

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

OUTREACH ACTIVITIES

Outreach Successes:

- **Social Media**
Facebook 2.2k followers, Instagram 1,635 followers, LinkedIn 523 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 reported 9 social media posts for Facebook, Instagram, and LinkedIn.
- **West Hartford Pride**
Attendees: 700
06/27 - Managing Attorneys Michelle Dumas Keuler and Kimberly Jacobsen with Attorneys Ethan Cain and Jonathan Sykes as well as HRO Cheyanne Clark tabled on behalf of CHRO at West Hartford Pride, informing the public about their rights and remedies under state discrimination law, distributing CHRO brochures, and connecting with attending non-profit organizations to share information about CHRO's services to the public.
- **Commission on Women, Children, Seniors, Equity & Opportunity (CWCSEO)**
Commemorating America 250 & Exploring the American Dream
Attendees: 30+
07/01 - Deputy Executive Director, Cheryl A. Sharp and 17 CHRO Executive Interns attended this event. There were panel discussions, community art, music, spoken word, and honest conversation, and reflections on where we've been, examine where we are, and imagine together where we want to go.
- **IRIS Bouquet: A250 Celebration**
Attendees: 500
07/03 - The celebration honored our country's history of immigrants and refugees. The day featured live music and cultural performances, food from around the world, voter registration, family-friendly activities, and stories from the New Haven community. Attorney Tim Lewendon set up an information table at the event.

- Human Rights Close to Home Community Organization Fair**
Attendees: 40
 07/08 - Attorney Chiedza Rodriguez and HRO Aubri Petersen attended the Community Organization Fair on behalf of CHRO. Education and information were provided to students and staff in the Human Rights Close to Home program, sponsored by UConn. Students from High School to College levels were able to ask questions on complaint processing at the CHRO, learn about internship and educational opportunities with the CHRO—including Kids Court Academy, and hear about what it's like working in human rights from an experienced investigator and commission counsel. Aubri and Chiedza gave a short presentation to all attendees on the mission of the CHRO and community efforts being made through outreach and education. Community partners and teachers were also provided time to engage and collaborate in their respective areas of human rights, fostering connections for future outreach events.
- Contract Compliance Information Session for the CCIA**
Attendees: 85
 07/14 - Attorney Spencer Hill presented a Contract Compliance Information Session to the Connecticut Construction Industries Association, focusing on the recent statutory changes to the program.
- MAC meeting (Managers in CT)**
Attendees: 285
 07/15 - Managing Director Kimberly Jacobsen attended this meeting of CT Managers.
- 2026 Hartford Jazz Festival**
Attendees: 20,000
 07/17 - Attorneys Greg Jone, Liz Moyse, and Ethan Cain as well as HRO Jo Keogh participated in the Commission's information booth at the festival and discussed with attendees the Commission's purpose and opportunities for the public.
- Greater Hartford Jazz Festival**
Attendees: 4000+
 07/18 - 07/20 Executive Director, Tanya Hughes, Deputy Executive Director Cheryl Sharp, Outreach Coordinator Ana Mitchell, Storekeeper, Michael Mitchell along several CHRO employees tabled at this event reaching out to the community and stakeholders.
- CHRO & UConn Health Event Collaboration Meeting**
Attendees: 5
 07/21 - Outreach Coordinator, Ana Mitchell and Executive Interns, Noah Schulman and Marisol Garcia met with UConn Chief Diversity Officer, Dr. Jeffrey Hines to discuss collaborating on an event that would focus on health equity and legal discrimination, in Connecticut with a proven, established disparate impact and lacking legal remedies and connecting researchers, stakeholders, and policymakers to pursue effective solutions.
- EEOC RA Training**
 07/22 – Attorney Jody Walker-Smith attended an online training session given by the EEOC on reasonable accommodation law.
- Regional Office Hours**
 07/23 – 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.

- **DAS meeting re statutory changes affecting purchasing after 7/1/26**

Attendees: 251

07/23 - Managing Director Kimberly Jacobsen, Attorney Spencer Hill, and other CHRO employees attended this meeting by DAS to review agency spending allocation goals taking effect on July 1st.

