

RESOLUTION NO. 2016224

RE: CONFIRMING NEW APPOINTMENTS TO THE  
HUMAN RIGHTS COMMISSION

Legislators BORCHERT, THOMES, SAGLIANO, and HORTON offer the following and moves its adoption:

WHEREAS, pursuant to Resolution 392 OF 1984, a Dutchess County Human Rights Commission was established, and

WHEREAS, pursuant to said Resolution, the County Executive is authorized to appoint seven (7) individuals to the Commission, and

WHEREAS, pursuant to said Resolution, the Chairman of the Legislature is authorized to appoint seven (7) individuals to the Commission, and

WHEREAS, all fourteen (14) appointments shall be subject to Legislative approval, and

WHEREAS, the County Executive and the Chairman of the Legislature appoint the following individuals to the Commission effective October 1, 2016, with such appointments being contingent upon satisfactory background approval, and

RESOLVED, that the appointment of the following individuals, by the County Executive and the Chairman of the Legislature, contingent upon said background approval, to serve without compensation, is confirmed:

COUNTY EXECUTIVE APPOINTMENTS:

Shirley Adams  
100 South Hamilton Street  
Poughkeepsie, NY 12601

Lance Ringel  
163 College Avenue #30,  
Poughkeepsie, NY 12603

Jen Drake  
757 Route 309  
Rhinebeck, NY 12572

Ricardo Pacheco  
14F Winthrop Court  
Wappingers Falls, NY 12590

Bailey Williams  
20 Elizabeth Street  
Red Hook, NY 12571

TERM:

Three year term,  
expiring on September 30, 2019

Three year term,  
expiring on September 30, 2019

Three year term,  
expiring on September 30, 2019

Two year term,  
expiring on September 30, 2018

Two year term,  
expiring on September 30, 2018

Thomas Onaje Benjamin  
235 South Avenue  
Poughkeepsie, NY 12601

One year term,  
expiring on September 30, 2017

Dr. Seema Rizvi  
47 Logans Way  
Hopewell Junction, NY 12533

One year term,  
expiring on September 30, 2017

CHAIRMAN APPOINTMENTS:

Michele Bertran  
56 Hudson View Terrace  
Hyde Park, NY 12538

TERM:  
Three year term,  
expiring on September 30, 2019

Linda Balloqui-Smith  
5 Rock City Road  
Red Hook, NY 12571

Three year term,  
expiring on September 30, 2019

Kathryn Sajdak  
5807 Chelsea Cove North  
Hopewell Junction, NY 12533

Three year term,  
expiring on September 30, 2019

Jen Herman  
Family Partnership Center  
29 North Hamilton Street  
Poughkeepsie, NY 12601

Two year term,  
expiring on September 30, 2018

Andrew Evans  
23 Spring Street  
Beacon, NY 12508

Two year term,  
expiring on September 30, 2018

Christopher St. Germain  
50 Croft Road  
Poughkeepsie, NY 12603

One year term,  
expiring on September 30, 2017

Victoria Anderson  
67 Highland Court  
Fishkill, NY 12524

One year term,  
expiring on September 30, 2017

CA-123-16  
AMS/kvh/G-0602 08/12/16  
Fiscal Impact: Attached.

STATE OF NEW YORK  
COUNTY OF DUTCHESS

ss:

This is to certify that I, the undersigned Clerk of the Legislature of the County of Dutchess have compared the foregoing resolution with the original resolution now on file in the office of said clerk, and which was adopted by said Legislature on the 12th day of September 2016, and that the same is a true and correct transcript of said original resolution and of the whole thereof.

IN WITNESS WHEREOF, I have hereunto set my hand and seal of said Legislature this 12<sup>th</sup> day of September 2016.

CAROLYN MORRIS, CLERK OF THE LEGISLATURE

# FISCAL IMPACT STATEMENT

NO FISCAL IMPACT PROJECTED

## APPROPRIATION RESOLUTIONS (To be completed by requesting department)

Total Current Year Cost \$ \_\_\_\_\_

Total Current Year Revenue \$ \_\_\_\_\_  
and Source

Source of County Funds (check one):  Existing Appropriations,  Contingency,  
 Transfer of Existing Appropriations,  Additional Appropriations,  Other (explain).

Identify Line Items(s):

Related Expenses: Amount \$ \_\_\_\_\_  
Nature/Reason:

Anticipated Savings to County: \_\_\_\_\_

Net County Cost (this year): \_\_\_\_\_  
Over Five Years: \_\_\_\_\_

Additional Comments/Explanation:

Prepared by: Donna Lehnert

Prepared On: 8/9/2016

# MICHELE BERTRAN

56 Hudson View Terrace, Hyde Park, NY 12538, 845.233.5084, michele.bertran@gmail.com

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Education and professional experience in the areas of: law and court management; mediation and conflict resolution; and training.

## WORK EXPERIENCE

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- OMEGA INSTITUTE FOR HOLISTIC STUDIES, RHINEBECK, NY** 2011 – 2015  
*Director Omega Women's Leadership Center* 2013 – 2015  
*Assistant Director Omega Women's Leadership Center* 2011 – 2012
- Led team to launch the Omega Women's Leadership Center for the advancement of women's leadership in a more peaceful, just, and sustainable world.
  - Projects included curriculum development, program design and delivery, stakeholder collaboration, and local, national, and global community engagement.
  - Designed and taught workshops on leadership skills and conflict resolution strategies.
- SUPERIOR COURT OF NEW JERSEY – ESSEX VICINAGE, NEWARK, NJ** 1993 – 2011  
*Family Division Manager* 2005 – 2011  
*Assistant Family Division Manager* 2003 – 2005
- Directed Family Court operations for 50,000 annual cases of divorce, custody, parenting time, child support, domestic violence, child abuse and neglect, and juvenile delinquency.
  - Provided oversight of 200 staff members conducting Family Court operations including intake, case processing, complementary dispute resolution, and community relations.
  - Developed Essex Family Division centralized reception, information, and intake unit.
  - Created Essex Family Division Team Leader Training Academy.
  - Collaborated with stakeholders to establish New Jersey's first Family Justice Center.
  - Collaborated with stakeholders to create the Essex Post-Termination Project.
  - Served on New Jersey's Domestic Violence and Child Abuse Co-Occurrence Joint Task Force.
  - Served on New Jersey's Domestic Violence Evaluation Subcommittee.
  - Served as Chairperson of the statewide Conference of Family Division Managers.
- Ombudsman* 1998 – 2002
- Created the Essex Vicinage Office of the Ombudsman and Family Court Information Center.
  - Developed the statewide model for the New Jersey Judiciary Ombudsman Program.
  - Designed and delivered courses on ombudsman program, legal information and court services.
  - Published *Judiciary Ombudsman: Solving Problems in the Courts*, Fordham Urban Law Journal.
- Complementary Dispute Resolution Coordinator* 1996 – 1998
- Supervised vicinage-wide dispute resolution programs including Family Court, Municipal Court, and Special Civil Part mediation.
  - Trained volunteer community mediators.
- Family Court Mediator* 1994 – 1996
- Mediated hundreds of custody and parenting time disputes.
- Judicial Law Clerk* 1993 – 1994
- Served one year Family Court clerkship. Researched and drafted memoranda on juvenile delinquency, domestic violence, and post-judgment matrimonial issues.

BERGEN COUNTY DIVISION OF FAMILY GUIDANCE, HACKENSACK, NJ 1988 – 1990  
*Clinical Supervisor*

- Supervised adolescent psychotherapy program staff.
- Provided counseling services for court-involved youth and families.

MONTEFIORE MEDICAL CENTER, BRONX, NY 1985 – 1988  
*Research Associate*

- Performed diagnostic interviews of children and parents.
- Conducted behavioral pediatrics research.

## EDUCATION

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NATIONAL CENTER FOR STATE COURTS, WILLIAMSBURG, VA 2009  
*Fellow, Institute for Court Management, Court Executive Development Program*

- Honorable Mention Comprehensive Research Paper: *The Purposes and Responsibilities of Courts: New Jersey's Court Leaders Respond*, a comparative analysis of court leader perspectives on fundamental fairness and equality.

RUTGERS UNIVERSITY SCHOOL OF LAW, NEWARK, NJ 1993  
*Juris Doctor*

### *Honors and Awards*

- American Academy of Matrimonial Lawyers Award
- Women in Federal Practice in New Jersey Scholarship
- Women Lawyers in Bergen County-Jean Robertson Scholarship
- Carol Russ Memorial Prize
- Sera Ramcharitar Memorial Award
- Latin American Law Students Academic Excellence Award
- Puerto Rican Legal Defense and Education Fund Scholarship

### *Co-Editor in Chief, Women's Rights Law Reporter*

- *Prosecutions of Battered Mothers for Failure to Protect Their Children from the Batterer* (unpublished)

### *Founder and President, Advocates for the Betterment of Children*

- First children's rights advocacy organization at Rutgers Law School – Newark.

LONG ISLAND UNIVERSITY, DOBBS FERRY, NY 1985  
*Master of Science, Guidance and Counseling*

*Fieldwork, Montefiore Medical Center Department of Behavioral Pediatrics.*

COLLEGE OF NEW ROCHELLE, NEW ROCHELLE, NY 1981  
*Bachelor of Arts, Sociology*

## BAR ADMISSION

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1993 Admitted to the Bar of the State of New Jersey and United States District Court for the District of New Jersey. 2015 Retired Status.

**1. Why would you like to serve on the Human Rights Commission?**

Until universal human rights are realized there will be a need for its advocacy both locally and globally. I applaud the Purpose of the Dutchess County Human Rights Commission and want to offer my support.

**2. Please describe your ability to commit to participate fully in the work of the Commission.**

As a newly retired person I am in a position to give my time to the Commission. I would be honored to serve alongside other community members in this capacity.

**3. What do you see as crucial issues facing our communities?**

Despite many advances our communities continue to contend with polarizing social, economic, and political inequities. We need to strengthen the forums that emphasize our interdependence and mutual interests. Curious inquiry, rather than conclusive assumptions, can help us to learn about what unites us and address what divides us.

**4. List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.**

I have experience in law and court management, mediation and conflict resolution. I also have experience conducting training on those topics as well as "the kind of leadership the world needs now." Attached please find my resume for complete information about my education, work, and volunteer experience.

**5. List work or volunteer experience that would add to your expertise for this Commission.**

Over the years I have served on numerous teams, committees, and working groups dealing with issues pertaining to women's rights and children's rights, racial and ethnic equality, conflict resolution, and justice system improvement.

The volunteer experience that I have that is most germane to the work of the Human Rights Commission is my tenure on the Essex Vicinage Committee on Minority Concerns and on the New Jersey Supreme Court Committee on Minority Concerns. These committees are charged with examination of the fair and equitable access to court services for racial/ethnic minorities and the community-at-large, and with making recommendations for change.

Additionally, I have experience conducting training and making presentations to a wide range of audiences including judges, court personnel, other leaders, and organization such as the Federal Capital Territory of Nigeria Judges, Judicial Reform Council of Japan, and Brazilian Magistrates Association.

**6. The Human Rights Commission seeks people who have a wide variety of experience demonstrating respect in their work and engagement with the community. Please list any experience that you have working on diverse teams, public bodies, or committees and skills related to intergroup dialogues and team building with diverse communities. The Commission is not limited to those who have previously volunteered.**

I attended law school and worked in Newark, New Jersey for 20 years. Newark is New Jersey's largest and most diverse urban center. During that time I collaborated with my law school colleagues to found the school's first children's rights organization and co-led the Law School's Women's Rights Law Reporter. Both groups worked to create rich dialogue about complex legal and social issues pertaining to gender and the intersection of race, class, and sexual orientation.

Later, during my tenure with the courts, I worked to improve the vicinage's (judicial district) community mediation program to ensure the constructive resolution of community disputes. As New Jersey's first permanent judiciary Ombudsman, I advocated for the statewide role out of this program and developed the model ultimately adopted by the New Jersey Supreme Court.

As the manager of Newark's Family Court I worked on many projects to de-mystify legalese, address systemic anachronisms and inequities, and make the courts more accessible to litigants and the larger community.

In my most recent work as director of a women's leadership center, I emphasized the work that some say has "no name." It's often (but not exclusively) the "women's work" of caring for others. Specifically, I initiated a practice of setting aside time to listen to everyone who wanted to talk about anything -- from an elaborate project proposal to the feelings of insecurity and vulnerability associated with leadership. This practice informed our work to build a women's leadership center rooted in the needs of the community it hopes to serve.

In every instance, promoting self-respect and respect for others has been of paramount importance to me.

**7. The Human Rights Commission seeks to be diverse in areas of expertise, advocacy experience, community involvement, profession, education, race, ethnicity, gender identity, sexual orientation, national origin, age, religion and geography. Addressing any or all of these in your application will help the advisory committee assess your application.**

My background is bi-ethnic, bi-religious, and bilingual. I am fluent in Spanish. I was born in 1954 in New York City to a Puerto Rican Catholic mother and Polish Jewish father. My background led to an early appreciation of multi-culturalism and a lifelong commitment to equality, justice, and unity.

## CERTIFICATIONS

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Basic Mediation and Conciliation Skills, New Jersey Courts	1993
Advanced Family Mediation, Haynes Associates	1994
Civil Mediation, Seton Hall University School of Law	1997
Ombudsman 101 and 202, The Ombudsman Association	1999
Child Welfare Mediation, Myers Associates	2003
InAccord Mediation, Mediators Without Borders	2014

## MEMBERSHIP

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Supreme Court of New Jersey Committee on Minority Concerns, Member	1999 – 2005
Essex Vicinage Committee on Minority Concerns, Member	1995 – 1999
New Jersey State Bar Association Dispute Resolution Section, Director	1997 – 1999

## TRAINING

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Complete list of presentations, courses, and workshops available upon request.

