

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

OUTREACH ACTIVITIES

Outreach Successes:

- **Social Media**
Facebook 2.1k followers, Instagram 1,578 followers, LinkedIn 489 followers
Attorney Jody Walker-Smith and investigator Cheyanne Clark prepared 18 DEI social media posts for Facebook, Instagram, and LinkedIn. Anthony Pragano submitted 2 posts Facebook, Instagram, and LinkedIn accounts.
- **Commission on Racial and Ethnic Disparity (CRED)**
Attendees: 20+
02/02 - Deputy Executive Director, Cheryl A. Sharp, attending this meeting.
- **CHRO CEA/Outreach committee meeting**
Attendees: 7
02/03 – Outreach Coordinator Ana Mitchell, Legislative, Administrative Advisor II Darcy Strand Representative and several other CHRO employees attended the monthly committee meeting. They are planning the Community Access Fair.
- **Fair Housing Training**
Attendees: 126
02/04 - Legal Directors Kimberly Jacobse and Michelle Dumas Keuler did a virtual fair housing training for the public.
- **Monthly Investigator Meeting**
Attendees: 10
02/04 – HRO Rep. Jo Keogh facilitated the Monthly Investigator Meeting
- **NYU PILG interviews**
Attendees: 16
02/05 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler interviewed students for summer internships.
- **Legal Intern Interviews**
02/05 & 02/13 - Attorneys Jody Walker-Smith Spencer Hill interviewed 11 law students from NYU and UConn Law for summer 2026.

- **Legislative Housing Committee co-chairs meeting**
Attendees: 6
 02/06 - Michelle Dumas Keuler - Managing Director – Legal – meet w/Darcy, the co-chairs of the housing committee and their staff regarding upcoming legislative initiatives in housing
- **Executive Summer Intern Interviews**
Attendees: 6
 02/06 – Outreach Coordinator Ana Mitchell interviewed college students for Summer 2026.
- **Stowe Center for Literary Activism**
 02/09 - Deputy Executive Director Cheryl A. Sharp and Outreach Coordinator Ana Mitchell met with the Stowe Center Executive Director Karen Fisk to discuss partnership opportunities between both organizations.
- **History Day Project regarding Title IX**
 02/10 - Deputy Executive Director, Cheryl A. Sharp was interviewed by South Windsor High School student Saharaprithi Surlyakumarr for a history day project and documentary she was doing about the reaction, revolution and reform of the act specifically the civil rights act that ensures all children get equal access to federally funded activities and education regardless of gender.
- **DOC Best Practices Training**
Attendees: 3
 02/10 – Michelle Dumas Keuler – Managing Director and Kim Jacobsen – Managing Director – legal – meet w/DOC regarding upcoming best practices training for their managerial staff
- **Executive Summer Intern Interviews**
Attendees: 3
 02/10 – Outreach Coordinator Ana Mitchell interviewed college students for Summer 2026.
- **CBA’s Education Section meeting**
 02/11 – Attorney Megan Graefe spoke at the CBA’s Education Section meeting. Attorney Margaret Nurse-Goodison attended the event.
- **QU Law Career Fair**
 02/11 – Attorneys Cassandra Bretones and Robin Trepanier represented the CHRO

- **Appropriations Committee CHRO Budget Hearing**
Attendees: 10+
 02/13 – Michelle Dumas Keuler – Managing Director – legal – met with Appropriations committee regarding upcoming CHRO budgetary needs
- **CBA Collateral Consequences Seminar**
Attendees: number of attendees was blocked
 02/17 – Michelle Dumas Keuler – Managing Director – legal – attended seminar regarding collateral consequences in CT
- **Agency’s website modernization meetings with BITS**
Attendees: 10+
 Attorneys Jonathan Sykes and Spencer Hill represent the Legal Division at the agency’s website modernization meetings with BITS.
- **Agency’s website modernization meetings with BITS**
Attendees: 10+
 02/10, 02/17, 02/20 & 02/24 - Attorneys Jonathan Sykes and Spencer Hill represent the Legal Division at the agency’s website modernization meetings with BITS.
- **Minority Construction Council’s monthly**
Attendees: 15+
 02/17 - Attorney Spencer Hill presented at the Minority Construction Council’s monthly meeting in February.
- **Agency’s website modernization meetings with BITS**
Attendees: 10+
 02/17 – Outreach Coordinator Ana Mitchell represent the Legal Division at the agency’s website modernization meetings with BITS.
- **Meeting with Department of Emergency Services and Public Protection**
 02/18 - Deputy Executive Director Cheryl A. Sharp and Outreach Coordinator Ana Mitchell met with DESPP Office of the Commissioner Senior Advisor, Curtis Eller of the Department of Emergency Services and Public Protection to discuss CHRO training opportunities in various DESPP programs.
- **GTCT Legislative Update**
Attendees: 15
 02/18 - Michelle Dumas Keuler – Managing Director – legal – meeting w/housing advocates regarding bills in the legislative session

