

To: Tanya Hughes, Executive Director
From: Cheryl Sharp, Deputy Director
Re: **CHRO Outreach Activities**
Date: January 1, 2026

OUTREACH ACTIVITIES

Outreach Successes:

- **Social Media**

Followers: 2.1K on Facebook, 1,525 on Instagram. Executive Trainee, Anthony Pragano submitted 3 posts 3 pending for the agency's Facebook, Instagram, and LinkedIn accounts.

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

Attendees: 60

12/02 - Outreach Coordinator, Ana Mitchell attended 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**

Attendees: 90

12/04 - Executive Director Tanya Hughes and Deputy Executive Director Cheryl A. 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 & Darcy Strand – Legislative and Administrative Advisor II
 - 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
 - Spencer Hill
 - Jody Walker-Smith
- CHRO: Role of the Commissioners
 - Commissioner Alex Harris

- Lisa Giliberto
 - Commissioner Edith Pestana
 - Legal Update Presentation
- **Fox 61 Interview with Symphonie Privet**
Attendees: 4
12/04 - Deputy Executive Director, Cheryl A. Sharp along with Joe Young of CAN DO Inc, were interviewed to promote “**Kemet: One Nation, Many Journeys**” Immigration Public Service Announcement, directed and produced by Joe Young, which was televised throughout the state of Connecticut.
- **Agency meeting**
Attendees: 90
12/04 - Legal Director Kimberly Jacobsen and other staff attended this training.
- **CHRO Agencywide Training**
Attendees: 75
12/04 – Attorneys Jody Walker-Smith and Spencer Hill provided a legal update training for the agency.
- **Analeh Television Productions 16th Annual Holiday Toy Drive**
Attendees: 150
12/06 - CHRO was one of this year’s sponsors. Given the continuous partnership and collaboration with Analeh Television Productions, Outreach Coordinator, Ana Mitchell, Storekeeper, Michael Mitchell and Executive Secretary, Kellye Hudson attended the toy drive in support.
- **National Press Club Press Conference - Kemet: One Nation, Many Journeys” Immigration Public Service Announcement**
Attendees: 30
12/09 - Deputy Executive Director, Cheryl A. Sharp, Outreach Coordinator, Ana Mitchell and Storekeeper, Michael Mitchell traveled to Washington D.C. to participate in this national press conference in partnership with Joe Young of Cando! for the promotion of, “**Kemet: One Nation, Many Journeys**” Immigration Public Service Announcement by CAN DO, Inc & Joe Young Entertainment, directed and produced by Joe Young.
- **Hartford City Hall Press Conference - Kemet: One Nation, Many Journeys” Immigration Public Service Announcement**
Attendees: 30
12/09 - Deputy Executive Director, Cheryl A. Sharp, Outreach Coordinator, Ana Mitchell and Storekeeper, Michael Mitchell were at Hartford City Hall to participate in a press conference in partnership with Joe Young of Cando! for the promotion of, “**Kemet: One Nation, Many Journeys**” Immigration Public Service Announcement by CAN DO, Inc & Joe Young Entertainment, directed and produced by Joe Young.

- **Job Corps Workforce Counsel Event**
Attendees: 30
12/17 - Outreach Coordinator, Ana Mitchell and Storekeeper, Michael Mitchell attend the end of the year meeting. We discussed collaboration for next year.
- **CTRP3 Community Outreach Subcommittee Meeting**
Attendees: 35
12/31 - Executive Director, Tanya Hughes and Deputy Executive Director, Cheryl A. Sharp attended the meeting

Future Outreach Activities:

- **Social Media**
Attorney Jody Walker-Smith is preparing DEI social media posts for Facebook, Instagram, and LinkedIn.
- **UConn Law Intern Interviews**
01/08 – Attorney Jody Walker-Smith will join Attorney Spencer Hill and Managing Legal Directors Michelle Dumas Keuler and Kimberly Jacobsen in interviewing UConn Law students for the CHRO's summer 2026 internship program.
- **CHRO Agency Forms training**
01/09, 01/12, 01/21, 01/22, 01/30 - Legal Director Kimberly Jacobsen and Attorney Jody Walker-Smith will train staff on new forms.
- **Uniformity Forms Training**
01/09, 01/12, 01/21, 01/22 and 01/30 – Attorney Jody Walker-Smith will conduct five sessions of a two-hours.
- **DEI Summit Planning Meeting**
01/13 – Attorney Jody Walker-Smith will attend the CBA's DEI Summit subcommittee's planning meeting.
- **CTRP3 Community Outreach Subcommittee Meeting**
01/14 - Executive Director, Tanya Hughes and Deputy Executive Director, Cheryl A. Sharp plan to attend meeting
- **Regional Office Hours**
01/15 – Attorney Jody Walker-Smith will travel to the CHRO's Norwich office to spend the day there answering legal questions and providing legal assistance to Eastern Region staff.

