



CHRONICLE

AUGUST 2015

LEADERS AND LEGENDS AWARDS

On July 30, 2015, the CHRO presented awards to six civil rights “Leaders and Legends” in a ceremony at the State Capitol. Those honored are Connecticut citizens and organizations who augment the efforts of the CHRO and make fairness and equality a priority in the work that they do.

The ceremony was dedicated to David Stowe, a true leader and legend in the fight for civil rights.

The 2015 award recipients are Senator Eric Coleman, The Artists Collective, Inc., Attorney Karen DeMeola, Michelle Duprey, Darryl Burke, and Eleanor Caplan.

Thank you to the presenters of the awards, Assistant United States Attorney Ndidi Moses, Attorney Dan Schwartz, Constance Royster, Gretchen Knauff, Shola Freeman, and Neva Vigezzi.

The CHRO is proud to honor these six men and women for their courageous and outstanding work as Leaders and Legends in Connecticut’s fight for civil rights.

The full ceremony can be viewed OnDemand on CT-N’s website at:

<http://www.ctn.state.ct.us/ctnplayer.asp?odID=11833>

We are now taking nominations for the 2016 Leaders and Legends.

STAFF SPOTLIGHT: Jody Walker-Smith

Jody Walker-Smith joined the CHRO in January 2014 as a housing discrimination attorney on a grant from HUD, and in November 2014, she became a permanent member of the CHRO legal division. Before joining the CHRO, Jody prosecuted claims of child neglect for New York City. Fun fact – Jody was an intern with the CHRO while studying law in 2009. Upon joining the CHRO on a permanent basis, Jody said, “I am committed to civil rights law enforcement and grateful for the opportunity to work in the area of public interest law.”



THE SCHOOL TO PRISON PIPELINE CONFERENCE

On August 11th the CHRO, with its two co-sponsors the Connecticut Juvenile Justice Alliance and UCONN Human Rights Institute, hosted a conference to address the School to Prison Pipeline.

The School to Prison Pipeline refers to the harsh policies and practices that push the nation’s schoolchildren out of the classroom and into the juvenile and criminal justice systems. This phenomenon disproportionately impacts students of color and students with history of poverty, abuse, neglect, and emotional disabilities. This especially concerns under-resourced



Governor Malloy speaking at the event

schools, as well as schools that use zero-tolerance policies to criminalize minor infractions of school rules and utilize police enforcement to discipline and punish students.

Governor Dannel Malloy addressed (continued on page 2—)

If you have an article you would like to submit for the CHRONicle, please email cheryl.sharp@ct.gov and it can be included in our next edition.

INTERMEDIATE INVESTIGATOR TRAINING FOR NEW ENGLAND FEPA

The CHRO will be sending staff members to the EEOC's Intermediate Investigator Training for New England FEPA on August 27th and 28th at their office in Boston. The two day workshop will include a brief lecture on the Model of Proof, Theories of Discrimination, use of the Investigation Plan as a Roadmap, and the importance of Testing Respondent's Defenses. The workshop is designed to enhance an Investigator's analytical and critical skills, and increase their awareness of the investigation tools we and the importance of research. Attendees are expected to "brief" on one of two cases discussed during the workshop.

CHRO IN ATLANTA

Executive Director Tanya Hughes and Deputy Director Cheryl Sharp spent a week in Atlanta, Georgia in August. They attended the EEOC Atlanta Seminar, a training event. Training modules included The Secret of Microbehaviors: How Understanding the Unconscious Mind Creates a More Diverse, Inclusive, & Innovative Workplace, EEOC Legal Update: Recent Court Decisions and Their Impact on Employer Responsibilities, and Successful Workplace Accommodations.



The Center for Civil and Human Rights

While in Atlanta, Executive Director Hughes and Deputy Director Sharp also visited the Center for Civil and Human Rights with other administrators attending the EEOC Seminar. The Center for Civil and

Human Rights is a museum that connects the American Civil Rights Movement to today's Global Human Rights Movements. It was a moving experience for both Hughes and Sharp and a great opportunity for them to reflect on these movements and the CHRO's mission.

THE MS. FOUNDATION FOR WOMEN

On August 17, Executive Director Hughes and Deputy Director Sharp attended the Ms. Foundation for Women's event "Meet the Foundation at Martha's."

The event wrapped up the Ms. Foundation's Listening Tour in which Ms. Foundation President and CEO Teresa C. Younger traveled around the United States to meet, hear from, and strategize with feminists across the country on how to grow the women's movement, and effectively impact policies that affect women and families.



Executive Director Hughes at the event

The CHRO is hoping to collaborate with the Ms. Foundation for Women in the near future.

(- **School to Prison Pipeline**, from page 1) attendees about his Second Chance Initiative and its impact among residents of Connecticut. The keynote address by Dr. Bill Howe, retired State Title IX Coordinator/Civil Rights Compliance for the Connecticut State Department of Education, emphasized how the school to prison pipeline is an important issue in Connecticut that needs to be addressed and how work has been made, but more progress is required. From OPM's Criminal Justice Policy and Planning Division, Mike Lawlor discussed the changes that have been made in Connecticut to choke the pipeline and echoed the sentiment of the Governor.

The ten panelists were Christine Perra Rapillo, Steven Hernandez, Dr. Ken Anthony, Feng An, Michelle Dumas Keuler, Mike Lawlor, David McGuire, Marisa Mascolo Halm, Dawn Yuster and Cheryl A. Sharp. The three students in attendance, Joyhissa Bouknight, Aamir Sena, and Ibrahim Adegona, spoke about how the school to prison pipeline has personally affect them and negatively impacted their lives.

It was an insightful conference that brought more awareness and much needed action to address the school to prison pipeline. The CHRO will continue the discussion regarding the school to prison pipeline by hosting events in the future and looking at potential legislation.