Jun. 30. 2016 12:09PM

THE ASTOR HOME FOR CHILDREN

No. 8248 P. 2

MARCUS J. MOLINARO  
COUNTY EXECUTIVE



JODY B. MILLER  
EEO/HUMAN RIGHTS OFFICER  
DUTCHESS COUNTY

2016 JUN 30 PM 12:30

### COUNTY OF DUTCHESS

HUMAN RIGHTS COMMISSION

#### Commission Member Application

Please complete the following application. It can be submitted:

1. Online at www.dutchessny.gov/humanrightscommission OR
2. By e-mail to dchumanrights@dutchessny.gov OR
3. Mail to: DC Human Rights Commission, 22 Market Street, 5<sup>th</sup> Floor, Poughkeepsie, New York 12601 OR
4. Drop off to the Human Rights Commission at the address above.

*Applications are due by July 3, 2016 by 5:00 p.m. Applications received after 5:00 p.m. will be filed for consideration during the next cycle of Human Rights Commission vacancies.*

If you have a recently prepared biography or resume, feel free to attach it, but it is not necessary.

Name:  
First: Linda Middle Initial: P Last: Balloqui-Smith

Mailing  
Address: 5 Rock City Road, Red Hook, NY 12571

Occupation: Clinical Specialist Astor Services for Children & Families

Daytime phone: 845.871.1064 E-mail: lbsmith@astorservices.org

Do you speak a language other than English? No  Yes  If yes, please indicate the

language(s) that you speak: Spanish

1.

Growing up in the inner city public school system, I pledged allegiance to a flag that symbolized a nation striving for liberty and justice for all. As a child I said these words repeatedly without understanding the depth of their significance but as an adult they have transformed into the path I have taken and continue to define my meaning and purpose to help ensure that we hold the integrity of what we as a nation, as a county, as a community proclaim. My idea of social justice is establishing a system built on an infrastructure that creates policy with empathy and compassion that meets this expectation. I have spent my last seventeen years clinically exploring individual and family psychology and dynamics, which are highly influenced by race, ethnicity, socio-economic possibility, religion, gender, sexual identity, age, culture, and whether or not we uphold every human's right. I have been investigating society from a micro perspective and the elements of what it takes to heal and re-build from trauma, stress, and emotional pain in order to have a more meaningful and joyous existence. However, there are forces such as the respect for Human Rights that must be upheld first and foremost that is why I would like to serve on the Human Rights Commission.

2.

I am an extremely committed being by nature especially toward being of service to others and creating a meaningful existence for all around me. I am devoted to being a mother, being a daughter, my own self-care, being a therapist, being a wife, being an active community member, being a student, and being an involved friend. I have been married to my husband for twenty years. I still adore him as my buddy and soul mate and have been with my current employer for almost ten years. When I say I am going to do something, I follow through with my actions and stick to it even if it is the greatest of challenges. I work hard, I play hard and I commit. I am currently doing a second Graduate Degree in Social Justice at the University of Albany and Human Rights is at the forefront of my exploration of our macro responsibilities in leadership and organizational systems, analysis and evaluation. I

view the Human Rights Commission as an important step into my evolution as a professional. I am half way done with my program. I have tons of positive energy to bring to the table.

3.

Although I have lived in several communities throughout the world and feel that we as a North American culture have come a long way on several issues facing us today, we do still struggle with socio-economic discrepancies, discrimination, racism, sexism, interpersonal communication, understanding and empathy, ageism, religious differences, disability rights, and sexual orientation-to name some of our main challenges. These issues exist in our micro communities as a reflection of our macro cultural perspectives. However, I always have hope that we are metamorphic and evolving into a more accepting space within our micro/macro communities and that an intention to uphold human rights, such as the Commission is proposing, supports and encourages that process.

4.

Being a Latina and growing up in Brooklyn, while having lived in Oneonta, the Dominican Republic, England and throughout Europe has given me such a wealth of experience and/or opportunities to work closely with diverse and often underserved youth and their families. The Latin community and the LGBTQ community are two particular populations on which I have focused my energy. After graduating college I moved to the Dominican Republic to have a deeper comprehension of my maternal roots (I am first generation Dominican on my mother's side). I had to decipher, juxtapose, and reconcile these very different parts of myself (the North American and the Dominican) and how they fit together. That journey gave me the knowledge and sense of leadership to move forward in my work with the Latin community both in the Dominican Republic and in the United States as a voice, organizer, and advocate, which set the foundation for all my work with underserved populations that I have encountered.

5.

I believe I have been listing my skills, knowledge, and perspectives that would serve the Human Rights Commission's ability to meet its purpose thus far and in an effort to not repeat myself I have included my resume. Another element that I can add is that I spent this last academic year doing an internship at the Northeast Rehabilitation Center for Traumatic Brain Injury learning about, working with and advocating for disability rights.

6.

I have been very involved as a bridge for Spanish speaking individuals and families to help navigate the English language, customs, legal system, health system, mental health system and immigration both professionally and within my local community. For many years, I was the only Spanish-speaking therapist in our outpatient clinics and Latin families would travel significant distances to meet with me and I would travel to their homes to meet with them. In my local community, Spanish speakers would hear about me by word-of-mouth and call me with issues or questions. I spent years on the Executive Board of the PTA and am currently part of the Red Hook Education Foundation with a focus on advocating for the Arts. My first graduate degree is in Art Therapy and I feel strongly that creativity and the Arts are inherently healing and essential to community growth and development. I am part of the Cultural Diversity Committee at Astor.

7.

I believe I have identified and addressed all or most of the areas of expertise that you have asked for. Thank you for your time and consideration.

**Linda Balloqui-Smith MS, LCAT**  
(917) 671-7838

**EDUCATION**

- 2014- Albany University Social Work Masters with a MACRO concentration, GPA 4.0  
 1995-1999 Masters of Science in Creative Arts Therapy, *The College of New Rochelle*, GPA 3.98  
 1992-1993 Dominican Culture and Spanish Language, *Pontifica Universidad Madre y Maestra*  
 1987-1991 Bachelors of Arts in Philosophy and English, *Hartwick College*, GPA 3.43, Cum  
 Laude, Department Honors in both majors with distinction in Writing

**EMPLOYMENT**

- 2016- *Clinical Specialist, Astor Services Residential Treatment Facility Rhinebeck, NY*  
 2011-16 *Clinician, Astor Services for Children & Families Red Hook/Rhinebeck Clinic*
- o Supportive psychotherapy partnered with evidenced based treatments MI, DBT, CBT, TF-CBT, FIT, Sanctuary Model, Coping Power, PCIT, and Art Therapy with children, adolescents, young adults and families
  - o Clinical assessment, evaluation, documentation, treatment planning
- 2009-2010 *Social Worker/Clinician Astor Services Residential Treatment Center Rhinebeck, NY*  
 Serving both children and families in the residence as a case manager and clinician implementing the Sanctuary Model
- 2007-2009 *Clinician, Astor Clinic, Poughkeepsie/Red Hook, NY*
- o Supportive psychotherapy, CBT and PCIT with individuals and families
  - o Clinical assessment, evaluation, documentation, treatment planning, home assessments
- 2004-2007 *Supervisor/Primary Clinician at the Goldsmith Center RTT for Adolescent Boys, JBFCIS, Hawthorne NY*
- o Development of the Creative Arts Therapy Department
  - o Implementing the Sanctuary Model, treatment planning, individual weekly therapy sessions for residents, family therapy, discharge planning, court appearances, home assessments, interdisciplinary team collaboration, clinical case presentations, trainings, and translation
- 2000-2004 *Senior Counselor/Licensed Creative Arts Therapist at The Door, Alternative Youth Center for Adolescents, Soho, NYC*
- o Supportive psychotherapy with individuals, families, and groups
  - o Clinical assessment, evaluation, documentation, treatment planning, translation, supervising/interviewing interns, direction/creation of LGBTQ documentary film and program development
- 1999-2000 *Primary Therapist in a Partial Hospitalization Program for Adolescents Elmhurst Hospital Center*  
 Assessment, evaluation, individual, family, and group therapy in both Spanish and English, discharge planning, team meetings, case conferencing, case presentations, attending on-going psychotherapy classes, and translation
- 1997-1999 *Art Therapist on an Inpatient Adolescent Unit, Elmhurst Hospital Center*

**Bilingual (Spanish), Bicultural (Dominican-American) Clinician**  
*References Available Upon Request*

MARCUS J. MOLINARO  
COUNTY EXECUTIVE



JODY B. MILLER  
EEO/HUMAN RIGHTS OFFICER

COUNTY OF DUTCHESS  
HUMAN RIGHTS COMMISSION

Commission Member Application

Please complete the following application. It can be submitted:

1. Online at [www.dutchessny.gov/humanrightscommission](http://www.dutchessny.gov/humanrightscommission) OR
2. By e-mail to [dchumanrights@dutchessny.gov](mailto:dchumanrights@dutchessny.gov) OR
3. Mail to: DC Human Rights Commission, 22 Market Street, 5<sup>th</sup> Floor, Poughkeepsie, New York 12601 OR
4. Drop off to the Human Rights Commission at the address above.

*Applications are due by July 5, 2016 by 5:00 p.m. Applications received after 5:00 p.m. will be filed for consideration during the next cycle of Human Rights Commission vacancies.*

If you have a recently prepared biography or resume, feel free to attach it, but it is not necessary.

Name: First: Kathryn Middle Initial: M Last: Sajdak

Mailing Address: 5807 Chelsea Cv N, Hopewell Junction, NY 12533

Occupation: psychotherapist, college instructor

Daytime phone: 845-857-7654 E-mail: kmeagle@hotmail.com

Do you speak a language other than English? No  Yes  If yes, please indicate the language(s) that you speak: Spanish, French

Please respond to the following:

1. Why would you like to serve on the Human Rights Commission?

Social Justice and Equality have long been a personal and professional passion of mine. I have over fifty years experience as an educator and social worker, during which time I have labored to bring greater understanding and effective change in many areas of human rights. I have taught English as a Second Language to a diverse student population, have worked in a great variety of human services settings, both public and private, and have taught college and graduate courses in diversity and human rights.

2. Please describe your ability to commit to participate fully in the work of the Commission.

As a "semi-retired" professional, I have both daytime and evening hours available to commit to Commission affairs, and at the same time, an undiminished dedication to continue to work in the field of promoting equity, diversity, justice and peace for all groups.

3. What do you see as crucial issues facing our communities?

Promoting the civil rights of disenfranchised or disempowered groups.  
Creating opportunities for the economic advancement of minorities  
Insuring that schools are sensitive to the needs of minority students  
Providing access to quality health and mental health programs to all residents  
Advocating for those who do not have a voice in County government

4. List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.

M.S.W. from Boston College Graduate School of Social Work, with specialization in Community Organization and Social Planning.

Continuous work history of promoting social and civil rights

Participation in a variety of Boards of Directors of non-profit agencies dedicated to social rights

One of two licensed bilingual social workers certified by New York State Office of Alcohol and Substance Abuse Services to provide clinical assessment for DWI offenders.

Educated in Dutchess County (B.A. Vassar College)

5. List work or volunteer experience that would add to your expertise for this Commission.

Extensive list of experiences too numerous to mention here. I will be glad to furnish the Commission a copy of my CV upon request

6. The Human Rights Commission seeks people who have a wide variety of experience demonstrating respect in their work and engagement with the community. Please list any experience that you have working on diverse teams, public bodies, or committees and skills related to intergroup dialogues and team building with diverse communities. The Commission is not limited to those who have previously volunteered.

Extensive list of work experiences in community engagement, too numerous to list. I will gladly furnish a copy of my current CV upon request.

7. The Human Rights Commission seeks to be diverse in areas of expertise, advocacy experience, community involvement, profession, education, race, ethnicity, gender, gender identity, sexual orientation, national origin, age, religion and geography. Addressing any or all of these in your application will help the advisory committee assess your application.

50 year professional career dedicated to serving the interest of minorities. CV furnished upon request.

If you need additional space for your comments, please use the last page.

**Kathryn M. Sajdak, LCSW-R** Digitally signed by Kathryn M. Sajdak, LCSW-R  
Date: 2016.06.27 09:58:18 -04'00'

Signature

My signature affirms that all information contained herein is true to the best of my knowledge, and that I understand that any misstatement of fact or misrepresentation of credentials may result in this application being disqualified from further consideration. I authorize the County of Dutchess to investigate matters necessary for the verification of my qualifications. Such investigations may include a child abuse and a sex offender background check. Failure to meet standards may result in disqualification. I release from all liabilities those persons collecting information.

Please note that the optional information below must remain on a separate page from the rest of the application.

**Human Rights Commission OPTIONAL INFORMATION FORM**

The Advisory Committee would be greatly assisted by the information below, which is completely voluntary. By providing this information, you will help us ensure that appointments represent a broad cross section of the community. You are under no legal obligation to provide this information. State and federal law prohibit the use of this information to discriminate against you. The Commission will treat this information as confidential to the fullest extent allowed by law.