- **CTRP3 Advisory Board Meeting**
Attendees: 20+
 02/19 - Deputy Executive Director, Cheryl A. Sharp attended this meeting.
- **Quinnipiac School of Law: Jeffrey Epstein, Sean Combs ('Diddy'), & Andrew Tate**
Attendees: 60+
 02/19 - Deputy Executive Director, Cheryl A. Sharp and Outreach Coordinator, Ana Mitchell attended this event discussing the special challenges such cases present, including: the legal standards that make these cases hard to win; balancing prosecutorial zeal with victim protections; navigating the media and public perceptions; and more.
- **Realtor to Realtor Event – Greater Hartford Realtor's Association**
Attendees: 40
 02/19 - Michelle Dumas Keuler – Managing Director – legal – presented and answered questions about fair housing questions
- **Executive Summer Intern Interviews**
Attendees: 2
 02/20 – Outreach Coordinator Ana Mitchell interviewed college students for Summer 2026.
- **KCA First Meeting of the New Session**
Attendees: 50+
 02/24 - Managing Legal Director Michelle Dumas Keuler and Attys Spencer Hill and Stephanie O'Loughlin attended the first session of Kid's Court
- **Meeting with Analeh**
Attendees: 3
 02/24 - Deputy Executive Director Cheryl A. Sharp and Outreach Coordinator, Ana Mitchell met with Ana Alfaro host of Analeh TV show that airs on Telemundo, do discuss doing a segment to highlight Kids Court Academy.
- **Kickoff of the 2026 Kids Court Academy (KCA)**
Attendees: 80+
 02/24 - Deputy Executive Director Cheryl A. Sharp, Legal Managing Director – Housing/Training, Michelle Dumas Keuler, Outreach Coordinator, Ana Mitchell and CHRO staff held the CHRO's first KCA. This year's focus is on The Criminal Justice System & Fair and Impartial Policing. This session has the following presenters:

 - Legislative and Administrative Advisor II, Darcy Strand – A legislative overview
 - DESPP Office of the Commissioner Senior Advisor, Curtis Eller – DESPP program opportunities for work in social justice and policing
 - Film Presentation (snippet) provided by Hang Time CEO/Founder, Charlie Grady Us vs. Them – a film designed to evoke thought on societies belief in bad vs good, hero vs villain. It is a story of redemption and humility.

- Human Rights and Opportunities Attorney III, Spencer Hill – case review on Sastre vs. Town of Avon
- **CTRP3 Community Outreach Subcommittee**
Attendees: 20+
02/25 - Deputy Executive Director, Cheryl A. Sharp and Outreach Coordinator, Ana Mitchell attended this meeting.
- **UConn Law DEI class**
Attendees: 15
02/26 - Legal Director Kimberly Jacobsen spoke at this class about the CHRO and disability issues.
- **CREC Department of Diversity, Equity, and Inclusion/ Black Employee Network Group: Black History Month Celebration – “Vision to Impact”**
Attendees: 40+
02/26 - Deputy Executive Director Cheryl A. Sharp and Outreach Coordinator, Ana Mitchell were invited to share their stories of their journeys through the education system and how they have persevered to reach their goals.
- **Commission on Women, Children, Seniors, Equity & Opportunity: Black History Month Event – Beyond Commemoration: Preserving Black History**
Attendees: 30+
02/26 - Deputy Executive Director Cheryl A. Sharp was invited as a panelist. The event is, “In recognition of the 2026 Black History Month theme, “A Century of Black History Commemorations,” and the 250th anniversary of the United States, this panel will examine the connection between historical commemoration and preservation, building for the future and a new American dream...” The event explored, “...the need for commemoration, the power of preservation and a new call to action as we dream together for the future and well-being of African Americans in Connecticut.”

