

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

OUTREACH ACTIVITIES

Outreach Successes:

- **Social Media**

Followers: 2.1K on Facebook and 1,422 on Instagram

Attorney Jody Walker-Smith created 13 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.

- **CBA DEI Summit Subcommittee**

Attendees: 12

07/01- Attorney Jody Walker-Smith attended a planning meeting on behalf of CHRO for the CT Bar Association's DEI Summit.

- **CHRO Town HRO Outreach**

Attendees: 2

07/01 - HRO Investigator Jo Keough attended a meeting for the CHRO Town HRO Outreach Project.

- **Monthly Investigator Meeting**

Attendees: 10

07/02 - HRO Investigator Jo Keough attended a meeting for CHRO Investigators.

- **Adversity, Trauma, and Victimization at Vermont Law and Graduate School**

07/07-07/31 – HRO Investigator Jo Keough began a class called Adversity, Trauma, and Victimization at Vermont Law and Graduate School (for a master's degree in Restorative Justice).

- **Online training on Human Trafficking with Sahiyo**

07/08 – HRO Investigator Jo Keough attended an online training on Human Trafficking with Sahiyo.

- **EEOC Regional Zoom meeting**

Attendees: 3

07/08 - Legal Director Kimberly Jacobsen attended this meeting

- **Intern presentation**
Attendees: 10
07/09 - Legal Director Kimberly Jacobsen trained interns on disability law.
- **CT HBCU Alumni Network Inc.**
Attendees: 75+
07/12 - Executive Director Tanya Hughes attended the event which CHRO sponsored. With significant disparities in bachelor's degree attainment between Black and White graduates; sponsors involvement can help bridge this gap. Historically Black Colleges & Universities (HBCU's) play a vital role in enrolling nearly 300,000 students nationwide, equipping them to excel academically and professionally while inspiring them to uplift their communities. This event offered invaluable opportunities for incoming freshmen and their families to connect with alumni and current students, build meaningful networks, and access essential resources as they prepare for their academic journey.
- **WHY LIBRARIES AND MUSEUMS MATTER TODAY**
Attendees: 30+
07/12 – Outreach Coordinator Ana Mitchell attended the event. For a special discussion between Connecticut's State Librarian and State Historian. Celebrating the 250th anniversary of our nation's founding has many of us thinking about the importance of history and the institutions that preserve its many stories. How has the State of Connecticut, as one of the original thirteen colonies, documented and preserved its history over the years – and how does it do so today?
- **Journey 2 Justice**
Attendees: 50+
07/12 - Executive Director Tanya Hughes and Southwest Regional Manager Travis Fuller attended the event. The Commission on Human Rights and Opportunities celebrated with Journey 2 Justice, Inc's future leaders. Collaborating with organizations and students to ensure the next generation of Justice Warriors in Connecticut have opportunities in various areas of the legal profession.
- **EEOC training entitled Know Your Rights and Responsibilities**
07/14 – HRO Investigator Jo Keough attended an online EEOC training entitled Know Your Rights and Responsibilities: Understanding Workplace Protections Under EEOC and Wage & Hour Laws.
- **Commission on Racial and Ethnic Disparity in the Criminal Justice System**
Attendees: 30
7/14 as appointed, Deputy Executive Director Cheryl Sharp attended this meeting.
- **CT Management Advisory Counsel**
Attendees: about 100
07/16 - Legal Director Kimberly Jacobsen attended this meeting.

