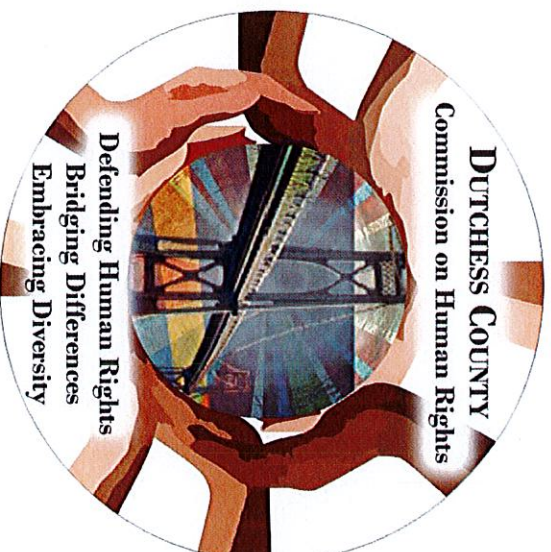


The Dutchess County Commission on Human Rights



Purpose of Today's Visit

- This Moment in Time
- Introduce Commission
- Inform municipalities of the work and activities of the Commission
- Discuss current issues within the county & how the Commission can assist
- Develop a closer collaboration

The Commission: *Who We Are*

History of the Commission

- Originally established in 1984, DCCHR was re-established by County Executive Marc Molinaro & Legislature in 2016
- Commission is comprised of Jody Miller (Commission Exec. Director and County Employee) and 14 volunteers
- Welcoming new applications - seeking for the Commission to thoroughly represent the county (applications available on the website)

