

To: Tanya Hughes, Executive Director  
From: Cheryl Sharp, Deputy Director  
Re: **CHRO Outreach Activities**  
Date: December 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 with assistance from Courtney Shields, created 14 posts for the agency's Facebook, Instagram, and LinkedIn accounts.
- **English Language Learner's Coalition Meeting**  
**Attendees: 6**  
10/30 Human Rights Attorney Chiedza Rodriguez attended meeting
- **UConn Presentation: "Social Work Behind Bars"**  
**Attendees: 13**  
11/2/24 HRO Trainee Aubri Petersen gave a presentation to students in the Social Work program on the frequent human rights violations seen in prison settings (globally and domestically). The presentation was tailored to provide information on how Social Workers can have the greatest impact for individuals currently incarcerated and upon release. Clean Slate advocacy and CHRO remedies were introduced to the attendees. During a Q&A session after the presentation, several of the students currently working as Clinicians reached out for more information on the CHRO and a brief overview was given (including a demonstration on how to fill out an online inquiry!).
- **11/5 Election Night Party with Team Murphy & CT Dems**  
**Attendees: 100+**  
Deputy Director Sharp and Kellye Hudson attended this event. Deputy Director Sharp had discussions with Governor Ned Lamont, Senator Chris Murphy, Senator Richard Blumenthal and Mayor Arunan Arulampalam.
- **11/5 Election Night Party with Team McCrory**  
**Attendees: 50+**  
Deputy Director Sharp and Kellye Hudson attended the event. Deputy Director Sharp had discussion with Senator McCrory.
- **11/6 UConn Law School Student Forum**  
**Attendees: 50+**  
Deputy Director Sharp was a panelist. Outreach Coordinator, Ana Mitchell, and Kellye Hudson also attended the UCONN Law & CTRP3 informational event to educate law students on racial profiling and its impact on communities.

- **The Care Advocates Podcast**  
11/6 Legal Director Kimberly Jacobsen will record this podcast and talk about living well with a disability.
- **11/6 Quarterly CHRO Fair Housing Training**  
**Attendees: 120+**  
Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler gave Fair Housing Training to members of the public
- **Community Engagement Committee Meeting**  
**Attendees: 8**  
11/7 Attended by Jo Keogh- took notes for a meeting for members of CHRO's Community Engagement Committee
- **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 United Nations Conference**  
**Attendees: 250+**  
11/8 Deputy Director Sharp, for her expertise in the fields of political involvement and civic engagement, was invited as a keynote speaker at the opening ceremony of the conference. Outreach Coordinator, Ana Mitchell, also gave remarks. Kellye Hudson and Micheal Mitchell also attended.
- **Commission on Racial and Ethnic Disparity in the Criminal Justice System**  
**Attendees: unknown**  
11/11 Deputy Executive Director Cheryl Sharp sits on the board of this commission. She was appointed by Senator Martin Looney.
- **Fair Housing Assistance Program Conference (Boston, MA)**  
**Attendees: 80**  
11/12 – Attended by Libby-Reinish-Human Rights Attorney Libby Reinish attended a FHAP Conference hosted by HUD, which was held at HUD's offices in Boston, MA. The conference was an opportunity to network with HUD officials and representatives from each FHAP in HUD Region 1.
- **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.
- **Walk to School event to commemorate Ruby Bridges**  
**Attendees: 100+**  
11/14 Deputy Director Sharp participated in this event at O'Briend Elementary School to commemorate Ruby Bridges' historic steps.