Future Outreach Activities:

- **Social Media**
Attorney Jody Walker-Smith and investigator Cheyanne Clark are preparing DEI social media posts for Facebook, Instagram, and LinkedIn.
- **Filming of KCA spotlight with Analeh Television Show**
03/03 - Deputy Executive Director Cheryl A. Sharp and Outreach Coordinator, Ana Mitchell and KCA student Hermoine Ortiz will meet with Ana Alfaro, host of Analeh TV show that airs on Telemundo, to film a segment to highlight Kids Court Academy.
- **Western New England Career Fair**
03/04 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler will talk with students about summer internships and careers in public interest.
- **DEI Summit Planning Meeting**
03/04 - Attorney Jody Walker-Smith will attend the CBA’s DEI Summit subcommittee’s planning meeting.

- **Minority Construction Council's: Celebrating Women in Construction**
03/05 - Executive Director, Tanya Hughes, Deputy Executive Director, Cheryl A. Sharp, Outreach Coordinator, Ana Mitchell and State Program Manager, Johnette Tolliver plan to attend this event
- **2026 Kids Court Academy (KCA)**
03/10 KCA will be screening the film *The 13th*, facilitated by Ashley Stewart
- **Capitol region office hours**
03/10 - Legal Director Kimberly Jacobsen will be available to talk with Capitol staff regarding questions about their cases
- **CHRO quarterly investigator training**
03/10 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler and other legal staff with train investigators
- **Regional Office Hours**
03/10 – 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.
- **CTDOL Employer Seminar – Employment Discrimination and the Law 101**
03/12 - Attorneys Jody Walker-Smith Spencer Hill will provide a two-hour training for DOL's monthly employer seminar.
- **CT Management Advisory Committee meeting**
03/18 - Legal Director Kimberly Jacobsen will attend this meeting.
- **Bloomfield High School Career/Mentor Fair**
03/18 - Deputy Executive Director, Cheryl A. Sharp and Outreach Coordinator, Ana Mitchell invited to speak/present at this event
- **Labor Relations Training**
03/19 - Legal Director Kimberly Jacobsen and executive staff managers will attend this training.
- **Weaver High School College & Career Fair**
03/20 - Deputy Executive Director, Cheryl A. Sharp and Outreach Coordinator, Ana Mitchell will be attending this event
- **2026 Kids Court Academy (KCA)**
03/24 - KCA will be reviewing the case **Disability Rights CT vs DOC**

- **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:

- **02/03 - Contract Compliance Technical Assistance Training**
Attendees: 27
- **02/10 - Contract Compliance Training for Municipalities**
Attendees: 10

AA/CC

AA TA: N/A

CC TA: 1129

AA Meetings: 2

CC TA Session: 2

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

None reported

Past Activities:

- **Storybook**
Attendees: 7
02/02 - Housing Supervisor Diane Carter, Housing Secretary Stephanie Chenard, Housing Investigators, Shaun Jones, Renee Clarke, Jacqueline Elam, Sunasha Dunham-Carson, and John Torres attended. Discussed creating a housing discrimination storybook.
- **Monthly Investigator Meeting**
Attendees: 8
02/04 - Housing Investigator, Jacqueline Elam attended. Monthly meeting for investigators, providing a collegial environment to support our work, foster connection and collaboration with peers, and strengthen our collective practices. It is an opportunity to discuss challenging cases, exchange insights, and work toward greater consistency in our approaches to intake, mediations, and investigations.
- **CHRO Website Modernization Kickoff Call**
Attendees: 19
02/10 - Housing Secretary Stephanie Chenard attended. Introduction call to work on revamping our website to better accommodate the public.

- **Black History Month Celebration, Living Legend Luncheon honoring Dr. Ann Garrett Robinson; Retired Psychologist and College Professor**
Attendees:
 02/11 - Housing Investigator Sunasha Dunham-Carson attended. Celebrated the first black resident of New Haven, CT.
- **CHRO: Discovery Session (website design)**
Attendees: 19
 02/17 - Housing Secretary Stephanie Chenard attended. Discussed important forms and went over what needs to be on the website.
- **Storybook**
Attendees: 7
 02/18 - Housing Supervisor Diane Carter, Housing Secretary Stephanie Chenard, Housing Investigators, Shaun Jones, Renee Clarke, Jacqueline Elam, Sunasha Dunham-Carson, and John Torres attended. Discussed the writing of the storybook.
- **Black History Month Celebration, Lift Every Voice & Drum**
Attendees: 78
 02/19 - Housing investigator Sunasha Dunham-Carson attended. Live drumming from the Bloomfield High School Gospel Choir and other performances. These gathering honors Black History and culture through music and rhythm.
- **Kids Court Academy**
Attendees: TBD
 02/24 - Housing investigator Shaun Jones will attend.
- **Reentry Round Table**
Attendees: TBD
 02/24 - Housing Investigator Jacqueline Elam will attend.