- Shoreline Domestic Violence and Sexual Assault Taskforce**
Attendees: 7
 07/17 - HRO Investigator Jo Keough attended a meeting of the Shoreline Domestic Violence and Sexual Assault Taskforce.
- CHRO Town HRO Outreach**
Attendees: 2
 07/17 - HRO Investigator Jo Keough attended a meeting for the CHRO Town HRO Outreach Project.
- Greater Hartford Jazz Festival**
Attendees: 4000+
 7/18 - 7/20 - Executive Director Tanya Hughes, Deputy Executive Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, Storekeeper, Michael Mitchell and State Program Manager Johnette Tolliver along several CHRO employees tabled at this event reaching out to the community and stakeholders as a reminder that CHRO is open for business and are steadfast our mission of continued education and advocacy.
- DEIBAJ Collaborative Meeting**
Attendees: 15
 07/21 - Attorney Jody Walker-Smith attended a meeting of DEI professionals across state agencies to collaborate in efforts to support inclusive workplaces.
- DEI Committee monthly meeting**
Attendees: 7
 07/25 - DEI committee co-chair Attorney Jody Walker-Smith led the committee's monthly meeting, including discussion of DEI topics and committee projects.
- Hangtime Discussion/ CT Hall of Change**
Attendees: 60
 07/29 - Managing Director Michelle Dumas Keuler, Outreach Coordinator Ana Mitchell, Executive Mike Mitchell along with Regional Manager Travis Fuller, tabled and participated at the Bridgeport Hangtime Meeting in 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.
- CHRO Intern Summer Symposium**
Attendees: 100
 7/30 - Legal Director Kimberly Jacobsen and other staff will attend this CHRO Intern Symposium entitled Borders and Beyond: Immigration, Displacement and Justice Today.

- **ADA Commemoration**

Attendees: 50+

7/30 Deputy Executive Director Cheryl Sharp was invited to speak on the ADA and its relation to Connecticut law and the CHRO.

- **2025 CHRO Executive Interns Summer Symposium**

Attendees: 100+

7/30 Deputy Executive Director Cheryl Sharp's Executive Interns hosted the 2025 Summer Symposium Borders and Beyond: Immigration, Displacement and Justice Today at the Legislative office building discussing immigration and what it means for Connecticut and the country. Panelists included:

- Attorney Cheryl A. Sharp – CHRO Deputy Executive Director
- Hilda Santiago - State Representative 84th District
- Dana Bucin - Immigration Attorney at Harris Beach Murtha Attorneys at Law
- Emanuela Palmares - Vice President – The New American Dream Foundation
- Laura Silva – Center for Family Justice
- Cecil Tengategna - Associate Director CT Area Health Education Center Network
- Maggie Mitchell-Salem – Integrated Refugee & Immigrant Services (IRIS)

Future Outreach Activities:

- **Social Media**

Attorney Jody Walker-Smith will create posts for the agency's Facebook, Instagram, and LinkedIn accounts.

- **Kids Court Academy – Year 5**

08/05 - KCA will view a film on the Global Environmental Justice Network followed by a discussion moderated by Ashley Stewart.

- **CHRO Fair Housing Training**

08/06 - Legal Directors Michelle Dumas Keuler and Kimberly Jacobsen will lead this virtual training.

- **Analeh's Christmas in August Toy Drive and Summer Appreciation Gathering**

08/07 - Outreach Coordinator Ana Mitchell will attend the event at the Spanish Community of Wallingford.

- **EEOC Regional meeting**

08/12 - Legal Director Kimberly Jacobsen will attend this meeting.

- **CBA DEI Summit Subcommittee**

08/13 – Attorney Jody Walker-Smith will attend a planning meeting on behalf of CHRO for the CT Bar Association's DEI Summit.

- **Kids Court Academy – Year 5**
08/19 - Attorneys Cheryl Sharp and Michelle Dumas Keuler will review the Case - Chevron Texaco vs Ecaudorians with the students.
- **CTRP3 Community Outreach Subcommittee meeting**
08/27 - Deputy Executive Director Cheryl Sharp and Outreach Coordinator Ana Mitchell plan to attend the meeting.
- **DEI Committee monthly meeting**
08/29 – DEI committee co-chair Attorney Jody Walker-Smith will lead the committee’s monthly meeting, including discussion of DEI topics and committee projects.
- **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:

- **07/10 - Contract Compliance Technical Assistance Training**
Attendees: 20
- **07/10 - Contract Compliance Training for Municipalities**
Attendees: 8

AA/CC

AA TA: N/A

AA Meetings: 4

AA Special Projects: N/A

CC TA: 1466

CC TA Session: 2

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

None reported

Past Activities:

- **Monthly Investigator Meeting**

Attendees: 10

07/02 - Housing Investigator, Jacqueline Elam attended. Monthly meetings for investigators across all regions to bounce ideas off each other about cases they are having issues with and/or to discuss an interesting case or settlement. Jacqueline Elam led this month's meeting.