Age:  15-30     31-55     56+

Gender: F

Please check all that apply:

- |                                            |                                                            |                                    |
|--------------------------------------------|------------------------------------------------------------|------------------------------------|
| <input type="checkbox"/> African- American | <input type="checkbox"/> Asian/Pacific Islander            | <input type="checkbox"/> Caucasian |
| <input type="checkbox"/> Latino            | <input type="checkbox"/> Native American or Alaskan Native |                                    |
| <input type="checkbox"/> Multi-racial      | <input type="checkbox"/> LGBT community member             |                                    |

Religious affiliation \_\_\_\_\_

While we recognize that this is not an exhaustive list, it will help us round out a diverse Commission. If there is anything else about yourself that you would like to share, please feel free to do so in the space below:

## **Kathryn M. Sajdak, LCSW-R**

5807 Chelsea Cove Drive  
Hopewell Junction, New York  
12533  
Phone (845) 857-7654  
Fax (845) 227-6895  
Email: kmeagle@hotmail.com

### **SUMMARY:**

- Skilled bilingual social work professional and educator whose expertise includes psychotherapy, counseling, school social work, psychoeducational groups, assessment and early intervention, client advocacy, administration, forensic psychological evaluation, teaching and supervision. Specialized skills working with committees and community groups, designing and administering needs assessments, and performing other tasks related to social planning.
- Over twenty years experience in diagnosis and treatment of substance abuse and mental illness. Designed and implemented evening outpatient intensive program at HMO, led adolescent groups. Provided individual and group treatment. Over fifteen years experience evaluating and treating Spanish- and English-speaking DWI clients for NYS DMV .
- Forensic Court reports for matters of Immigration, Substance Abuse, and Mental Health
- Current experience teaching college level classes in Communication ,Foreign Languages, Family Therapy, and Oppression, Diversity, and the Struggle for Human Rights
- Solid understanding of the developmental and emotional needs of children and young adults, having taught every grade from kindergarten through college
- Use of creative abilities in drama, music, and art in professional endeavors.
- Highly energetic, enthusiastic, confident
- Knowledge of group dynamics, and willingness to be a team player
- Ability to grasp and master new concepts quickly and apply them in professional life
- Over twenty years experience teaching Spanish and French language and literature. Working knowledge of Hebrew, Italian, and Dutch
- Instructional technology: Designed and maintain educational websites and current database for students of Spanish and Communications. Training in educational technology at Marist College, Fall -07 – present

### **EMPLOYMENT**

#### **BILINGUAL PSYCHOTHERAPIST/SOCIAL WORKER**

June 1980 to present

*Currently self-employed, part-time*

Worked in a variety of private and public settings, providing casework and psychotherapy services to children, families, groups and individuals. Clinical specialties in Substance Abuse, Mental Health needs of Spanish-Speaking community, School Adjustment Disorders, Treatment of

Aspergers Disorder, Critical Incident Stress Debriefing, Crisis Intervention, Family Alcoholism and Brief Treatment Modalities

ADJUNCT LECTURER

2002-PRESENT

*Marist College*

*Poughkeepsie, New York*

*Adelphi University Graduate School of Social Work*

*Poughkeepsie, New York*

*Culinary Institute of America*

*Hyde Park, New York*

*Mount Saint Mary College*

*Newburgh, New York*

Teaching Undergraduate and Graduate Courses in Spanish Language and Literature, Communications, Family Therapy, and Diversity, Psychology of Addiction, Psychology of Stress, Planning for Human Services, and Introduction to Sociology

Founded Faculty Book Discussion Club, Advisor to Jewish Culture Club (CIA)

TEACHER OF FOREIGN LANGUAGES

1986-2007

*Public secondary schools in Cape Cod, Massachusetts and the Hudson Valley, New York*

Taught French and Spanish in a variety of public school settings. Curriculum development Grades 9-12, Taught Adult Education Courses and Parent Courses. Consulted to parents and Teachers on a wide range of clinical issues.. Extracurricular Advisorships in Drama, Literary Magazine and Cheerleading

#### EDUCATION

M.S.W. IN COMMUNITY ORGANIZATION/SOCIAL PLANNING

*Boston College Graduate School of Social Work, Chestnut Hill, MA.*

Practicum: Cape Cod and Islands Dept. Of Mental

Health, Cape Cod Association of Retarded Citizens

B.A. IN SPANISH LANGUAGE AND LITERATURE

*Vassar College, Poughkeepsie, New York*

Junior Year Abroad Program, Facultad de Filosofia,  
University of Madrid, *Madrid, Spain*: Certificado en Filosofia y Letras

*Additional Course Work in Education at Columbia Teachers'  
College, New York University Graduate School of Education, and  
State University of New York at New Paltz*

#### **LICENSES**

New York State Education Department:

Certification: Spanish 7-12	License #092362709
Licensed Clinical Social Worker	License #R047857-1

#### **PUBLICATION**

"The Women in Between: If I Knew Then What I Know Now" with Lucille Prichard, Ed.D. and Susanna Margolis. Originally presented at Women in Society Conference, Marist College, November 26, 2006  
Anticipated publication Spring 2008 by Oxford Forum on Public Policy, Oxford England.

#### **AWARDS:**

"Women in Leadership" Award; YWCA, New Haven, CT  
"Certificate of Recognition for Efforts on Behalf of Students with Disabilities;" Marist College,  
Poughkeepsie, New York

#### **COMMUNITY ACTIVITIES**

Member, Board of Directors A.H.O.R.A. (Asociacion Hispano para Obtener Recursos y Asistencia)

MARCUS J. MOLINARO  
COUNTY EXECUTIVE



JODY B. MILLER  
EEO/HUMAN RIGHTS OFFICER

**COUNTY OF DUTCHESS**  
HUMAN RIGHTS COMMISSION

Commission Member Application

Please complete the following application. It can be submitted:

1. Online at [www.dutchessny.gov/humanrightscormission](http://www.dutchessny.gov/humanrightscormission) OR
2. By e-mail to [dchumanrights@dutchessny.gov](mailto:dchumanrights@dutchessny.gov) OR
3. Mail to: DC Human Rights Commission, 22 Market Street, 5<sup>th</sup> Floor, Poughkeepsie, New York 12601 OR
4. Drop off to the Human Rights Commission at the address above.

*Applications are due by July 5, 2016 by 5:00 p.m. Applications received after 5:00 p.m. will be filed for consideration during the next cycle of Human Rights Commission vacancies.*

If you have a recently prepared biography or resume, feel free to attach it, but it is not necessary.

Name: First: Jen Middle Initial: L Last: Herman

Mailing Address: 192 Hawleys Corners Rd, Highland 12528

Occupation: Sexual Assault Response Team Coordinator

Daytime phone: 518-469-6212 E-mail: jherman616@gmail.com

Do you speak a language other than English? No  Yes  If yes, please indicate the

language(s) that you speak: \_\_\_\_\_

Please respond to the following:

1. Why would you like to serve on the Human Rights Commission?

I believe everyone, regardless of race, ethnicity, gender, sex, sexual orientation, language, national origin, ability, age, or any other personal characteristic deserves the right to thrive, living free from violence and oppression. I believe the collaborative of the Human Rights Commission can effect great change for Dutchess County residents and I have important skills and perspectives that would add to this impact.

2. Please describe your ability to commit to participate fully in the work of the Commission.

If selected to serve, I would be honored to channel my passion for social justice into the collective work for the Human Rights Commission. Although I work full-time and have other obligations, I take all my commitments seriously and my work on the Commission would be a priority.

3. What do you see as crucial issues facing our communities?

Dutchess County is not immune to the social problems around the U.S. including drug use and the heroin epidemic, gun violence, sexual and domestic violence, community relations with law enforcement, homelessness, mental health and resources, environmental toxicity, and the various forms of oppression that contribute to these issues. While over 10% of our community speaks a language other than English at home, many resources are not accessible for these families, even in Poughkeepsie where a majority of the non-profit resources are housed. Additionally, trust of the criminal justice system as a whole is a concern, particularly for poor, immigrant, and communities of color who disproportionately make up the majority of people who are incarcerated.

4. List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.

Much of my professional work has centered around communication and relationship building to effect institution change, building safer schools and communities through education and policy to address dating violence, sexual harassment, and abuse. I've served on county and state-wide coalitions to address various forms of oppression, including development of a best-practice toolkit to serve LGBTQ victims of intimate partner violence. I've had the privilege to volunteer in the U.S. and abroad, gaining understanding and personal growth while supporting those in need. I've supported vigil, marches, and events on various social issues from Black Lives Matter and institutional racism, to women's access to abortion, to homophobia and violence against the Queer community. Additionally, I've developed and conducted trainings for different age groups and audiences on various forms of privilege and oppression and tools for change.

5. List work or volunteer experience that would add to your expertise for this Commission.

Work - Sexual Assault Response Team Coordinator, Youth Educator, Teen Empowerment Group Facilitator, Domestic Violence Advocate, Mental Health Case Manager, Family Support Worker, Social Justice Intern

Volunteer - Cape Town, South Africa at a shelter for women and children fleeing human trafficking, sexual and domestic abuse; Big Brothers Big Sisters Mentor

Presented Paper at NYSCA Conference 2011 - Implementing Multicultural Education in New York State K-8 Public Schools

6. The Human Rights Commission seeks people who have a wide variety of experience demonstrating respect in their work and engagement with the community. Please list any experience that you have working on diverse teams, public bodies, or committees and skills related to intergroup dialogues and team building with diverse communities. The Commission is not limited to those who have previously volunteered.

Sexual Assault Response Team - Coordinator 2015 - present  
Dutchess County Human Trafficking Taskforce - Member 2015- present  
NYS LGBTQ Domestic Violence Network - Committee Co-Chair 2014-2015  
4 Women's Justice Orange County Coalition - Co-Chair 2013-2015  
A Friend's House Youth Advisory Shelter - Co-Chair 2013-2015  
LGBTQ Health Committee, Institute for Family Health - Member 2012-2013

Bachelor of Arts - Interpersonal/Intercultural Communication  
Bachelor of Arts - Women, Gender and Sexuality Studies

7. The Human Rights Commission seeks to be diverse in areas of expertise, advocacy experience, community involvement, profession, education, race, ethnicity, gender, gender identity, sexual orientation, national origin, age, religion and geography. Addressing any or all of these in your application will help the advisory committee assess your application.

I am a queer woman, advocate for social justice, local spoken word artist, MSW student, and young professional working in the human services field here in Dutchess County. During my undergraduate studies, I was exposed to the realities of white privilege, a system I benefit from, and of misogyny and heterosexism, which helped me understand my own experiences and fuel my passion for social justice. I believe advocating for human rights involves recognizing the complexity of the multiple identities we are all made up of and honoring that, while we are all of one human race, there are systemic structures that perpetuate privilege and oppression towards people because of these identities, some visible and some not. Education, advocacy and collaboration are tools I use to effect positive change in both my personal and professional life.

If you need additional space for your comments, please use the last page.

  
\_\_\_\_\_  
Signature

My signature affirms that all information contained herein is true to the best of my knowledge, and that I understand that any misstatement of fact or misrepresentation of credentials may result in this application being disqualified from further consideration. I authorize the County of Dutchess to investigate matters necessary for the verification of my qualifications. Such investigations may include a child abuse and a sex offender background check. Failure to meet standards may result in disqualification. I release from all liabilities those persons collecting information.

Please note that the optional information below must remain on a separate page from the rest of the application.

Human Rights Commission OPTIONAL INFORMATION FORM

The Advisory Committee would be greatly assisted by the information below, which is completely voluntary. By providing this information, you will help us ensure that appointments represent a broad cross section of the community. You are under no legal obligation to provide this information. State and federal law prohibit the use of this information to discriminate against you. The Commission will treat this information as confidential to the fullest extent allowed by law.

Age:  15-30     31-55     56+

Gender: Queer

Please check all that apply:

- African- American     Asian/Pacific Islander     Caucasian  
 Latino     Native American or Alaskan Native  
 Multi-racial     LGBT community member

Religious affiliation Spiritual, non-affiliated

While we recognize that this is not an exhaustive list, it will help us round out a diverse Commission. If there is anything else about yourself that you would like to share, please feel free to do so in the space below:

MARCUS J. MOLINARO  
COUNTY EXECUTIVE



JODY B. MILLER  
EEO/HUMAN RIGHTS OFFICER

**COUNTY OF DUTCHESS**  
HUMAN RIGHTS COMMISSION

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If you have a recently prepared biography or resume, feel free to attach it, but it is not necessary.

Name: First: Andrew Middle Initial: S Last: Evans Jr.

Mailing Address: 23 Spring Street, Beacon, NY 12508

Occupation: Senior Public Health Advisor

Daytime phone: 845-486-3452 E-mail: aevans@dutchessny.gov

Do you speak a language other than English? No  Yes  If yes, please indicate the

language(s) that you speak: \_\_\_\_\_

Please respond to the following:

1. Why would you like to serve on the Human Rights Commission?

I would like to serve on the commission as the goals of the organization are important to me and I believe that I have the experience and passion to assist the HRC with attaining those standards.

2. Please describe your ability to commit to participate fully in the work of the Commission.

I would be able to commit fully to the Commission. I usually work during the day but am free most evenings and weekends. I have no children and my husband is currently going to school at night.

3. What do you see as crucial issues facing our communities?

1. Health and income disparities especially in minority populations
2. Opiate addiction
3. Domestic Violence
4. Rape on College Campuses
5. High rates of sexually transmitted diseases
6. National protection from being fired from an employer based on sexual orientation
7. Bullying in schools
8. Suicide
9. Tick-borne disease

4. List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.

I am a gay man and "came out" in 1986. I met someone and we eventually civil unioned in Vermont when that became legal and then legally married in Massachusetts. I was with him for 26 years and we divorced and I am re-married to my current husband since December 31, 2015.

I am certified in training on the topic of LGBT cultural sensitivity. I have conducted seminars and trainings specifically on LGBT cultural competency for medical providers and government workers. I was also part of a small contingent that specifically lobbied then NYS Senator Saland to vote on the affirmative for marriage equality in New York State.

I am the President of the Board of Hudson Valley Community Services Formerly Aids Related Community Services) and have served on that Board for 5 years.

5. List work or volunteer experience that would add to your expertise for this Commission.

Listed in my response to question 4

6. The Human Rights Commission seeks people who have a wide variety of experience demonstrating respect in their work and engagement with the community. Please list any experience that you have working on diverse teams, public bodies, or committees and skills related to intergroup dialogues and team building with diverse communities. The Commission is not limited to those who have previously volunteered.

As part of my job, I work with many Community Based Organizations such as AHORA and many others to assist in tailoring and implementing health education that is culturally sound and effective and tailored to communicating to that particular community.

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If you need additional space for your comments, please use the last page.

