

To: Tanya Hughes, Executive Director
From: Cheryl Sharp, Executive Deputy Director
Re: **CHRO Outreach Activities**
Date: June 1, 2026
Amended Report June 8, 2026

OUTREACH ACTIVITIES

Outreach Successes:

- **Social Media**
Facebook 2.2k followers, Instagram 1,610 followers, LinkedIn 517 followers
Attorneys Courtney Shields and Jody Walker-Smith and investigator Cheyanne Clark prepared DEI social media posts for Facebook, Instagram, and LinkedIn. Executive HRO, Anthony Pragano posted twelve social media posts for Facebook, Instagram, and LinkedIn.
- **Kids Court essay contest**
05/2026 - Attorney Jerald Lentini and Attorney Robin Trepanier participated in judging and grading entries for the Kids Court essay contest during the month of May.
- **CHRO HRO presented to UConn Social Work students**
05/2026 - HRO Rep. Aubri Petersen settled a racial profiling case focused on non-monetary, advocacy-related terms in May, which the Complainant utilized as a contributory point in a presentation to UConn Social Work students on community resources for advancing equity in community policing.
- **New Employee Legal Training**
Attendees: 5
05/01 – 05/14 – Attorney Jody Walker-Smith updated and delivered a 10-day Legal Training for the CHRO's new employee onboarding, including a meet and greet with CHRO leadership, assignment materials and exercises, live trainings and panels, and two daily check-ins with legal staff.
- **Annual Shipman Spring Seminar**
Attendees: 250
05/04 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler attended this seminar.
- **CHRO Kids Court Academy**
Attendees: 80
5/05 - Attorney Stephanie O'Loughlin and CHRO staff, including, participated in the Kids Court Academy (KCA) session.

- 2026 Kids Court Academy (KCA)**
Attendees: 80+
 05/05 - KCA screened the film Racial Profiling 2.0 followed by a discussion moderated by Ashley Stewart.
- Minority Construction Council's Partnership Dinner**
Attendees: 125
 05/05 - Executive Director, Tanya Hughes, Deputy Executive Director, Cheryl A. Sharp and Human Rights Attorney, Spencer Hill attended this event being hosted at the Aqua Turf.
- Hartford/Bridgeport Contract Compliance Information Sessions**
Attendees: 5-12
 05/06 & 05/20 - Attorney Spencer Hill conducted Contract Compliance Information Sessions in Bridgeport and Hartford.
- State of CT Contract Compliance Information Sessions - Bridgeport**
Attendees: 20
 05/06 - Outreach Coordinator Ana Mitchell, Executive Storekeeper Michael Mitchell and the employees from the Contract Compliance Unit attended. Following the release of the Statewide Disparity Study showing significant disparities in the state contracting, new legislation going into effect on July 1, 2026, has overhauled Connecticut's contract compliance program to ensure that all businesses are given an equal opportunity to bid on state contracts. The Contract Compliance Unit hosted this informational session around the state to go over how the new program works and what contractors need to know about compliance.
- Monthly Investigator Meeting**
Attendees: n/a
 05/06 - HRO Rep. Jo Keogh attended the Monthly Investigator Meeting.
- Community Engagement Ambassadors Meeting**
Attendees: 5
 05/07 - HRO Rep. Jo Keogh attended and took minutes for the monthly meeting.
- Regional Manager Coverage**
Attendees: 5
 05/07, 05/14, 05/21, and 05/26 – Attorney Jody Walker-Smith on call to review all Eastern's affidavits, draft and final investigative reports, and other work, as well as answering all legal questions on Thursdays until further notice.
- Commission on Racial and Ethnic Disparity (CRED)**
Attendees: 20+
 05/11- Deputy Executive Director, Cheryl A. Sharp, attended this meeting.

