

To: Tanya Hughes, Executive Director
From: Cheryl Sharp, Deputy Director
Re: **CHRO Outreach Activities**
Date: June 1, 2025

OUTREACH ACTIVITIES

Outreach Successes:

- **Social Media**
Followers: 2K on Facebook and 1,366 on Instagram
The CHRO's Social Media Team Attorney Jody Walker-Smith created 14 posts for the agency's Facebook, Instagram, and LinkedIn accounts. Anthony Pragano Executive Trainee submitted 7 Outreach posts for the agency's Facebook, Instagram, and LinkedIn accounts.
- **Community Engagement Ambassadors**
Attendees: 6
05/01 HRO Representative Jo Keough attended and took minutes for a meeting of the Community Engagement Ambassadors.
- **Monthly Community Engagement Meeting**
Attendees: 7
05/01 - Internal meeting chaired by Outreach Coordinator Ana Mitchell and by Legislative Liaison Darcy Strand.
- **Shipman's Annual Labor and Employment seminar**
Attendees: 100
05/01 Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler attended Shipman's Annual Labor and Employment seminar.
- **Hispanic Federation Event**
Attendees: 7
05/03 - Outreach Coordinator – Bilingual Ana Mitchell and Storekeeper Michael Mitchell tabled the event. CHRO had the opportunity to reach the Hispanic stakeholders.
- **CBA DEI Summit Subcommittee**
05/05 – Attorney Jody Walker-Smith attended a planning meeting on behalf of CHRO for the CT Bar Association's DEI Summit.
- **Meeting with Black and Puerto Rican Caucus Representatives**
Attendees: 25+
05/06 Deputy Executive Director Cheryl Sharp and Legislative Liaison – Darcy Strand, attended this meeting with BPRC Representatives Derrell Wilson and Antonio Felipe, in addition to Senator Douglas McCrory to discuss Senate Bill 1518 - Disparity Study Bill.

- Kids Court Academy – Year 5**
Attendees: 100+
 05/06 Sixth Kids Court Academy session viewed the film ***Fruitvale, Oakland - Lead poisoning in the Bay Area*** and had discussion centered around this year's theme, Environmental Justice, moderated by Ashley Stewart.
- Growing Together Meeting for Coalition**
Attendees: 20
 05/06, 05/13, 05/20, 05/25 – Legal Director Michelle Dumas Keuler attended the meetings.
- Quarterly Fair Housing Training**
Attendees: 177
 05/07 - Legal Director Michelle Dumas Keuler attended the training.
- AA Task Force meeting**
Attendees: 18
 05/08 – Outreach Coordinator – Ana Mitchell attended the meeting. We discuss pertinent Affirmative Action updates and are available as staff to answer questions regarding the work. Further, this is an opportunity for Equal Employee Opportunity Officers to share any issues they are experiencing while undergoing the plan development and implementation process.
- Kids Court Academy Program Advertising**
Attendees: 50+
 05/12 Deputy Executive Director Cheryl Sharp and Outreach Coordinator – Ana Mitchell, visited O'Brien Elementary School in Windsor, CT to present the opportunity of the Kids Court Academy to faculty and students who will be eligible next year.
- Black and Puerto Rican Caucus Spring Fling 2025**
Attendees: 300+,
 05/15 The BPRC hosted its annual event attended by Executive Director Tanya Hughes, Deputy Executive Director Cheryl Sharp, State Program Manager-Johnette Tolliver, Outreach Coordinator-Ana Mitchell & Storekeeper-Micheal Mitchell. Both the Executive Director and Deputy Executive Director received awards from the BPRC.
- BPRC Spring Fling**
Attendees: 200+
 05/15 Legal Director Michelle Dumas Keuler attended the event.
- Guilford Pride**
Attendees: 750+
 05/18 HRO Representative Jo Keough and CHRO Attorney Tim Lewendon tabled for CHRO at Guilford Pride.

- **DEIBAJ Collaborative Meeting**

05/19 Attorneys Jody Walker-Smith and Spencer Hill attended a meeting of DEI professionals across state agencies to collaborate in efforts to support inclusive workplaces.

- **Kids Court Academy – Year 5**

Attendees: 100+

05/20 Seventh Kids Court Academy Session Case – Lead Paint Litigation (New Jersey) Lead, Race & Redlining. The Honorable Chief Justice Raheem Mullins and Attorney Libby Reinish reviewed this case with the KCA students to aid the students in critical thinking practices that can be applied when building or reviewing a case.