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Signature

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Age:  15-30     31-55     56+

Gender: Male

Please check all that apply:

- |                                            |                                                                       |                                               |
|--------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------|
| <input type="checkbox"/> African- American | <input type="checkbox"/> Asian/Pacific Islander                       | <input checked="" type="checkbox"/> Caucasian |
| <input type="checkbox"/> Latino            | <input checked="" type="checkbox"/> Native American or Alaskan Native |                                               |
| <input type="checkbox"/> Multi-racial      | <input checked="" type="checkbox"/> LGBT community member             |                                               |

Religious affiliation Not affiliated

While we recognize that this is not an exhaustive list, it will help us round out a diverse Commission. If there is anything else about yourself that you would like to share, please feel free to do so in the space below:

Andrew S. Evans, Jr., MPH  
23 Spring Street, Beacon, NY 12508  
P: 845.554.8244  
E: rotans1960@yahoo.com

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EXPERIENCE (Continued)

- (1991-1999) *Public Health Advisor*, Dutchess County Department of Behavioral and Community Health
- (1989-1990) *Public Health Technician*, Environmental Health, Dutchess County Department of Health  
Inspected drinking water and waste water supplies.
- (1988-1989) *Medical Laboratory Technologist*, Microbiology, MDS Hudson Valley Laboratory

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EDUCATION

Master of Public Health, University at Albany, SUNY-2007  
B.S., Business Administration, State University of New York at New Paltz-1988  
A.A.S., Medical Laboratory Technologist Dutchess Community College-1986  
Dutchess Community Management Development Leadership-2007

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AWARDS

2009 Commissioner's Award Recipient and New York State Public Health Honor Roll Collaborative Outbreak Response Team

2007 Dutchess County Commissioner's Award Recipient Development of Sexually Transmitted Disease Reporting System

2001 Dutchess County Commissioner's Award Recipient Arthropod-Borne Disease Program

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MEMBERSHIPS

- President of the Board of Hudson Valley Community Services.
- Legislative Tick-Borne Disease Task Force in Dutchess County.
- Clinical Education Initiative Trainer: LGBT Cultural Sensitivity for Providers.
- Dutchess County LGBTQ Task Force.

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PUBLICATIONS

Chow, C.C., Rotans, A.S., Noonan-toly, C., White, D., Johnson, G., Marks, S.J., Caldwell, M.C., & Hayes, E.B. (2003). Lyme disease trends - Dutchess County, New York, 1992-2000. *The Mount Sinai Journal of Medicine*, 70(3): 207-213.

Eric M. Schaubert, Richard R. Ostfeld, and Andrew S. Rotans., (2004) What Is The Best Predictor of Lyme-Disease Risk: Weather, Mice or Mast? *Ecological Applications* Vol. 15, No. 2, pp. 575-586.

Sarah J. Kogut, Charles D. Thill, Melissa A. Prusinski, Joon-Hak Lee, P. Bryon Backenson, James L. Coleman, Madhu Anand, Dennis J. White, Andrew S. Rotans. *Babesia microti*, Upstate New York, *Emerging Infectious Diseases*, Vol. 11, No. 3, March 2005.

Audrey M. Waltner, MPH, Andrew S. Rotans, MPH, Michael C. Caldwell, MD, MPH "DEVELOPMENT AND IMPLEMENTATION OF AN ELECTRONIC SEXUALLY TRANSMITTED DISEASES (STD) SYSTEM IN DUTCHESS COUNTY, NEW YORK" Presented at the National Sexually Disease Conference, Chicago Illinois, March 2007

MORBIDITY AND MORTALITY WEEKLY REPORT: SUDDEN CARDIAC DEATHS ASSOCIATED WITH LYME CARDITIS - UNITED STATES, NOVEMBER 2012-JULY 2013

**Andrew S. Evans, Jr., MPH**  
23 Spring Street, Beacon, NY 12508  
P: 845.554.8244  
E: rotans1960@yahoo.com

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## EXPERIENCE

(2000–Present) *Senior Public Health Advisor*, Dutchess County Department of Behavioral and Community Health

### HIV/AIDS Program

- New York State HIV Partner Services Grant  
Supervise, develop work plan and budget.
- New York State HIV Expanded Partner Service Grant  
Supervise, develop work plan and budget.
- HIV and Expanded Partner Services Case Investigations and Epidemiology  
Review data quality.  
Investigative completeness and appropriateness  
Assure confidentiality.
- Monitor all data trends.  
Develop innovations and steer program goals and measure effectiveness.
- Develop educational and outreach goals for the program.
- Collaborate with Community Partners, Community Based Organizations and Consumers.

### Sexually Transmitted Disease Program

- Supervise the Sexually Transmitted Disease Epidemiology Program.
- Assure New York State Article 6 objectives for all reportable sexually transmitted diseases are met.
- Supervise three sexually transmitted disease Public Health Advisors (DIS).
- Monitor all data trends.  
Develop innovations and steer program goals and measure effectiveness.
- Develop educational and outreach goals for the program.
- Collaborate with Community Partners, Community Based Organizations and Consumers.

### Zoonotic Disease Program

- Supervise the Zoonotic Disease Epidemiology Program.
- Assure New York State Article 6 objectives for all reportable zoonotic diseases are met.
- Collaborate with Community Partners, Lyme Disease Advocacy groups and politicians.
- Certified in the identification of arthropods, primarily ticks and mosquitos.
- Develop educational and outreach goals for the program.

### General Communicable Disease Program

- Assure New York State Article 6 objectives for all reportable communicable diseases are met.
- Expert in the investigation of all New York State reportable communicable diseases.
- Incident commander for communicable disease outbreaks including high priority bioterror agents.

### Media

- Conduct television, radio, web and print interviews regarding current health topics.
- Give formal presentations to medical providers, the general public and consumers.
- Write press releases and public health alerts.

MARCUS J. MOLINARO  
COUNTY EXECUTIVE



JODY B. MILLER  
EEO/HUMAN RIGHTS OFFICER

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If you have a recently prepared biography or resume, feel free to attach it, but it is not necessary.

Name: First: Christopher Middle Initial: F. Last: St. Germain

Mailing Address: 50 Croft Rd., Poughkeepsie, NY

Occupation: Licensed Clinical Psychologist

Daytime phone: 845.554.9124 E-mail: St.GermainPsychology@gmail.com

Do you speak a language other than English? No  Yes  If yes, please indicate the language(s) that you speak: \_\_\_\_\_

Please respond to the following:

1. Why would you like to serve on the Human Rights Commission?

Please see attached.

2. Please describe your ability to commit to participate fully in the work of the Commission.  
Please see attached.
3. What do you see as crucial issues facing our communities?  
Please see attached.
4. List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.  
Please see attached.
5. List work or volunteer experience that would add to your expertise for this Commission.  
Please see attached.
6. The Human Rights Commission seeks people who have a wide variety of experience demonstrating respect in their work and engagement with the community. Please list any experience that you have working on diverse teams, public bodies, or committees and skills related to intergroup dialogues and team building with diverse communities. The Commission is not limited to those who have previously volunteered.  
  
Please see attached.
7. The Human Rights Commission seeks to be diverse in areas of expertise, advocacy experience, community involvement, profession, education, race, ethnicity, gender, gender identity, sexual orientation, national origin, age, religion and geography. Addressing any or all of these in your application will help the advisory committee assess your application.  
  
Please see attached.

If you need more space, please feel free to attach additional sheets.

  
\_\_\_\_\_  
Signature

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Christopher St.Germain, Ph.D.  
Commission Member Application  
Supplemental Question Sheet

1. *Why would you like to serve on the Human Rights Commission?*

Multicultural awareness has been a great passion of my personal life and professional career. In this diverse world I recognize the importance and great benefit of coming together to share cultures, perspectives, and to advocate for the goal of equality among all humanity. Like an orchestra, a quilt, a car, etc., the world takes many people/parts to come together in order to create something great. For too long voices from marginalized communities have not been given a seat at the table. Even today stigma, prejudice, and hate-based laws continue to exist and further marginalize particular communities across our country. The recent mass shooting in Orlando, Florida at a gay night club is one example of this. Acts like these are unacceptable and shameless. To hate because of love is illogical. Regardless of the impact of this senseless act, it has not broken our community. Love ultimately conquers all. In the wake of great tragedies like this I celebrate my pride as a member of this community even stronger and louder. I stand arm in arm with my sisters and brothers to form a wall indestructible to any acts of hate we encounter. I wave my rainbow flag higher and more furiously to show that my pride in my community and myself is unwavering. I march, I stand tall, and I support all my brothers and sisters, in and out of this community, to defend love and human decency. I envision this Human Rights Commission as an opportunity to bring several people, voices, and experiences together to find some common ground in strengthening the voices of ALL communities. We, as members of the Dutchess County community, have an obligation to celebrate each other and to ensure the safety, protection, and support of its citizens against acts of hate. With communities coming together, horrific incidents like this Orlando shooting can be prevented and minds can be changed for the common good of humanity. I have devoted my professional and personal work to join a Commission like this and find it an exciting and monumental step towards positive change. I would love to be a part of this and continue the work that I have been doing with diverse communities

2. *Please describe your ability to commit to participate fully in the work of the Commission.*

I am fully able to commit to participation in the work of the Commission. My schedule is flexible and working as a member of this commission would be a priority of mine.

3. *What do you see as crucial issues facing our communities?*

Since Dutchess County is a diverse place with a multitude of cultures, I imagine the issues facing these communities would be just as diverse. Certainly an area of growth that I see for our county community is the need for greater multicultural competency and intercultural education. Despite positive growth in the diversity of our community, prejudice and

discrimination continue to exist and appears to be particularly high in some districts/areas. This appears to be further exacerbated by the segregation of communities within our county. I believe it would be beneficial to engage different communities into conversations and gatherings together so that community members have a chance to reach across the aisles and learn about and from their neighbors. Research has shown us that cooperative and positive interaction between different types of groups is a key factor in reducing prejudiced beliefs. As a member of the LGBTQ community I notice the lack of public gathering spaces available for members of this community. I also acknowledge the lack of insurance-covered mental health and health services available in the Dutchess County Area. I believe that there are opportunities in Dutchess County to be more inclusive in our language and outreach to members of particular communities. For example, gender minority/transgender/gender queer/gender non-conforming individuals have unique needs in our community that are not being met. Many members of this community do not feel welcomed by our neighborhoods, community, and public organizations. Educating the county community on trans-affirming approaches can be one way to help improve inclusivity among our county. Finally, a major issue that has been impacting members of all communities in our area has been the sweeping heroin epidemic. I see this as a crucial issue being faced by our community. This epidemic has no race, no age, no socioeconomic status, no gender, no sexual orientation, no level of ability, no religion. It is impacting people from all walks of life. It is important that members from different communities come together to confront this major issue in a way that is united and strong.

4. *List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.*

As a clinical psychologist I have spent much of my professional career observing people and the way they interact with one another. This experience and education has granted me a lot of opportunities in understanding group dynamics that I could certainly bring with me as an asset to the Human Rights Commission. During my doctoral graduate program I specialized in Intercultural Awareness and have examined crucial issues impacting marginalized communities through research, clinical experience, and education. I have brought this experience and knowledge into much of the professional work that I do. In 2015 I was selected as one of the recipients of Dutchess County's Forty Under 40 awards for my multicultural work in higher education and private practice, as well as for my engagement in the Dutchess County community. I have been fortunate to establish strong relationships within the County that could be a great asset to the Human Rights Commission. Some of the organizations that I have closely aligned with in my personal and professional career include Dutchess County Department of Behavioral and Community Health, Vassar College, Marist College, Dutchess Community College, Big Gay Hudson Valley, PFLAG, GLSEN, Mid-Hudson Valley Transgender Association, Hudson Valley Community Services, Callen Lorde, Mid-Hudson Regional Hospital, and many others. My relationships with community agencies and individuals may be helpful in encouraging larger community involvement with the Human Rights Commission. Additional skills that I could envision being helpful to the Commission would be my strong presentation skills, my ability to

collaborate well interpersonally, my ability to listen (which is especially important when talking about multicultural perspectives), my clinical skills and background (being able to help navigate difficult discussions), and my passionate perspective on equality and human decency.

5. *List work or volunteer experience that would add to your expertise for this Commission.*

A large majority of my professional and volunteer experience has been focused on human rights and multiculturalism. As a clinical psychologist in clinical practice I incorporate important pieces of identity and culture into everything I do. I have been an adjunct professor at Marist College and SUNY Dutchess Community College for several years, educating students on intercultural awareness. I was the Assistant Director of the Counseling Service at Vassar College for many years and also worked in higher education as the Academic Program Manager at Post University. I have worked previously at the San Francisco VA and multiple community service organizations. I currently work as a Psychologist for Dutchess County. In addition to my employment experience, I have engaged in grant writing and research for topics relating to multicultural competency. I have also volunteered at various organizations and provided trainings/consultations on topics relating to diversity, inclusivity, and multicultural awareness. I have provided recent trainings to Hudson Valley Community Services, National Association of Social Workers, Vassar College, Marist College, and Hudson Pride Foundation.

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I have worked in diverse teams throughout much of my life. During my doctoral graduate training I specialized in the program's Intercultural Awareness track of study and conducted research, grant-writing, education, and clinical work that focused on exploring and celebrating multicultural diversity and group differences. One of my first clinical placements as a doctor was at an organization called New Leaf in San Francisco, which specialized in working primarily with members of the LGBTQ community. Since that time I have worked at a number of truly diverse settings. I was an organizer and leader for California State University's Human Relations Summit, which engaged students from various cultural groups into interactive and dialogue-filled activities on topics relating to diversity. At Vassar College I helped to organize some of the Courageous Conversation Dinners which were opportunities for faculty, administrators, staff, and students to discuss topics on multicultural perspectives. I have sat on multiple diversity committees and councils during my professional development. I was also the only male-identified member of the Title XI Investigation Committee at Post University. I have worked to spread knowledge on issues relating to multiculturalism, sensitivity, and diversity awareness through trainings, consultations, and workshops with various organizations.

