

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

OUTREACH ACTIVITIES

Outreach Successes:

- **Social Media**

Facebook 2.1k followers, Instagram 1,564 followers, LinkedIn 478 followers

Attorney Jody Walker-Smith prepared and disseminated 11 DEI social media posts for Facebook, Instagram, and LinkedIn. Anthony Pragano submitted 6 posts Facebook, Instagram, and LinkedIn accounts.

- **CHRO CEA/Outreach committee meeting**

Attendees: 7

01/08 – Outreach Coordinator Ana Mitchell, Legislative, Administrative Advisor II Darcy Strand Representative and several other CHRO employees attended the monthly committee meeting.

- **UConn Law Student interviews**

Attendees: 8

01/08 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler interviewed students for summer internships.

- **Conn-Nahro Training Meeting**

Attendees: 4

01/09 – Michelle Dumas Keuler - Managing Director – meet w/representatives regarding day long fair housing training in April

- **CHRO Agency Forms training**

Attendees: 50

01/09, 01/12, 01/21, 01/22, 01/30 - Legal Director Kimberly Jacobsen and Attorney Jody Walker-Smith trained staff on new forms

- **DEI Summit Planning Meeting**

Attendees: 8

01/13 – Attorney Jody Walker-Smith attended the CBA's DEI Summit subcommittee's planning meeting.

- **CTRP3 Community Outreach Subcommittee**

Attendees: 8

01/14 – Outreach Coordinator Ana Mitchell, Spring Intern Elias Colon and Deputy Executive Director Cheryl Sharp participated in the outreach meeting, to discuss upcoming outreach events in Trumbull and Windsor and State Agency outreach for website inclusion of CTRP3 information.

- **Uniformity Forms Training [Virtual via Teams]**

Attendees: 15

01/15 – Outreach Coordinator Ana Mitchell and Spring Intern Tessa Trocchi attended the Uniformity Forms training by Attorney Jody Walker-Smith.

- **Regional Office Hours**

Attendees: 6

01/15 – Attorney Jody Walker-Smith traveled to the CHRO's Norwich office to spend the day there answering legal questions and providing legal assistance to Eastern Region staff.

- **GTCT Meeting**

Attendees: 3

01/15 - Michelle Dumas Keuler - Managing Director – Legal – meet w/Darcy and Kirk Wesley from GTCT regarding upcoming legislative session.

- **Fox 61 Interview with Symphonie Privett**

01/15 - Deputy Executive Director, Cheryl A. Sharp, Outreach Coordinator, Ana Mitchell and KCA student and St. Peter's youth representative, Jeremy Works were interviewed to promote the **2026 Children's March and Bell Ringing Ceremony** that was to be held in Cheshire, CT which was televised throughout the state of Connecticut.

- **Martin Luther King Jr. Bell Ringing Ceremony**

Attendees: 300+

01/19 - Executive Director, Tanya Hughes and Deputy Executive Director Cheryl A. Sharp attended the Martin Luther King Jr. Holiday Commission's Bell ringing ceremony held at the state Capitol.

- **5th Annual CHRO Martin Luther King Jr. Children's March, Monday, January 19th from 12:00 - 4:00 pm in Cheshire, CT**

Attendees: 300+

01/19 - Executive Director, Tanya Hughes, Deputy Executive Director Cheryl A. Sharp and Outreach Coordinator, Ana Mitchell hosted the march. The aim was to inspire interest in social justice and the law in pursuit of equity and equality for all. Remarks were given by the following:

- State Treasurer, Erick Russell
- St. Peter's Youth Reps Jeremy Works and Ezekiel Works
- Deputy Secretary of the State, Jennifer Barahona
- Genevieve Perruccio, Outreach Assistant –Office of U.S. Senator Chris Murphy

