

To: Tanya Hughes, Executive Director  
From: Cheryl Sharp, Deputy Director  
Re: **CHRO Outreach Activities**  
Date: January 1, 2025

## **OUTREACH ACTIVITIES**

### **Outreach Successes:**

- **Social Media**  
Followers: 2K on Facebook and 1,251 on Instagram  
The CHRO's Social Media Team of Jody Walker-Smith and Spencer Hill with assistance from Courtney Shields, created 13 posts for the agency's Facebook, Instagram, and LinkedIn accounts.
- **DEI Newsletter**  
**Subscribers: 1,082**  
12/23/24 – Attorney Jody Walker-Smith led a team with Attorneys Spencer Hill and Megan Graefe and Affirmative Action trainee Jase Olavarria in preparing and disseminating a DEI monthly newsletter.
- **Community Engagement Committee Meeting**  
**Attendees: 8**  
12/19 Investigator Jo Keogh attended and took notes for a meeting for members of CHRO's Community Engagement Committee.
- **12/18 Food and a Film - The March of Freedom/The Story of us**  
**Attendees: 56 (26 online)**  
Stakeholders, Executive Director Tanya A. Hughes and CHRO employees attended a screening and panel discussion of The Story of Us. Event was moderated by Deputy Executive Director Attorney Cheryl A. Sharp. Guest panelists were UCONN Law Professors, Molly Land and Richard Wilson, along with Norwich Councilman Swarnjit Singh.
- **12/17 Secretary Thomas to Preside over Electoral College Ceremony**  
**Attendees: 50+**  
Deputy Executive Director Attorney Cheryl A. Sharp invited to attend Electoral College Ceremony. "In accordance with the provisions of Section 9-176 of the Connecticut General Statutes, Connecticut's Presidential Electors shall convene on Tuesday, December 17, 2024, at 12:00 p.m. in the Senate Chamber of the State Capitol in Hartford. The meeting is held for the purpose of casting ballots for President and Vice President of the United States of America." State Program Manager Johnette Tolliver and Executive Secretary Kellye Hudson were also in attendance.
- **City of Yonkers Commission on Human Rights and Opportunities 61st Anniversary Celebration**  
**Attendees: approx. 85**  
12/14 Attorney Robin Fox delivered greetings and congratulations from the CT CHRO along with a brief discussion about the CT CHRO, its responsibilities and the work that we do.

- **12/12 Governor's Press Conference at the State Capitol**  
**Attendees: 20+**  
 Deputy Executive Director Attorney Cheryl A. Sharp invited by Governor Ned Lamont's press conference to introduce the new Chief Opportunity Officer, Mariana Monteiro and to publicly establish partnership with the CHRO, The Governor and Marian Monteiro.
- **12/12 Shoreline Domestic Violence & Sexual Assault Taskforce Annual Legislative Roundtable**  
**Attendees: 50+**  
 Investigator Jo Keogh attended a legislative roundtable hosted by the Shoreline Domestic Violence & Sexual Assault Taskforce.
- **12/10 ACLU Town Hall Meeting West Hartford**  
**Attendees: approx. 75**  
 Legal Director Kimberly Jacobsen attended this event, provided pamphlets and let the audience know we are available to them.
- **12/10 Growing Together CT**  
 This is a coalition of housing organizations working towards fair and equitable housing in the state of CT. The CHRO serves on various subcommittees that are a part of this coalition.
- **12/5 & 12/9 Writer's Workshop with Deputy Executive Director Attorney Cheryl A. Sharp**  
**Attendees: 40+**  
 Deputy Director Sharp conducted a writer's workshop assisted by Legal Directors Kimberly Jacobsen and Michelle Dumas Keuler.
- **12/2 University of New Haven Women in Leadership Meeting**  
**Attendees: 2**  
 Legal Director Kimberly Jacobsen met with a representative of the U of NH Women in Leadership program to discuss involvement on their advisory board.