- **Civil Rights Leaders, Legends, and Equity Forum and Award Ceremony**  
**Attendees: 300+**  
11/14 Legal Department employees Jo Keogh, Timothy Lewendon, Elizabeth Moyse, Chiedza Rodriguez and Maria Mayer. Kim Jacobsen, Darcy Strand, Spender Hill and Jonathan Sykes all worked at this event.
- 11/16 Human Rights Attorney Cathrine Spain represented the CHRO as an alumna of Yale College, and speaking to the approximately fifty attendees about anti-discrimination law, at the grand opening of the new Middle Eastern and North African Cultural Center at Yale University on Saturday, November 16. One student, Daliyah El Abani, has since told me that she is applying (or has applied) for a CHRO internship.
- **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.
- **Regional Investigator Training**  
**Attendees: 40**  
11/19 Legal Director Kimberly Jacobsen and Attorneys Spencer Hill, Meg Graefe, Robin Fox and Robin Trepanier provided training on intake.
- **CT Management Advisory Council meeting**  
**Attendees: 371**  
11/20 Legal Director Kimberly Jacobsen attended this meeting
- **DOJ Civil Rights Division, State and Local AI Community of Practice**  
**Attendees: approximately 100**  
11/20 Legal Director Kimberly Jacobsen attended this meeting.
- **Shoreline Domestic Violence & Sexual Assault Taskforce Meeting**  
**Attendees: 19**  
11/21 Attended by Jo Keogh-meeting of the Shoreline Domestic Violence & Sexual Assault Taskforce
- **Black Law Student's Association Holiday Party**  
**Attendees: 30+**  
11/22 Deputy Director Sharp and Kellye Hudson attended by invitation. Deputy Director Sharp had discussions with the students regarding upcoming CHRO events she invited them to attend.

#### **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.
- **University of New Haven Women in Leadership meeting**

12/2 **Legal Director Kimberly Jacobsen will attend this meeting to discuss involvement on their advisory board.**

- **UConn Presentation on Environmental Racism**

12/3 HRO Trainee Aubri Petersen will attend

- **Writer's Workshop with Deputy Director Cheryl Sharp**

12/5 & 12/9 Deputy Director Sharp, to improve and enhance employees' professional writing, will hold two 4-hour training sessions.

- **Connecticut Division of Criminal Justice's Civilian Academy**

12/9 Deputy Director Sharp plans to attend session

- **Growing Together CT**

12/10 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.

- **CHRO's Food and Film Event - International Human Rights Day**

12/18 will host event viewing "The March of Freedom – The Story of Us" with notable guest panelists Councilman Swarnjit Singh, UConn Law Professors Holly Land and Richard Wilson.

- **CTRP3 Advisory Board Meeting Subcommittee on Outreach**

12/18 Deputy Director Sharp will participate in the subcommittee on Outreach for the CTRP3

- **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:**

- **11/5 Contract Compliance Technical Assistance Training**  
**Attendees: 22**
- **11/5 Contract Compliance Training for Municipalities**  
**Attendees: 9**
- **11/19 Contract Compliance Training for DECD Urban Act Grant Recipients**  
**Attendees: 16**

November TA's 351

### **AA/CC**

AA TA:

AA Meetings: 1

AA Special Projects:

CC TA: 890

CC TA Session: 3

## **REGIONAL OUTREACH AND HOUSING AT A GLANCE**

### **Housing**

#### **Future Activities:**

None reported

#### **Past Activities:**

- **Technology Committee Monthly Meeting**  
**Attendees: 10**  
11/4 Attended by Stephanie Chenard - Discussed website development regarding better access for people with disabilities, training for technology support at outreach events, and if our regions had ticket issues.
- **H.U.D Fair Housing Conference**  
**Attendees: 65**  
11/13 Attended by the entire Housing Department - Conference hosted by H.U.D at their headquarters in Boston, Ma. Various panels were held to discuss H.U.D intake process, H.U.D Case Possessing, H.U.D expenses, and H.U.D spending.
- **Intake & Investigations Training**  
**Attendees: 42**  
Attended by all Housing Supervisors and Investigators- Conference hosted by legal to go over the intake process and investigation process.
- **National Fair Housing Training Academy (NFHTA)**  
**Attendees: 132**  
Attended by Shaun Jones- The patients lent their wisdom and years of experience to educate employees on artificial intelligence (AI) and robotic process automation (RPA) tools, their benefits and risks.
- **Boston Turkey & Toy Drive at Community Health Center**  
**Attendees: 150**  
11/22 Attended by Cynthia Dryfe- Helped bag turkey dinners, checked folks in, distributed bags and helped elderly/disabled persons back to their car.