Our Members

Jody Miller

Shirley Adams

Victoria Anderson

Onaje Benjamin

Doris Diaz-Kelly

Jen Drake

Neelanjana Ray

Lance Ringel

Seema Rizvi

Manuela Roosevelt

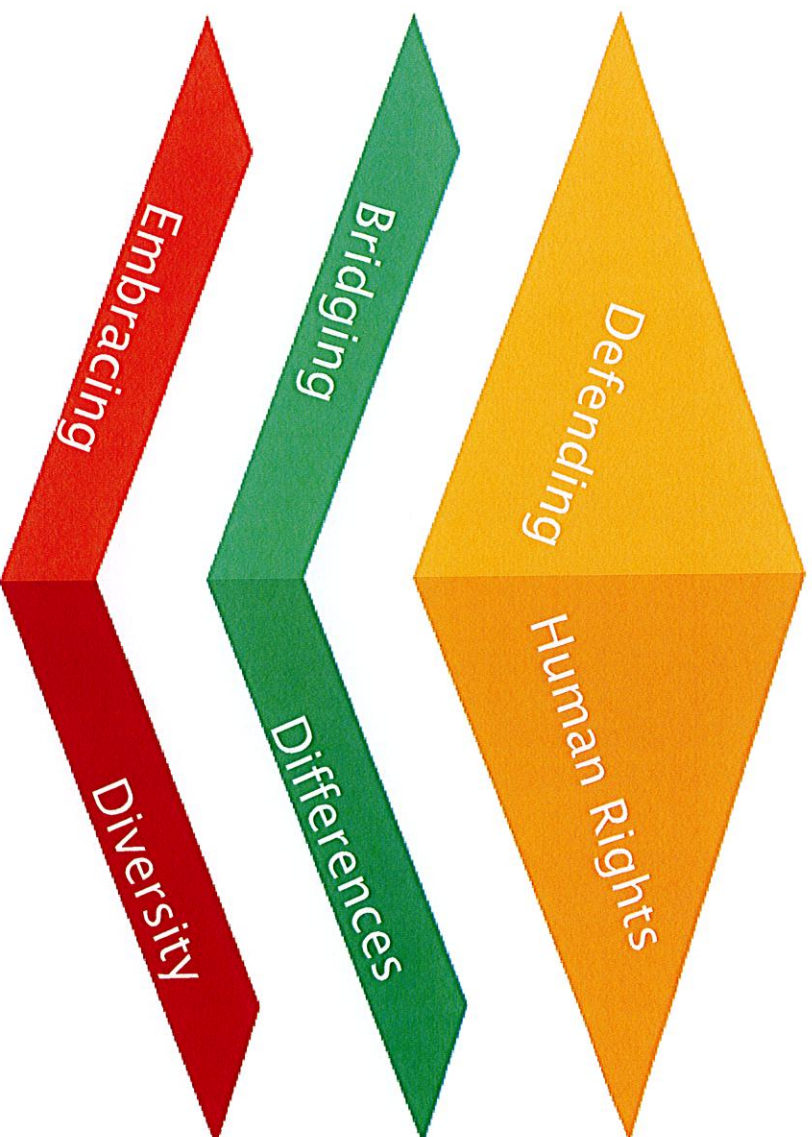
Tara Simmons

Marvelly St. Cloud

Christopher St. Germain

Bailey Williams

Our Mission



Our Purpose:

- Fostering mutual respect and understanding amongst all racial, religious, and ethnic groups
- Educate the County's communities on issues and studies of Human Rights
- Address discriminatory practices as well as tension and conflict and help to resolve them
- Organize and participate in community activities/events to build goodwill and alliances to foster mutual respect and understanding among all groups
- Develop programs to enhance inclusion and embrace diversity
- Acting as a bridge to other resources including but not limited to the New York State Division of Human Rights (DHR)
- The Commission is not an investigative body and has no enforcement authority

The Commission in Action: Before & During Covid-19

While Covid-19 protocols have presented unique challenges to continuing our regular work, the Commission has found ways to adapt and maintain our connections throughout the county. 2020 and 2021 were busy years for the Commission as we engaged the community through virtual programs.



The Commission in Action:
Conducting & Recommending
Educational Programs to Increase
Goodwill & Open Opportunities

Speaker Series: Doing More Than Nothing About Hate & Discrimination: We are All in This Together

Held in collaboration with Orange & Ulster County Human Rights Commissions



The Dutchess County Commission on Human Rights, the Ulster County Human Rights Commission and the Orange County Human Rights Commission are joining together to bring you this exciting new Speaker Series.

Speaker Series:

DOING MORE THAN NOTHING ABOUT HATE: WE ARE ALL IN THIS TOGETHER

How can we work together to effectively combat hate?

Deborah Lauter, Executive Director, NYC Office for the Prevention of Hate Crimes



**October 13, 2020,
2pm-3:30pm via Zoom**

Register at dutchessny.gov/speakerseries

UPCOMING SPEAKER SERIES WEBINARS

November 10, 2-3:30pm

December 1, 2-3:30pm

For more information, contact:
Dutchess County Commission on Human Rights, info@dutchessny.gov or 845-486-2816
Orange County Human Rights Commission, info@orange-ny.gov or 845-617-7841
Ulster County Human Rights Commission, info@ulster-ny.gov or 845-334-5492



The Dutchess County Commission on Human Rights, the Ulster County Human Rights Commission and the Orange County Human Rights Commission are joining together to bring you this exciting new Speaker Series.

Speaker Series:

Disparities, Their Impact and What Needs to Change Wednesday, March 10, 12pm-1:30pm



Giovanna Rogien,
Executive Director,
Material Injury Services



Megan Decker,
Executive Director,
Education Center Services



Edna Muhammad, LCSW,
CDM, Clinical Supervisor,
Adult Services for Children
and Families

Disparities in Material
Injury Services

Overview of Present Disparities in
Education Center Services

Adult Services for Children
and Families

Register at dutchessny.gov/speakerseries

For more information, contact:
Dutchess County Commission on Human Rights, info@dutchessny.gov or 845-486-2816
Orange County Human Rights Commission, info@orange-ny.gov or 845-617-7841
Ulster County Human Rights Commission, info@ulster-ny.gov or 845-334-5492



The Dutchess County Commission on Human Rights, the Ulster County Human Rights Commission and the Orange County Human Rights Commission are joining together to bring you this exciting new Speaker Series.

