

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

OUTREACH ACTIVITIES

Outreach Successes:

- **Social Media**

Followers: 2.1K on Facebook, 1,497 on Instagram, 462 on LinkedIn

Attorney Jody Walker-Smith created 15 posts for the agency's Facebook, Instagram, and LinkedIn accounts with assistance from Attorney Courtney Shields and Spencer Hill. Anthony Pragano Executive Trainee submitted 3 Outreach posts for the agency's Facebook, Instagram, and LinkedIn accounts.

- **Monthly Investigator Meeting**

Attendees: 8

10/01 - Representative Jo Keough attended a CHRO Monthly Investigator Meeting

- **Growing Together CT Reconvening Meeting**

Attendees: 15

10/01 - Legislative and Administrative Advisor Darcy Strand attended the Growing Together CT Coalition's first meeting ahead of the 2026 session.

- **Community Engagement Ambassadors**

Attendees: 5

10/02 – Outreach Coordinator Ana Mitchell, Representative Jo Keough and other staff members attended and took minutes for a meeting for members of the Community Engagement Ambassadors.

- **FOIA conference**

Attendees: 200+

10/03 - Legal Directors Kimberly Jacobsen, Michelle Dumas Keuler and other staff attended this conference.

- **Minority Construction Council - 2025 Construction Expo & Matchmaker**

Attendees: 200

10/03 – Johnette Tolliver, Program Manager, Attorney Spencer Hill and Contract Compliance Representative Paul Schiller tabled the MCC Construction Expo & Matchmaker for MBEs and DBEs. This was a prime opportunity to connect with industry leaders, discover new projects, and grow your business. CHRO had the opportunity to discuss the new statutory changes to the contract compliance program.

- **Connecticut Latino Policy Summit**

Attendees: 150

10/04 - Legislative and Administrative Advisor Darcy Strand attended the Connecticut Latino Policy Summit hosted by the Commission on Women, Children, Seniors, Equity and Opportunity. The event focused on creating an agenda around the policy goals and needs of Connecticut's Latino community.

- **Kids Court Academy – Year 5**

Attendees: 60+

10/07- Fifteenth Kids Court Academy session where CHRO attorney Spencer Hill reviewed the Case – **Massachusetts vs EPA (2007)** with KCA students.

- **CT Realtors Association – Litchfield Chapter**

Attendees: 40

10/08 – Michelle Dumas Keuler - Managing Director – Legal gave fair housing presentation

- **Community Engagement Ambassadors**

Attendees: 3

10/09 – Outreach Coordinator Ana Mitchell, Legislative and Administrative Advisor Darcy Strand and Representative Jo Keough attended a meeting re: the CEA's 12/4 agency-wide presentation.

- **Open Communities Alliance, "Louder Than a Veto" Housing Forum**

Attendees: 50

10/09 - Legislative and Administrative Advisor Darcy Strand attended the Open Communities Alliance's forum put on in conjunction with other groups who worked on House Bill 5002 to discuss opposition to the Governor's veto of HB 5002 in June and what reforms need to be made regarding Connecticut's housing policies.

- **CBA DEI Summit Subcommittee**

Attendees: 6

10/10 – Attorney Jody Walker-Smith attended a planning meeting on behalf of CHRO for the CT Bar Association's DEI Summit.

- **MLK Planning Meeting**

Attendees: 10+

10/14 – Outreach Coordinator Ana Mitchell, Executive Trainee Anthony Pragano and Representative Sancha Works attended a meeting to discuss an MLK event occurring in January 2026.

