

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

OUTREACH ACTIVITIES

Outreach Successes:

- **Social Media**

Followers: 2.1K on Facebook, 1,525 on Instagram. Executive Trainee, Anthony Pragano submitted 5 posts for the agency's Facebook, Instagram, and LinkedIn accounts.

- **Legal Investigator Training**

Attendees: 30

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

- **CT Education DE&I roundtable**

Attendees: 15

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

- **CHRO Youth Summit**

Attendees: 300+

11/01- Legal Director Kimberly Jacobsen and other staff were on panels for this event.

- **CHRO 2025 Youth Summit**

Attendees: 300+

11/01 – Deputy Executive Director, Cheryl Sharp Deputy, Outreach Coordinator, Ana Mitchell, Executive Secretary, Kellye Hudson, Executive Trainee, Anthony Pragano and Storekeeper, Michael Mitchell worked and planned the event.

CHRO hosted its first 2025 Social Justice Youth Summit at UConn School of Law on November 1, 2025, where students from grades 7 through 12 were in attendance. Also in attendance were several judges, CHRO Commissioners, attorneys, UConn School of Law Professors and many social justice and governmental professionals.

- **CHRO 2025 Youth Summit**

Attendees: 300

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

- CHRO Youth Summit**
Attendees: 200+
 11/01 – Michelle Dumas Keuler – Managing Director – Moderated several panels.
- Kemet: One Nation, Many Journeys PSA shoot**
Attendees: 30+
 11/04 -11/06 Outreach Coordinator, Ana Mitchell and Storekeeper, Michael Mitchell were in New York City and Harlem as CHRO representatives in a PSA, a project of CAN DO, Inc in Association with Joe Young Entertainment, that celebrates immigrant communities that built America. Kemet is an animated character that travels through time to teach youth about America's foundational history. The PSA aims to promote unity, inclusivity, create free, accessible cultural content for classrooms and families.
- CHRO Quarterly Fair Housing Training**
Attendees: 163
 11/05 – Michelle Dumas Keuler/Kim Jacobsen - Managing Directors – 2-hour comprehensive fair housing training.
- Update Training**
Attendees: 90
 11/05 - Attorneys Jody Walker-Smith and Spencer Hill led a second session of the statutorily required 3-hour training on updates in discrimination law and how to conduct an investigation to all EEOs and AG designees working for the State who have already received Foundations Training.
- CHRO Fair Housing Training**
Attendees: 163
 11/05 - Legal Directors Michelle Dumas Keuler and Kimberly Jacobsen did this online training for the public.
- School Visit – Glastonbury East Hartford Magnet School**
Attendees: 25
 11/05 - Attorney Jody Walker-Smith spoke with 5th graders at the CREC magnet school about discrimination and the CHRO's involvement in passing and enforcing the CROWN Act.
- Southeastern Fairfield Community Resource Fair**
Attendees: 150
 11/08 – Outreach Coordinator Ana Mitchell, Regional Manager Travis Fuller, Storekeeper Michael Mitchell and Secretary Cathy Kendall- Nixon tabled and participated at the Southeastern Fairfield Community Resource Fair in Bridgeport.

- Commission on Racial and Ethnic Disparity in the Criminal Justice System**
Attendees: 30+
 11/10 - Deputy Executive Director, Cheryl Sharp attended this meeting as appointed by Senator Martin Looney.
- CHRO meeting with Minority Construction Company**
Attendees: 4
 11/13 – CHRO Attorney Spencer Hill, Outreach Coordinator Ana Mitchell, Contract Compliance Supervisor Alvin Bingham and MCC Executive Director Jennifer Little-Greer discussed in collaborating on a training on Contract Compliance new regulations.
- CHRO meeting with Kim Kearsey, Executive Director (Artist Collective)**
Attendees: 3
 11/13 – Deputy Executive Director, Cheryl Sharp, Outreach Coordinator, Ana Mitchell, and Executive Director Kim Kearsey discussed the status of the state bonding for the Civil Rights Museum.
- West Hartford Disability Commission**
Attendees: 12
 11/17 - Legal Director Kimberly Jacobsen attended this meeting.
- Connecticut Affordable Housing Conference 2025**
Attendees: 200+
 11/17 - Legislative and Administrative Advisor Darcy Strand attended the 2025 Partnership for Strong Communities virtual affordable housing conference.
- CT MAC meeting**
Attendees: 200
 11/19 - Legal Director Kimberly Jacobsen attended this meeting.
- ADACC Know your State Resources Conference**
Attendees: 30+
 11/19 - Michelle Dumas Keuler - Managing Director – Legal – informed group about CHRO and our protections/services for people with disabilities.
- CTRP3 Community Advisory Board meeting**
Attendees: 30+
 11/20 - Executive Director, Tanya Hughes and Deputy Executive Director, Cheryl Sharp attended meeting held at the Legislative Office Building.

- **Minority Construction Council – Holiday Business Card Exchange**

Attendees: 100+

11/24 - Deputy Executive Director, Cheryl Sharp, Outreach Coordinator, Ana Mitchell, Program Manager, Johnette Tolliver, CHRO Attorney Spencer Hill and Storekeeper, Michael Mitchell attended the holiday gathering held at the Elizabeth Park Pond House.