Speaker Series:

Anti-Asian Hate: Covid, Asians and Pacific Islanders and Creating a Caring Community Part 1 Wednesday, May 12, 2021, 12pm-1:30pm

How does Covid-related anti-Asian rhetoric and actions fit into a long pattern of stereotyping and racism? What narratives are told and not told? Who are Asians? (Professor Yu Zhou, KX Naimoo)

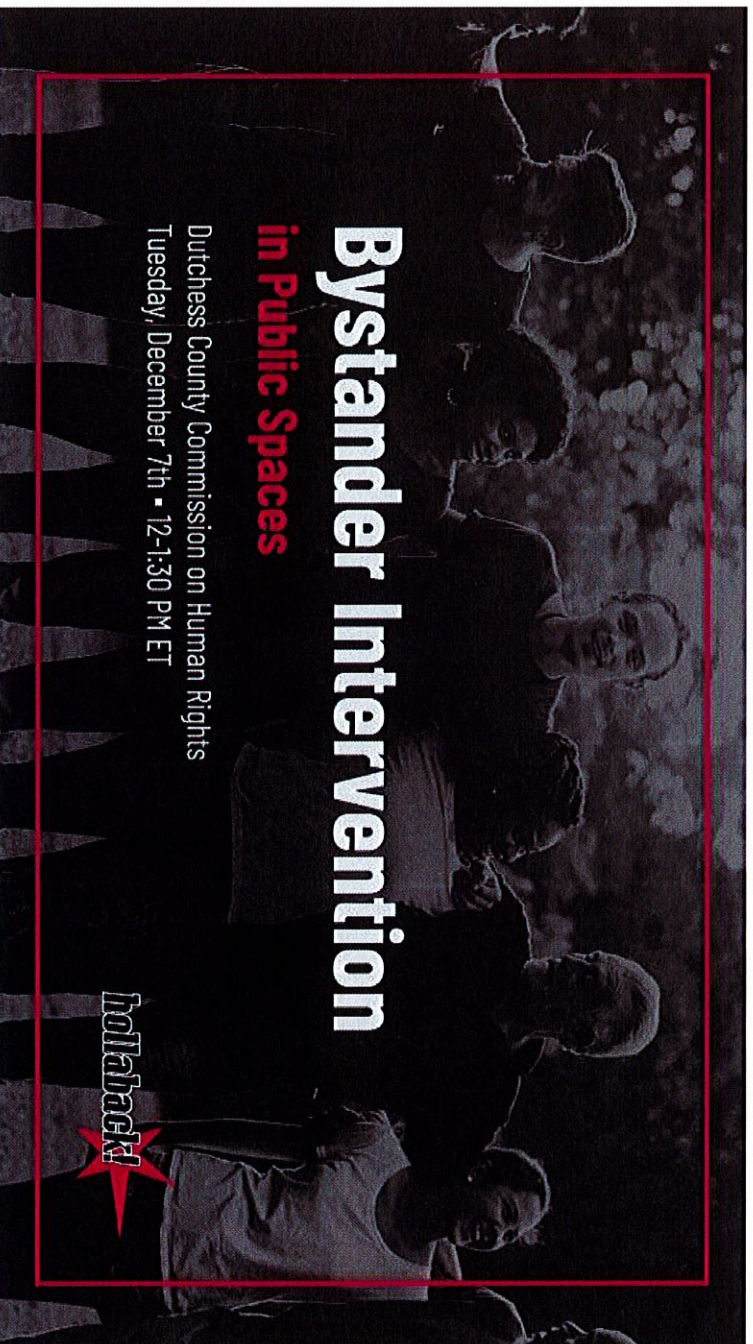
Part 2 Wednesday, May 26, 2021, 12pm-1:30pm

What does it mean to respond to anti-Asian violence including both overt attacks (verbal or physical) and micro-aggressions? What does it mean to create a caring community that responds in ways that build trust, increase safety and foster strength and resilience? (Christine Wong, Poloma Wolfe, and others)

Register at dutchessny.gov/humanrights

For more information, contact:
Dutchess County Commission on Human Rights, info@dutchessny.gov or 845-486-2816
Orange County Human Rights Commission, info@orange-ny.gov or 845-617-7841
Ulster County Human Rights Commission, info@ulster-ny.gov or 845-334-5492