Capitol Region

Future Activities:

None reported

Past Activities:

- **CT Statewide Infant Mental Health Meeting**
Attendees: 125
 02/02 - 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 connection between the various areas of the brain and behavior expression, understand the role of relationships and attachment, the effect of stress, key factors that influence behavior, root causes of temperament and environmental

justice, protected class and accommodations/service perspective to the diversity informed tenets of CT AIMH, pregnant mothers in attendance, and public providers.

- **CHRO Unit Intake Committee Meeting**

Attendees: 4

02/06 – Representative Laura Roxbury, Regional Manager Jose-Michael Gonzalez, Intern Salma Mahmoud, and Intern Tessa Trocchi attended In-person Intake committee meeting in where Unit June 2026 intake calendar was developed, inquiry and voicemail responses, and agent for service investigations were discussed.

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- **CT Statewide Suicide Board Meeting**

Attendees: 10

02/11 – Regional Manager Jose-Michael Gonzalez attended virtual Teams event/meeting presented by CT Statewide Suicide Board. Contributions made to the discussion focused on the CTSAB Lived Experience Committee and discussing the 2026 Suicide Prevention Conference Planning, as well as providing cultural, protected class and accommodations/service perspective.

- **CRCOG CT Policy Talks**

Attendees: 100

02/18 – Regional Manager Jose-Michael Gonzalez attended In-person event/meeting presented by Capitol Region Council on Governments on CT Medicaid at the Crossroads: Federal Shifts, State Responses & Equity Implications. Contributions made to the discussion focused the CT Medicaid program is shaped by federal policy, impacts of the Trump administration (change in work requirements, waivers, managed care, and the ripple effects to services and community, as well as providing cultural, protected class and accommodations/service perspective.

- **CHRO I.T. Committee Meeting**

Attendees: 8

02/23 – Trainee Oliver Morris attended the monthly virtual TEAMS committee meeting.

- **Claims Commission Meeting**

Attendees: 1

02/23 – Representative Laura Roxbury attended virtual TEAMS meeting where she presented on CHRO intake procedures and complaint processing.

- **Bloomfield School District Outreach**

Attendees: 1

02/24 – Representative Jose Arnaldo Guadalupe delivered CHRO Kids Court Flyers and spoke to staff regarding CHRO mission.

- **CHRO Kids Court Academy**

Attendees: 30

02/24 – Representative Franklin Sykes will attend virtual TEAMS Kids Court Academy discussion on "What is the Criminal Justice System?"

- **Wallingford SCOW Outreach**

Attendees: 1

02/25 – Trainee Oliver Morris delivered CHRO information and established contact with representatives of the Spanish Community of Wallingford community organization.

Eastern Region

Future Activities:

None reported

Past Activities:

N/A

West Central Region

Future Activities:

- **04/09 - Career Day at Maple Hill School Upcoming on April 9, 2026**

Past Activities:

- **CHRO Investigator Meeting**

Attendees: 10

02/04 - Representative Christopher Blustein 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.

- **Two School Presentations for Black History Month**

Canceled due to school closures. Working on rescheduling dates for March 2026

Southwest Region

Future Activities:

None reported

Past Activities:

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

Attendees: 10

02/03 - Regional Manager Travis Fuller attended the CEA Committee meeting via Teams to discuss, collaborate, and plan future outreach opportunities for the agency.

- **CHRO Web Modernization Sessions**

- **Attendees Estimate: 25+**

- 02/10 - Regional Manager Travis Fuller attended and participated in several of the CHRO Web modernization sessions aimed at revamping the CHRO's website to better communicate, simplify access, and serve the public.

- **CHRO Kids Court Academy**

- **Attendees: 70**

- 02/24 - 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.

Media Inquiries: n/a

Legislative Meetings: 12

Legislative hearings: 13

Legislative public hearings: n/a

Sexual Harassment Law: 33 (February) and 8703 (cumulative)