- The Works Help Foundation Book Giveaway**
Attendees: 50+
 05/12 - Deputy Executive Director, Cheryl A. Sharp co-sponsored this event that was created as a self-initiated innovative project KCA students were encouraged to create. Three KCA students, Ethan Works, Ezekiel Works and Jeremy Works, the creators of the Works Help Foundation created coordinated this event where free books will be given to students to aid in the development of strong literacy skills and provide more access for students. Outreach Coordinator, Ana Mitchell, Storekeeper, Michael Mitchell, and Executive Secretary, Kellye Hudson attended this event.
- Capitol Region Education Council**
Attendees: 45
 05/14 - Deputy Executive Director, Cheryl A. Sharp, Outreach Coordinator, Ana Mitchell and Executive storekeeper, Michael Mitchell (Keynote speaker) were invited to speak at this event, held at the Chrysalis Center, to speak on their educational experiences in as Project Concern celebrated its 60th the program is now called the CREC program.
- DOC training**
Attendees: 25
 05/14 - Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler trained DOC management on harassment and best practices.
- 2026 Fair Housing Series Interview + National Magazine Article | The Power Is Now Media**
 05/15 - Executive Director, Tanya Hughes and Deputy Executive Director, Cheryl A. Sharp received an invitation for a 30-minute recorded interview with Eric Lawrence Frazier MBA — aired on The Power Is Now TV Network (Roku Fire TV Apple TV) YouTube Apple Podcasts Spotify and The Power Is Now National Magazine. Their focus is centered around “...your recent op-ed affirming that Connecticut is moving full steam ahead on civil rights enforcement at a moment when federal protections are being dismantled”. Deputy Executive Director, Cheryl A. Sharp’s interview had to be rescheduled for another date.
- Guilford Pride event**
Attendees: 700
 05/16 - HRO Rep. Jo Keogh attended and tabled the event.
- 2026 Kids Court Academy (KCA)**
Attendees: 90+
 05/19 - Managing Legal Director, Michelle Dumas Keuler, reviewed the Bill: Legislative AI Bill an ACT concerning Artificial Intelligence Senate Bill #2 Testimony in support SB2 with KCA students.
- Community Access Fair**
Attendees: 2
 05/19 - HRO Rep. Jo Keogh met with Outreach Coordinator Ana Mitchell regarding the planning for the September 19, Community Access Fair.

- Kids Court Academy (KCA) session**
Attendees: 76
 05/19 - Attorneys Stephanie O'Loughlin, Spencer Hill, and Jerald Lentini participated in the KCA Session.
- Regional Office Hours**
Attendees: 6
 05/19 – 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.
- MAC meeting**
Attendees – 200
 05/20 - Legal Director Kimberly Jacobsen attended.
- State of CT Contract Compliance Information Sessions - Hartford**
Attendees: 56
 05/20 - Executive Director Tanya Hughes, Outreach Coordinator Ana Mitchell, Executive Storekeeper Michael Mitchell and the Contract Compliance Unit, as a continuation of the informational sessions around the state hosted this event in Hartford, providing information to contractors on the impact of the recent legislative changes pertaining to contract compliance.
- Summer Intern Program Orientation**
Attendees: 12
 05/26 – 05/29 - Attorney Spencer Hill, Attorney Jody Walker-Smith, and Attorney Courtney Shields provided legal summer interns with orientation training on the CHRO's process and the law during the CHRO Summer Intern Program Orientation.
- Fair Housing training conference**
Attendees: N/A
 05/27 – 05/28 – Managing Director Michelle Dumas Keuler and Attorney Elizabeth Moyse attended the Fair Housing training conference in Holyoke, MA.
- Capital Preparatory Harbor School Bridgeport**
Attendees: 200+
 05/28 - Deputy Executive Director, Cheryl A. Sharp received an invitation from the founder of the school, Dr. Steve Perry, to come to his school that focuses on social justice, to come and speak with these students about her experience as a civil rights attorney and as a means of encouragement and inspiration. Outreach Coordinator, Ana Mitchell and Storekeeper, Michael Mitchell also were also in attendance.