### **Future Outreach Activities:**

- **Social Media**  
 The CHRO's Social Media Team of Jody Walker-Smith and Spencer Hill are planning to create posts for the agency's Facebook and Instagram accounts.
- **1/29 EEOC Bite Size writing Evidence Analysis**  
 Legal Director Kimberly Jacobsen will attend this EEOC training
- **1/29 DEI Committee monthly meeting**  
 DEI committee co-chair Attorney Jody Walker-Smith will lead the committee's monthly meeting, including discussion of DEI topics and committee projects.
- **1/28 CBA DEI Committee**  
 Legal Director Kimberly Jacobsen & Attorney Jody Walker-Smith will attend this meeting.

- **1/25 CHRO MLK March**  
Legal Director Kimberly Jacobsen will attend this event.
- **1/15 CT MAC monthly meeting**  
Legal Director Kimberly Jacobsen will attend the monthly meeting of the CT Management Advisory Counsel.
- **Growing Together CT**  
1/14 This is a coalition of housing organizations working towards fair and equitable housing in the state of CT. The CHRO serves on various subcommittees that are a part of this coalition.
- **Human Rights Close to Home Youth Summit**  
1/8 Deputy Executive Director Attorney Cheryl A. Sharp invited to be a presenter at event to be hosted on UCONN campus
- **CTRP3 Advisory Board Meeting Subcommittee on Outreach**  
1/7 Deputy Director Sharp will participate in the subcommittee on Outreach for the CTRP3
- **DEI Newsletter**  
**TBD – Attorneys Jody Walker-Smith, Spencer Hill, and Megan Graefe and Affirmative Action trainee Jase Olavarria will prepare and publish a DEI newsletter.**
- **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:

- 12/4 **Contract Compliance Technical Assistance Training**  
**Attendees: 19**
- 12/4 **Contract Compliance Training for Municipalities**  
**Attendees: 7**
- 12/4 **Contract Compliance Training for DECD Grant Recipients**  
**Attendees: 10**

December TA's 384

### AA/CC

AA TA:	CC TA: 1610
AA Meetings:	CC TA Session: 3
AA Special Projects:	

## REGIONAL OUTREACH AND HOUSING AT A GLANCE

### Housing

#### **Future Activities:**

None reported

#### **Past Activities:**

- **Food and a Film: The March for Freedom/The Story of Us**  
**Attendees: 45**  
12/13 Attended by Stephanie Chenard and Jacqueline Elam - watched the movies March of Freedom and The Story of Us. Various speakers held a panel discussion the film.
- **National Fair Housing Training Academy (NFHTA) November Forum Series**  
**Attendees: 40**  
12/13 Attended by Shaun Jones- Empowering Fair Housing Through AI and RPA: Understanding the Essentials  
The panelists lended their wisdom and years of expertise to educate on artificial intelligence (AI) and robotic process automation (RPA) tools and their benefits and risks.
- **Technology Committee Monthly Meeting**  
**Attendees: 10**  
12/2 Attended by Stephanie Chenard - Discussed early stages of website development, revisited training for technology support at outreach events, and if our regions had ticket issues.
- **NFHTA Fundamentals of Fair Housing**  
**Attendees: 60**  
12/2 – 12/5 Attended by Sunasha Dunham-Carson – Reviewed fundamentals of intake for housing

### Capitol Region

#### **Future Activities:**

None reported

#### **Past Activities:**

- **CHRO's Food and Film Event - International Human Rights Day Movie Presentation – March for Freedom/The Story of Us**  
**Attendees: 56 (36 online)**  
12/18 Attended by entire Capitol Region staff (in-person & virtually)

## Eastern Region

### **Future Activities:**

- **Shoreline Domestic Violence and Sexual Assault Legislative Roundtable**  
1/30/25

### **Past Activities:**

- **CHRO's Food and Film Event - International Human Rights Day Movie Presentation – March for Freedom/The Story of Us**  
**Attendees: 56 (36 online)**  
12/18 Attended by Cathy Chester (virtually)
- **Shoreline Domestic Violence and Sexual Assault Taskforce Meeting**  
**Attendees: 20+**  
12/12 Attended by Cameron Deslaurier-monthly meeting in preparing for the Roundtable held in December.
- **GNACC Legislative Breakfast**  
**Attendees: 100+**  
12/10 Manager Robert Aldi attended the event where the newly elected State Reps and State Senators explained their platforms for the towns they serve and their vision for how to assist them.