- **Kemet: One Nation, Many Journeys - Interview**

Attendees: 6+

11/25 - Deputy Executive Director, Cheryl Sharp was interviewed by Joe Young of CAN DO Inc., in advance of the release of the Kemet: One Nation, Many Journeys PSA filmed in NY. The interview aims to show the collaboration of the CHRO and CAN DO Inc.

Future Outreach Activities:

- **Social Media**

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

- **CBA: What Are We Working to Solve? Defining Connecticut's Civil Access to Justice Gap**

12/02 - Deputy Executive Director, Cheryl A. Sharp, will attend the meeting. This segment of the Civil Access to Justice Series is presented by the Connecticut Bar Association (CBA), in collaboration and co-sponsorship with the Connecticut Bar Foundation (CBF) and Connecticut Judicial Branch.

- **CHRO's Agency-Wide Retreat**

12/04 - Executive Director Tanya Hughes and Deputy Executive Director Cheryl Sharp hosted CHRO's bi-annual agency-wide retreat for employees. Topics and presenters/panelists were as follows:

- EEOC/HUD Panel Discussion: Current Landscape and Changes in the Law - Feng [Kenneth] An, J.D, Director, Boston Area Office U.S. Equal Employment Opportunity Commission
- Community Outreach Presentation by the Community Engagement Ambassador Committee members – Panel moderated by Outreach Coordinator Ana Mitchell and Legislative and Administrative Advisor II Darcy Strand.
 - Bob Aldi – Eastern Regional Manager
 - Travis Fuller – Southwest Regional Manager
 - Jose Michael Gonzalez – Capitol Regional Manager
 - Spencer Hill – Human Rights Attorney III
 - Jo Keogh – Human Rights & Opportunities Representative
 - Laura Roxbury - Human Rights & Opportunities Representative
- Employee Assistance Program (EAP) Presentation: Dealing with Difficult People / Relaxation and Stress Management techniques – Melissa Ortiz, LPC, CEAP, UCONN Health EAP
- Legislative Update
- CHRO: Role of the Commissioners
 - Commissioner Edith Pestana

- Commissioner Alex Harris
 - Legal Update Presentation

- **CHRO Agencywide Training**

12/04 - Attorneys Jody Walker-Smith and Spencer Hill will conduct a legal update training.

12/04 - Legal Director Kimberly Jacobsen and other staff will attend this training.

- **EEOC regional meeting**

12/09 - Legal Director Kimberly Jacobsen will attend this meeting.

- **CTRP3 Community Outreach Subcommittee meeting**

12/31 - 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:

- **11/12 - Contract Compliance Technical Assistance Training**
Attendees: 39

- **11/12 - Contract Compliance Training for Municipalities**
Attendees: 36

- **DBE Taskforce Meeting**
Attendees: 50

11/04 - Human Rights Attorney Spencer Hill and HRO Representative Paul Schiller attended the meeting it was held at DOT Headquarters. We reviewed federal changes to the Disadvantaged Business Enterprise (DBE) Program, which is managed by CT DOT's Office of Equity.

AA/CC

AA TA: 0

CC TA: 1091

AA Meetings: 0

CC TA Session: 2

AA Special Projects: N/A

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

None reported

Past Activities:

- **Fabric**

Attendees: 85

10/30 - Housing Investigator Sunasha Dunham-Carson attended. This gathering's offerings feature some incredible community facilitators, artists and healers. As I was gathering language on the various offerings Niyonu's description caught my attention and reminded me of Hanifa Nayo Washington's mantra Sweet Revolution which encourages us as we circle around the Sun to breathe I b-/n, breathe out and speak truth. It is my experience that speaking truth while being held by a compassionate community is a practice that is critically needed as we are confronted by oppressive powers that are leveraging both the use of misinformation and tools of suppression to oppress and extract. Practicing Radical Truth Telling is just one of the offerings I am excited about at Fabric! Learn more about what's in store below or check out the schedule attached.

- **2025 CHRO's Social Justice Youth Summit @ UCONN Law School**

Attendees: 200

11/01 - Housing Investigator Jacqueline Elam attended. The event was an Attorney Pipeline Program sponsored by CHRO that gave attendees exposure to law through panel discussions with attorneys, judges, law enforcement personnel, and others. Breakout sessions included topics on environmental justice, racial equality in the criminal justice system, education equality, a mock law school class, and more. The Summit introduced the legal profession to 8th through 12th graders with the intent of fostering and/or encouraging early interest and to empower them to be change agents.

- **Technology Monthly Committee**

Attendees: 7

11/03 - Housing Secretary Stephanie Chenard attended. Discussed Co-Pilot testing and region tickets. Went over the probability of gaining a new case processing system.

- **Monthly Investigator Meeting**

Attendees: 9

11/05 - Housing investigator Jacqueline Elam attended. Monthly meeting that offers a collegial environment to support our work, foster connection and collaboration with peers, and strengthen our collective practices. Investigators across all regions are able to discuss challenging cases, exchange insights, and work toward greater consistency in our approaches to intake, mediations, and investigations.