- **Fair Housing & Civil Rights Conference**

Attendees: 200+

05/20 – 05/21 The FHCRC conference in Springfield, MA, attended by Deputy Executive Director Cheryl Sharp, Outreach Coordinator – Ana Mitchell, State Program Manager – Johnette Tolliver and Storekeeper – Micheal Mitchell, that covered the following topics:

- Gideon's Sword: How the First Amendment is wielded to attack civil rights
- Tenant Organizing and Power
- Organizational Inclusion in the Time of Political Backlash
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- **Civil Rights Conference**

Attendees: 100

05/20 – 05/21 Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler and other staff members attended the Mass Civil Rights conference

- **Fair Housing and Civil Rights Conference**

05/20 - 05/21 Attorney Jody Walker-Smith attended a two-day conference in Springfield, MA.

- **Meeting with Speaker of the House Matthew Ritter Civil Rights Museum**

Attendees: 300+

05/21 Executive Director Tanya Hughes, Deputy Executive Director Cheryl Sharp, State Program Manager-Johnette Tolliver, Legislative Liaison Darcy Strand, Outreach Coordinator-Ana Mitchell and Storekeeper-Micheal Mitchell met with Speaker Matthew Ritter about the Civil Rights Museum.

- **CTRP3 Forum - Panel Invite Enfield Public Library**

05/22 Deputy Executive Director Cheryl Sharp was a guest panelist for discussion and to inform our stakeholders of its Commitment, Community, and Compliance in Civil Rights. Also present was Outreach Coordinator – Ana Mitchell and Storekeeper – Micheal Mitchell.

- **Community Engagement Ambassadors**

Attendees: 2

05/22 HRO Representative Jo Keough met with Darcy Strand to plan outreach specific to CT Town HROs.

- **Meeting with UCONN School of Law**

5/27 Deputy Executive Director Cheryl Sharp met with Jessica Rubin/UCONN to discuss partnership with Cheryl in establishing a mediation law clinic for students.

- **CHRO Internship Orientation**

05/27 Deputy Executive Director Cheryl Sharp, Outreach Coordinator-Ana Mitchell and Executive Secretary Kellye Hudson attended the meet and greet.

- **CTRP3 Community Meeting**

05/28 Deputy Executive Director Cheryl Sharp attended the meeting and discussed the Enfield Forum.

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

Attendees: 20+

05/29 HRO Representative Jo Keough attended a meeting of the Shoreline Domestic Violence and Sexual Assault Taskforce.

- **DEI Committee monthly meeting**

05/30 – DEI committee co-chair Attorney Jody Walker-Smith led the committee's monthly meeting, including discussion of DEI topics and committee projects.

Future Outreach Activities:

- **Social Media**

The CHRO's Social Media Team of Jody Walker-Smith and Spencer Hill, and assistance of Courtney Shields have planned posts for the agency's Facebook, Instagram and LinkedIn accounts. Anthony Pragano Executive Trainee will submit the Outreach post.

- **Ridgefield Pride Event**

06/01 Executive Director Tanya Hughes, Outreach Coordinator Ana Mitchell, Regional Manager Travis Fuller and Storekeeper Michael Mitchell participated in the [p

- **Raising of the Juneteenth Flag**

06/03 Executive Director Tanya Hughes, Executive Deputy Director Cheryl Sharp, Outreach Coordinator Ana Mitchell and Storekeeper Michael Mitchell tabled the event.

- **Meeting with Tiffany Young - Senior Director, Community Engagement and Advocacy | YWCA Hartford Region**

06/03 Deputy Executive Director Cheryl Sharp and Outreach Coordinator Ana Mitchell will be meeting with Tiffany Young.

- **Kids Court Academy – Year 5**
06/03 Eighth Session – KCA will view films focused on Indigenous Women & Environmental Justice followed by a discussion moderated by Ashley Stewart.
- **Kids Court Essay Competition**
06/04 Five (5) Middle School and five (5) High School student finalists will orally present their essays before a panel that consists of four CHRO Commissioners and two Supreme Court Judges to determine the first, second and third place winners in each division.
- **27th Annual Swing Fore! Golf Classic Event hosted by The OPTIMUS Foundation**
06/09 Deputy Executive Director Cheryl Sharp, Outreach Coordinator Ana Mitchell and Storekeeper Michael Mitchell will be attending this event.
- **Growing Together Connecticut General Meeting**
06/10 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.
- **Connecticut Bar Association's Connecticut Legal Conference**
06/13 Deputy Executive Director Cheryl Sharp will be attending.
- **CBA Connecticut Civil Law Conference**
06/13 Legal Directive Kimberly Jacobsen will attend the conference and will speak at the Narrative Justice Panel
- **27th Annual Swing Fore! Golf Classic Event hosted by The OPTIMUS Foundation**
06/09 Deputy Executive Director Cheryl Sharp, Outreach Coordinator Ana Mitchell and Storekeeper Michael Mitchell will be attending this event.
- **Kids Court Academy – Year 5**
06/17 Ninth Session - Indigenous Environmental Network vs US Dept of State (2019). Assistant Attorney General Cynthia Mahon along with attorneys Cheryl A. Sharp and Michelle Dumas Keuler will be reviewing this case with the KCA students.
- **Growing Together CT Legislative Wrap-up Meeting**
06/18 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.
- **CTRP3 Community Outreach Subcommittee meeting**
06/25 Deputy Executive Director Cheryl Sharp and Outreach Coordinator Ana Mitchell plan to attend the meeting.
- **CHRO Food and Film**
06/25 Legal Director Kimberly Jacobsen and other staff members will attend this event.