7. *The Human Rights Commission seeks to be diverse in areas of expertise, advocacy experience, community involvement, profession, education, race, ethnicity, gender, gender identity, sexual orientation, national origin, age, religion and geography. Addressing any or all of these in your application will help the advisory committee assess your application.*

On a personal note, I believe that my personal experience in navigating the world has helped inform the way that I approach others and my own understanding of multicultural competency. I recognize that achieving multicultural competency is, however, a life-long learning process as cultures continue to expand, grow, and evolve. I am devoted and excited to engage in this life-long learning. As a white gay able-bodied American cis-gender man I have had many experiences that have shaped my understanding of multiculturalism. Being a white cis-gender man I am aware of the many privileges that society grants to me. I have the privilege of waking up in the morning not thinking about my body and how others could perceive it. I can look in the mirror without feeling a disconnect between what I may see and feel. I can hail a cab with the belief that cabs that drive by are not doing so because of the color of my skin. I can walk in stores without being watched or followed around. I can jump and dance without assistive devices. These are some of the many experiences of privilege that I have as a white able-bodied cis-gender male.

As a gay individual I have also experienced a loss of privilege at times. I have had rocks thrown at me, friends and family estrange themselves from me, and fears for my physical safety in particular situations. I have felt tormented by the contradiction between my family's religious faith and my own internal identities. I have had people shake my hand only to spit in my face after learning about my gay identity. I have had people try to change my identity through shaming, religious practices, and guilt. I have had to stand outside of bathrooms in restaurants and night clubs so that my transgender-identified friend does not feel fearful of his physical safety. Events like the recent Orlando shooting reminds me and the world of the homophobic and gender-discriminate beliefs systems and prejudice still existing today.

Growing up in the South in a military and strict Catholic family, as an able-bodied, gay cis-gender man with friends of all races, genders, and sexual orientations, provided me an opportunity to have a wealth of exposure to various cultures. As I grew and continued to educate myself on issues of diversity I learned about the extreme marginalization for gender-minority communities. Since that time I have fought hard for equal protections and human respect for members of the gender minority/transgender/gender queer/ gender variant community. I have provided many trainings on gender minority issues and considerations and have written articles pertaining to this topic to further spread education and awareness to a larger community. While the specializations I bring to the Human Rights Commission includes my psychological knowledge, my personal diversity, and my education of general diversity/multicultural competency, I have a particular strength in working with gender and sexual minorities. These communities, particularly the gender minority community, are often

overlooked and not incorporated into the advocacy of many organizations. I believe that my knowledge and experience with this community could be a strong asset to the Commission.

Commission Member Application

Please complete the following application. It can be submitted:

- 1) Online at www.dutchessny.gov/humanrightscommission OR
- 2) By e-mail to dchumanrights@dutchessny.gov OR
- 3) Mail to: DC Human Rights Commission, 22 Market Street, 5<sup>th</sup> Floor, Poughkeepsie, New York 12601 OR
- 4) Drop off to the Human Rights Commission at the address above.

*Applications are due by July 5, 2016 by 5:00 p.m. Applications received after 5:00 p.m. will be filed for consideration during the next cycle of Human Rights Commission vacancies.*

If you have a recently prepared biography or resume, feel free to attach it, but it is not necessary.

Name: First: Victoria Middle Initial: \_\_\_\_\_ Last: Anderson

Mailing Address: 67 Highland Court

Occupation: Agency Training and Development Specialist

Daytime phone: (845)392-0848 E-mail: Victoria.Anderson233@gmail.com

Do you speak a language other than English? No  Yes  If yes, please indicate the language(s) that you speak: \_\_\_\_\_

Please respond to the following:

1. Why would you like to serve on the Human Rights Commission?

I have lived the last 17 years of my life in the Dutchess County, and I have watched our community become more and more diverse. As a Training and Development Specialist, I am knowledgeable of diversity training techniques, mediation, conflict management and effective communication skills. As a person of African decent, a woman, a millennial, and a first-generation American with West Indian ethnic ties, I know my perspective will be a benefit to the HRC.

But more than any of this, Dutchess County is my home, and the people who live here are my neighbors. I have seen inspirational examples of different peoples using their diverse traits and backgrounds to bring about the best out of a poor situation, and, unfortunately, I have seen the other side of that coin as well. I want to do my part to make these times of transition as effective and painless as possible, and to take this opportunity to educate the public and enforce positive community relations.

2. Please describe your ability to commit to participate fully in the work of the Commission.

I have read and I understand all of the responsibilities of an HRC member. I am able and willing to fulfill all of these responsibilities fully if appointed.

3. What do you see as crucial issues facing our communities?

From personal experience, and personal conversations with friends and acquaintances, I do believe crucial issues vary neighborhood to neighborhood, town to town. We have many small and tight-knit communities with clear preferences for particular identities, and we also have towns with more fluid identities that shift and evolve more easily with changing demographics. It is difficult to pinpoint over-arching "issues"; rather, I see this as a time for broadening perspectives and opening eyes to other possibilities of identity, and tolerance, if not acceptance, for such.

If I had to generalize, I would say crucial issues are around themes of diversity tolerance/acceptance, involving race, gender identity, sexual orientation, religion, socioeconomic status, language and ethnic origin.

4. List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.

Relevant Professional Development Skills I teach: MBTI Personality Types, Negotiation Skills, Managing Transitions, Effective Interviewing, Respectful Communications.

Relevant Seminars I Have Taken: Group Facilitation Skills, Dealing with Difficult People, Presentation Skills, the Leadership Forum, Time Management.

Formal Education: Masters of Public Administration, Graduate Certificate in Nonprofit Administration, Graduate Certificate in Local Government Management, Specialization Certificate in Training Skills, Bachelors in Philosophy, Politics, and Law.

5. List work or volunteer experience that would add to your expertise for this Commission.

Project Manager for the Portland Rehabilitation Management Centre in Port Antonio, Portland, Jamaica. In this pro bono position, I volunteered my time to the homeless population staying at the Centre, helping the residents with resume-building, vocational training, and community projects. For the administration of the NGO, I designed new programming to recruit future volunteers. I also advocate and recruit for the Centre at my alma mater.

Project Assistant, AbrePuertas, Cusco, Peru. In this pro bono position, I participated in several nonprofit revitalization projects including creating a community library, strengthening a community soup kitchen, and reinforcing a children's day center.

For the undergraduate students I mentored, I developed projects of cross-cultural learning. I also learned to establish rapport quickly with individuals in an unfamiliar environment, overcame linguistic and cultural barriers, and completed intense cultural sensitivity workshops and classes.

6. The Human Rights Commission seeks people who have a wide variety of experience demonstrating respect in their work and engagement with the community. Please list any experience that you have working on diverse teams, public bodies, or committees and skills related to intergroup dialogues and team building with diverse communities. The Commission is not limited to those who have previously volunteered.

Please see the international nonprofits listed in question 5.

7. The Human Rights Commission seeks to be diverse in areas of expertise, advocacy experience, community involvement, profession, education, race, ethnicity, gender, gender identity, sexual orientation, national origin, age, religion and geography. Addressing any or all of these in your application will help the advisory committee assess your application.

Please see answers to questions 1 and 5.

If you need additional space for your comments, please use page 8.

If you need more space, please feel free to attach additional sheets.

**Victoria Anderson**

Signature

Digitally signed by Victoria Anderson  
DN: cn=Victoria Anderson, o=OU, email=victoria.anderson233@gmail.com, c=US  
Date: 2018.03.10 15:05:41 -0400

My signature affirms that all information contained herein is true to the best of my knowledge, and that I understand that any misstatement of fact or misrepresentation of credentials may result in this application being disqualified from further consideration. I authorize the County of Dutchess to investigate matters necessary for the verification of my qualifications. Such investigations may include a child abuse and a sex offender background check. Failure to meet standards may result in disqualification. I release from all liabilities those persons collecting information.

Please note that the optional information below must remain on a separate page from the rest of the application.

**Human Rights Commission OPTIONAL INFORMATION FORM**

The Advisory Committee would be greatly assisted by the information below, which is completely voluntary. By providing this information, you will help us ensure that appointments represent a broad cross section of the community. You are under no legal obligation to provide this information. State and federal law prohibit the use of this information to discriminate against you. The Commission will treat this information as confidential to the fullest extent allowed by law.

Age:  15-30     31-55     56+

Gender:  Male     Female

Please check all that apply:

- African-American     Asian/Pacific Islander     Caucasian  
 Latino     Native American or Alaskan Native  
 Multi-racial     LGBT community member

Religious affiliation:  None     Other     Christian

While we recognize that this is not an exhaustive list, it will help us round out a diverse Commission. If there is anything else about yourself that you would like to share, please feel free to do so in the space below:

MARCELO J. MOLINARO  
COUNTY EXECUTIVE



DUTCHESS COUNTY H. MILLER  
EEO/HUMAN RIGHTS OFFICER

2016 JUL 25 PM 4:32

COUNTY OF DUTCHESS  
HUMAN RIGHTS COMMISSION

Commission Member Application

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2. By e-mail to [dcrights@dutchessny.gov](mailto:dcrights@dutchessny.gov) OR
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If you have a recently prepared biography or resume, feel free to attach it, but it is not necessary.

Name:  
First: Shirley Middle Initial: A. Last: Adams

Mailing  
Address: 100 South Hamilton Street

Occupation: Executive Director

Daytime phone: (845) 473-2272 E-mail: sadams@catharinocenter.org

Do you speak a language other than English? No  Yes  If yes, please indicate the language(s) that you speak: N/A

Please note that the optional information below must remain on a separate page from the rest of the application.

Human Rights Commission OPTIONAL INFORMATION FORM

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Age:  16-30     31-55     56+

Gender: Female

Please check all that apply:

- African-American     Asian/Pacific Islander     Caucasian  
 Latino     Native American or Alaskan Native  
 Multi-racial     LGBT community member

Religious affiliation Protestant

While we recognize that this is not an exhaustive list, it will help us round out a diverse Commission. If there is anything else about yourself that you would like to share, please feel free to do so in the space below:

## Shirley Abigail Adams

Shirley A. Adams became the Executive Director of Catharine Street Community Center, Inc. (CSCC) in November 1996. Established in 1922, CSCC provides "school readiness and literacy" support services to at-risk children and their parents who are in need of Pre-School, Before, Between, After School and Summer Enrichment Programs. CSCC strives to ensure the preservation and enrichment of families through education and skills building while empowering disadvantaged parents and children to cope with economic and social challenges.

Before joining Catharine St., Shirley had the distinguished honor to serve in NY City government under the leadership of Mayor Edward Koch. She served twelve years with the NYC Department of Investigations, Office of the Inspector General as a Special Investigator & Assistant Inspector General. She was appointed by Mayor David Dinkins, and re-appointed by Mayor Rudolph Giuliani to the position of First Deputy Commissioner of the NYC Department of Youth & Community Development Agency (YCD) where she was responsible for NYC's Community-Based Programs and the NYS Community Action Program (CAP) including the Home Energy Assistance Program (HEAP). Her duties included the conduct of local need assessments, selection of service providers, and distribution of grants, programmatic and financial audits for more than 150 CBOs throughout NYC.

Shirley's many honors and awards include the Crystal Apple Award for Outstanding Woman of the Year in NYC Government and the Distinguished Service Award from the NYS Department of Health - AIDS Institute. Shirley was one of the first to receive the Girl Scout of D.C. Seat of Honor Award. She received the Omega Psi Phi Award for Citizen of the Year and the Volunteer of the Year Award from the Alpha Phi Alpha Fraternity. She also received the D.C. Leadership Alumni Award from the Chamber of Commerce. Shirley was honored at the NYS Capital as one of NYS's 2007-Women of Distinction. In April 2011, she received the Leadership in Excellence Award from the NYS Early Care & Learning Council for Children. Shirley became the first recipient of the Great Friend to Kids Award in 2014 from the Mid-Hudson Children's Museum. In 2016, she received the Community Service Award from the Kappa Alpha Psi-Beyond the Dream Foundation.

Shirley's devotion to her community is demonstrated through her care and concern for others. She was appointed by former Governor George Pataki to the NYS Governor's Advisory Council to Advocate for Persons with Disabilities. She was also appointed by County Executive William Steinhaus and reappointed by County Executive Marc Molinaro to the Executive Board of the D.C. Criminal Justice Coordinating Council. Shirley currently serves on the Board of Poughkeepsie Rural Cemetery and is a Board Member and Past President of the Poughkeepsie-Arlington Rotary Club. In 2003, Shirley was appointed to the Poughkeepsie Housing Authority, serving as Board Chair for the past ten years. For more than ten years, tasked with the selection of new judges, Shirley along with two other members comprises the City of Poughkeepsie Mayor's Judiciary Screening Committee.

Shirley earned a BA in Psychology and Special Education from Bennett College, Greensboro, NC, and a MA in Public Administration from NYU. She has served as an adjunct professor at Marist College, Graduate School of Management. Shirley resides with her family in Poughkeepsie, New York.

Please respond to the following:

1. Why would you like to serve on the Human Rights Commission?

It would be an honor to have the opportunity to serve on the Human rights Commission because I believe my experiences, desire for objectivity and belief that social justice is right that should be available to every individual.

2. Please describe your ability to commit to participate fully in the work of the Commission.

I am fully committed ready to participate and work to the extent necessary to fulfill the mission of the Commission.

3. What do you see as crucial issues facing our communities?

- Establishing and/or reaffirming credibility in our State & National Government.
- The need to promote pride and inclusiveness in our communities.
- Encouraging community residents to use their collective voices to effect positive change in the education, health care, social justice and government.

4. List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.

More than 10 years ago, as a member of the DC Criminal Justice Coordinating Council, I participated in the conduct of county-wide public hearings on Racial Profiling. There were hundreds of anecdotal and personal testimonies received from residents-providing me with new insight into our very diverse communities, the many cultural and ethnic differences, comprising Dutchess County. The lesson learned: personal comments including especially emotional testimony is not always grounded in facts, as an individual's personal perception shapes his/her reality. In my role, as council member, I learned to consider the facts and never fail to acknowledge or be sensitive to an individual's perception and their experience. This lesson enhanced my credibility with unfamiliar audiences and has served me well in my professional life.