- Connecticut Bar Association 150th Anniversary Gala**
Attendees: 150+
 10/16 Deputy Executive Director, Cheryl Sharp, Outreach Coordinator, Ana Mitchell and Storekeeper, Michael Mitchell attended the celebration marking 150 years of the Connecticut Bar Association (CBA).
- CBA 150th Anniversary Gala**
Attendees: 400
 10/16 - Legal Directors Kimberly Jacobsen, Michelle Dumas Keuler w/other CBA members in honor of the 150 anniversary of the CBA.
- DEI Collaborative meeting**
Attendees: 8
 10/20 - Legal Director Kimberly Jacobsen and Michelle Dumas Keuler attended the meeting.
- GNH NAACP: "The Right to Read"**
Attendees: 100
 10/21– Outreach Coordinator Ana Mitchell attended and viewed curated clips from the film and participated in the panel discussion. Featured Speaker: KAREEM WEAVER, Veteran Teacher and NAACP Activist.
- Kids Court Academy – Year 5**
Attendees: 60+
 10/21 Final Year 5 Kids Court Academy session, highlighting environmental justice, viewed excerpts from the film **I am Greta** followed by a discussion moderated by Ashley Stewart.
- Foundations Training**
Attendees: 24
 10/22 – Attorneys Jody Walker-Smith and Spencer Hill led the statutorily required 5-hour training on the foundations of discrimination law and how to investigate to all newly hired EEOs and AG designees working for the State.
- Community Engagement Ambassadors**
Attendees: 7
 10/23– Outreach Coordinator Ana Mitchell, Representative Jo Keough and other staff members attended and took minutes for a meeting for members of the Community Engagement Ambassadors.
- CBA Land Use Section – Keynote speaker**
Attendees: 50
 10/23 - Michelle Dumas Keuler - Managing Director – Legal – presented attendees w/AI and mortgage lending discrimination topics.

- CBA Diversity, Equity and Inclusion Annual Summit**
Attendees: 100+
 10/24 Michelle Dumas Keuler - Managing Director – Legal – attended daylong summit in New Haven regarding DE&I issues.
- CBA DEI Summit**
Attendees: 100
 10/24 – Attorney Jody Walker-Smith attended, introduced a speaker, and accepted an award on behalf of the CHRO at the CBA’s annual DEI summit at Gateway Community College in New Haven.
- CBA DE&I Summit**
Attendees: 75
 10/24 - Legal Director Kimberly Jacobsen and other staff attended this event.
- City of Middletown Anti-Racism Task Force - Roll the Dice a Game of In-Equity**
Attendees: 50
 10/24 - Outreach Coordinator Ana Mitchell participated in the Community Conversation while playing Roll the Dice an interactive training facilitated to repurpose the classic Monopoly board to engage participants in (re) learning our national history.
- Community Engagement Ambassadors**
Attendees: N/A
 10/28 – Representative Jo Keough attended a CHRO Investigator Training.
- Deep River Elementary School, Human Rights Unit**
Attendees: 28
 10/28 - Contract Compliance HRO Representative Paul Schiller spoke to a class of 5th Grade Students at Deep River Elementary School as a part of their unit about Human Rights. Topics included: Mission of CHRO, Discrimination, Bullying, Contract Compliance (relating to a project at the school that involved CHRO Compliance), and the Kids Court Academy.
- CHRO Regional Investigator Training**
Attendees: 40+
 10/28 Michelle Dumas Keuler - Managing Director – Legal – conducted training for all the investigators, their managers (including housing and legal) regarding intake and identification of protected classes.

- **Update Training**

Attendees: 70

10/30 - Attorneys Jody Walker-Smith and Spencer Hill led the statutorily required 3-hour training on updates in discrimination law and how to investigate to all EEOs and AG designees working for the State who have already received Foundations Training.

Future Outreach Activities:

- **Social Media**

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

- **Legal Investigator Training**

10/28 - Legal Director Kimberly Jacobsen and other staff will train investigators.

- **CT Education DE&I roundtable**

10/28 - Legal Director Kimberly Jacobsen will train about the CHRO.

- **CHRO Youth Summit**

11/01 - Legal Director Kimberly Jacobsen and other staff will train at this event

- **CHRO 2025 Youth Summit**

11/01 – Attorney Jody Walker-Smith will assist with tasks and speak on a panel about educational equality at the 2025 CHRO Youth Summit at UConn Law School.

- **CHRO 2025 Youth Summit**

11/01 - CHRO will be hosting its first 2025 Social Justice Youth Summit at UConn School of Law on November 1, 2025, where students from grades 7 through 12 are invited to attend.

- **Kids Court Academy – Year 5**

11/04 – 11/06 - Deputy Executive Director, Cheryl A. Sharp, Outreach Coordinator, Ana Mitchell and Storekeeper, Michael Mitchell will be consulting and participating in a national public service announcement, being filmed on Ellis Island in New York. The PSA is in partnership with Joe Young, President of CAN DO, Inc., highlighting immigration, diversity, and unity through ***Kemet the Time Traveler***.