- **Legal Division Monthly Staff Meeting**

Attendees: 24

07/10 - Housing Secretary Stephanie Chenard attended. Went over timesheet calculations for start and stop times, also went over staff telework schedules and when the start date is for the new schedule to begin. Select staff updated everyone on the Interns, the E.E.O.C, the Community and Ambassador Program, and the D.E.&I Committee.

- **Jazz Festival**

Attendees: 100,000

07/18 - Housing Investigator, Jacqueline Elam attended. Annual summer festival of jazz musicians, performances and vendor tables celebrating. Held in Hartford's Bushnell Park. Sees over 100,000 visitors during a three-day period.

- **C.H.R.O. Summer Intern Symposium**

Attendees: 100

07/30 - Housing Investigator Sunasha Dunham-Carson, and Housing Secretary Stephanie Chenard attended. Borders and Beyond: Immigration, Displacement and Justice Today. Interns held discussion regarding immigration, displacement, and justice with honorary panelist, Attorney and Deputy Director Cheryl Sharp – Commission on Human Rights and Opportunities. Attorney Dana Bucin – Harris Beach Murtha, Honorary Consul to Romania. Maggie Mitchell-Salem Executive Director – Integrated Refugee and Immigrant Services. Emanuela Palmares Co-Founder and Vice President – The New American Dream Foundation. Hilda Santiago – Connecticut House of Representatives.

Capitol Region

Future Activities:

None reported

Past Activities:

- **CT Statewide Suicide Advisory Board**

Attendees: 250

07/01- Regional Manager Jose-Michael Gonzalez attended virtual TEAMS event/meeting presented by CT Statewide Suicide Advisory Board, CT DSS, and DCF with a focus on how providing CT LGBTQIA+ populations with affirming care across the lifespan relates to suicide prevention to support public accommodations and services for those affected by suicide and those affected by a death by suicide in CT. Contributions made to the discussion focused on federal elimination of Nationwide Hotline resources by current administration, barriers to access, providing cultural and protected class perspective to historically marginalized groups in CT.

- **CT Management Advisory Board**

Attendees: 150

07/16 – Regional Manager Jose-Michael Gonzalez, in his role as elected representative of CHRO, attended virtual TEAMS event/meeting presented by CT Management Advisory Board with a focus on the mandatory monthly meeting.

- **CHRO IT Committee Meeting**

Attendees: 8

07/14 - Trainee Oliver Morris participated in committee Teams chat regarding website transition.

07/16 - Trainee Oliver Morris involved in discussion regarding Surface Pro laptops and checked in with Capitol Region staff to be sure that no one in the office still has one.

- **Greater Hartford Jazz Festival**

07/19 – Trainee Oliver Morris assisted with providing information to all the attendees at the manned table at the Greater Hartford Jazz Festival.

07/19 – Investigator Jose Arnaldo Guadalupe assisted with providing information to all the attendees at the manned table at the Greater Hartford Jazz Festival.

07/19 – Investigator Ann Galer assisted with providing information to all the attendees at the manned table at the Greater Hartford Jazz Festival.

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

Attendees: 100

07/25- Regional Manager Jose-Michael Gonzalez attended virtual TEAMS event/meeting presented by CT Connecting to Care regarding 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 promoting health equity, racial justice and cultural and linguistic competence across all behavioral health services at the local, regional and state levels and the topics of: Regional Learning Communities, Wraparound Statewide Multi-Cultural Workgroup, and State Partner Updates (DCF, DMHAS, DSS, DPH).

- **CHRO DEI Education and Outreach Community Meeting**

Attendees: 20

07/25 Representative Ann Galer attended the TEAMS regular outreach committee meeting.