5. List work or volunteer experience that would add to your expertise for this Commission. NYC Community Action Program, Paralegal Certificate from NYU, NYC Department of Investigations, Special Investigator & Assistant Inspector General, City of Poughkeepsie Judiciary Committee, and DC Mediation Training.

6. The Human rights Commission seeks people who have a wide variety of experience demonstrating respect in their work and engagement with the community. Please list any experience that you have working on diverse teams, public bodies, or committees and skills related to intergroup dialogues and team building with diverse communities. The Commission is not limited to those who have previously volunteered.

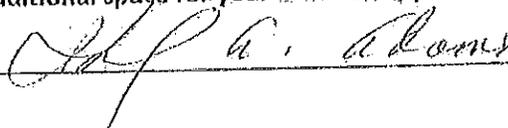
NYS Advisory Council Member to Advocate for Persons with Disabilities, Chair of DC HIV/AIDS Planning Council, DC Criminal Justice Coordinating Council, Chair of the Poughkeepsie Public Housing Authority, Board Member Poughkeepsie Rural Cemetery, DC Sub-committee on Alcohol & Substance Abuse, Poughkeepsie-Arlington Rotary Club

7. The Human Rights Commission seeks to be diverse in areas of expertise, advocacy experience, community involvement, profession, education, race, ethnicity, gender, gender identity, sexual orientation, national origin, age, religion and geography. Addressing any or all of these in your application will help the advisory committee assess your application.

I am pleased to have the opportunity to serve as the Executive Director of Catharine Street Center, City of Poughkeepsie, NY for the past 20 years. In 2002, CSCC earned the Poughkeepsie Journal's Diversity in the Workplace Award. Catharine Street Center's population of children and families is comprised of 70% African-Americans, 21% Hispanics and 9% Others. CSCC's Hispanic population has grown 60% over the past five years. This increase in diversity can be attributed to CSCC's staff that mirrors the face of our community. From 1996 to 2015, CSCC, contracted by NYS Health Department, AIDS Institute provided HIV/AIDS supportive and case management to individuals and families infected and impacted by the Virus. Many of these individuals among others were of diverse sexual orientations and gender identities. Through my work at CSCC, I am heavily involved in the community and education. CSCC provides under the sponsorship of the City of Poughkeepsie School District, Universal Pre-K/Kindergarten classes. CSCC also provides its own pre-school, school readiness, education enrichment services for children from low-income "working poor" families as well as After-School and Summer Programs for school-age children. CSCC has close ties to faith-based organizations, whose members mentor our children and provides strong program support for our families. My association for more than 15 years with the Poughkeepsie Public Housing Authority and the Poughkeepsie-Arlington Rotary Club enhances my community involvement bringing me into close contact with individuals from all walks of life as well as the neediest of the needy in our community and county.

If you need additional space for your comments, please use page 7.

Signature



5. List work or volunteer experience that would add to your expertise for this Commission.

*See Attached*

6. The Human Rights Commission seeks people who have a wide variety of experience demonstrating respect in their work and engagement with the community. Please list any experience that you have working on diverse teams, public bodies, or committees and skills related to intergroup dialogues and team building with diverse communities. The Commission is not limited to those who have previously volunteered.

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If you need additional space for your comments, please use page 7.

*Steph A. Adams*

Signature

My signature affirms that all information contained herein is true to the best of my knowledge, and that I understand that any misstatement of fact or misrepresentation of credentials may result in this application being disqualified from further consideration. I authorize the County of Dutchess to investigate matters necessary for the verification of my qualifications. Such investigations may include a child abuse and a sex offender background check. Failure to meet standards may result in disqualification. I release from all liabilities those persons collecting information.

MARCUS J. MOLINARO  
COUNTY EXECUTIVE



JODY B. MILLER  
EEO/HUMAN RIGHTS OFFICER

**COUNTY OF DUTCHESS**  
HUMAN RIGHTS COMMISSION

**Commission Member Application**

Please complete the following application. It can be submitted:

1. Online at [www.dutchessny.gov/humanrightscommission](http://www.dutchessny.gov/humanrightscommission) OR
2. By e-mail to [dchumanrights@dutchessny.gov](mailto:dchumanrights@dutchessny.gov) OR
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*Applications are due by July 5, 2016 by 5:00 p.m. Applications received after 5:00 p.m. will be filed for consideration during the next cycle of Human Rights Commission vacancies.*

If you have a recently prepared biography or resume, feel free to attach it, but it is not necessary.

Name: First: Lance Middle Initial: A Last: Ringel

Mailing Address: 163 College Ave. #30, Poughkeepsie 12603

Occupation: Writer

Daytime phone: 437-7772 E-mail: LARwrites@aol.com

Do you speak a language other than English? No  Yes  If yes, please indicate the

language(s) that you speak: nothing fluent; some Japanese and French

Please respond to the following:

1. Why would you like to serve on the Human Rights Commission?

As a former Assistant Commissioner of Human Rights for the State of New York, I know how important it is to foster trust and understanding across communities. In a current climate of distrust between and among groups, it is vital to nurture connections rather than divisions among us.

2. Please describe your ability to commit to participate fully in the work of the Commission.

I have been deeply involved in community work during my 16 years at Vassar College. As Vassar believes in giving back to the community, I have always had considerable flexibility in meeting my community commitments while getting my work done for my employer.

3. What do you see as crucial issues facing our communities?

The atmosphere for intergroup relations has become increasingly toxic nationwide, even as we become an ever more diverse society. This is taking place against the background of economic dislocations that have heightened insecurities that exacerbate these tensions.

4. List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.

From 1987 to 1993 I worked at the New York State Division of Human Rights, ultimately holding the post of Assistant Commissioner. I am therefore familiar with the New York State Human Rights Law and the enforcement thereof, the complaint process, etc.

5. List work or volunteer experience that would add to your expertise for this Commission.

2002-2008: board of the Dutchess County Arts Council (now Arts Mid-Hudson - 3 years as Vice Chair, Allocations); 2006-2009: Rhinecliff Hamlet Advisory Council (2 years as Chair). 2008-2013: board of the Hudson Valley LGBTQ Community Center (2 years as President).

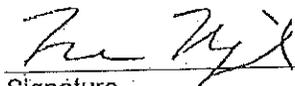
6. The Human Rights Commission seeks people who have a wide variety of experience demonstrating respect in their work and engagement with the community. Please list any experience that you have working on diverse teams, public bodies, or committees and skills related to intergroup dialogues and team building with diverse communities. The Commission is not limited to those who have previously volunteered.

In addition to the committees and public bodies listed in answer to questions #4 and 5, earlier in my life, I served on Community Board #2 in Brooklyn, New York. All of these assignments involved the need for listening and team building to come to consensus.

7. The Human Rights Commission seeks to be diverse in areas of expertise, advocacy experience, community involvement, profession, education, race, ethnicity, gender, gender identity, sexual orientation, national origin, age, religion and geography. Addressing any or all of these in your application will help the advisory committee assess your application.

I have been active in the LGBTQ community for over 35 years. In addition to the Hudson Valley Center noted above, I served as Gov. Mario Cuomo's liaison to the community, as President of the Hetrick-Martin Institute for LGBT youth, and worked at the National Gay Task Force.

If you need additional space for your comments, please use the last page.



Signature

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Age:  15-30  31-55  56+

Gender: Male

Please check all that apply:

- |                                            |                                                            |                                               |
|--------------------------------------------|------------------------------------------------------------|-----------------------------------------------|
| <input type="checkbox"/> African- American | <input type="checkbox"/> Asian/Pacific Islander            | <input checked="" type="checkbox"/> Caucasian |
| <input type="checkbox"/> Latino            | <input type="checkbox"/> Native American or Alaskan Native |                                               |
| <input type="checkbox"/> Multi-racial      | <input checked="" type="checkbox"/> LGBT community member  |                                               |

Religious affiliation none

While we recognize that this is not an exhaustive list, it will help us round out a diverse Commission. If there is anything else about yourself that you would like to share, please feel free to do so in the space below:

There is plenty more that I could have said if I could have figured out how to make my answers in something the other than 36-point orange type! But since I seem to be technologically challenged on that point, I have tried to hit the highlights of my qualifications, and hope that the advisory committee's interest will be piqued. One other point I would like to make: I have a strong background with LGBTQ activism and am proud to represent the community (and am happy it is recognized as an important constituency). But what particularly makes me want to be involved in another capacity such as this at this point in time is the toxic atmosphere in which anybody who is "other," be it race, national origin, religion, immigrant status, etc., is viewed with hostility and suspicion. This is not where our country needs to be to go to grow together, and the effort to change that starts at the local level.

MARCUS J. MOLINARO  
COUNTY EXECUTIVE



JODY B. MILLER  
EEO/HUMAN RIGHTS OFFICER

**COUNTY OF DUTCHESS**  
HUMAN RIGHTS COMMISSION

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If you have a recently prepared biography or resume, feel free to attach it, but it is not necessary.

Name: First: Jennifer Middle Initial: L Last: Drake

Mailing Address: 757 Route 308, Rhinebeck, NY 12572

Occupation: Senior Program Officer, Dyson Foundation

Daytime phone: 389-0112 E-mail: jendrake@live.com

Do you speak a language other than English? No  Yes  If yes, please indicate the

language(s) that you speak: Spanish

Please respond to the following:

1. Why would you like to serve on the Human Rights Commission?

For the past 17 years, I have worked in the nonprofit sector in Dutchess County, first in a child abuse prevention program (Dutchess County Healthy Families), and in recent years as a program officer at the Dyson Foundation. Through my work, I have come to know both the challenges and the strengths that coexist in our communities, as well as many of the amazing programs and people working on those challenges. In the context of the deep economic, social, and political divisions that face our country as a whole, addressing human rights issues at the local level is a necessary first step along the road to bringing people of different racial, religious, educational, and economic backgrounds together to find points of connection and, ultimately, a shared vision of the future. I would like to do my part.

2. Please describe your ability to commit to participate fully in the work of the Commission.

I am fortunate to have a flexible work environment where I largely set my own schedule and am encouraged to seek opportunities for community involvement. I am also very fortunate to have paid Community Service Leave time available to me through my employer, which greatly eases my ability to participate in extracurricular projects.

3. What do you see as crucial issues facing our communities?

I believe racial inequality is perhaps the most pressing issue facing our communities today. Children of color are having less success in our schools starting at an early age, are more likely to be suspended or punished severely when school rules are broken, and are graduating from high school at significantly lower rates than their white peers. Disparities in the rates of incarceration among different racial groups is a related but distinct problem. These are issues that can and must be addressed at the local level, both by addressing specific complaints when they arise, but also by addressing the structural roots of these problems, such as by reforming punitive school codes of conduct and by increasing access to alternatives to incarceration where appropriate. In addition, I believe that ensuring we are actively inclusive at every possible point in the political process will help to bring about a more equitable future for us all.

4. List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.

As noted previously, my position at the Dyson Foundation has allowed me to develop what I believe to be a good knowledge of both the challenges and the strengths of Dutchess County communities. I am adept at finding and analyzing data, as well as developing strategies for communicating data in clear and engaging ways. As an immigrant to the United States, I sometimes have a slightly "outsider" perspective that can help me to see issues through a different lens. By staying closely in touch with news from my country of birth (England), I am familiar with the differing ways societal issues can be addressed in different places.

5. List work or volunteer experience that would add to your expertise for this Commission.

I have served on a nonprofit board (CultureConnect, previously Young Rhinebeck) for over 10 years, which has provided me with experience in working within a committee structure, building consensus, and group decision making. As part of my board service, I have filled various officer positions (president, treasurer, and - currently - vice president), successfully applied for many grants on behalf of CultureConnect, and actively participated in program development. From 1999-2002, I served on the board of AHORA (Association for Hispanics to Obtain Resources & Assistance). In 2013, I served as a panelist on the New York State Council on the Arts' Regional Economic Development Council. In 2010, I served as an application review panelist for the New York Council of Nonprofit's Strengthening Communities Fund.

6. The Human Rights Commission seeks people who have a wide variety of experience demonstrating respect in their work and engagement with the community. Please list any experience that you have working on diverse teams, public bodies, or committees and skills related to intergroup dialogues and team building with diverse communities. The Commission is not limited to those who have previously volunteered.

One of the signature programs CultureConnect runs is a program for elementary school students in the Rhinebeck School District whose families do not speak English as their first language. I was part of the team that developed this program in response to dialogue with Latino members of our community who felt isolated and excluded from our schools. In collaboration with the district, we developed a program that provides one on one after-school support to help boost students' English language acquisition and soft skills, as well as matching parents with a volunteer who speaks their language and can help interpret during parent-teacher conferences and other school-family interactions. My main experience working with diverse groups, however, was as Program Manager at DC Healthy Families, where I managed a staff of 20 women from a wide variety of backgrounds in terms of race, national origin, primary language spoken, sexual orientation, religion, and education. As Program Manager, I regularly led diversity trainings for staff with a Kenyan colleague, ensuring an environment of openness, curiosity, and appreciation for diversity.

7. The Human Rights Commission seeks to be diverse in areas of expertise, advocacy experience, community involvement, profession, education, race, ethnicity, gender, gender identity, sexual orientation, national origin, age, religion and geography. Addressing any or all of these in your application will help the advisory committee assess your application.

As a secular humanist, I feel a strong personal commitment to the protection and promotion of human rights and the equal dignity of all human beings. As a woman, I know that our American ideals of equality have yet to be fully realized in the real world. As a white person, I feel the weight of my own privilege and the responsibility I bear to work towards a world in which equality and diversity are living, breathing realities for all members of our community. Thank you for your consideration.

If you need additional space for your comments, please use the last page.