Bystander Intervention Training in Public Spaces



Hate Crime: What it Is and Isn't: A Panel Discussion

The Dutchess County Commission on Human Rights, in collaboration with The Jewish Federation of Dutchess County, New York State Police, Dutchess County District Attorney's Office, Dutchess County Sheriff's Office & Dutchess County Dept. of Emergency Response

Hate Crime: What It Is and Is Not: A Panel Discussion

*"What is a hate crime? How is it different from hate speech?"
These are the questions that have increasingly been asked.
Join us for this important discussion.*

December 9, 2021
7:00pm-8:30pm via Zoom

Panel members:

Abdul Weed, Sr. Investigator, NY State Police
Matthew Weishaup, Chief Assistant District Attorney, DC DA's Office
Sgt. Michael Rahilly, DC Sheriff's Office
Kenneth Roman, Deputy Commissioner, DC Dept. of Emergency Response
Seema Rizvi, MD, DC Commission on Human Rights

Moderators:

Jody Miller, Executive Director, DC Commission on Human Rights
Karen Hochhauser, Executive Director, The Jewish Federation of DC

To Register:

<https://bit.ly/HumanRightsDiscussion>
For more information, please contact:
ddhumanrights@dutchessny.gov



Other Educational Events & Programs

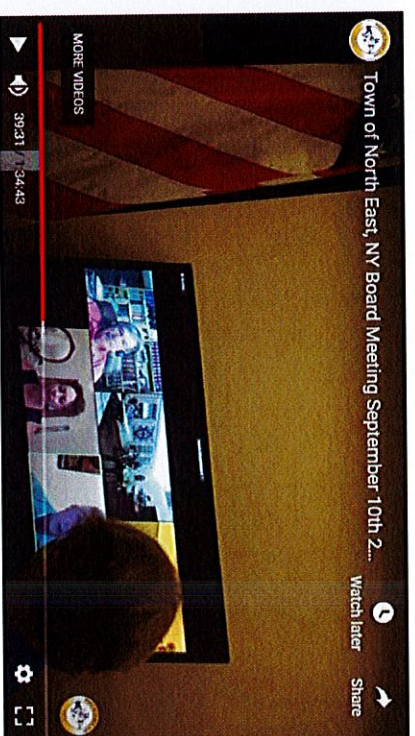
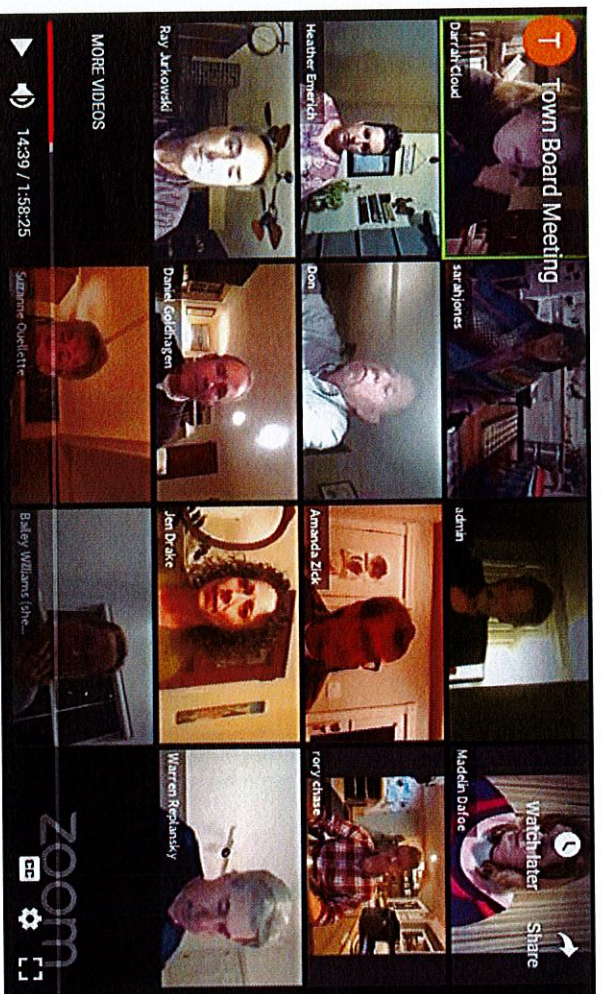
Celebrating International Human Rights Day
with partners to commemorate the adoption of
the Universal Declaration of Human Rights by
the United Nations in 1948