- **Update Training**

11/05 - Attorneys Jody Walker-Smith and Spencer Hill will lead a second session of the statutorily required 3-hour training on updates in discrimination law and how to investigate to all EEOs and AG designees working for the State who have already received Foundations Training.

- **School Visit – Glastonbury East Hartford Magnet School**
11/05 – Attorney Jody Walker-Smith will speak with 5th graders at the CREC magnet school about discrimination and the CHRO's involvement in passing and enforcing the CROWN Act.
- **Commission on Racial and Ethnic Disparity in the Criminal Justice System**
11/10 - Deputy Executive Director Cheryl Sharp and Outreach Coordinator Ana Mitchell plan to attend this meeting
- **EEOC ED Regional Zoom**
11/11 - Legal Director Kimberly Jacobsen will attend this meeting
- **CHRO Fair Housing Training**
11/15 - Legal Directors Michelle Dumas Keuler and Kimberly Jacobsen will do this online training for the public.
- **DEI Collaborative meeting**
11/17 - Legal Director Kimberly Jacobsen will attend this meeting
- **CT MAC meeting**
11/19 - Legal Director Kimberly Jacobsen will attend this meeting
- **CTRP3 Community Outreach Subcommittee meeting**
11/26 - Deputy Executive Director Cheryl Sharp and Outreach Coordinator Ana Mitchell plan to attend this 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:

- **10/08 - Department of Housing- CDBG Training**
Attendees: 39
- **10/09 - Contract Compliance Technical Assistance Training**
Attendees: 35

- **Deep River Elementary School, Human Rights Unit**

Attendees: 28

10/28 - Contract Compliance HRO Representative Paul Schiller spoke to a class of 5th Grade Students at Deep River Elementary School as a part of their unit about Human Rights. Topics included: Mission of CHRO, Discrimination, Bullying, Contract Compliance (relating to a project at the school that involved CHRO Compliance), and the Kids Court Academy.

AA/CC

AA TA: 6

CC TA: 1443

AA Meetings: 1

CC TA Session: 2

AA Special Projects: N/A

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

None reported

Past Activities:

- **OCT Training & Outreach Monthly Investigator Meeting**

Attendees: 11

10/01 - Housing investigator Jacqueline Elam attended. Monthly meetings for investigators across all regions to bounce ideas off of each other about cases they are having issues with and/or to discuss an interesting case or settlement. I led this month's meeting.

- **Monthly Technology Committee**

Attendees: 8

10/06 - Housing secretary Stephanie Chenard attended.

Went over region tickets. Discussed the Wi-Fi and ethernet cable outage issue. Learned about the co-pilot license and how it works.

- **Kids Court Academy**

Attendees: 38

10/07 - Housing investigator Shaun Jones, and Housing Secretary Stephanie Chenard attended. Reviewed the case Massachusetts vs. EPA (2007) with special guest, Attorney Spencer Hill.

- **Kids Court Academy**

Attendees: TBD

10/21- Housing investigator Shaun Jones and Housing secretary Stephanie Chenard will be attending.

- **Reentry Roundtable**

Attendees: TBD

10/25 - Housing investigator Jacqueline Elam will be attending. Monthly meeting of CT area service providers that provides information and connects returning citizens to various services needed for successful reentry in their community.

- **Investigator Training**

Attendees: TBD

10/28 - Housing supervisor Diane Carter, Housing investigators Cynthia Dryfe, Shaun Jones, Renee Clarke, Jacqueline Elam, Sunasha Dunham-Carson, and John Torres will be attending. Annual investigator training for the regions.

Capitol Region

Future Activities:

None reported

Past Activities:

- **CHRO CEA/Outreach Committee Meeting**

Attendees: 5

10/02 - Representative Laura Roxbury attended the monthly agency-wide outreach committee meeting.