Future Outreach Activities:

- **Social Media**
Attorneys Jody Walker-Smith and Courtney Shields, and investigator Cheyanne Clark are preparing DEI social media posts for Facebook, Instagram, and LinkedIn.
- **Connecticut Legal Conference – CBA**
06/02 - Managing Director Kimberly Jacobsen and other staff will attend this annual conference.
- **Regional Manager Coverage**
06/02, 06/11, 06/18, and 06/25 – Attorney Jody Walker-Smith on call to review all Eastern's affidavits, draft and final investigative reports, and other work, as well as answering all legal questions.
- **Connecticut Bar Association's 2026 CT Legal Conference**
06/02 - Deputy Executive Director, Cheryl A. Sharp is an invited panelist to speak on disability rights and laws.
- **2026 Kids Court Academy (KCA)**
06/02 - KCA will be screening the film The Fatal Consequences of Racial Profiling.
- **State of CT Contract Compliance Information Sessions – New Britain**
06/03 - the release of the Statewide Disparity Study showing significant disparities in the state contracting, new legislation going into effect on July 1, 2026, has overhauled Connecticut's contract compliance program to ensure that all businesses are given an equal opportunity to bid on state contracts. The Contract Compliance Unit will be hosting informational sessions around the state to go over how the new program works and what contractors need to know about compliance.
- **Office of Child Advocate/CHRO meeting**
06/03 - Managing Directors Kimberly Jacobsen and Michelle Dumas Keuler will attend this meeting
- **Fair Housing Litigation Skills Training**
06/04 - 06/05 – Attorney Jody Walker-Smith will travel to Chicago to attend a litigation skills training through the Fair Housing Legal Center at the University of Illinois Chicago School of Law.
- **2026 CT Kids Court Competition**
06/04 - Deputy Executive Director, Cheryl Sharp will host the 2026 Kids Court Competition. Where Middle and High School students from across the state of Connecticut submit essays on one of the topics provided, centered around civil rights and social justice.
- **28th Annual Swing Fore! Golf Classic Event hosted by The OPTIMUS Foundation**
06/09 - Deputy Executive Director Cheryl Sharp, Outreach Coordinator Ana Mitchell and Storekeeper Michael Mitchell will be attending this event.

- **CTRP3 Community Outreach Subcommittee**
06/10 - Deputy Executive Director, Cheryl A. Sharp and Outreach Coordinator, Ana Mitchell plan to attend this meeting.
- **State of CT Contract Compliance Information Sessions – Waterbury**
06/10 - The Contract Compliance unit will be hosting a session in Waterbury.
- **Stowe Center for Literacy Activism's Nook Farm Lawn Party**
06/13 - The Stowe Center for Literacy Activism will be hosting this event Held as part of the 23rd Annual Connecticut Open House Day, the event is presented in partnership with the Asylum Hill Neighborhood Association, the Mark Twain House & Museum and the Town and County Club, inviting neighbors and visitors to explore, connect, and celebrate the spirit of activism and community that has long defined this historic neighborhood.
- **2026 Kids Court Academy (KCA)**
06/16 - KCA will be reviewing the case: Michael Picard v. Patrick Torneo, John Jacobi and John Barone.
- **State of CT Contract Compliance Information Sessions - Norwich**
06/17 - The Contract Compliance Unit will be hosting a session in Norwich.
- **Regional Office Hours**
06/18 – 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.
- **State of CT Contract Compliance Information Sessions - Hamden**
06/24 - The Contract Compliance Unit will be hosting a session in Hamden.
- **Litigation Panel at CHRO Agencywide Training**
06/25 – Attorneys Jody Walker-Smith, Robin Trepanier, Renee Vanden Wall Bake, and Tim Lewendon will present a litigation panel.
- **CHRO's Agency-Wide Retreat**
06/25 - Executive Director, Tanya Hughes and Deputy Executive Director Cheryl Sharp will be hosting the first of the CHRO's bi-annual agency-wide retreat for employees.
- **CHRO Semi Annual Training**
06/26 - Managing Directors Kimberly Jacobsen and staff will attend this meeting/training.
- **West Hartford Pride**
06/27 - Managing Directors Kimberly Jacobsen will be tabling this event.
- **DESPP Internship Program - CHRO Presentation**
06/29 - Senior Advisor, Office of the Commissioner for Community Outreach and Engagement for the Department of Emergency Services and Public Protection, Curtis

Eller, invited Deputy Executive Director, Cheryl A. Sharp and Outreach Coordinator, Ana Mitchell to present at the 2026 Internship Program.