**Providing educational outreach by conducting
presentations and attending and tabling at community
events.**



Town & Village Outreach Project



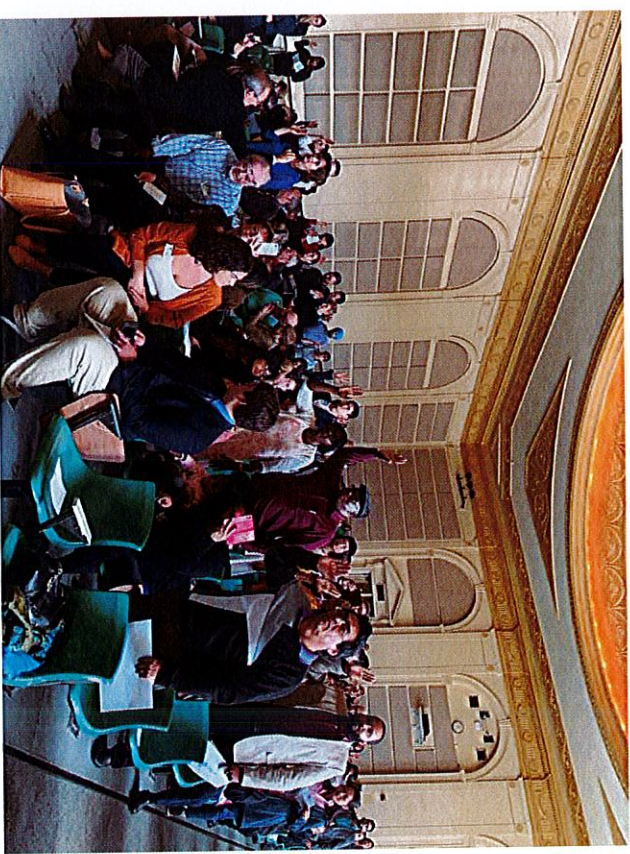
The Commission seeks to...

Promote a stronger presence in local communities particularly with local elected leaders

Act as resource to local municipalities to encourage dialogue and bridge conflict

Facilitate information exchange between the County and local municipalities to provide greater awareness

Provide a liaison from the Board to connect with the Commission



The Commission in Action: Fostering Mutual Respect & Understanding Among All Groups

100 Cups of Coffee



100 Cups of Coffee is the Commission's Transformative Dialogue pilot project that began in the City of Poughkeepsie.

The primary goal is to help improve community relations by providing spaces for people to come together to talk about the matters of concern to them in their neighborhoods.

The Commission facilitated 16 different 100 Cups of Coffee sessions, including the first outside of Poughkeepsie in the Town of Fishkill.

Listening Sessions

*"Just knowing that you were there to help
with this made me feel safer."*

Listening sessions are opportunities for community members to meet with members of the Commission on Human Rights and discuss the issues that concern them most in their community.



Facilitated Conversations & Listening Sessions



Facilitated conversation with members of Arlington Community that included business owners, residents, DC Jewish Federation, legislators and others to respond to the Nazi flag hanging in an apt. window that resulted in the flag being taken down.

“I was very glad that this approach was attempted before a more public and potentially more confrontational approach.”

Held a listening session with members of a local Asian American community regarding increase in anti-Asian hate crimes that resulted in members meeting with local elected officials, taking bystander intervention training, among others.

Police Reform & Modernization Collaborative

The Commission supported the EO 203 process in several capacities:

- 5 Commission members served on Administrative Team and Stakeholders Committee
- Moderated 6 geographically linked community forums with American Sign Language (ASL) interpreters and 1 Spanish language interpreted community forum for specific ideas to improve policing.

POLICE REFORM COMMUNITY FORUMS

Hosted by:



Every police agency in New York State must undergo reform. Dutchess County is working with municipalities, police agencies and stakeholders to develop ideas and reform plans that will be distributed to all police agencies in the county.