- **CT Community for Addiction Recovery (CCAR) Community Engagement**

Attendees: 30

11/06 - Housing Investigator Jacqueline Elam attended. Organization that works to put a face on recovery by providing support services to people and families dealing with overcoming addictions. This is done through advocacy, education, and service. CCAR strives to end discrimination surrounding addiction and recovery by opening doors and removing barriers while helping to sustain recovery and ensure that all people seeking recovery are treated with dignity and respect.

- **Reentry Roundtable**

Attendees: TBD

11/25 - 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:

- **CT Statewide Infant Mental Health Meeting**

Attendees: 125

11/03 - Regional Manager Jose-Michael Gonzalez attended Zoom event/meeting presented by DCF and CT Association for Infant Mental Health: The Growing Brain centered on promoting, supporting, and strengthening children's earliest relationships, prenatal to age six. Contributions made to the discussion focused on parts of the brain and their functions, nerve cells communicate and connect, neuroplasticity, environmental justice and the role of early experiences in making connections and providing cultural and protected class perspective to the diversity informed tenets of CT AIMH.

- **CHRO IT Committee Meeting**

Attendees: 8

11/03 - Trainee Oliver Morris attended virtual Teams monthly committee meeting.

- **CHRO CEA/Outreach Committee Meeting**
Attendees: 5
 11/06 - Representative Laura Roxbury attended the monthly agency-wide outreach committee meeting.
- **NAACP Monthly Meeting**
Attendees: 35
 11/10 - Regional Manager Jose-Michael Gonzalez attended TEAMS event/meeting presented by CT NAACP.
- **West Hartford Main Public Library Outreach**
Attendees: 1
 11/13 - Representative Oliver Morris delivered CHRO flyers and spoke to staff regarding CHRO mission.
- **Native American Heritage Month Celebration**
Attendees: 100
 11/14 - Regional Manager Jose-Michael Gonzalez attended In-Person event/meeting presented by the Mashantucket Pequot Museum focused on Native American Heritage Month 2025 Student Debate League. The topic of the debate focused on Forced Migration. Contributions made was the delivery of CHRO flyers and spoke to students, parents, and teachers regarding CHRO mission.
- **DAS Security/Emergency Response Training**
Attendees: 100
 11/20 - Regional Manager Jose-Michael Gonzalez attended In-Person event/meeting presented by DAS and DESPP with a focus on employee training to ensure an effective response during an active assailant or other emergency situations occurring in an office environment.
- **Town of Windsor City Hall Outreach**
Attendees: 1
 11/21 - Representative Jose Arnaldo Guadalupe delivered CHRO flyers and spoke to staff regarding CHRO mission.
- **Cromwell Town Hall Outreach**
Attendees: 1
 11/21 - Representative Franklin Sykes delivered CHRO flyers and spoke to staff regarding CHRO mission.

Eastern Region

Future Activities:

None reported

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

Past Activities:

- **CHRO 2025 Social Justice Summit at UCONN Law School**
Attendees: 200+
11/01- Bob Aldi attended the Summit full of speakers, breakout sessions and various networking opportunities.

West Central Region

Future Activities:

None reported

Past Activities:

- **Civil Rights Youth Summit at UConn Law**
Attendees: 100+
11/01 - Representative Sancha Works and Representative Chris Blustein attended and helped to encourage middle schoolers and high schoolers to get involved in various areas of law and advocacy.
- **CHRO Representation at CT Historical Society's "Dia De Los Muertos"**
Attendees: 100+
11/01 - Representative Chris Blustein attended and passed out pamphlets and flyers. The event is mostly a gathering of immigrants from the Spanish community to embrace their diverse culture.
- **MLK Day March**
Attendees: 6
11/18 - Representative Sancha Works attended the MLK March planning and preparation meeting.
- **Maple Hill Elementary School Reading Session**
Attendees: 30
11/19 - Manager Shawn Burns and Representative Ashanti Fleming read books with topics of diversity and inclusion to first grade students.

Southwest Region

Future Activities:

None reported

Past Activities:

- **CHRO Youth Summit**

Attendees: 50+

11/01 - Regional Manager Travis Fuller attended the CHRO Youth Summit hosted by Deputy Director Cheryl Sharp with participants engaging in discussions/ films relative to topics surrounding civil rights.

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

Attendees: 15

11/06 - Regional Manager Travis Fuller attended the CEA Committee meeting via Teams to discuss, collaborate, and plan future outreach opportunities for the agency.

- **Southeastern Fairfield Community Resource Fair**

Attendees: 150

11/08 - Regional Manager Travis Fuller and Secretary Cathy Kendall- Nixon tabled and participated at the Southeastern Fairfield Community Resource Fair in Bridgeport. 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.

Media Inquiries: n/a

Legislative Meetings: 8

Legislative hearings: 8

Legislative public hearings: n/a

Sexual Harassment Law: 21 (November) and 8611 (cumulative)