### **Capitol Region**

#### **Future Activities:**

None reported

## Past Activities:

- **CHRO Technology Committee**  
**Attendees: 5**  
11/4/2024 Representative Na'eelah Bakari Attended the monthly tech committee meeting.
- **Statewide Suicide Advisory Board (SCAC)**  
**Attendees: Approximately 20**  
11/5/24 Regional Manager Jose-Michael Gonzalez attended a Zoom outreach event/meeting presented by the CT State Suicide Advisory Board with a focus on enhancing the understanding, presence, and CHRO process pertaining to services related to Crisis Supports and Suicide Prevention. Contributions made to the discussion focused on an introduction to the new Regional Suicide Prevention Program Lead, feedback provided to the Connecticut Department of Transportation on Emergency Notification System and Rail Safety with lethal means prevention efforts, and a review on statewide suicide prevention data from the recent Harris Poll to address barriers to more equitable and inclusive environment for crisis and suicide prevention/intervention services access.
- **Transforming Youth Aggression: Comprehensive Screening and Intervention**  
**Attendees: Approximately 50**  
11/12/24 Regional Manager Jose-Michael Gonzalez attended a Zoom outreach event/meeting presented by the CT Behavioral Health Partnership in conjunction with the Connecticut Hospital Association with a focus on enhancing the understanding, presence, and CHRO process pertaining to services related to behavioral health treatment and screening tools for youth struggling with symptoms of aggression. Contributions made to the discussion focused on resources and access and providing cultural and protected class perspective and advocacy to explore clinical characteristics and diagnostic assessment of irritability and aggression behavior among diverse youth groups to address barriers to more equitable and inclusive statewide environments for crisis and suicide prevention/intervention services access, assessment, and treatment.
- **CHRO Capitol Region Investigator Training – Intake Interview/Drafting**  
**Attendees: Approximately 20**  
11/19/2024 Regional Manager Jose-Michael Gonzalez, Representatives Ann Galer, J. Arnaldo Guadalupe, Oliver Morris, Laura Roxbury and Franklin Sykes attended virtual meeting and in-person session with Spencer Hill and Robin Trepanier reviewing processes and key points to be aware of when taking a complainant's intake and drafting affidavits.
- **CT Statewide Management Advisory Council**  
**Attendees: Approximately 100**  
11/20/24 Regional Manager Jose-Michael Gonzalez attended a TEAMS event/meeting by the Connecticut Statewide Management Advisor Council in the capacity of elected CHRO Representative with focus to assist the Governor's Office, OPM, and DAS with bringing CT MAC initiatives to fruition.

- **CONNECTing to Care Statewide CLAS Advisory Council**

**Attendees: Approximately 100**

11/20/24 Regional Manager Jose-Michael Gonzalez attended a Zoom event/meeting by the CONNECTing to Care Statewide CLAS Advisory Council in partnership with Monte Nido Educational Center with a focus on enhancing the understanding, presence, and CHRO process pertaining to services related to cultural and linguistic appropriateness among DCF, DMHAS, DPH, DSS. Contributions made to the discussion focused on resources and access and providing cultural and protected class perspective and advocacy regarding Racism is Trauma: How to identify and support patients/clients who experienced racial trauma.