For more info visit our website at DutchessNY.gov/PoliceReform

What are your specific ideas regarding police reform?

These forums will be facilitated by the Commission on Human Rights and are an opportunity for you to make suggestions on improving policing in our county.

Saturday, Sept. 12, 3-5pm Towns of Washington, Stanford, Pine Plains, Amentis, and North East.
Thursday, Sept. 17, 6-8pm Towns of Pawling, Union Vale, Beekman, Dover, LaGrange and Pleasant Valley.
Tuesday, Sept. 22, 6-8pm Towns of Wappingers, Fitchkill, East Fitchkill and the City of Beacon.
Wednesday, Sept. 23, 6-8pm Towns of Poughkeepsie and Hyde Park.
Saturday, Sept. 26, 3-5pm Towns of Rhinebeck, Red Hook, Milan and Clinton.
Tuesday, Sept. 29, 6-8pm City of Poughkeepsie

Register at DutchessNY.gov/PoliceForums

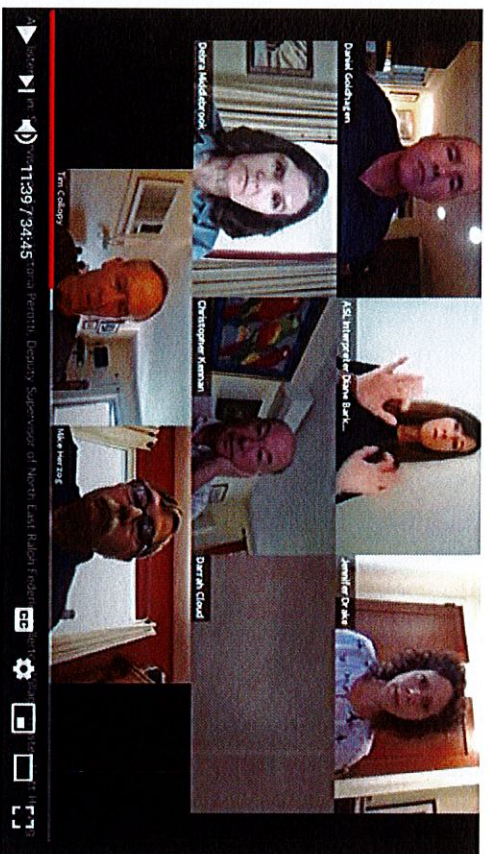
Registration is required and speaking preference will be given to those who live/work/visit/volunteer/live family in the municipality listed for that session.

Alternatively, you can submit written comments on our website at DutchessNY.gov/PoliceReform



For more information about the forums, or if you would like to submit your comments on paper, call 845.486.2169, or email DCHumanRights@dutchessny.gov

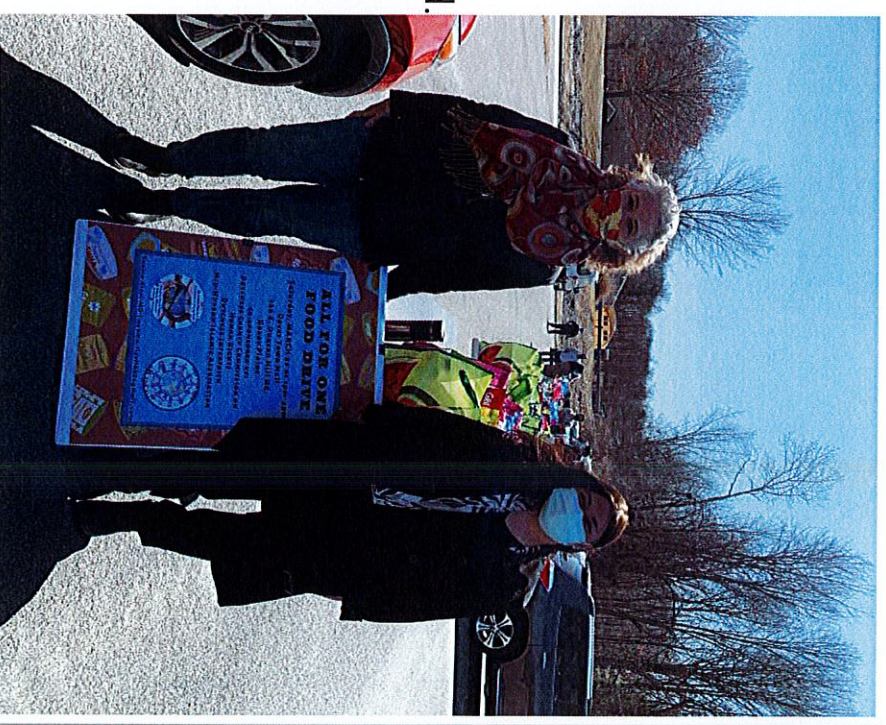
Police Reform & Modernization Collaborative: Community Forums