- **DAS meeting re statutory changes affecting purchasing after 7/1/26**

Attendees: 251

07/23 - Managing Director Kimberly Jacobsen and other CHRO employees attended this meeting.

- **Education Advocates meeting**

Attendees: 12

07/27 - Managing Director Kimberly Jacobsen along with Deputy Director Cheryl Sharp and Executive Director Tanya Hughes attended this meeting to discuss CHRO processes for education cases.

- **Social Media Posts**

Attendees: N/A

6/30-7/30 - Attorneys Jody Walker-Smith and Courtney Shields as well as HRO Cheyanne Clark produced social media content for the agency. Total monthly views (6/30-7/2): 6,400, Total monthly interactions (6/30-7/27): 195 - 7/3, 7/4, 7/6, 7/8, 7/11, 7/13, 7/15, 7/18, 7/21, 7/24, 7/26, 7/28, 7/30 – Content posted to Facebook, Instagram, and LinkedIn included Disability Pride Month, National Minority Mental Health Awareness Month, and Black Women's Equal Pay Day.

- **Intern Program**

07/31 - Significant Activity: Attorneys Spencer Hill and Courtney Shields wrapped up the Legal Division's Intern Program at the end of July.

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.
- **CHRO Intern Summer Symposium**
08/05 - Managing Directors Kimberly Jacobsen and other staff members will attend this event about voting.
- **2026 CHRO Summer Symposium**
08/05 - Deputy Executive Director Cheryl Sharp's Executive Interns hosted the 2026 Summer Symposium: The State of Our Vote at the Legislative office building discussing the current state of voting rights in America to educate Connecticut citizens about recent changes to voting rights, including redistricting, the SAVE America Act, mail-in voting, and, ultimately, the importance of voting and the future protection of voting rights in America.
- **PMD Alliance Young Onset Parkinson's Speaker Series**
08/11 - Managing Directors Kimberly Jacobsen will be doing a live stream broadcast about the disability discrimination and reasonable accommodations for this national organization that focuses on issues related to Young Onset Parkinson's Disease.
- **Kids Court Academy**
08/11 - CHRO Attorneys Elizabeth Moyse and Stephanie O'Loughlin will review the Case Graham v. Connor with the students
- **Gallery for Hope & Freedom: Honoring the Past, Inspiring the Future**
08/12 - The CHRO's Gallery for Hope & Freedom: Honoring the Past, Inspiring the Future is hosting this event in partnership with the Stowe Center for Literary Activism, endeavoring to create space to honor and preserve the history of the civil rights movement.
- **CHRO Museum pop up**
08/12 - Managing Directors Kimberly Jacobsen and other staff will attend this event.
- **CHRO Fair Housing Training**
08/15 - Managing Directors Kimberly Jacobsen and Michelle Dumas Keuler will do this virtual quarterly training for the public about fair housing laws.
- **The Minority Construction Council's (MCC) - CT DOT Small Business Conference**
08/19 - The MCC is hosting this conference to help small businesses "discover practical strategies, fresh ideas, and valuable connections that will help your organization thrive. This conference brings together inspiring speakers, interactive learning sessions, and meaningful networking opportunities focused on using technology effectively, strengthening financial stability, improving operations, and maximizing resources and partnerships. Leave with actionable tools, new insights, and the confidence to build a stronger, more resilient, and future-ready organization." CHRO plans to table at this event
- **CTRP3 Community Meeting**
08/19 - Deputy Executive Director Cheryl Sharp and Outreach Coordinator Ana Mitchell plan to attend the meeting.

