

To: Tanya Hughes, Executive Director
From: Cheryl Sharp, Executive Deputy Director
Re: **CHRO Outreach Activities**
Date: September 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.
- **Monthly Investigator Meeting**
Attendees: 5
08/2024 - Jo Keogh and Aubri Petersen co-lead the Monthly Investigator Meeting for HRO Reps and Trainees.
- **SONO Arts Festival, South Norwalk, CT**
Attendees: 75-100
08/01 - Attorney Elizabeth Moyse, set up/broke down the booth.
- **2026 CHRO Summer Symposium: The State of Our Vote: Policy, Progress, and Protections America**
Attendees: 70+
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.
- **The State of Our Vote: Policy, Progress, and Protections America**
Attendees: 50+
08/05 -CHRO Executive Interns presented the Commission's annual Summer Symposium on the topic of voting rights at the Legislative Office Building in Hartford. Managing Directors Kimberly Jacobsen and Michelle Dumas Keuler attended. Also attended Investigator Aubri Petersen. Attorneys Spencer Hill and Jonathan Sykes provided technical support for the event.

- CHRO Quarterly Fair Housing Training**
Attendees: 150+
 08/05 - Human Rights Attorney Jonathan Sykes assisted in producing the virtual Fair Housing Training, presented by Managing Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler.
- CHRO Fair Housing Training**
Attendees: 143
 08/05 - Managing Directors Kimberly Jacobsen and Michelle Dumas Keuler conducted virtual quarterly training for the public about fair housing laws.
- CHRO Intern Summer Symposium**
Attendees: 80
 08/05 - Managing Directors Kimberly Jacobsen and other staff members attended this event about voting.
- CHRO Community Engagement Ambassador (CEA) Meeting**
Attendees: 15
 08/06 - Outreach Coordinator Ana Mitchell led the CEA Committee meeting via Teams to discuss, collaborate, and plan future outreach opportunities for the agency.
- PMD Alliance Young Onset Parkinson's Speaker Series**
Attendees: 53
 08/11 - Managing Directors Kimberly Jacobsen did 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**
Attendees: 60
 08/11 - CHRO Attorneys Elizabeth Moyse and Stephanie O'Loughlin reviewed the Case *Graham v. Connor* to help the students better understand how the law has been reshaped around the use of force by police.
- Kids Court Academy**
Attendees: 34
 08/11 - Attorneys Stephanie O'Loughlin and Liz Moyse prepared a presentation on the *Graham v. Carter* case and took students' questions.
- Gallery for Hope & Freedom: Honoring the Past, Inspiring the Future**
Attendees: 130+
 08/12 – Executive Director Tanya Hughes, Executive Deputy Director Cheryl Sharp, Outreach Coordinator and the Executive staff helped support the event. The CHRO in partnership with the Stowe Center for Literary Activism hosted this Gallery for Hope & Freedom: Honoring the Past, Inspiring the Future event as a part of its initiative to establish the nation's first state government owned and operated Civil Rights Museum to create space to honor and preserve Connecticut's rich civil rights history. Guests were able to view a CHRO mural and documents showing the establishment of the CHRO.