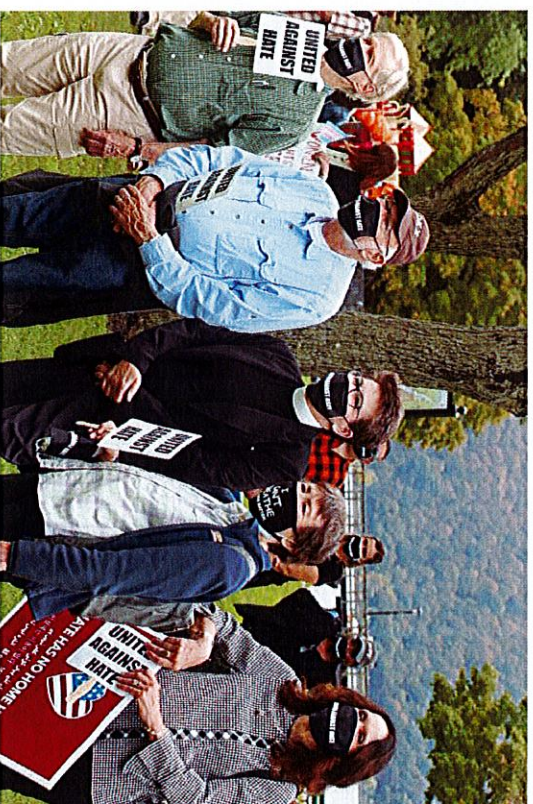
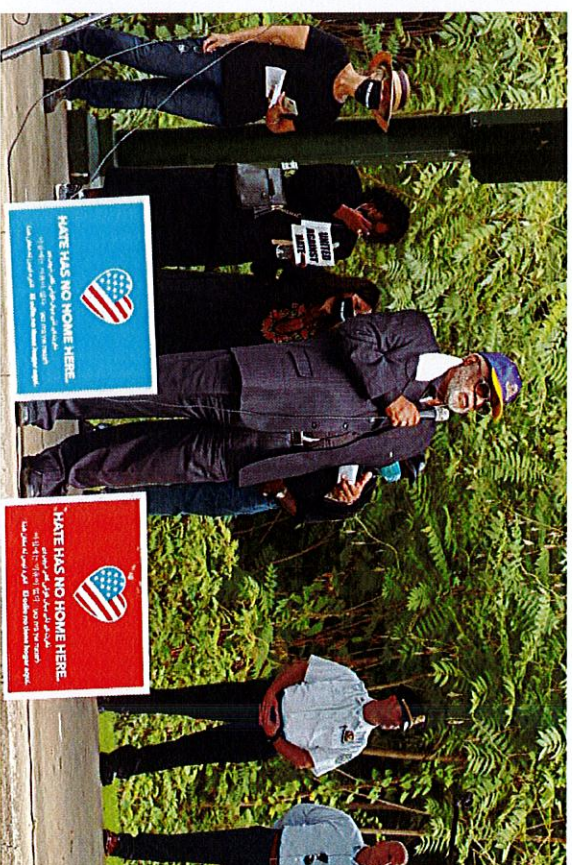
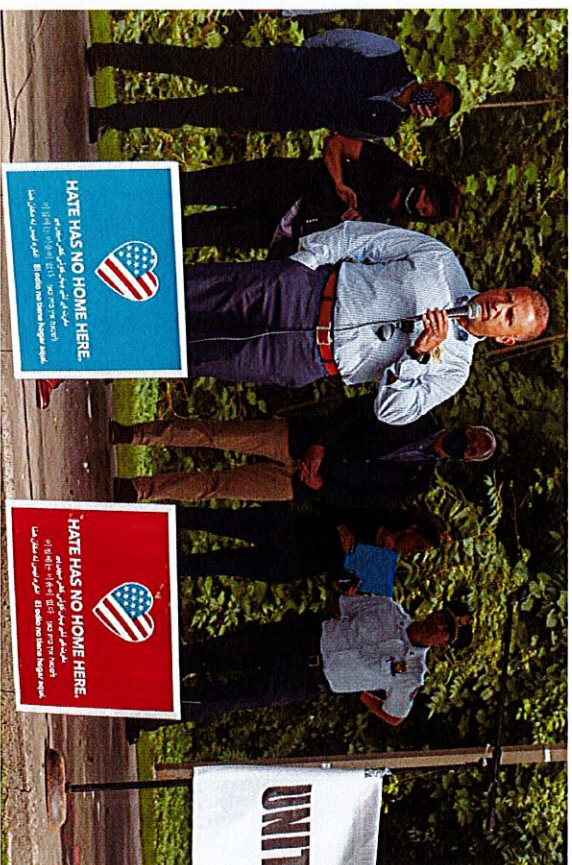
Covid-19 Support & Outreach

