Meetings and subcommittees.

Eastern Region

Future Activities:

Past Activities:

- **GNACC Healthy Living Event**
Attendees: 200+
10/05 Housing Representative Zach Cobb and Secretary Cathy Chester attended this event at Dodd Stadium.
- **CHRO Food and Film: "Crip Camp,"**
Attendees: 20+
10/23 Cameron Deslaurier attended the CHRO hosted the virtual and in person event on "groundbreaking summer camp for teens with disabilities whose campers go on to be leading figures in the fight for disability rights."

West Central Region

Future Activities:

Past Activities:

- **Voting Rights Movie Presentation**
Attendees: 10
10/03 Representative Christopher Blustein participated in the CHRO Community Engagement Committee.
- **Disability Employee Awareness Month Movie Presentation**
Attendees: 100+
10/24 Manager Shawn Burns, Representative Suzanne Westhaver and Representative Christopher Blustein attended the Disability Employee Awareness Month presentation and discussion with lunch over Microsoft Teams.
- **Maple Hill Elementary School Reading Session**
Attendees: 30
10/25 Manager Shawn Burns and Trainee Ashanti Fleming read books with topics of diversity and inclusion to first grade students.
- **Hamden Human Rights Commission**
Attendees: 2+
10/29 Manager Shawn Burns met with members from the Hamden Human Rights Commission.

Southwest Region

Future Activities:

- **Newtown Health Fair: Newtown Community Center, Newtown, CT**
11/02 CHRO table and staff providing information and answering questions regarding services provided by the CHRO to the public. Annual event hosted by Newtown Health District focused on the health and wellness of the Newtown Community. This year's organizers have teamed up with the US Dept of Veterans to offer a variety of veteran specific services.
- **Technology Committee**
11/04 Southwest Regional HRO Representative Jessica Kohut will meet with the Commissions Technology Committee to discuss any technology concerns experienced in the regions as well as brainstorming potential future improvements.
- **CHRO Community Engagement Ambassador (CEA) Meeting**
11/07 The CEA Committee meet via Teams to discuss and continue planning for future outreach events with particular focus this month on the upcoming CHRO Leaders and Legends Awards event scheduled for November 14, 2024.
- **CHRO: Leaders and Legends Event**
11/14 The Commission on Human Rights and Opportunities presents the 2024 Leaders and Legends, and Equity Forum and Awards Ceremony at the Aqua Turf Club in Plantsville, CT celebrating the history of the CHRO and this year's CHRO Leaders and Legends award winners.
- **Commission Meeting**

Past Activities:

- **Community Engagement Committee**
Attendees: 15
10/03 Regional Manager Travis Fuller attended Discussions on CHRO Community engagement plans.
- **CHRO Kids Court Academy**
Attendees: 50
10/15 Regional Manager Travis Fuller attended Kids court Academy Session hosted by Deputy Director Cheryl Sharp with participants engaging in discussions/ films relative to topics surrounding civil rights.

- Community Day, Southern Connecticut State University Public Health and School of Nursing**
Attendees: 100
 10/19 Regional Manager Travis Fuller and Investigator Jessica Kohut joined various community organizations and service providers for a community service fair where information was available to the public about the CHRO mission, purpose and process.
- Southern Connecticut State University Event: Preschool to Prison Documentary Screening and Discussion**
Attendees: 75+
 10/22 Representative Christine Rowan attended The College of Education at SCSU hosted a screening of the award-winning documentary Preschool to Prison followed by discussion with special guest Dr. Karen Baptiste (Film Director) and cast of the documentary.
- CHRO Food and Film: Disability Employment Awareness Month Movie Presentation**
Attendees: 50
 10/23 Regional Manger Travis Fuller and Representative Christine Rowan attended both in person and online viewed the film Crip Camp about disability rights advocacy followed by a panel discussion focusing on the fight for disability rights today.
- CHRO Agency Wide Retreat**
Attendees: 80
 10/29 Southwest Region staff attended in person for a day long retreat and staff training.

Media Inquiries: 0
 Legislative Meetings: 4
 Legislative Inquiries: 16
 Legislative hearings: 0

Sexual Harassment Law: 30 (October) and 8179 (cumulative)