- **CT Statewide NAACP Annual Meeting**

Attendees: 150

10/03 - Regional Manager Jose-Michael Gonzalez attended In-Person event/meeting presented by CT Statewide NAACP Fierce Urgency of Now: 62nd Annual Freedom Fund Dinner. Contributions made to the discussion focused on enduring work of civil rights leaders, address by Senior National Director of Advocacy, awards ceremony, Lottie Owens (past CHRO Regional Manager recognition and community award), and providing cultural and protected class perspective to historically marginalized groups in CT.

- **CT Statewide Latino Policy Agenda Summit**

Attendees: 150

10/04 - Regional Manager Jose-Michael Gonzalez attended In-Person event/meeting presented by CT General Assembly, CWCSEO, and UCONN with a focus on the Connecticut Latino Policy Agenda. Contributions made to the discussion focused on address from Attorney General William Tong, panel meeting with the Puerto Rican and Latino Caucus Legislative Elected Officials, attending panel meeting The Latino Health

Crisis: What Happens When Policy Fails, attending panel meeting Rooted in Resilience: Latino Communities and the Fight for Environmental Justice, and providing cultural and protected class perspective to historically marginalized groups in CT.

10/04 – Representative Jose Arnaldo Guadalupe attended In-Person event/meeting presented by CT General Assembly, CWCSEO, and UCONN with a focus on the Connecticut Latino Policy Agenda. Contributions made to the discussion focused on address from Attorney General William Tong, panel meeting with the Puerto Rican and Latino Caucus Legislative Elected Officials, attending panel meeting The Immigration Crisis: Responding to Fear with Justice, panel meeting Latino Civis and Community Engagement, and providing cultural and protected class perspective to historically marginalized groups in CT.

- **CHRO IT Committee Meeting**

Attendees: 8

10/06 - Trainee Oliver Morris attended virtual Teams monthly committee meeting.

- **CHRO Kids Court Academy**

Attendees: 35

10/07 - Representative Franklin Sykes attended virtual TEAMS Kids Court Academy discussion on Massachusetts vs EPA (2007).

10/21 - Representative Oliver Morris attended virtual TEAMS Kids Court Academy discussion on I am Greta.

- **CT Statewide Suicide Advisory Board**

Attendees: 35

10/08 - 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 the planning of the 2026 Inspiring Hope Annual National Suicide Prevention Conference Committee.

- **CT Statewide Annual Maternal Health Conference**

Attendees: 350

10/10 - Regional Manager Jose-Michael Gonzalez attended In-Person event/meeting presented by Hispanic Health Council, Greater Hartford Legal Aid, Hartford Foundation, and CVS Health Foundation on the 2nd Annual Maternal Health Conference. Contributions made to the discussion focused on unpacking intimate partner violence and maternal health in CT and providing cultural and protected class perspective regarding Public Act 25-139 Human Trafficking and Sexual Assault Victims and CT Pregnancy Law Workplace Rights and Protections.

- **CT Statewide Psychedelics and Cannabis Update**

Attendees: 35

10/10 - Regional Manager Jose-Michael Gonzalez attended virtual TEAMS event/meeting presented by TPN Health Network on Hopes or Hard Truths? Psychedelics and Cannabis Update. Contributions made to the discussion focused on cannabis legalization expanding across all states, political and treatment impact of

growing interest in psychedelics, and providing cultural and protected class perspective regarding clinical implications and public access to health treatment.

- **Native American Monthly Meeting**

Attendees: 15

10/16 - Regional Manager Jose-Michael Gonzalez attended In-Person event/meeting presented by the Mashantucket Pequot Museum focused on Native American Heritage Month 2025. Contributions made to the discussion focused on book review of *The World We Used to Live In: Remembering the Powers of the Medicine Men* collection of anecdotes from tribes across the country, explores everything from healing miracles and sacred rituals, and providing cultural and protected class perspective to historically marginalized groups in CT.

- **NAACP Monthly Meeting**

Attendees: 35

10/20 - Regional Manager Jose-Michael Gonzalez attended In-Person event/meeting presented by CT NAACP.