The worldwide pandemic of COVID-19 placed extraordinary and unprecedented challenges upon Dutchess County. The Commission sought to support our communities through a variety of special support and outreach programs, ranging from informative programming to resources outreach.

- Co-hosted Virtual Community Forum on Wellness & Mental Health in collaboration with Poughkeepsie Healthy Black & Latinx Coalition in English and Spanish.
- Collaborated with City of Poughkeepsie to create and distribute 5000 COVID-19 information flyers in English and Spanish regarding testing sites, COVID resources information including food.
- Assisted a person who was the target of a bias incident related to COVID
- Partnered with All for One, One for All Food Drive

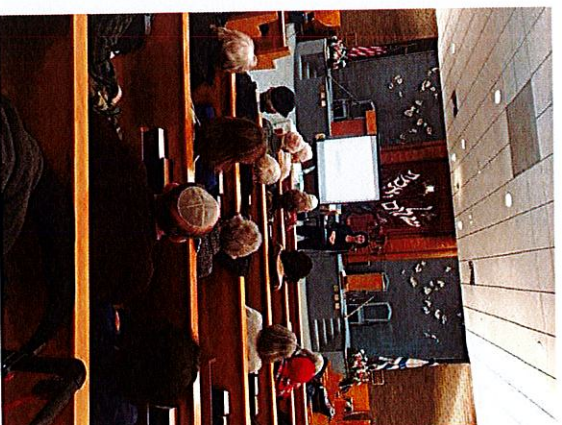


United Against Hate March



The Commission in Action: Engaging with our Community

- Interfaith Prayer Vigil (Jan)
- United Nations Association - Mid Hudson Valley at Oakwood Friends School (Jan)
- MLK Day of Service – Bard College
- MLK Annual Celebration – Springfield Baptist Church – Beacon
- Jewish Federation Presentation (Feb)
- Collaborating with Ulster County & Orange County Human Rights Commissions – 1st meeting to discuss (Feb.)
- *100 Cups of Coffee*, Saturday Morning Lights, Poughkeepsie Middle School
- All for One – Fishkill (March)



The Commission in Action: How We Help

How the Commission Helps

Tailoring and making referrals to community resources

Co-creating events and that are aligned
with the Commission's purpose

Developing partnerships and collaborations to
identify and address human rights issues

Responding to community concerns

How the Commission Helps

The Commission receives contacts about a variety of issues and responds by:

The first step is checking in with the people who are directly affected.

We ask: Can you tell us about the situation?

We ask: What is it that you would like to see happen?

We then offer options of how we can help.

For More Information:

- Annual Reports are available on the County website at DutchessNY.gov

Contact Us:

Dutchess County Commission on
Human Rights

dchumanrights@dutchessny.gov

845-486-2836

Dutchess County
Commission on
Human Rights