- **Connecticut Behavioral Health Partnership**

**Attendees: Approximately 100**

11/20/24 Regional Manager Jose-Michael Gonzalez attended a Webex event/meeting by the CT Behavioral Health Partnership in partnership with the U.S. Department of Veterans Affairs (VA) Office of Mental Health, the New England HIDTA/Overdone Response Strategy (ORS), and New England CDC Foundation with a focus on enhancing the understanding, presence, and CHRO process in the area of services related to addressing Connecticut's Fourth Wave Drug Crisis: Emerging Trends and Treatment Pathways. Contributions made to the discussion focused on providing cultural and protected class perspective and advocacy regarding current trends in CT's drug supply, best practices in the access and treatment of stimulant use disorder, readiness for implementation of culturally responsive contingency management.

## **Eastern Region**

### **Future Activities:**

- **Shoreline Domestic Violence and Sexual Assault Legislative Roundtable**

12/12

- **CHRO's Food and Film Event - International Human Rights Day Movie Presentation**

12/18 film "The March of Freedom – The Story of Us",

### **Past Activities:**

- **2024 Civil Rights Leaders, Legends and Equity Gala Forum**

**Attendees: 200+**

11/14 Zach Cobb, Robert Aldi and Cathy Chester attended the celebration of Civil Rights Activists and the work they have done in our community at the Aqua Turf.

- **Shoreline Domestic Violence and Sexual Assault Taskforce Meeting**

**Attendees: 20+**

11/21 Attended by Cameron Deslaurier-monthly meeting in preparing for the Roundtable to be held in December.

## **West Central Region**



### **Future Activities:**

None reported

### **Past Activities:**

- **EEOC Retaliation Seminar**  
**Attendees: 100+**  
10/30 Representative Christopher Blustein participated in the EEOC led lecture, video presentation, and open discussion about various retaliation topics.
- **Dia de los Muertos at Connecticut Museum of Culture and History in Hartford**  
**Attendees: 100+**  
11/2 Representative Christopher Blustein participated and met with mostly Spanish community. Answered any questions about our agency and provided contact info. Festival also provided education about this Spanish holiday and guests performed several traditional dances, mariachi music.
- **2024 Civil Rights Leaders, Legends, and Equity Forum and Awards Ceremony**  
**Attendees: 300**  
11/14 Manager Shawn Burns and Representative Sancha Works attended the event which was a celebration of Connecticut civil rights activists and leaders, and the work they have done in our communities.

## **Southwest Region**

### **Future Activities:**

- **CHRO Uniformity Committee Meeting**  
12/9 10:00am-12:00pm The Uniformity Committee, comprised of representative staff from each region and division of the agency, will meet to collaborate and update all agency forms for future use so that all regions and divisions will soon be using uniform documentation. Most forms have already been reviewed by the Committee and are in the process of being finalized and approved.
- **CHRO's Food and Film Event - International Human Rights Day Movie Presentation**  
12/18 11:00-am-1:00pm both virtual and in person attendees will view the film "The March of Freedom – The Story of Us", followed by a panel discussion

### **Past Activities:**

- **Newtown Health Fair: Newtown Community Center, Newtown, CT**  
11/2 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**  
11/4 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.
- **CHRO Community Engagement Ambassador (CEA) Meeting**  
11/7 Regional Manager Travis Fuller and Investigator Christine Rowan attended 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.
- **Commission Meeting**  
**Attendees: approximately 80**  
11/13 Southwest Regional Manager Travis Fuller and HRO Representative Trainees Matthew Diaz, Melissa Joseph and Martina Seminara attending the commission meeting and were introduced to the Commissioners.
- **CHRO: Leaders and Legends Event**  
11/14 Staff from the SW Regional Office to include Travis Fuller (worked), Carolyn Anderson, Matthew Diaz, Martina Seminara, Jessica Kohut, Cathy Kendall attended The Commission on Human Rights and Opportunities 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.
- **CHRO Agency Intake Training**  
11/19 CHRO Investigators met with staff from the legal department for an intake training and refresher course. The training was interactive in nature with both virtual and in person components.

Media Inquiries: 0  
Legislative Meetings: 7  
Legislative Inquiries: 15  
Legislative hearings: 0

Sexual Harassment Law: 20 (November) and 8199 (cumulative)