

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

## **OUTREACH ACTIVITIES**

### **Outreach Successes:**

- **Social Media**

Followers: Facebook 2.1K and Instagram 1,457

Attorney Jody Walker-Smith created 10 posts for the agency's Facebook, Instagram, and LinkedIn accounts. Anthony Pragano Executive Trainee submitted 8 Outreach posts and 3 pending for the agency's Facebook, Instagram, and LinkedIn accounts.

- **CHRO Intern Symposium**

**Attendees: 100**

07/30 - Legal Director Kimberly Jacobsen and other staff attended this symposium.

- **DEIBAJ Collaborative**

**Attendees: 8/5**

08/04 - 08/11 - DEI committee co-chair Attorney Jody Walker-Smith attended planning meetings for a statewide conference proposal.

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

**Attendees: 13**

08/05 - HRO Representative Jo Keough attended a meeting of the Shoreline Domestic Violence and Sexual Assault Taskforce

- **Kids Court Academy – Year 5**

**Attendees: 60+**

08/05 -Tenth Kids Court Academy session viewed a film on the Global Environmental Justice Network and had discussion centered around this year's theme, Environmental Justice, moderated by Ashley Stewart.

- **Monthly Investigator Meeting**

**Attendees: 12**

08/06 - HRO Representative Jo Keough facilitated a meeting for CHRO Investigators.

- **CHRO Fair Housing Training**

**Attendees: 112**

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

- Charter Oak Health Center - Annual Community Health & Wellness Fair**  
**Attendees: 150+**  
 08/06 - Outreach Coordinator Ana Mitchell, HRO Trainee Anthony Pragano and Storekeeper Michael Mitchell tabled the event and informed the community about their protected classes and the services CHRO offers to the stakeholders.
- Analeh's Christmas in August Toy Drive and Summer Appreciation Gathering**  
**Attendees: 50+**  
 08/07 - Outreach Coordinator Ana Mitchell and Storekeeper Michael Mitchell attended the event at the Spanish Community of Wallingford.
- Community Engagement Committee Meeting**  
**Attendees: 50+**  
 08/07 - The CEC met and finalized the presentation created for use by any CHRO staff for outreach events.
- EEOC Regional meeting**  
**Attendees: 5**  
 08/12 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler attended this meeting.
- New England ED monthly Zoom Call**  
**Attendees: 8**  
 08/12 - Legal Director Michelle Dumas Keuler attended.
- Kids Court Academy – Year 5**  
**Attendees: 60+**  
 08/19 - Eleventh Kids Court Academy session where two of CHRO's attorneys, Elizabeth (Liz) Moyse and Ethan Cain present the case **Aguinda v Texaco Inc.** They outlined the series of cases associated with **Chevron Texaco vs Ecuadorians** to give us a broader view of how the legal process unfolded and where it is understood to be today.
- Angel of Edgewood – 5<sup>th</sup> Annual Back to School Extravaganza**  
**Attendees: 2000+**  
 08/21 - Deputy Executive Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, Storekeeper, Michael Mitchell and HRO Trainee, Anthony Pragano tabled at this event alongside Ken An from the EEOC, reaching out to the community and stakeholders with particular focus to the youth, providing information about being bullied for any portion of protected classes they belong to and how CHRO can assist them.
- Event in New Canaan**  
**Attendees: 50+**  
 08/23 - Deputy Executive Director Cheryl Sharp attended a mentorship and networking event for attorneys, judges and law students. Cheryl Sharp was one of the speakers. I spoke about the services of the CHRO and the internship programs available to law school students.

- **The Faith SDA Church Health and Fitness Fair**

**Attendees: 100+**

08/24 - Outreach Coordinator Ana Mitchell, tabled the event and informed the community about their protected classes and the services CHRO offers to the stakeholders.

- **CBA DEI Summit Subcommittee**

**Attendees: 12**

08/26 - Attorney Jody Walker-Smith attended a planning meeting on behalf of CHRO for the CT Bar Association's DEI Summit.