- **CHRO Community Engagement Committee meeting**

Attendees: 6

07/26 - Representative Laura Roxbury attended the virtual outreach committee meeting for July, which was held a week early in June due to the July holiday and member availability.

- **CHRO Interns Summer Symposium**

Attendees: 100

07/30 – Representative Franklin Sykes attended virtual TEAMS the CHRO 2025 Summer Symposium event on Borders and Beyond: Immigration, Displacement and Justice Today.

07/30 – Trainee Oliver Morris attended virtual TEAMS the CHRO 2025 Summer Symposium event on Borders and Beyond: Immigration, Displacement and Justice Today.

Eastern Region

Future Activities:

None reported

Past Activities:

No activities

West Central Region

Future Activities:

Past Activities:

- **Waterbury PAL Event**
Attendees 30+
07/24 - Manager Shawn Burns attended the PAL event in front of Waterbury City Hall. Our pamphlets were handed out to people in attendance as well as information given on how to contact our office.
- **CHRO Borders & Beyond Symposium**
Attendees: 40+
07/30 - Manager Shawn Burns attended the 2025 Annual Summer Symposium titled on Immigration, Displacement, and Justice Today, where he participated in a discussion on what immigration looks like under the current political climate and administration.

Southwest Region

Future Activities:

Past Activities:

- **CHRO Community Engagement Ambassador (CEA) Meeting**
Attendees: 15
07/03 - Regional Manager Travis Fuller attended the CEA Committee meeting via Teams to discuss, collaborate, and plan future outreach opportunities for the agency.
- **CHRO in Collaboration with Journey 2 Justice (J2J) (a law pipeline program)**
Attendees: 70+
07/12 - Executive Director Tanya Hughes and Travis Fuller attended and participated in the launch of the Journey2 Justice (J2J) Summer kick off program. The team provided information and answered questions regarding services provided by the CHRO to the public and explained the different career paths within the agency. There was a very high and diverse public turnout at the event and an internship and exposure aspect in the SW(Bridgeport office).
- **EEOC Training – Ask a mediator**
Attendees: 50+
07/16 - 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.

- **EEOC Alternative Dispute Resolution/Mediation Program**

Attendees: 10+

07/17 - Regional Manager Travis Fuller attended the EEOC alternative Dispute Resolution/ Mediation Training webinar. The webinar which explored mediation as an alternative dispute resolution tool as well as vital tips/ best practices for conducting difficult sessions. These techniques are sheared with staff to bolster knowledge and skills.

- **Greater Hartford festival of Jazz at the Bushnell Park**

Attendees: 50+

07/20 - Deputy Director Cheryl Sharp, Managing Director Kim Jacobson, Outreach Coordinator Ana Mitchell, Executive Mike Mitchell, Johnette Tolliver, Regional Manager Travis Fuller, HRO Attorney Spencer Hill, and other members of staff tabled and participated at the Greater Hartford festival of Jazz at the Bushnell Park, Hartford. 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.

- **Hangtime Discussion/ CT Hall of Change**

Attendees: 50

07/29 - Managing Director Michelle Dumas Keuler, Outreach Coordinator Ana Mitchell, Executive Mike Mitchell along with Regional Manager Travis Fuller, tabled and participated at the Bridgeport Hangtime Meeting in 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.

- **CHRO Summer Symposium - Borders and Beyond: Immigration, Displacement and Justice Today (virtual)**

Attendees: 30

07/30 - Regional Manager Travis Fuller attended CHRO Summer Symposium - Borders and Beyond: Immigration, Displacement and Justice Today hosted by Deputy Director Cheryl Sharp and the CHRO Interns. Discussions surrounding civil rights were facilitated by Deputy Director Cheryl Sharp and other panelists.

Media Inquiries: 1

Legislative Meetings: 5

Legislative Inquiries: 10

Legislative hearings: End of Session

Sexual Harassment Law: 25 (July) and 8482 (cumulative)