- State Representative Geraldo Reyes of the 75th District of Waterbury – Connecticut House of Representatives
 - Youth Representatives Julian Kingsbury and Veda Kingsbury
 - Congresswoman Jahana Hayes – Representative for Connecticut's 5th Congressional District
 - State Representative Hilda Santiago, 84th Assembly District of Meriden, Deputy Speaker Pro-Tempore
 - KCA Youth Representative Parker DelPrado
 - Joe Young, CANDO Inc.
 - Sir Shefik Macauley, One of the Marshalls for the 60th Anniversary of the March on Washington and Emmy-winning producer of the Paris Olympics
 - CHRO Outreach Coordinator, Ana Mitchell addressed the community on the importance of showing up for community events such as these and embracing the diversity of our various cultures so we can be unified in the fight for equality, equity and social justice.
- **MLK Children's March**
Attendees: 200
 01/19 – Michelle Dumas Keuler – Managing Director – legal – staffed table, helped w/MCing the event and marched 😊
 - **Capital Office Hours**
Attendees: 1
 01/20 - Legal Director Kimberly Jacobsen met with Capital staff for questions about cases.
 - **CTRP3 Advisory Board Meeting**
Attendees: 15+
 1/22 Deputy Executive Director, Cheryl A. Sharp attended this meeting.
 - **Stowe Center for Literary Activism**
 1/23 Deputy Executive Director Cheryl A. Sharp and Executive Interns Tessa Trocchi and Salma Mahmoud met with the Stowe Center Executive Director Karen Fisk to discuss partnership opportunities between both organizations.
 - **CTRP3 Trumbull Community Forum**
Attendees: 30
 01/28 – Outreach Coordinator Ana Mitchell and Storekeeper Michael Mitchell organized the Trumbull Forum to inform the community about the Alvin Pen law. The Connecticut Racial Profiling Prohibition Project is working to improve community-police relations. It is an opportunity for you to share your input in an open discussion about racial profiling in your community!

- **CTRP3 Trumbull Community Event**

Attendees: 30

01/28 – Michelle Dumas Keuler – Managing Director – legal – sat on panel discussing the CHRO/racial profiling and policing in CT.

- **UConn Storrs – Real Estate class**

Attendees: 30

01/29 – Michelle Dumas Keuler – Managing Director – legal – taught fair housing for 1.25 – specifically algorithm discrimination and appraisal discrimination – answered questions.

CHRO at the Eastside Community Center in Manchester an event hosted by UR Community Cares

Attendees: 20 plus one seeing-eye golden retriever named Winnie.

01/30 – Human Rights Attorney Jerald Lentini, distributed CHRO brochures and merchandise. He spoke briefly about CHRO's mission as the state's civil rights enforcement agency. He answered questions about our agency's work in the current political environment as part of a panel of guest speakers.

Future Outreach Activities:

- **Social Media**

Attorney Jody Walker-Smith and investigator Cheyanne Clark are preparing 17 DEI social media posts for Facebook, Instagram, and LinkedIn.

- **DEI Summit Planning Meeting**

02/02 - Attorney Jody Walker-Smith will attend the CBA's DEI Summit subcommittee's planning meeting.

- **Fair Housing Training**

02/04 - Legal Directors Kimberly Jacobse and Michelle Dumas Keuler will do a virtual fair housing training for the public

- **NYU PILG interviews**

02/05 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler will interview students for summer internships.

- **Legal Intern Interviews**

02/05 & 02/13 - Attorneys Jody Walker-Smith Spencer Hill will interview law students from NYU and UConn Law for summer 2026.

- **Regional Office Hours**

02/26 – 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.

- **UConn Law DEI class**

02/26 - Legal Director Kimberly Jacobsen will speak at this class about Disability issues.

- **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:

- **01/08 - Contract Compliance Technical Assistance Training**
Attendees: 48
- **01/08 - Contract Compliance Training for Municipalities**
Attendees: 18
- **01/27 - CIF/Urban act next steps training.**
Attendees: 54

AA/CC

AA TA: 2

CC TA:1363

AA Meetings: 1

CC TA Session: 2

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

None reported

Past Activities:

- **Uniformity Training**
Attendees: 10
01/22 - Housing Secretary Stephanie Chenard attended.

Capitol Region

Future Activities:

None reported

Past Activities:

- **CT Statewide Infant Mental Health Meeting**
Attendees: 125
01/05 - 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 understanding the impacts of social-emotional development and how it unfolds in the first 5 years and how to support it in communities with young children, understand the

role of relationships and attachment, the effect of stress, the development of empathy, and providing cultural, protected class and accommodations/service perspective to the diversity informed tenets of CT AIMH, pregnant mothers in attendance, and public providers.

- **CT Statewide Suicide Board Meeting**

Attendees: 30

01/06 – Regional Manager Jose-Michael Gonzalez attended virtual Teams event meeting presented by CT Statewide Suicide Board, Southeastern Regional Action Council, and Brian Dagle Foundation. Contributions made to the discussion focused on a presentation by Julia Grasso, LCSW, of InterCommunity's Coventry House Program on her program and the other Pregnant and Parenting Programs in the state. She provided information on the services provided and how to access them, and the relationship that both trauma-informed substance use treatment and family preservation play in suicide prevention. Also, an extensive update on the SSG Fox Suicide Prevention Grant, their successful first year, and their exciting news to be expanding into North Central CT in year two. As well as providing cultural, protected class and accommodations/service perspective.