- **Agency wide meeting**

06/30 Legal Director Kimberly Jacobsen and other staff members will attend this 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 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:

- **05/03 - Contract Compliance Technical Assistance Training**
Attendees: 45
- **05/05 - Contract Compliance Training for Municipalities**
Attendees: 7
- **05/12 - Public Purchasing Association of Connecticut**
Attendees: 25

AA/CC

AA TA: N/A

AA Meetings: 4

AA Special Projects: 11

CC TA: 1590

CC TA Session: 3

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

None reported

Past Activities:

- **Kids Court Academy**
Attendees: 56
05/06 – Housing Secretary Stephanie Chenard and Housing Representative Shaun Jones attended.
Watched the film, “Fruitvale, Oakland – Lead Poisoning in the Bay Area” Held discussion afterward with special facilitator Ashley Stewart.
- **State of CT: Open Enrollment Benefits Event**
Attendees: 240
05/08 – Housing Secretary Stephanie Chenard attended.
Watched a presentation on “What’s New: Medical Plan” and was able to ask questions and get a response from the health insurance carrier / provider.
- **Legal Division Monthly Staff Meeting**
Attendees: 24
05/08 – Housing Secretary Stephanie Chenard attended.
Went over staffing updates, the union Laua, expenses and approval for expenses, OPH / Court files in SharePoint creation and the steps for case assignments. Revisited timesheet updates and CORE. Was also updated on the E.E.O.C and Community Ambassador.
- **Kids Court Academy**
Attendees: 57
05/20 – Housing Secretary Stephanie Chenard and Housing Representative Shaun Jones attended.
Discussed the case “Lead Paint Litigation (New Jersey): Lead, Race & Redlining.” with special guest Chief Justice Mullins.

Capitol Region

Future Activities:

None reported

Past Activities:

- **CT Statewide Suicide Advisory Board**
Attendees: 250
05/08 - Regional Manager Jose-Michael Gonzalez attended in-person event/meeting presented by CT Statewide Suicide Advisory Board, CT DSS, and DCF with a focus on Connecticut Suicide Prevention Conference to support public accommodations and service for those affected by suicide and those affected by a death by suicide in CT. Contributions made to the discussion focused on resources and access, providing cultural and protected class perspective, and advocacy regarding From Struggle to Strength: Addressing Suicidal Ideation in the Trans Community and Fostering Hope and Safe Messaging When Reporting on Suicide Loss.
- **CHRO Kids Court Academy**
Attendees: 60
05/20 - Representative Oliver Morris attended virtual TEAMS Kids Court Academy discussion of In Re: Lead Paint Litigation (New Jersey) Lead, Race & Redlining
- **CHRO Local Community Outreach**
Attendees: 60
05/22 - Representative Oliver Morris attended virtual TEAMS Kids Court Academy discussion of In Re: Lead Paint Litigation (New Jersey) Lead, Race & Redlining
- **CHRO Local Community Outreach**
Attendees: 1
05/28 Representative Franklin Sykes to Cromwell Library and Town Hall for in-person education/outreach.
- **CHRO Local Community Outreach**
Attendees: 1
05/29 Representative Ann Galor to attend TEAMS Shoreline Domestic Violence and Sexual Assault Taskforce Meeting.
- **CHRO DEI Education and Outreach Community Meeting**
Attendees: 10
05/30 Representative Franklin Sykes (covering Ann Galer) attended the TEAMS regular outreach committee meeting.

