



## Eliminating discrimination through Enforcement, Education & Advocacy

### EXPEDITED CASE PROCESSING FOR ALL STAKEHOLDERS & CIVIL RIGHTS IS GOOD FOR BUSINESS

The month of October has been donned Education & Outreach month at the CHRO. The CHRO hosted two

#### WHY AFFIRMATIVE ACTION IS GOOD FOR BUSINESS

Today's global economy has changed the way companies do business. To be competitive, companies must be prepared to meet the demands of a diverse and ever changing customer base. Research shows that companies with a diverse workforce are often better able to meet changes in the market place.

A workforce that is homogeneous, may have difficulty understanding the needs of consumers who are not like them and therefore, may misunderstand the indicators that suggest a product or service should change to appeal to those different customers.

Affirmative action in Connecticut encourages companies to diversify their workforce to reflect the diversity of their labor market.

A workforce that includes workers of different races, ethnicities, genders, and abilities can provide a company with important information about the needs and interests of various consumer groups.

When a workforce expands to include individuals of other races, genders, and backgrounds it broadens the knowledge of all employees about the people who live and work in their communities.

important conferences: P.A. 11-237 CHRO's Expedited Case Processing Conference and Civil Rights is Good For Business. The P.A. 11-237 Conference featured CHRO attorneys Michelle Dumas Keuler, Kimberly Jacobsen, Cheryl Sharp and Charles Krich and a distinguished panel of attorneys practicing in the areas of civil rights law and labor and employment law: George O'Brien, Daniel Schwartz, Cynthia Jennings, Ann Bird and Mary Kelly. CHRO's case processing is changing rapidly and the changes will mean that cases are

processed more efficiently than in the past. The P.A. 11-237 Conference was followed by Civil Rights is Good for Business, where the Business Training Institute was unveiled and business leaders and human resources personnel were provided with best practices for creating a diverse workplace, free of discrimination and harassment. CBIA Attorney Kia Murrell provided inspirational words of encouragement to CHRO, as she made it clear that the CHRO needs to publicize the good work that it has done.

#### UPCOMING EVENTS

- **Kids Court** essays are due on **April 2, 2011**. The purpose of the program is to raise the social awareness of students regarding civil and human rights issues, to reduce prejudice, discrimination and bullying and to encourage equality and fairness. Jr. High and High School students are encouraged to write an essay for the Competition. This year's topics are: bullying, school climate and school culture; online harassment-not on or off school grounds; Inclusion and education; My neighborhood: my school-busing, integration and equality and It's okay to be you! Please email [Cheryl.sharp@ct.gov](mailto:Cheryl.sharp@ct.gov) for more information.
- **Training for Statewide Legal Services**— On **11-22-11** Attorneys Michelle Dumas Keuler and Kimberly Jacobsen will provide training to staff members on CHRO case processing.

#### **\*\*Business Training Institute\*\***

On October 26, 2011, the CHRO unveiled its Business Training Institute (BTI). CHRO Attorneys are available to provide **free training** for employers on \*Employment discrimination\*Workplace harassment \*Sexual harassment \*Disability discrimination\*Reasonable accommodation law \*Transgender law \*Credit Transaction discrimination \*Public Accommodation Discrimination and \*CHRO processes and procedures Contact Attorney Cheryl A. Sharp at [Cheryl.Sharp@ct.gov](mailto:Cheryl.Sharp@ct.gov) or Attorney Michelle Dumas Keuler at [Michelle.DumasKeuler@ct.gov](mailto:Michelle.DumasKeuler@ct.gov) for more information.



#### **\*\*\*ALERT\*\*\***

#### OFFICE OF PUBLIC HEARING

Several people have been vetted to fill the three Human Rights Referee positions that were vacated in June of 2011. We are looking forward to their arrival and the resumption of the public hearing process at CHRO.