- CHRO Gallery for Hope & Freedom: Honoring the Past, Inspiring the Future Event**
Attendees: 100+
 08/12 - Managing Directors Kimberly Jacobsen & Michelle Dumas Keuler (speaker at the event) and Investigators Cheyanne Clark, Investigator Aubri Petersen, Attorneys Adam Yagaloff, Jonathan Sykes, and Spencer Hill attended this event.
- Writer's Workshop**
Attendees: 50+
 08/13 - Managing Director Michelle Dumas Keuler contributed to the overall training of new staff regarding investigative write-ups. Also attended: Managing Director Kimberly Jacobsen, Investigator Aubri Petersen, Investigator Jo Keogh, Attorney Chiedza Rodriguez, Attorney Elizabeth Moyse, Attorney Stephanie O'Loughlin, Attorney Jerald Lentini, Attorney Tim Lewendon, Attorney Ethan Cain, Attorney John Conway, Attorney Cassie Bretones.
- CHRO Community Engagement Ambassador (CEA) Meeting**
Attendees: 15
 08/20 – Outreach Coordinator Ana Mitchell led the CEA Committee meeting via Teams to discuss, collaborate, and plan future outreach opportunities for the agency.
- Sexual Harassment Training live for MA Maison Childcare**
Attendees: 35
 08/21 - Managing Directors Kimberly Jacobsen and Michelle Duman Keuler did live sexual harassment training for the business.
- Angel of Edgewood – 6th Annual Back to School Extravaganza**
Attendees: 2000+
 08/25 - HRO Trainees, Anthony Pragano and Marc Hilyard tabled at this event reaching out to the community and stakeholders with particular focus to the youth, providing information about being bullied for any portion of protected classes they belong to and how CHRO can assist them.
- Kids Court Academy**
Attendees: 71
 08/25 - KCA viewed the film Life on Parole followed by a discussion moderated by Ashley Stewart.
- Civil Rights Training for Tunxis Community College**
Attendees: 8
 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.
- Affirmative Action Online Platform Development Team meeting**
 08/28 - Attorney Spencer Hill met with members of other agencies to introduce them to the project and explore how they will be contributing as testers.

- **EEOC Webinar: What You Should Know About the Equal Pay Act: Equal Pay for Equal Work**
Attendance: Online, total number unknown
08/28 - Courtney Shields - Human Rights Attorney II - This one-hour online presentation hosted by the EEOC discusses the legal requirements of the Equal Pay Act of 1963 (EPA). The right of employees to be free from discrimination in their compensation is protected under several federal laws, including the EPA, which is enforced by the U.S. Equal Employment Opportunity Commission (EEOC). The EPA requires that men and women be given equal pay for equal work in the same establishment.
- **AC questions and answers session with DAS Commissioner Gilman and Secretary Wojcik**
Attendees: 400+
08/31 - Managing Directors Kimberly Jacobsen and Michelle Dumas Kueler attended this training session.

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.
- **Regional Office Hours and Investigator Training**
09/01 – 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, in addition to formal mediation training.
- **Quarterly CHRO investigator training**
09/01 - Managing Director and other attorneys will be training regional investigators about preparing for a mediation.
- **Robinson and Cole – Employment law training**
09/01 - Legal Director Kimberly Jacobsen will attend this online training
- **Kids Court Academy**
09/08 - Chief Justice Raheem Mullins will be reviewing the case Norman vs CT State Board of Parole with the students.
- **CTRP3 Outreach Subcommittee Meeting**
09/09 - Deputy Executive Director Cheryl Sharp and Outreach Coordinator Ana Mitchell plan to attend the meeting.
- **Commemoration Central America Independence – Costa Rica**
09/11 - 09/12 - Deputy Executive Director Cheryl Sharp, Outreach Coordinator Ana Mitchell and Executive Secretary Kellye Hudson plan to attend the EVWENT. There will be a brief ceremony of Independence, meet and greet with the actors and producers of the film Maikol Yordan, Costa Rica, and delicious ethnic food.
- **The Greater Hartford Puerto Rican Day Parade**
09/13 - Outreach Coordinator, Ana Mitchell and CHRO plan to table at this event reaffirming CHRO's support of the Hispanic community.
- **CT Hall of Change**
09/13 - Deputy Executive Director Cheryl Sharp has been invited to attend this ceremony that brings together supporters, community members, families, and honorees to recognize formerly incarcerated men and women who have made meaningful contributions and change throughout their communities.
- **Commission on Racial and Ethnic Disparity in the Criminal Justice System**
09/14 - Deputy Executive Director, Cheryl Sharp plans to attend this meeting.
- **CTRP3 Advisory Board Meeting**
09/17 - Deputy Executive Director Cheryl Sharp and Outreach Coordinator Ana Mitchell plan to attend this meeting.