- **CT Statewide CLAS Advisory Council Meeting**

Attendees: 35

10/24 - Regional Manager Jose-Michael Gonzalez attended virtual TEAMS event/meeting presented by Carelon and DCF focused on review and recommendations to the DCF Commissioner Children's Behavioral Health Advisory Committee (CBAHC) statewide service plan. Contributions made to the discussion focused on addressing disproportionality to reduce racial, ethnic, and other identified group disparities by providing cultural and protected class perspective that is racially just, culturally, and linguistically appropriate services (CLAS) to the community, with increased attention on accountability through tracking and data.

- **CHRO Regional Training for Investigators**

Attendees: 10

10/28 - Regional Manager Jose-Michael Gonzalez attended In-Person CHRO Regional Training for Investigators.

10/28 - Representative Jose Arnaldo Guadalupe attended In-Person CHRO Regional Training for Investigators.

10/28 - Representative Oliver Morris attended In-Person CHRO Regional Training for Investigators.

10/28 - Representative Laura Roxbury attended In-Person CHRO Regional Training for Investigators.

10/28 - Representative Franklin Sykes attended In-Person CHRO Regional Training for Investigators.

- **CT Statewide Cannabis Ombudsman Annual Meeting**

Attendees: 150

10/29 - Regional Manager Jose-Michael Gonzalez attended virtual TEAMS event/meeting presented by the CT Cannabis Ombudsman, DMHAS, and CatalystCT focused on Cannabis Laws, ACCESS, and Medical Rights. Contributions made to the discussion focused on learning how to balance between rights and responsible use to strengthen prevention in CT communities, and providing cultural and protected class perspective to historically marginalized groups in CT.

- **Hartford YWCA Outreach**

Attendees: 1

10/30 - Representative Oliver Morris delivered CHRO flyers and spoke to staff regarding CHRO mission.

Eastern Region

Future Activities:

None reported

- **GNACC Monthly Meeting**
- **Monthly Investigators Meeting**

Past Activities:

- **Monthly Investigators' Meeting**

Attendees: 8

10/01 – Regional Manager Bob Aldi, Representatives Chris Gemeasky and Dori Bruce attended monthly meeting.

- **GNACC Meeting**

Attendees: 8

10/02 - Regional Manager Bob Aldi attended the monthly meeting.

- **GNACC Healthy Living Festival**

Attendees: 200+

10/04 - Representatives Zach Cobb and Mario Garrido attended the yearly festival at Dodd Stadium which features medical clinics and various vendors.

- **Scott Memorial Celebration of Life**

Attendees: 150+

10/11 - Regional Manager Aldi attended Ms. Scott's Celebration of Life.

West Central Region

Future Activities:

- **Youth Summit**
11/01 – Representative attending will be Sancha Works and Chris Blustein.
- **Annual Waterbury YMCA book readings**
Maple Hill School - bullying presentation with Representatives Ashanti, Chris, Kristin and myself.

Past Activities:

- **Kids Court Academy**
Attendees: 10+
10/07, 10/21 - Representative Bob Moller participated in two KCA events.
- **MLK Planning Meeting**
Attendees: 10+
10/14 - Representative Sancha Works attended a meeting to discuss an MLK event occurring in January 2026.
- **Waterbury Human Rights Commission Meeting**
Attendees: 2
10/17 - Regional Manager Shawn Burns spoke with the Waterbury Human Rights Commission regarding their December meeting.

Southwest Region

Future Activities:

None reported

Past Activities:

- **CHRO Community Engagement Ambassador (CEA) Meeting**
Attendees: 15
10/02 - 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
10/06 - 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+

10/07 - 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 right

- **Newtown Health Fair**

Attendees: 150

10/18 - Regional Manager Travis Fuller and Investigator Christine Rowan, tabled and participated at the Newtown Health Fair in Newtown. They 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 Community Engagement Ambassador (CEA) Meeting**

Attendees: 15

10/23 - Regional Manager Travis Fuller attended the CEA Committee meeting via Teams to discuss, collaborate, and plan future outreach opportunities for the agency.

- **Bethel Missionary Conference- Stamford**

Attendees: 150

10/25 - Investigator Christine Rowan, presented, tabled, and participated at the Bethel Missionary Conference in Stamford. She 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.

Media Inquiries: n/a

Legislative Meetings: 7

Legislative hearings: 8

Legislative public hearings: n/a

Sexual Harassment Law: 51 (October) and 8590 (cumulative)