- **Sexual Harassment Training live for MA Maison Childcare**
08/21 - Managing Directors Kimberly Jacobsen and Michelle Duman Keuler will do a live sexual harassment training for the business.
- **Kids Court Academy**
08/25 - KCA will view a film **Life on Parole** followed by a discussion moderated by Ashley Stewart
- **Civil Rights Training for Tunxis Community College**
08/27 - Managing Directors Kimberly Jacobsen and Michelle Dumas Keuler along with Human Rights Attorneys Spencer Hill and Liz Moyse will train Tunxis employees about various discrimination issues.
- **MAC questions and answers session with DAS Commissioner Gilman and Secretary Wojcik**
08/31 - Managing Director Kimberly Jacobsen plans to attend this training session.
- **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:

- **07/09th - Contract Compliance Technical Assistance
Training Attendees: 31**
- **07/09th - Contract Compliance Training for
Municipalities Attendees: 33**
- **07/16th - Contract Compliance Training for
Municipalities Attendees: 9**
- **07/23rd - Contract Compliance Training for
Municipalities Attendees: 38**

AA/CC

AA TA: 1

AA Meetings: 1

CC TA: 1216

CC TA Session: 2

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

None reported

Past Activities:

- **FoodShare**
Attendees: 300
07/09 - Housing Investigator's Cyndi Dryfe and John Torres attended. Helped the FoodShare with cleaning, emptying the garbage, organizing the workspaces, and ensured that all safety and warehouse procedures were followed.
- **Technology Committee Monthly Meeting**
Attendees: 6
07/13 - Housing Secretary Stephanie Chenard attended. Discussed how the operation of the new website is doing. Went over updates on the new case management system and when to expect the survey. Also discussed technology issues for the office and if any tickets were submitted for the regions.
- **Reentry Roundtable**
Attendees: 15
07/28 - Housing Investigator Jacqueline Elam will attend. Monthly meeting of CT area service providers that provides information and connects returning citizens to vital services for successful reentry in their community. Planning annual Re-Entry Resource & Employment Fair.

Capitol Region

Future Activities:

None reported

Past Activities:

- **CT Management Advisory Board**
Attendees: 150+
07/15 – Regional Manager Jose-Michael Gonzalez, in his role as elected representative of CHRO, attended virtual TEAMS event/meeting presented by CT Management Advisory Board with a focus on the mandatory monthly board meeting, current state of contract negotiations and impact on management, management time off bank, management education stipends, and upcoming Manager Appreciation event.
- **CHRO Tech Committee Monthly Meeting**
Attendees: 6
07/15 - Representative Oliver Morris attended virtual Tech Committee Monthly meeting.

- **Hartford Jazz Festival**

Attendees: 5000+

07/20 – Representative Ajia Coleman attended in-person event/meeting annual Hartford Jazz Festival. Contributions made were to table for the CHRO, provide information and resources about the CHRO and its mission as well as engaged with members of the community.

- **YMCA**

Attendees: 2

07/23 - Representative Oliver Morris will stop by the YMCA to drop off pamphlets for its clientele.

- **Avon Public Library Outreach**

Attendees: 2

07/28 – Representative Kevin O’Connell attended in-person meeting with staff and distributed CHRO flyers at Avon Public Library for community awareness purposes.

- **Eastern CT Regional Masonic Norwich Sea Unicorns Baseball Game**

Attendees: 5500+

07/31 – Regional Manager Jose-Michael Gonzalez attended in-person event/meeting Eastern Regional Masonic Norwich Sea Unicorns baseball game presented by CT State Masonic Grand Lodge at Norwich Dodd Stadium. Contributions made focused on networking with other regional governmental and community services organizations and members of the public and answering questions from the public focused on services and supports for regional communities and how to collaborate with them and access services, as well as providing cultural, protected class and accommodations/service perspective.

07/31 – Representative Ajia Coleman attended in-person event/meeting Eastern Regional Masonic Norwich Sea Unicorns baseball game presented by CT State Masonic Grand Lodge at Norwich Dodd Stadium. Contributions made focused on assisting to organize CHRO participation, networking with other regional governmental and community services organizations and members of the public and answering questions from the public focused on services and supports for regional communities and how to collaborate with them and access services, as well as providing cultural, protected class and accommodations/service perspective.

Eastern Region

Future Activities:

None reported

Past Activities:

- **Greater Norwich Chamber of Commerce Government Affairs Committee**

Attendees: 10+

07/02 – Regional Manager Jose-Michael Gonzalez attended TEAMS event/meeting with Greater Norwich Government Affairs Committee. Contributions made to the discussion focused on planning the upcoming Regional Legislative Breakfast with Senator Cathy Osten, Eastern Region business owners, Town Selectman, and local government officials, while contributing to attendee specific questions about agency mission and services and supports, as well as providing cultural, protected class and accommodations/service perspective.