- **2026 Kids Court Academy (KCA)**

06/30 - KCA will be screening the film True Justice: Bryan Stevenson's Fight for Equality.

- **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 (CWCSEO) 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:

- **05/06 - Contract Compliance Technical Assistance Training**
Attendees: 16
- **05/06 - Contract Compliance Training for Municipalities**
Attendees: 3

AA/CC

AA TA: N/A

CC TA: 1276

AA Meetings: N/A

CC TA Session: 2

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

None reported

Past Activities:

- **Technology Committee Monthly Meeting**

Attendees: 6

04/18 - Housing Secretary Stephanie Chenard attended. Introduced Martina to the committee. Discussed what was done with the website modernization so far. Went over the AI webinar that some people attended and how it could help us as an agency or hurt us.

- Connecticut Community for Addiction Recover – Sound Healing**
Attendees: 15
 04/23 - Housing Investigator Jacqueline Elam attended. Partner agency with the Reentry Roundtable, held a session on holistic approach to recovery using sound healing techniques. (was sent to me late)
- No Barriers, No Limits: Access to Education**
Attendees: 75
 04/29 - Housing Investigator Jacqueline Elam attended. Through panel discussions and shared experiences, educators, policymakers, advocates, students, and community leaders from across Connecticut come together to engage in a critical conversation about equity in education. The event will focus on identifying the structural, social, and policy-driven barriers that continue to limit equal access to educational opportunities, particularly for historically underserved and marginalized communities. (was sent to me late)
- Travel Training DOL – 133 v. Online Travel Portal: Everything You Need to Know**
Attendees: 9
 05/12 - Housing Secretary Stephanie Chenard attended. Went over the travel portal and how to properly file travel requests with appropriate documents.
- Technology Committee Monthly Meeting**
Attendees: 8
 05/18 - Housing Secretary Stephanie Chenard will attend. We'll go over technology related region issues, and any tickets our region had to put into BITs.
- Statewide CLAS Learning Community Session**
Attendees: 30
 05/19 - Housing Investigator Sunasha Dunham-Carson will attend. Will learn how to support families facing immigration-related stress.
- Fabric**
Attendees: 30
 05/21 - Housing Investigator Sunasha Dunham-Carson will attend. Will learn how to connect with the community through care, creativity, and co-creation.
- Connecticut Foodshare Headquarters**
Attendees: 36
 05/25 - Housing Investigator Cyndi Dryfe and John Torres attended. Did an overview of what was needed for volunteers for food processing and took a tour of the warehouse.
- Connecticut FoodShare**
Attendees: 100
 05/28 - Housing Investigator Sunasha Dunham-Carson will attend. Will help the FoodShare with cleaning, emptying garbage, organizing the workspaces, and ensure that all safety and warehouse procedures are followed.

Capitol Region

Future Activities:

None reported

Past Activities:

- **CHRO Kids Court Academy**

Attendees: 60 - 80

05/05 - Representative Franklin Sykes attended virtual TEAMS Kids Court Academy discussion of Racial Profiling Movie and Discussion.

- **CT Cultural & Linguistically Appropriate Services (CLAS) Board**

Attendees: 100

05/08 – Regional Manager Jose-Michael Gonzalez attended virtual Teams event/meeting presented by CLAS and DMHAS. Contributions made were focused on presentation and breakout room planning for the presentation: Supporting Families Facing Immigration Related Stress.

- **CT Statewide Suicide Board**

Attendees: 30

05/11 – Regional Manager Jose-Michael Gonzalez attended virtual Teams event/meeting presented by Catalyst and DMHAS. Contributions made to the discussion focused on a presentation by Erika Emenyonu, on Alcohol & Pregnancy and expanding services and supports for marginalized pregnant mothers, and how to collaborate with them and access services, as well as providing cultural, protected class and accommodations/service perspective.