- **4th Annual CHRO Martin Luther King Jr. Children's March**
01/19 - Deputy Executive Director Cheryl A. Sharp will be hosting the march on **Monday, January 19th from 12:00 - 4:00 pm in Cheshire, CT** with an aim to inspire interest in social justice and the law in pursuit of equity and equality for all.
- **Capital Office Hours**
01/20 - Legal Director Kimberly Jacobsen will be available to Capital staff for questions about cases
- **CBA DEI Committee meeting**
01/21 - Attorney Jody Walker-Smith will attend the CBA's DEI committee meeting.
- **CTRP3 Advisory Board Meeting**
01/22 - Deputy Executive Director, Cheryl A. Sharp and Outreach Coordinator, Ana Mitchell plan to attend this meeting
- **CTRP3 Community Outreach Subcommittee Meeting**
01/28 - Executive Director, Tanya Hughes and Deputy Executive Director, Cheryl A. Sharp plan to attend meeting
- **Job Corps - Presentation to Public Housing Authorities**
01/28 - Deputy Executive Director, Cheryl A. Sharp and Outreach Coordinator, Ana will be presenting
- **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:

- **12/03 - Contract Compliance Technical Assistance Training**
Attendees: 25

- **12/03 - Contract Compliance Training for Municipalities**
Attendees: 12

AA/CC

AA TA: 1

CC TA: 950

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:

- **Technology Committee Monthly Meeting**

Attendees: 6

12/01 - Housing Secretary Stephanie Chenard attended. Went over region tickets. Went over how to make sure our adobe documents are accessible to everyone.

- **Agency-Wide Training at The Artist Collective**

Attendees: 90

12/04 - Housing Supervisor, Diane Carter, as well as Housing Investigators, Cynthia Dryfe, Shaun Jones, Renee Clarke, and Jacqueline Elam attended. An in-person semi-annual training day for C.H.R.O. employees.

- **Security Awareness Training**

Attendees: 1

12/05 - Housing Investigator Jacqueline Elam attended. 60 Seconds to Better Security: Phishing or Spam? All in a Day's Security: Spotting Sophisticated Phishing Attacks.

- **IAOHRA National Human Rights Day**

Attendees: 100

12/10 - Housing Investigator, Jacqueline Elam attended. Panel discussion reflecting upon the UN Human Rights Council meeting in Switzerland in October 2025 (where the USA chose to be absent). Because US did not participate, they spoke about creating Human Rights City(ies) across the nation for cities seeking to integrate international human rights norms and standards into local governance; thus, allowing a "seat at the table" when the government choose not to. Spoke about having a national database of statistics for use by agencies doing HR work for use by policymakers.

- **Adobe Class - Create Accessible Tables, Lists and Scanned PDFs**

Attendees: 68

12/17 - Housing Secretary Stephanie Chenard attended. Learned how to make accessible PDFs, tables, and lists in Adobe Acrobat.

- **Security Awareness Training:**

Attendees: 2

12/17 - Housing Investigator Jacqueline Elam and Housing Secretary, Stephanie Chenard attended. Attack Spotlight: Holiday Retail Phishing Security Tonight: Social Engineering. Training courses to learn how to spot phishing e-mails.

Capitol Region

Future Activities:

None reported

Past Activities:

- **CT Statewide Infant Mental Health Meeting**

Attendees: 125

12/01 - 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 services in CT. Contributions made to the discussion focused on factors that affect brain growth and development, effect of stress, environmental justice, how relationships can buffer from adverse experiences, the 5 R's for supporting, and providing cultural, protected class and accommodations/service perspective to the diversity informed tenets of CT AIMH, pregnant mothers in attendance, and public providers.

- **CHRO IT Committee Meeting**

Attendees: 8

12/01 - Trainee Oliver Morris attended virtual Teams monthly committee meeting.

- **CT Statewide Suicide Board Meeting**

Attendees: 30

12/02 – Regional Manager Jose-Michael Gonzalez attended virtual Teams event meeting presented by CT Statewide Suicide Board, Southeastern Regional Action Council, and Brian Dagle Foundation: Regional Suicide Peer Support Groups. Contributions made to the discussion focused on Dr. Keven McNeill of Quiet Corner Peer Support Group on the nonprofit, their growth, and the vital work they are providing for the first responder and military veteran members statewide and providing cultural, protected class and accommodations/service perspective.

- **CHRO Agency-Wide Biannual Retreat/Training**

Attendees: 5

12/06 – Regional Manager Jose-Michael Gonzalez attended the agency-wide training.

12/06 – Representative Jose Arnaldo Guadalupe attended the agency-wide training.

12/06 – Trainee Oliver Morris attended the agency-wide outreach training.

12/06 – Representative Laura Roxbury attended the agency-wide training and contributed to the presentation on outreach.

12/06 – Representative Franklin Sykes attended the agency-wide training.