## West Central Region

### **Future Activities:**

January – West Central Region will be doing outreach on bullying, diversity and inclusion at the following:

Andrew Ave School  
Hillside Middle School  
Waterbury YMCA

### **Past Activities:**

- **MLK March Flyer distribution**  
**Contacts made: Approximately 60**  
12/20 Ashanti Fleming and Kristin Hegel emailed correspondence to our region's contacts

- **Maple Hill Elementary School Reading Session**

**Attendees: 30**

12/19 Manager Shawn Burns and Ashanti Fleming read books with topics of diversity and inclusion to first grade students

## **Southwest Region**

### **Future Activities:**

None reported

### **Past Activities:**

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

**Attendees: 15**

12/19 Regional Manager Travis Fuller and Investigator Christine Rowan attended The CEA Committee meet via Teams to discuss and continue planning for future outreach events.

- **CHRO Food and Film: International Human Rights Day Movie Presentation**

**Attendees Estimate: 50 (in person and online) plus Presenters**

12/18 11:00am-1:00pm [Virtual via Teams] Regional Manager Travis Fuller and Investigator Christine Rowan attended the film “The March of Freedom – The Story of Us”, followed by a panel discussion

- **CHRO Writers Workshop**

**Attendees: 10+**

12/5 CHRO investigators met with, Executive Director, Tanya Hughes and Deputy Executive Director, Cheryl Sharp for an in-person writer’s workshop, intake training and refresher course.

- **ACLU Civil Rights Town Hall**

**Attendees: 100+**

12/3 Southwest Regional Manager Travis Fuller attended and participated in the ACLU Town Hall which covered various civil rights issues.

Media Inquiries: 0

Legislative Meetings: 12

Legislative Inquiries: 4

Legislative hearings: 0

Sexual Harassment Law: 31 (December) and 8230 (cumulative)



**EDUCATION AND OUTREACH/MEDIA/LEGISLATIVE  
& TRAINING HIGHLIGHTS  
January 2025 for December 2024**

<b>Type of Outreach</b>	<b>Number of Monthly Activities (December)</b>
Training Sessions (Legal and Executive)	1
Public Appearances – a speaker at an event (Legal and Executive)	5
Collaborations (Legal and Executive)	3
Committee Meetings	4
Informational Sessions (Legal and Executive)	4
Public Outreach (Legal and Executive)	5
<b>Affirmative Action/Contract Compliance</b>	
Affirmative Action Technical Assistance	0
Contract Compliance Technical Assistance	3
Contract Compliance Public Outreach-pre-bid meetings and open houses	0
<b>Student Outreach-elementary, middle, high school (Agency-wide)</b>	
Youth Outreach	1
School Outreach	1
Youth Programs	1
<b>The Legislature</b>	
Legislative meetings	7

<b>Legislative inquires</b>	<b>12</b>
<b>Legislative Hearings</b>	<b>0</b>
<b>The Regions</b>	
<b>Regional Training sessions</b>	<b>4</b>
<b>Regional Public Appearances</b>	<b>5</b>
<b>Regional Informational sessions</b>	<b>2</b>
<b>Regional Public Outreach</b>	<b>5</b>
<b>The Media</b>	
<b>Media Inquiries</b>	<b>0</b>
<b>CHRO in the News</b>	<b>0</b>
<b>Films</b>	<b>0</b>
<b>Total number of people reached or served</b>	<b>30,844</b>
<b>Future (January)</b>	<b>Future (January)</b>
<b>Training Sessions (Legal and Executive)</b>	<b>2</b>
<b>Public Appearances – a speaker at an event (Legal and Executive)</b>	<b>3</b>
<b>Collaborations (Legal and Executive)</b>	<b>2</b>
<b>Committee Meetings (Legal and Executive)</b>	<b>2</b>
<b>Informational Sessions (Legal and Executive)</b>	<b>1</b>
<b>Affirmative Action Technical Assistance (Reported Quarterly)</b>	<b>1</b>
<b>Contract Compliance Technical Assistance</b>	<b>3</b>
<b>Youth Outreach</b>	<b>1</b>
<b>Youth Programs</b>	<b>0</b>