**Jennifer Drake**

Digitally signed by Jennifer Drake  
DN: cn=Jennifer Drake, o=Dyson Foundation, ou, email=jdrake@dyson.org, c=US  
Date: 2018.07.05 14:09:42 -0400

Signature

My signature affirms that all information contained herein is true to the best of my knowledge, and that I understand that any misstatement of fact or misrepresentation of credentials may result in this application being disqualified from further consideration. I authorize the County of Dutchess to investigate matters necessary for the verification of my qualifications. Such investigations may include a child abuse and a sex offender background check. Failure to meet standards may result in disqualification. I release from all liabilities those persons collecting information.

Please note that the optional information below must remain on a separate page from the rest of the application.

**Human Rights Commission OPTIONAL INFORMATION FORM**

The Advisory Committee would be greatly assisted by the information below, which is completely voluntary. By providing this information, you will help us ensure that appointments represent a broad cross section of the community. You are under no legal obligation to provide this information. State and federal law prohibit the use of this information to discriminate against you. The Commission will treat this information as confidential to the fullest extent allowed by law.

Age:  15-30  31-55  56+

Gender: Female

Please check all that apply:

- African- American       Asian/Pacific Islander       Caucasian  
 Latino       Native American or Alaskan Native  
 Multi-racial       LGBT community member

Religious affiliation None

While we recognize that this is not an exhaustive list, it will help us round out a diverse Commission. If there is anything else about yourself that you would like to share, please feel free to do so in the space below:

I was born in England and came to the United States as a child at age nine. I am a naturalized citizen of the United States. I have traveled widely, and lived abroad for a year in Egypt as an exchange student when I was 18.

# JENNIFER L. DRAKE

757 Route 308, Rhinebeck, NY 12572 | 845.876.1290 | jendrake@live.com

## SENIOR PROGRAM OFFICER

### SUMMARY OF SKILLS

Philanthropy professional with experience in both nonprofit program management and grantmaking. Strong interpersonal skills and ability to support and foster teamwork in the workplace. Excellent writing skills. Adaptable to changing workplace environments. Culturally competent and committed to the value of diversity. Avid reader and lifelong learner.

Grantee Relationship Management | Proposal Review & Evaluation | Report Writing & Data Analysis  
Nonprofit Capacity Building | Grants Management | Application & Report Form Development  
Workflow Management | Salesforce | MicroEdge GIFTS | Microsoft Office Suite | Spanish Language Proficient

### PROFESSIONAL EXPERIENCE

**Dyson Foundation | Millbrook, NY | 2005 - Present**

Regionally focused family foundation and the largest grantmaking foundation in the Hudson Valley.

Senior Program Officer | 2015 - Present

Program Officer | 2014 - 2015

Grants Program Coordinator | 2011 - 2014

Program Associate | 2005 - 2010

- Program officer for the Foundation's nonprofit capacity building mini-grant program (over 40 proposals per year)
- Program officer for the board directors' discretionary grantmaking program (over 75 proposals per year)
- Manage a portfolio of approximately 75 grants approved per year
- Review and evaluate funding proposals; prepare written grant recommendations for board review
- Serve as point person for data and reports about the Foundation's grantmaking program
- Respond to grant- and program-related inquiries from applicants, other funders, press, and the general public

**Mid-Hudson Family Health Institute | Poughkeepsie, NY | 1999 - 2005**

Regional healthcare organization whose services include maternal and infant health outreach programs.

Dutchess County Healthy Families Program Manager | 2004 - 2005

Community Health Worker Program Coordinator | 2001 - 2004

Bilingual Senior Community Health Worker | 1999 - 2001

- Oversee the day to day operations of two grant-funded home-visitation programs for expectant parents
- Program planning and implementation; annual budgeting; quarterly and annual reports to funders
- Hire, train, and supervise approximately 20 staff members in two sites
- Interface with funding sources and network with other service providers in the maternal-infant health field

**Max's Memphis Restaurant | Red Hook, NY | 1997 - 1998**

Restaurant with a seating capacity of one hundred and fifty guests and a staff of over twenty-five employees.

General Manager

- Hire, train, and manage staff
- Design and implement policies and procedures
- Coordinate all aspects of operations including finances

## EDUCATION

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Hunter College | New York, NY | 2003

M.S. in Urban Affairs

*Concentration:* Nonprofit Management

*Thesis:* "Community Dynamics in Elmhurst, Queens"

Bard College | Annandale-on-Hudson, NY | 1997

B.A. in Sociology

*Secondary Concentration:* Spanish

*Thesis:* "Pero Somos Felices: a contemporary field study of Latin American Immigrants in the Hudson Valley"

*Honors:* The Cooky Heiferman Award for Excellence in the Social Sciences, May 1995

Instituto Cultural de Oaxaca | Oaxaca, Mexico | 1994

Month-long university-level immersion course

*Areas of Study:* Mexican Culture, Language, and Literature

American University in Cairo | Cairo, Egypt | 1993

Pre-University Exchange Study

*Areas of Study:* Arabic Language, Egyptology

## LEADERSHIP

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### *Nonprofit Board Service*

Culture Connect, Inc. (formerly Young Rhinebeck) | Rhinebeck, NY | 2002 - Present

Youth development organization serving middle and high school students in the Rhinebeck Central School District

Vice-President | 2011 - Present

President | 2003 - 2010

AHORA (Association for Hispanics to Obtain Resources & Assistance) | Poughkeepsie, NY | 1999 - 2002

Advocacy and service organization supporting Hispanic residents of Dutchess County, NY

Board Member | 1999 - 2002

### *Panel Appointments*

New York State Council on the Arts | 2013

Regional Economic Development Council Panelist

Strengthening Communities Fund, Nonprofit Capacity Building Program | 2010

Application Review Panelist. Administered by the New York Council of Nonprofits, this program re-granted funds from the American Recovery & Reinvestment Act to nonprofits providing services vital to economic recovery efforts.

## AFFILIATIONS

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Council on Foundations

Grantmakers for Effective Organizations

Grants Managers Network

Philanthropy New York

Young Leaders mentoring program graduate

National Committee for Responsive Philanthropy

MARCUS J. MOLINARO  
COUNTY EXECUTIVE



JODY B. MILLER  
EEO/HUMAN RIGHTS OFFICER

COUNTY OF DUTCHESS  
HUMAN RIGHTS COMMISSION

Commission Member Application

Please complete the following application. It can be submitted:

1. Online at [www.dutchessny.gov/humanrightscommission](http://www.dutchessny.gov/humanrightscommission) OR
2. By e-mail to [dchumanrights@dutchessny.gov](mailto:dchumanrights@dutchessny.gov) OR
3. Mail to: DC Human Rights Commission, 22 Market Street, 5<sup>th</sup> Floor, Poughkeepsie, New York 12601 OR
4. Drop off to the Human Rights Commission at the address above.

***Applications are due by July 5, 2016 by 5:00 p.m. Applications received after 5:00 p.m. will be filed for consideration during the next cycle of Human Rights Commission vacancies.***

If you have a recently prepared biography or resume, feel free to attach it, but it is not necessary.

Name: Ricardo Pacheco  
First: \_\_\_\_\_ Middle Initial: \_\_\_\_\_ Last: \_\_\_\_\_

Mailing Address: 14 F Winthrop CT  
\_\_\_\_\_

Occupation: United States Navy Reserve Chaplain/ Senior Pastor  
\_\_\_\_\_

Daytime phone: 917-660-5500 E-mail: PASTORRICK73@GMAIL.COM  
\_\_\_\_\_

Do you speak a language other than English? No  Yes  If yes, please indicate the language(s) that you speak:  
Spanish \_\_\_\_\_

Please respond to the following:

1. Why would you like to serve on the Human Rights Commission?

I would like to serve on the Human Rights Commission because I believe that I have the temperament as a member of the faith community to bridge different ideologies together for the betterment of my community that I am so proud to serve. As a Navy Chaplain, I work with diverse members of our community and together we are stronger to accomplish whatever the objective is set before us.

2. Please describe your ability to commit to participate fully in the work of the Commission.

As an advocate for social justice for more than twenty years. I have had the privilege to work with various organizations in the City of New York, Bronx and other areas to which my commitment at the time as been to work for unity, fairness and mutual respect.

3. What do you see as crucial issues facing our communities?

There are many crucial issues facing many communities today. One of the crucial issues that we are facing today is tolerance. Communities are being divided because of the lack of tolerance. Talking things out with mutual respect has wained significantly. Instead, violence is the new norm for settling differences and we are becoming desensitized to one another.

4. List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.

I am also an educator with two master's degree one in education. I have taught in New York City Public schools and now teach at a private school in Poughkeepsie. I understand the concerns of parents for their children getting a good education. Also, I worked for law enforcement as a chaplain. I understand very well the complex relationship between law enforcement and the citizens they are sworn to serve and protect.

5. List work or volunteer experience that would add to your expertise for this Commission.

Teacher  
Senior Pastor  
Navy Chaplain

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My congregation provides meals everyday for families in need. We worked with social workers and other services group to help many of the families that come to our church in need of those services we provide. We collaborate with individuals who are different in the ideology and are from diverse backgrounds. We have one main objective and that is to service our community.

7. The Human Rights Commission seeks to be diverse in areas of expertise, advocacy experience, community involvement, profession, education, race, ethnicity, gender, gender identity, sexual orientation, national origin, age, religion and geography. Addressing any or all of these in your application will help the advisory committee assess your application.

I am latino, with two master's degree one in education and divinity in pastoral care and counseling. I have an earned doctor's degree in divinity. I am currently working on my second doctoral degree in education from South Eastern University.

If you need additional space for your comments, please use the last page.

Ricardo Pacheco

Signature

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MARCUS J. MOLINARO  
COUNTY EXECUTIVE



JODY B. MILLER  
EEO/HUMAN RIGHTS OFFICER

**COUNTY OF DUTCHESS**  
HUMAN RIGHTS COMMISSION

**Commission Member Application**

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2. By e-mail to [dchumanrights@dutchessny.gov](mailto:dchumanrights@dutchessny.gov) OR
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4. Drop off to the Human Rights Commission at the address above.

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If you have a recently prepared biography or resume, feel free to attach it, but it is not necessary.

Name: First: Bailey Middle Initial: N Last: Williams

Mailing Address: 20 Elizabeth Street Red Hook, NY 12571

Occupation: Former Teacher

Daytime phone: 623-451-4771 E-mail: williamsbaileynicole@gmail.com

Do you speak a language other than English? No  Yes  If yes, please indicate the language(s) that you speak: Intermediate/Conversational Spanish

Please respond to the following:

1. Why would you like to serve on the Human Rights Commission?

Human Rights is my passion. I taught Human Rights and Social Movements to 112 8th grade students every year for four years. I developed the curriculum and presented the course of study not only because of my personal interests, but also because of the tremendous importance and relevance of Human Rights in our daily lives. I believe in Human Rights and I believe in the power of education in creating meaningful change.

I am excited by the opportunity to serve my community in a meaningful and productive manner. Our country, and our local community, is in a stage of transition and change. Human Rights is pushing itself to the forefront of conversation, political campaigns, and news coverage. People are becoming passionate and change is being demanded, but backlash and debate create divides when understanding is lacking. I want to work to address violations of human rights in our community and bring understanding through education and awareness.

2. Please describe your ability to commit to participate fully in the work of the Commission.

I am currently taking a break from full time work in order to be able to more fully focus my attention on my 9 month old son. While motherhood comes with a wealth of gifts and blessings, I do miss the discussions, studies, and relationships from my time working in a professional setting. The Commission provides me with the opportunity to engage with my community, to evaluate and problem solve critical issues facing our world. The Commission allows me this opportunity to contribute without demanding a full time schedule, which is the perfect fit for my current lifestyle. Additionally, the birth of my son has made me ever acutely aware of the issues our society faces and hungry to bring about change in order to move towards a more equal world.

3. What do you see as crucial issues facing our communities?

When teaching human rights, I introduced my students to the Anti-Defamation League's "Pyramid of Hate". At the top of the pyramid is genocide, perhaps the "worst" of human rights violations. No student ever failed to identify why genocide was hateful or wrong. At the bottom of the pyramid, though, is "not challenging belittling jokes or stereotypes". When they saw this as the foundation of the "Pyramid of Hate" students grew silent. I would ask them, "How many times have you stood by or even laughed at a joke that targeted a group because of their race, their sex, their gender, their sexual orientation, their religion...?". Every person in the room would shyly and silently raise their hand. It is "easy" to identify major human rights violations, but simply targeting the top of the pyramid isn't enough - and frankly, is incredibly complex. Starting at the bottom of the pyramid, in the every day nuances of racism, sexism, and bigotry, we can stop the problem before it starts. While major and complex issues, we have the ability to confront these maladies of society before they rise to the levels of hate that are occurring far too often in our society.

4. List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.

They say the best way to learn something is to teach it and while I still have loads to learn, I have also spent the past five years fully immersed in teaching Human Rights. I know and understand the Universal Declaration of Human Rights, have studied U.S. Supreme Court cases with both challenges and victories for human rights, and have analyzed the development of human rights over the course of history.

My professional and personal endeavors have allowed me great experience in public speaking and public relations. I have participated in news and radio interviews. I have engaged in conflict resolution in professional settings. I enjoy problem solving and collaborating with others in order to achieve a common goal. I do not shy away from feedback and am always open to reevaluating habits and systems in order to ensure that all needs are being met in the most effective manner possible.

5. List work or volunteer experience that would add to your expertise for this Commission.

I worked as the Volunteer Coordinator for GLSEN Phoenix for one year. As the Volunteer Coordinator, it was my responsibility to find, educate, train, and manage a large team of volunteers. I worked public events, facilitated educational trainings for volunteers and community members, and managed informational materials for the organization. Additionally, I attended seminars and trainings in order to further develop my own understanding of LGBTQ concerns, challenges, and issues.

I worked as a Behavior Specialist with children with autism for over five years. Working with some of the same families for all five years, I developed a deep understanding of the fears, celebrations, wants, and needs of families with children with special needs. I was able to use this experience

6. The Human Rights Commission seeks people who have a wide variety of experience demonstrating respect in their work and engagement with the community. Please list any experience that you have working on diverse teams, public bodies, or committees and skills related to intergroup dialogues and team building with diverse communities. The Commission is not limited to those who have previously volunteered.