- **CHRO CEA/Outreach committee meeting**

Attendees: 7

01/08 - Representative Laura Roxbury attended the monthly committee meeting.

- **CT Statewide Suicide Board Meeting**

Attendees: 30

01/08 – Regional Manager Jose-Michael Gonzalez attended virtual Teams event meeting presented by CT Statewide Suicide Board and Amplify. Contributions made to the discussion focused on the CTSAB Lived Experience Committee and discussing the 2026 Suicide Prevention Conference Panel, in where JM presented the resource of Ryan Landry (former combat veteran). He works as the Associate Director of Veteran's Rally Point with Easter Seals. He is the founder of Everlasting Veteran and Podcast Host. He recently authored a book called This is My Camo. The book is about a veteran's journey through life after service to finding purpose, exploring the silent battles veterans continue to fight long after the uniform comes off- identity loss, PTSD, emotional scars, reintegration, family struggles, and the difficult path toward healing and purpose. He expressed interest in willing to join in one of the panels. As well as providing cultural, protected class and accommodations/service perspective.

- **CHRO Children's March & Bell Ringing Ceremony**

Attendees: 150

01/19 – Regional Manager Jose-Michael Gonzalez attended the agency-wide event.

01/19 – Trainee Oliver Morris attended the agency-wide outreach training.

- **State Capitol Bell Ringing Ceremony & Celebration**

01/19 – Representative Franklin Sykes attended the Bell Ringing Ceremony and Celebration for the 97th birthday of Dr. Martin Luther King Jr. at the State Capitol.

- **CHRO Uniformity Forms Training**

Attendees: 5

01/21 – Regional Manager Jose-Michael Gonzalez conducted a Region Wide email marketing campaign to all elected officials, heads of state agencies, municipalities, local and state police and local town officials, as well as attended the agency-wide training.

01/21 – Trainee Oliver Morris attended the agency-wide outreach training.

01/09 – Representative Laura Roxbury attended the agency-wide training and contributed to the presentation on outreach.

01/21 – Representative Franklin Sykes attended the agency-wide training.

01/30 – Representative Jose Arnaldo Guadalupe attended the agency-wide training.

- **Town of Windsor School District Outreach**

Attendees: 1

01/23 - Representative Jose Arnaldo Guadalupe delivered CHRO Kids Court Flyers and spoke to staff regarding CHRO mission.

- **Quinnipiac Legal Intern Presentation**

Attendees: approx. 10-15 anticipated

01/27 - Representative Laura Roxbury giving a presentation to law student interns on CHRO process/mediation.

Eastern Region

Future Activities:

None reported

Past Activities:

N/A

West Central Region

Future Activities:

None reported

Past Activities:

- **CHRO Investigator Meeting**

Attendees: 10

01/07 - Representative Christopher Blustein and Manager Shawn Burns attended the meeting which focused on getting more involvement from investigators and answered questions about investigative issues. Topics like interrogatories and equitable tolling were discussed.

- **MLK Children's March**

Attendees: 100+

01/19 - Representative Sancha Works attended and participated in the MLK March and attended two prior meetings for the preparation event.

Southwest Region

Future Activities:

None reported

Past Activities:

- **CHRO Community Engagement Ambassador (CEA) Meeting**
Attendees: 10
01/08 - Regional Manager Travis Fuller attended the CEA Committee meeting via Teams to discuss, collaborate, and plan future outreach opportunities for the agency.
- **Forms Training** [Virtual via Teams]
Attendees: 25+
01/12 & 01/21 - The entire SW team attended the form training throughout the month of January hosted by Attorney Jody Walker-Smith.
- **CHRO MLK Jr. Children's March and Bell Ringing Ceremony**
Attendees Estimate: 70+
01/19 - Regional Manager Travis Fuller, Investigator Matthew Diaz and Executive Intern, Aniyah Sanchez attended and participated in the MLK Jr. Children's March and Bell Ringing Ceremony in Cheshire, CT.
- **Technology Committee**
Attendees: 10
01/21 - 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.
- **CTRP3 and CHRO Public Forum**
Attendees Estimate: 25+
01/28 - Regional Manager Travis Fuller attended the CTRP3 and CHRO Public Forum held in Trumbull, CT. The event provided a valuable opportunity to gather community feedback, foster dialogue between law enforcement and residents, and strengthen relationships—helping ensure the community remains informed and engaged.

Media Inquiries: n/a

Legislative Meetings: 13

Legislative hearings: 9

Legislative public hearings: n/a

Sexual Harassment Law: 33 (January) and 8670 (cumulative)