- **NAACP Monthly General Meeting**

Attendees: 10

12/08 - Regional Manager Jose-Michael Gonzalez attended TEAMS event/meeting presented by CT NAACP. Contributions made to the discussion focused on Martin Luther King Jr. Birthday Events, Juneteenth Events, America 250th Events, TVCCA Board Chair Recruitment and providing cultural, protected class and accommodations/service perspective.

- **CT Statewide Suicide Board Meeting**

Attendees: 10

12/10 – Regional Manager Jose-Michael Gonzalez attended virtual Teams event meeting presented by CT Statewide Suicide Board. Contributions made to the discussion focused on planning the 2026 statewide suicide prevention conference, workshops, keynotes, location, sponsors, and proposed dates in March 2026.

- **Wallingford Public Library Outreach**

Attendees: 1

12/10 - Representative Oliver Morris delivered CHRO flyers and spoke to staff regarding CHRO mission.

- **Hispanic Health Council Annual Meeting**

Attendees: 150

12/11 – Regional Manager Jose-Michael Gonzalez attended in-person event meeting presented by Hispanic Health Council: Cultura Viva The Legacy of the Latino Culture on continuing to advance health, equity, and culture in CT. Contributions made to the discussion focused on Jill Davies, JD as recipient of the Legacy Award, Dr. Tina Loarte-Rodriguez as recipient of the Emerging Leader Award, Dr. Mark Overmyer Velazquez and Mark Contreras as recipients of the Social Justice Champions award.

- **NAACP Candlelight Vigil to Honor Victims of Gun Violence**

Attendees: 25

12/12 – Regional Manager Jose-Michael Gonzalez attended in-person event meeting presented by NAACP: Candlelight Vigil to Honor Victims of Gun Violence, Police Department, Office of the Mayor, and Interfaith Councils. Contributions made to the discussion focused on community candlelight vigil in remembrance of all lives lost by gun violence in U.S. and commemorating the 14th anniversary of the Sandy Hook tragedy.

- **CT Statewide Behavioral Health Partnership Meeting**

Attendees: 150

12/16 - Regional Manager Jose-Michael Gonzalez attended virtual TEAMS event meeting presented by CT Behavioral Health Partnership and Carelon on Gender Affirming Care: Overview and Recommendations for Providers. Contributions made to the discussion focused on knowledge and skills necessary to provide supportive and inclusive care for transgender and non-binary individuals in response to the federal protections and healthcare disparate actions, developing actions steps and practical strategies for integrating best practices and state protections in healthcare access and providing cultural, protected class and accommodations/service perspective.

- **Town of Windsor Public Library Outreach**

Attendees: 1

12/18 - Representative Jose Arnaldo Guadalupe delivered CHRO flyers and spoke to staff regarding CHRO mission.

- **First Presbyterian Church Christmas Outreach**
Attendees: 1
12/24 - Representative Franklin Sykes attended Christmas event, delivered CHRO flyers and spoke to church congregants regarding CHRO mission.

Eastern Region

Future Activities:

None reported

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

Past Activities:

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

Attendees: 90

12/04 - Executive Director Tanya Hughes and Deputy Executive Director Cheryl A. Sharp hosted CHRO's bi-annual agency-wide retreat for employees.

West Central Region

Future Activities:

None reported

Past Activities:

- **Naugatuck Senior Center**

Attendees: 2

12/03 - Regional manager spoke with the director of the center regarding a table at one of their upcoming events.

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

Attendees: 90

12/04 - Executive Director Tanya Hughes and Deputy Executive Director Cheryl A. Sharp hosted CHRO's bi-annual agency-wide retreat for employees.

- **MLK Planning Meeting**

Attendees: 10+

12/09 - Representative Sancha Works attended a meeting to discuss an MLK event occurring in January 2026.

- **MLK Children's March Outreach**

Attendees: 87

12/23 - Representative Ashanti Fleming contacted individuals and emailed them the flyer for and information about the 4th Annual CHRO Martin Luther King Jr. Children's March in 2026.

Southwest Region

Future Activities:

None reported

Past Activities:

- **Technology Committee**

Attendees: 10

12/01 - 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.

- **CT Bar Association Webinar**

Attendees: 100

12/02 - Regional Manager Travis Fuller attended the CT Bar Association- ATJ Series | What Are We Working to Solve? Defining Connecticut's Civil Access to Justice Gap. There was discussion on housing, civil rights, the gaps in legal representation and its impact on certain individuals.

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

Attendees: 90

12/04 - Executive Director Tanya Hughes and Deputy Executive Director Cheryl A. Sharp hosted CHRO's bi-annual agency-wide retreat for employees.

Media Inquiries: 4

Legislative Meetings: 5

Legislative hearings: 7

Legislative public hearings: n/a

Sexual Harassment Law: 26 (December) and 8637 (cumulative)