Eastern Region

Future Activities:

None reported

- **GNACC Legislative Breakfast**
- **DEI Committee Meeting**

Past Activities:

- **GNACC Government Affairs Committee**
Attendees: 12
05/01 Robert Aldi attended the meeting with Town managers and State Representative.
- **New London Police Department Promotional Ceremony**
Attendees:
05/30 Robert Aldi attended with members and staff of the Norwich and New London Chapters of the NAACP.
- **DEI Committee Meeting**
Attendees: 25
05/30 Dori Bruce attends the monthly meetings.

West Central Region

Future Activities:

- **City of Waterbury resource fair - Canceled**
06/07 – Rescheduled 06/14

Past Activities:

- **CHRO Kids Court**
Attendees: 40+
05/06 Representative Robert Moller and Trainee Kristin Hegel attended CHRO Kids Court, where they facilitated and participated in discussions surrounding legal and social justice issues.
- **CHRO Kids Court**
Attendees: 40+
05/20 Representative Robert Moller and Trainee Kristin Hegel attended CHRO Kids Court, where they facilitated and participated in discussions surrounding legal and social justice issues.
- **DE&I**
Attendees: 10+
Chris Bluestein attended the monthly meeting

Southwest Region

Future Activities:

CHRO Community Engagement Ambassador (CEA) Meeting

The CEA Committee will meet via Teams to discuss, collaborate, and plan future outreach opportunities for the agency.

- **CHRO Kids Court Academy**
Bi-Monthly Kids court Academy Session hosted by Deputy Director Cheryl Sharp with participants engaging in discussions/ films relative to topics surrounding civil rights.
- **EEOC Webinar**
Pride in the Park

Past Activities:

- **CHRO Community Engagement Ambassador (CEA) Meeting**
Attendees: 15
05/01 Regional Manager Travis Fuller attended the CEA Committee meeting via Teams to discuss, collaborate, and plan future outreach opportunities for the agency.
- **CHRO Kids Court Academy**
Attendees: 50+
05/06 Regional Manager 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.
- **Monthly Investigator Meeting**
Attendees: 10+
05/07 Southwest Regional Manager Travis Fuller attended the Monthly Regional Investigator meeting to discuss topics and explore solutions regarding the investigative process. This was hosted by Laura and Robin Fox.
- **EEOC Small Business Webinar,**
Attendees: 50+
05/08 Regional Manager Travis Fuller attended the EEOC Small business webinar which explored small businesses and how to discrimination posed a barrier on fair access to this sector.
- **Collaboration Meeting with Tanner Burgdorf, Deputy Director of Groundwork Bridgeport**
Attendees: 3 (Travis Fuller, Tanner Burgdorf and Christine Rowan)
05/13 Teams meeting to discuss and explore opportunities for outreach collaboration between CHRO Southwest and a local non-profit organization Groundwork Bridgeport, given the overlap in our shared missions and community. The mission of Groundwork Bridgeport is to improve the overall well-being for residents of communities in Connecticut that have been neglected, denied resources, or otherwise ignore over the years, through activities that promote improvement in the environmental, economic, and

social conditions of their cities while at the same time providing opportunities for youth to learn and engage with their community. Several opportunities to provide CHRO Outreach tables and information at events hosted by Groundwork Bridgeport were discussed and planned, such as an upcoming 5K event as well as a Family Fun Day in June. These are annual events drawing large numbers of participants which will likely yield ongoing outreach opportunities for the Southwest region to successfully engage with the local community. Opportunities for the youth involved with Groundwork Bridgeport to participate in CHRO activities for Connecticut youth, such as Kid's Court Academy, was also discussed.

- **Groundwork Bridgeport 5K Run/ Walk**

Attendees: 200

05/17 Regional Manager Travis Fuller and HRO Reps Chritine Rowan and Matthew Diaz tabled and participated at the Groundwork Bridgeport 5K event held at seaside park, Bridgeport. The team provided information and answered questions regarding services provided by the CHRO to the public. There was a very high and diverse public turnout at the event, and we received a steady stream of community members inquiring about our services and enjoying the spinning wheel and CHRO swag.

- **Technology Committee**

Attendees:

05/19 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 Kids Court Academy**

Attendees: Over 50

05/20 Regional Manager 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.

- **EEOC Ask a Mediator Training Webinar**

Attendees: 50+

05/21 Regional Manager Travis Fuller attended the EEOC Ask a Mediator Training webinar. The webinar which explored mediation as an alternative dispute resolution tool as well as vital tips/ best practices for conducting difficult sessions.

Media Inquiries: 0

Legislative Meetings: 23

Legislative Inquiries: 26

Legislative hearings: 4

Sexual Harassment Law: 18 (May) and 8415 (cumulative)