- **CHRO Commission Meeting**

Attendees: 20

05/13 – Trainee Ajia Coleman attended virtual TEAMS New Employees to Commission Meeting

05/13 – Trainee Kevin O’Connell attended virtual TEAMS New Employees to Commission Meeting

05/19 – Regional Manager Jose-Michael Gonzalez attended virtual Teams event/meeting presented by CLAS and DMHAS. Contributions made to the discussion in a joint presentation by MDFT International on Supporting Families Facing Immigration Related Stress. J.M. facilitated Breakout Room 4 focused on strategies state service agencies used to help families feel safe accessing services despite immigration concerns and what new resources, supports, or approaches have you added to support families in the current climate in order to draft a comprehensive resource guide that will be disseminated statewide to address the health equity needs of the marginalized, as well as providing cultural, protected class and accommodations/service perspective.

- **Community Renewal Team**

Attendees: 2

05/28 – Trainee Oliver Morris attended in-person outreach at Hartford Community Renewal Team to disseminate the Contract Compliance Event and CHRO brochures.

Eastern Region

Future Activities:

None reported

Past Activities:

- **Southeastern Regional Action Council**

Attendees: 30

05/06 – Regional Manager Jose-Michael Gonzalez attended virtual Teams event/meeting presented by SERAC and Protect Us. Contributions made to the discussion focused on a presentation by Allison Sullivan, on Sextortion: Real-World Dynamics and Suicide Risk Considerations and expanding services and supports for marginalized youth, and how to collaborate with them and access services, as well as providing cultural, protected class and accommodations/service perspective.

- **CHRO Commission Meeting**

Attendees: 20

05/13 – Trainee Megan Delaney attended virtual TEAMS New Employees to Commission Meeting

05/13 – Trainee Aiyana Jenkins attended virtual TEAMS New Employees to Commission Meeting

- **Greater Norwich Area Chamber of Commerce**

Attendees: 5

05/21– Regional Manager Jose-Michael Gonzalez attended in-person event/meeting presented by GNACC Government Affairs Committee. Contributions made to the discussion focused on planning the upcoming Legislative Breakfast at Norwich Inn & Spa to be held on June 9th.

- **Greater Norwich Area Chamber of Commerce**

Attendees: 75

05/21– Regional Manager Jose-Michael Gonzalez attended in-person event/meeting presented by GNACC Business Council. Contributions made to the discussion focused on presenting, answering questions, and flyer distribution to the upcoming CHRO Contract Compliance presentation to be held on June 17th at Norwich City Hall.

West Central Region

Future Activities:

Past Activities:

- **Kids Court Academy**
Attendees: 70+
05/05 - Representative Christopher Blustein attended the meeting which focused on racial profiling and discussed the various issues with how Police Officers enforce the law.
- **Community Engagement Ambassadors Meeting**
Attendees: 5
05/08 - Representative Sancha Works participated in the CHRO outreach committee meeting.
- **CHRO/Kids Court Academy Community Book Giveaway**
Attendees: 40+
05/12 - Representative Sancha Works attended the event which aimed to help students develop strong literacy skills and provide access to resources to help them with such.
- **Kids Court Academy**
Attendees: 70+
05/19 - Representative Christopher Blustein attended the meeting which focused on AI data legislation and gathering.
- **Kids Court Competition Essay Scoring**
Attendees: NA
05/26 - Manager Shawn Burns scored the essays of students who participated in the 2026 Kids Court Competition.
- **Connecticut Foodshare Food Sorting**
Attendees: 50+
05/28 - Representative Sancha Works and Representative Ashanti Fleming helped sort and pack food for those facing food insecurity.

Southwest Region

Future Activities:

None reported

Past Activities:

- **CHRO Kids Court Academy**

Attendees: 70

05/05 - 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.

- **CHRO Kids Court Academy**

Attendees: 70

05/19 - 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 inquiries: n/a

Legislative meetings: n/a

Legislative public hearings: n/a

Sexual Harassment Law: 27 (May) and 8789 (cumulative)