- **Willimantic Third Thursday Street Festival**

Attendees: 150+

07/16 – Representative Zachary Cobb attended in-person event/meeting Willimantic Third Thursday Street Festival who brought together the Greater Area Windham County community for the monthly street festival to foster connection and provide community resources. Contribution was handed out CHRO complaint process/online filing pamphlets and posted on bulletin board of local businesses.

- **Griswold Town Hall**

Attendees: 2

07/17 – Representative Christopher Gemeasky approximately 20 brochures (How to file a discrimination complaint and start the discrimination complaint process on our website) at the Griswold Town Hall.

- **Greater Norwich Area Chamber of Commerce**

Attendees: 100+

07/21 – Regional Manager Jose-Michael Gonzalez attended in-person event/meeting Greater Norwich Area Business After Hours by GNACC and Two Trees Inn. Contributions made to the discussion focused on networking with Two Trees Inn, Eastern Region business owners, Town Selectman, and local government officials, while contributing to attendee specific questions about agency mission and services and support, as well as providing cultural, protected class and accommodations/service perspective.

- **EEOC Reasonable Accommodations Training**

Attendees: 60+

07/22 – Representative Zachary Cobb attended TEAMS event/meeting training.

- **Eastern CT Regional Masonic Norwich Sea Unicorns Baseball Game**

Attendees: 5500+

07/31 – Representative Zachary Cobb attended in-person event/meeting Eastern Regional Masonic Norwich Sea Unicorns baseball game presented by CT State Masonic Grand Lodge at Norwich Dodd Stadium. Contributions made focused on networking with other regional governmental and community services organizations and members of the public and answering questions from the public focused on services and support for regional communities and how to collaborate with them and access services, as well as providing cultural, protected class and accommodations/service perspective.

07/31 – Regional Manager Jose-Michael Gonzalez attended in-person event/meeting Eastern Regional Masonic Norwich Sea Unicorns baseball game presented by CT State Masonic Grand Lodge at Norwich Dodd Stadium. Contributions made focused on networking with other regional governmental and community services organizations and members of the public and answering questions from the public focused on services and support for regional communities and how to collaborate with them and access services, as well as providing cultural, protected class and accommodations/service perspective.

West Central Region

Future Activities:

Back to school backpack event.

YMCA visit.

Past Activities:

- **Kids Court Academy**
Attendees: 70+
06/30 - Representative Christopher Blustein attended the meeting which featured the documentary "True Justice- Bryan Stevenson's Fight for Equality," followed by a discussion.
- **Community Engagement Ambassadors Meeting**
Attendees: 5
07/01 - Representative Suzanne Westhaver participated in the CHRO monthly investigator meeting, where the issues investigators face as well as tips were discussed.
- **Connecticut Foodshare Food Sorting**
Attendees: 50+
07/09 - Representative Sancha Works helped sort and pack food for those facing food insecurity.

Southwest Region

Future Activities:

None reported

Past Activities:

- **CHRO Intern Training in Collaboration with Journey2Justice**
Attendees: 10
07/2026 - Manager Travis Fuller, Secretary Catherine Kendall, and HRO team hosted the Journey to Justice participants for 2 weeks. The team collaborated on the commission's mission, complaint process and statutes governing cases of discrimination.
- **EEOC Training – Reasonable accommodations**
Attendees: 50+
07/22 - Regional Manager Travis Fuller, HRO Representatives Martina Seminara, Melissa Joseph and Matthew Diaz attended the EEOC Reasonable Accommodationists webinar. The webinar which explored various aspects of reasonable accommodation processes as well as vital tips/ best practices for conducting difficult sessions

Media Inquiries: n/a

Legislative inquiries: n/a

Legislative meetings: n/a

Legislative public hearings: n/a

Sexual Harassment Law: 38 (July) and 8864 (cumulative)