- **Connecticut Veterans Stand Down 2026**
09/18 - CHRO employees will attend this event hosted by the Department of Veterans Affairs offered to Connecticut's Veterans, Active Duty, National Guard and Reserve military personnel, and their immediate families by providing this "one stop" access to a range of programs and services offered by state and federal agencies, Veterans organizations, and community-based non-profits at these regional sites across the State.
- **Stand Down**
09/18 - Legal Director Kimberly Jacobsen and other staff will table at this fair for Veterans.
- **2026 Community Access Fair**
09/19 - CHRO will host this event at the Artists Collective to provide information to stakeholders on available resources, opportunities and connections with state agencies, nonprofit organizations and community groups. d by state and federal agencies, Veterans organizations, and community-based non-profits at these regional sites across the State.
- **CHRO Community Fair**
09/19 - Legal Director will attend/volunteer for this CHRO event.
- **Kids Court Academy**
09/22 - KCA will view a film School to Prison Pipeline followed by a discussion moderated by Ashley Stewart.

- **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:

- **08/04th - Contract Compliance Technical Assistance
Training Attendees: 32**
- **08/04th - Contract Compliance Training for
Municipalities Attendees: 16**

AA TA: 1

AA Meetings: N/A

CC TA: 1096

CC TA Session: 2

REGIONAL OUTREACH AND HOUSING AT A GLANCE

Housing

Future Activities:

None reported

Past Activities:

- **Hopestory – Paint Night**
Attendees: 30
07/28 - Housing Secretary Stephanie Chenard attended. Painted a butterfly portrait for the Hopestory foundation. Hopestory is an organization that provides free support to families who have received a Down Syndrome diagnosis.
- **The State of Our Vote: Policy Progress, and Protractions in America**
Attendees: 82
08/05 - Housing Supervisor Diane Carter attended.
- **CHRO Gallery for Hope & Freedom**
Attendees: 60
08/12 - Housing Investigator Jacqueline Elam attended. CHRO endeavors to create a space to honor and preserve the history of the civil rights movement. This "soft opening" event marked a significant step in advancing the Civil Rights museum project.
- **Writer's Workshop**
Attendees: 10
08/13 – Housing investigator's Sunasha Dunham-Carson, Jaqueline Elam, and John Torres attended. Mandatory training for all investigators who have been with the agency five years or less. Topics included conducting complete and thorough investigations for writing complaints. This was led by Cheryl Sharp and the legal division.
- **Kids Court Academy**
Attendees: 93
08/25 - Housing Investigator Shaun Jones will attend. Students and staff will watch the movie Life on Parole and then hold a discussion afterwards.

Capitol Region

Future Activities:

None reported

Past Activities:

- **CHRO Intern Symposium: The State of Our Vote: Policy, Progress, and Protections in America**
Attendees: 150+
08/05 – Representative Kevin O’Connell, in the role of regional office representative, attended in-person event/meeting CHRO Intern Symposium.
- **CHRO Kids Court Academy**
Attendees: 80+
08/11 - Representative Franklin Sykes attended virtual TEAMS Kids Court Academy for discussion on Graham vs. Connor case.
- **CHRO Gallery of Hope & Freedom: Honoring the Past, Inspiring the Future Event**
Attendees: 70+
08/12 – Representative Ajia Coleman, in the role of regional office representative, attended in-person event/meeting Civil Rights Museum groundbreaking. Assisted with tabling, packing up and passing out brochures.

08/12 – Representative Laura Roxbury attended in-person event/meeting Civil Rights Museum groundbreaking.
- **CHRO Quarterly Writer’s Workshop**
Attendees: 30+
08/13 – Regional Manager Jose-Michael Gonzalez attended in-person training/meeting Writer’s Workshop presented by CHRO at the Central Office.

08/13 – Secretary Demetria Leary attended in-person training/meeting Writer’s Workshop presented by CHRO at the Central Office.

08/13 – Representative Ajia Coleman attended in-person training/meeting Writer’s Workshop presented by CHRO at the Central Office.

08/13 – Representative Kevin O’Connell attended in-person training/meeting Writer’s Workshop presented by CHRO at the Central Office.

08/13 – Representative Oliver Morris attended in-person training/meeting Writer’s Workshop presented by CHRO at the Central Office.