### **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**

09/02 - KCA will be watching a film **PBS – Climate Change Along Connecticut's Coast** followed by a discussion moderated by Ashley Stewart.

- **East Catholic High School Convocation**

09/05 - Deputy Executive Director, Cheryl Sharp invited as the guest speaker to students at the convocation on this year's theme, "Accountability" based on the book *Just Mercy by Bryan Stevenson*.

- **Commission on Racial and Ethnic Disparity in the Criminal Justice System**

09/08 - Deputy Executive Director, Cheryl Sharp will be attending this meeting.

- **DEIBAJ Collaborative**

09/08, 09/15 and 09/22 - DEI committee co-chair Attorney Jody Walker-Smith will attend the full collaborative monthly meeting and two planning meetings for a statewide conference proposal.

- **EEOC Regional meeting**

09/09 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler will attend this meeting.

- **EEOC annual Legal Update**

09/11 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler will attend this meeting.

- **Kids Court Academy – Year 5**

09/16 - Attorneys John Letizia and Phyllis Pari of Letizia, Ambrose & Falls P.C. will review the Case – American Electric Power vs. Connecticut (2011) with the students

- **Food and a Film (August/September/October)**  
09/17 - CHRO will be screening three short documentaries. For International Youth Day, the documentaries are **International Youth Day and Youth Day 2024**. For Voter Registration Month, the documentary is **Out to Vote: A Story of Voting Rights, Voter Suppression & Fight for Democracy**. For the Anniversary of the March on Washington 1963, the documentary is **The March on Washington**.
- **CT Management Advisory Council monthly meeting**  
09/17 - Legal Director Kimberly Jacobsen will attend this meeting.
- **First-Ever Commission on Human Rights and Opportunities Joint Employment and Housing Discrimination Education Program**  
09/18 - Deputy Executive Director, Cheryl Sharp and Managing Director – Housing/Training, along with Attorneys John Letizia and Phyllis Pari of Letizia, Ambrose & Falls P.C., will be facilitating this training.
- **CTRP3 Community Outreach Subcommittee meeting**  
09/24 - Deputy Executive Director Cheryl Sharp and Outreach Coordinator Ana Mitchell plan to attend the meeting.
- **DEI Committee monthly meeting**  
09/26 - 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:**

- **08/05 - Contract Compliance Technical Assistance Training**  
**Attendees: 15**
- **08/05 - Contract Compliance Training for Municipalities**  
**Attendees: 6**

### **AA/CC**

AA TA: N/A

AA Meetings: 2

AA Special Projects: N/A

CC TA: 1222

CC TA Session: 2

## REGIONAL OUTREACH AND HOUSING AT A GLANCE

### Housing

#### **Future Activities:**

None reported

#### **Past Activities:**

- **Kids Court Academy 5**

**Attendees: 45**

08/05 - Housing Secretary, Stephanie Chenard watched a short film called, "Global Environmental Justice Network". Held discussion afterward with special guest mediator Ashley Williams.

- **Kids Court Academy 5**

**Attendees: 41**

08/19 - Housing Secretary, Stephanie Chenard attended. CHRO Attorneys Elizabeth Moyse and Ethan Cain who are Commission on Human Rights attorneys presented the cases Aguinda v. Texaco, Inc., and Chevron Texaco v. Ecuadorians. Broke out into discussion groups after the presentation to answer questions.

- **2025 Angel of Edgewood Backpack Extravaganza Dunkin Park**

**Attendees: 3,000**

08/21 - Housing Investigator, Jacqueline Elam attended the event featured activities, games, giveaways, school supplies, and more. The organization brings together community organizations and resources to support families in having a good start to the school year.

- **Reentry Roundtable**

**Attendees: 10**

08/26 - Housing Investigator, Jacqueline Elam attended.

Monthly meeting of CT area service providers that provides information and connects returning citizens to vital services for successful reentry in their community.

## **Capitol Region**

### **Future Activities:**

None reported

### **Past Activities:**

- **CHRO Community Engagement Committee meeting**  
**Attendees: 6**  
08/07 - Representative Laura Roxbury participated in the virtual outreach committee meeting for August.
- **CHRO IT Committee Meeting**  
**Attendees: 8**  
08/11 - Trainee Oliver Morris participated in committee Teams chat regarding website transition.
- **CHRO Kids Court**  
**Attendees: 40**  
08/19 - Regional Manager Jose-Michael Gonzalez attended virtual TEAMS event/meeting presented by CHRO Kids Court Academy on Chevron vs. Texaco case.  
  
08/19 - Trainee Oliver Morris attended virtual TEAMS event/meeting presented by CHRO Kids Court Academy on Chevron vs. Texaco case.  
  
08/19 - Representative Franklin Sykes attended virtual TEAMS event/meeting presented by CHRO Kids Court Academy on Chevron vs. Texaco case.
- **CHRO DEI Education and Outreach Community Meeting**  
**Attendees: 20**  
08/29 - Representative Laura Roxbury attended the TEAMS regular outreach committee meeting.

## **Eastern Region**

### **Future Activities:**

- **Veterans Stand Down**  
09/19
- **Celebrate Cultural Diversity**  
09/28 (rain date 09/29)
- **DEI Committee**  
09/29

### **Past Activities:**

- **National Night Out**  
**Attendees: 300+**  
08/05 - HRO Representative Zach Cobb and Secretary Cathy Chester attended the National Night Out sponsored by Norwich Police Department where they promoted community policing and engaged in fun activities for all ages. Including their very own Ice Cream truck!
- **DEI Committee**  
**Attendees: 10-12**  
08/29 - Dori Bruce attends the monthly meetings.

## **West Central Region**

### **Future Activities:**

### **Past Activities:**

- **Culture and Commerce Business Festival**  
**Attendees: 30+**  
08/01 - Representative Christopher Blustein, Representative Ashanti Fleming, and Trainee Kristin Hegel attended the event which featured Black-owned businesses at St. Mary's Hospital, distributing CHRO flyers.
- **Kids Court Academy**  
**Attendees: 50+**  
08/05 - Representative Christopher Blustein participated in the event which highlighted the Global Environmental Justice Network (environmental discrimination focus).
- **Investigator Training**  
**Attendees: 10+**  
08/06 - Regional Manager Shawn Burns, Representative Christopher Blustein, Bob Moller and Suzanne Westhaver attended the monthly meeting with Legal and investigators to get additional guidance and training on investigations

- **Kids Court Academy**

**Attendees: 40+**

08/19 - Representative Christopher Blustein attended the meeting which continued the environmental justice discussion led by Cheryl Sharp, CHRO Attorneys, and a few outside attorneys. Mostly a group of lectures from attorneys and PowerPoint covering oil drilling in the Amazon. Then CHRO reps led break out rooms' w/discussions, where Blustein led a group 40+ in attendance.

## **Southwest Region**

### **Future Activities:**

### **Past Activities:**

- **Monthly Investigator Meeting**

**Attendees: 10+**

08/06 - 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 Meg G.

- **CHRO Community Engagement Ambassador (CEA) Meeting**

**Attendees: 15**

08/07 - Regional Manager Travis Fuller attended the CEA Committee meeting via Teams to discuss, collaborate, and plan future outreach opportunities for the agency.

- **Technology Committee**

**Attendees: 10**

08/11 - 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: 50+**

08/19 - 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.

- **Bridgeport Jazz Festival**

**Attendees: 50+**

08/19 - Regional Manager Travis Fuller, HRO Reps, Melissa Joseph, Carolyn Anderson and Cathy Kendall, tabled and participated at the Bridgeport Jazz Festival. 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.

Media Inquiries: n/a

Legislative Meetings: 13

Legislative Inquiries: 12

Legislative hearings: n/a (no legislative session)

Sexual Harassment Law: 34 (August) and 8516 (cumulative)