Eastern Region

Future Activities:

None reported

Past Activities:

- **CHRO Intern Symposium: The State of Our Vote: Policy, Progress, and Protections in America**
Attendees: 150+
08/05 – Representative Aiyana Jenkins, in the role of regional office representative, attended in-person event/meeting CHRO Intern Symposium.
08/05 – Representative Megan Delaney attended online event/meeting CHRO Intern Symposium.
- **Greater Norwich Area Chamber of Commerce**
Attendees: 100+
08/13 – Regional Manager Jose-Michael Gonzalez attended in-person event/meeting Greater Norwich Area Business After Hours by GNACC and Supercharged. Contributions made to the discussion focused on networking with Supercharged, 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.
- **CHRO Quarterly Writer's Workshop**
Attendees: 30+
08/13 – Regional Manager Jose-Michael Gonzalez attended in-person training/meeting Writer's Workshop presented by CHRO at the Central Office.

08/13 – Representative Megan Delaney attended in-person training/meeting Writer's Workshop presented by CHRO at the Central Office.

08/13 – Representative Aiyana Jenkins attended in-person training/meeting Writer's Workshop presented by CHRO at the Central Office.

08/13 – Representative Zachary Cobb attended in-person training/meeting Writer's Workshop presented by CHRO at the Central Office.
- **Willimantic Library Outreach**
Attendees: 2
08/25 – Representative Zachary Cobb attended in-person meeting to distribute information pamphlets on CHRO services.
- **Greater Norwich Area Chamber of Commerce**
Attendees: 100+
08/26 – Regional Manager Jose-Michael Gonzalez attended in-person event/meeting Greater Norwich Area Business After Hours Eastern Region Multi-Chamber and Women Empowerment. Contributions made to the discussion focused on networking with Eastern Region business owners, Town Selectmen, 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.

West Central Region

Future Activities:

Past Activities:

- **STATE OF OUR VOTE Hearing**
Attendees: 70+
08/05 - Representative Robert Moller, Representative Christopher Blustein, and Representative attended the meeting which focused on how current movements disenfranchise the less powerful.
- **Kids Court Academy**
Attendees: 50+
08/11- Representative Christopher Blustein participated in the discussion and presentation which focused on Graham vs Connor.
- **Western CT Agency on Aging Summer Senior Expo on the Waterbury Green**
Attendees: 100+
08/20 - Representative Christopher Bluestein, Representative Ashanti Fleming, Trainee Michael Neumahr, and Trainee Judith Walker attended the event where they passed out CHRO brochures and shared information on how to file complaints.
- **Kids Court Academy**
Attendees: 50+
08/25 - Representative Christopher Blustein participated in the discussion and presentation which focused on the film *Life on Parole*.

Southwest Region

Future Activities:

None reported

Past Activities:

- **CHRO Kids Court Academy**
Attendees: 70
08/02 - 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 Spring Intern Symposium**
Attendees: 70
08/05 - Regional Manager Travis Fuller and Investigator Matt Diaz attended the CHRO Summer Intern Symposium. The discussion surrounded 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. The event provided a valuable opportunity for the interns to facilitate discussions on disparities in education and the impact on the community.

- **CHRO Community Engagement Ambassador (CEA) Meeting**
Attendees: 15
08/06- Regional Manager Travis Fuller attended the CEA Committee meeting via Teams to discuss, collaborate, and plan future outreach opportunities for the agency.
- **Technology Committee**
Attendees: 10
08/10 - Southwest Regional HRO Representative Martina Seminara met with the Commissions Technology Committee to discuss any technology concerns experienced in the regions as well as brainstorming potential future improvements.
- **CHRO Kids Court Academy**
Attendees: 70
08/11 - 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 Community Engagement Ambassador (CEA) Meeting**
Attendees: 15
08/20 - Regional Manager Travis Fuller attended the CEA Committee meeting via Teams to discuss, collaborate, and plan future outreach opportunities for the agency.
- **CHRO Kids Court Academy**
Attendees: 70
08/25 - 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: 53 (August) and 8917 (cumulative)