Engaging with human rights issues often comes with confronting your own privilege, which can be a deeply personal and intense process. I have experience working through this process with youths and adults, engaging in respectful dialogue and navigating discourse in a professional and meaningful manner. When teaching human rights, it was not uncommon for a student, or sometimes a parent, to become uncomfortable learning about a "controversial" issue. Topics in human rights, while relevant to all, can be intricately connected to individual experiences. Teaching a total of 448 students meant that at some point, various courses of study would mean different things to different students, sometimes in a deeply emotional way. When learning about the Holocaust, for example, I had students who lost relatives in the genocide, as well as students who worried about what their German lineage meant for their family's role in the atrocities. Facilitating understanding, through honest communication and awareness of individual perspectives, was essential to ensure that learning could occur.

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I am a mother. I am a teacher. I have worked with children with autism and adults with traumatic brain injury. I have a Masters in Education, specializing in Autism Consultation and Collaboration. I have worked as the volunteer coordinator for GLSEN. I lived in Phoenix, Arizona, for twenty years. I have marched for immigration rights. I have experienced discrimination based upon my sex, my gender, and my perceived sexual orientation. I have taught human rights in the classroom. I have organized panel discussions on human rights and social advocacy. I have served as the teacher sponsor for a high school Feminist Alliance group. I have worked in law offices and coached Mock Trial. I have managed work teams as the 8th Grade Team Leader. I majored in Psychology and minored in Religious Studies. I have produced and directed a production of The Laramie Project and donated the proceeds to the Human Rights Campaign. I have stood up for what I believe in, even when it is uncomfortable. I am ready and eager to work with my community to ensure we live in a place where every person feels welcome, safe, and secure.

If you need additional space for your comments, please use the last page.

**Bailey Williams**

Digitally signed by Bailey Williams  
Date: 2016.07.03 09:19:17 -04'00'

Signature

My signature affirms that all information contained herein is true to the best of my knowledge, and that I understand that any misstatement of fact or misrepresentation of credentials may result in this application being disqualified from further consideration. I authorize the County of Dutchess to investigate matters necessary for the verification of my qualifications. Such investigations may include a child abuse and a sex offender background check. Failure to meet standards may result in disqualification. I release from all liabilities those persons collecting information.

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Age:  15-30     31-55     56+

Gender: Woman

Please check all that apply:

- African- American     Asian/Pacific Islander     Caucasian  
 Latino     Native American or Alaskan Native  
 Multi-racial     LGBT community member

Religious affiliation None

While we recognize that this is not an exhaustive list, it will help us round out a diverse Commission. If there is anything else about yourself that you would like to share, please feel free to do so in the space below:

Additional Comments:

I am truly excited by the prospect of serving my community through the Commission. I am relatively new to the area, having moved from Phoenix, Arizona, a few months ago, but I am already familiar with the issues our county is facing. These are not issues unique to one specific community, one town, or one county. The issues we face here in Dutchess County, while colored by the lens of our geographic location, are worldwide concerns. Homophobia, racism, sexism, and bigotry exist just as much here as anywhere else. Sitting at the local diner, seeing smiles and greetings exchanged as people walk in the door, it is easy to feel a world away from the devastating events on the news. While I am struck by the beauty and warmth of my small town, it would be naive to think "things like that don't happen here". Intolerance is a world problem. Hate is a human problem. We all need to do what we can to bring education and understanding to our local communities. Working at a local level, we can have a global impact. Change can start small, but have enormous effect. I don't expect for this work to be easy nor do I expect that change will come especially quickly. I am not afraid to work hard, to have difficult conversations, or to challenge my own perspective. This is work that I believe in and it would be an honor to be on the front lines for change and equality in Dutchess County.

Print

Submit

DUTCHESS COUNTY  
PERSONNEL DEPARTMENT

2016 JUN 10 PM 12:05

Thomas Onaje Benjamin, MA, MSW  
235 South Avenue, Poughkeepsie, New York 12601  
(845) 389-9075  
Onaje2448@mac.com

June 9, 2016

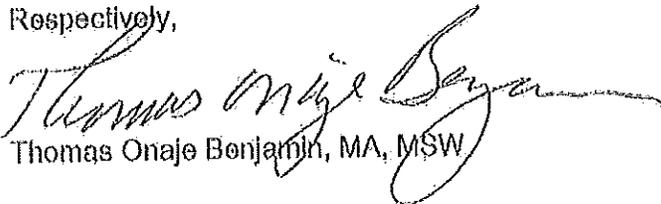
Jody B. Miller  
EEO/Human Rights Officer  
County of Dutchess Human Rights Commission  
22 Market Street, 5<sup>th</sup> Floor  
Poughkeepsie, New York 12601

Dear Jody:

Enclosed please find a signed copy of my application to be considered for membership on the Human Rights Commission and the Optional Information Form.

As I mentioned to you in a recent e-mail, I have experienced technical difficulty with the online application. For this reason, I have manually attached written responses to the application questions 1-4, in addition to enclosing a copy of my CV which I feel is the best method of providing the Advisory Committee with information for questions 5-7 on the application.

Respectively,

  
Thomas Onaje Benjamin, MA, MSW

MARCUS J. MOLINARO  
COUNTY EQUAL OPPORTUNITY  
PERSONNEL DEPARTMENT  
2016 JUN 10 PM 12:05



JODY B. MILLER  
EEO/HUMAN RIGHTS OFFICER

COUNTY OF DUTCHESS  
HUMAN RIGHTS COMMISSION

Commission Member Application

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2. By e-mail to [dchumanrights@dutchessny.gov](mailto:dchumanrights@dutchessny.gov) OR
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If you have a recently prepared biography or resume, feel free to attach it, but it is not necessary.

Name: First: Thomas Middle Initial: \_\_\_\_\_ Last: Benjamin

Mailing Address: 235 South Ave, Poughkeepsie, NY 12601

Occupation: Consultant

Daytime phone: 845-389-9075 E-mail: onate2448@mac.com

Do you speak a language other than English? No  Yes  If yes, please indicate the language(s) that you speak: \_\_\_\_\_

Please respond to the following:

1. Why would you like to serve on the Human Rights Commission?  
A great deal of my personal and professional career has been dedicated to Social Justice and Human Rights. Additionally, my life experiences as an African American male and work as a community organizer and change agent in a number of disciplines during my career has informed my awareness of those issues which collectively represent challenges to insuring that all citizens are afforded equal access to the full range of benefits and rights for all citizens in addition to those individuals who are in the process of acquiring citizenship. I have been and will continue to be an ally to historically disenfranchised communities, groups and individuals and remain committed to creating an inclusionary society that recognizes and respects the rights of all members of society.

2. Please describe your ability to commit to participate fully in the work of the Commission.  
I am presently retired from full time employment and, with the exception of consulting projects, I envision being able to make a commitment to meet the various responsibilities which comprises the role of a Human Rights Commissioner

3. What do you see as crucial issues facing our communities?  
The existence of historical and structural barriers that obstruct and limit access of individuals to a range of resources, benefits, services and entitlements which are necessary to sustain a quality of life consistent with the tenets of a democratic society which recognizes its citizens' human rights and social justice.

4. List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.

My work in the disciplines of community organizing, criminal justice, training and facilitation of processes to address various forms of oppression, research and program development, violence prevention, identity development and social work would contribute greatly to the intent and purpose of the Commission.

5. List work or volunteer experience that would add to your expertise for this Commission.

Please reference attached CV

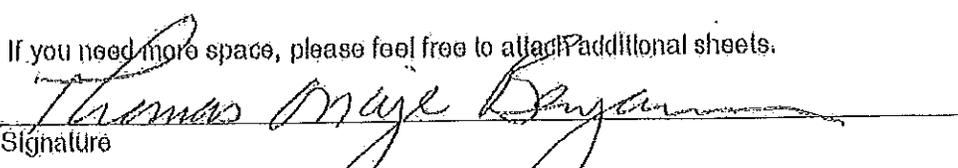
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Please reference attached CV

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Please reference attached CV

If you need more space, please feel free to attach additional sheets.

  
Signature

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Age:  15-30  31-55  56+

Gender: Male

Please check all that apply:

- African-American  Asian/Pacific Islander  Caucasian  
 Latino  Native American or Alaskan Native  
 Multi-racial  LGBT community member

Religious affiliation Buddhist

While we recognize that this is not an exhaustive list, it will help us round out a diverse Commission. If there is anything else about yourself that you would like to share, please feel free to do so in the space below:

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Print

Submit

## *Curriculum Vitae*

### **Thomas Onaje Benjamin, MA, M.S.W**

*235 South Avenue, Poughkeepsie, New York 12601*

*Home: (845) 849-9204 Cell: (845) 389-9075*

*Email: [onaje2448@mac.com](mailto:onaje2448@mac.com)*

#### **Demonstrated Skill Sets**

---

- Accomplished career reflects 30 years of experience in advocacy, activism, crisis intervention, community organizing, counseling, diversity management and culturally competent program development.
- Extensive experience in design, delivery, evaluation and facilitation of instructional programs and workshops addressing social justice issues and community empowerment.
- Highly articulate and effective facilitator possessing the ability to communicate and process complex information.
- Ability to work with culturally diverse organizations and communities to initiate dialogues advancing the perspectives and interest of disenfranchised groups.
- Utilization of a multidisciplinary approach to problem solving, strategic planning, organizational development and conflict resolution within a social justice and human rights framework.
- Certified to facilitate cognitive and evidenced-based curricula.

#### **Education**

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- Masters in Social Work, Fordham University Graduate School of Social Services, Spring 2014
- Masters of Arts in Liberal Studies, School of Graduate Studies, State University of New York, Empire State College, 2007.
- Bachelor of Arts in Liberal Studies, State University of New York, Empire State College, 2003.

#### **Academic Internships**

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##### **Dutchess County Office of Probation and Community Supervision- Community Transitions Center, 2012-2013**

- In fulfillment of my Foundational Field Placement experience for the Fordham University Graduate School of Social Services MSW Degree Program, I was assigned to provide counseling, facilitate groups and provide culturally-specific services to individuals under court supervision and mandated to participate in the Community Transitions Center-a community-based correctional program operated by Behavioral Interventions-The GEO Group, Inc., for the Dutchess County Office of Probation.

National Organization of Forensic Social Workers (NOFSW) & Be The Evidence Project-Fordham Graduate School of Social Services, Fall/Spring Semesters 2014

- As an Advanced Placement student in the Leadership Macro Concentration at Fordham's Graduate MSW program I am conducting participatory research, public awareness and program development specific to the issue of aging incarcerated prisoners. Under the supervision of Dr. Tina Maschi, PhD, then President of the NOFSW, I coordinated a number of presentations and exhibits for the national conference held at the Fordham University Lincoln Center Campus July 25-27, 2014.

Academic Honors and Awards

- First recipient of the Foner Fellowship awarded to graduate students in honor of Bread and Roses Founder Moe Foner, District 1199, National Hospital Workers Union, SEIU, and AFL-CIO, 2004.
- Outstanding Service Award-National Association of Black Social Workers, New Jersey Chapter 1980.
- Certificate of Membership, Inducted into Alpha Sigma Nu, Jesuit Honor Society, April 3, 2014
- Community Organizing & Justice Advocacy in the 21<sup>st</sup> Century Fellowship, Be The Evidence International, Fordham University School of Social Services, 2014-2016.

Academic/Teaching Experience

Recruitment-Retention Coordinator-Collegiate Science & Technology Entry Program (CSTEP), Dutchess Community College, 2007-2008.

- Responsible for recruiting under-represented and economically disadvantaged students and providing individual counseling and workshops focused on retention and academic performance. Developed strategies to address the eighty percent attrition rate of African American males attending college.

Adjunct Instructor: Dutchess Community College, 2007-2008, Poughkeepsie, New York, 2007

- Modified curriculum and instructed an introductory-level course to address the culturally specific needs of African American and other male students of color with the overall goal of increasing retention and improving academic performance.

Adjunct Instructor SUNY New Paltz, Fall 2016

- Taught Field Work and Juvenile Delinquency courses, in addition to oversight and site visitation to student's assigned field placements. Conducted lectures and evaluated and graded academic writings and other projects specific to coursework.

## Professional Experience

Reentry Supportive Transition & Reintegration Track (RESTART) Program  
Coordinator, Dutchess County Sheriff's Office, Dutchess County Jail, Poughkeepsie,  
New York, 2003-2015.

- Employment of criminogenic risk assessment instruments, screening, intake and reentry/discharge planning for men assigned to the RESTART Program; a 50-bed self-contained unit within the Dutchess County Jail. Provide individual and group counseling, in addition to evaluation and program development to reduce recidivism, alternatives to incarceration and Reentry Planning.

Project Coordinator, The Renaissance University for Community Education  
(TRUCE), Harlem Children's Zone, New York City, 2002-2003

- Coordinated a project funded by the Substance Abuse & Mental Health Services Administration to address cultural conflicts and other tensions between African immigrant and African American youth in Harlem. This post- 9/11 project was a response to the targeting and harassment of West African youth, many of whom were Muslims, and the potential for violence.
- Facilitated a series of community meetings, school-based workshops and conferences to increase cross-cultural awareness and harmony between the target populations.
- Involved youth met weekly to share experiences and utilized dance, music, visual art and video production to create theatrical performances, documentary shorts and a series of Public Service Announcements promoting cross-cultural understanding and violence prevention.

Diversity Specialist, Cornell Migrant Program, Cornell University, Ithaca, NY 2000-2001

- Co-Facilitator for Opening Doors; a four-day intensive residential training in cultural awareness and competency for teachers and other staff within school districts providing educational services to the children of migrant farm workers and those cited by the New York State Division of Civil Rights as "hostile learning environments."

Program Director, Ulster County Jail Project, Family of Woodstock, Inc, Kingston,  
New York 1997-1998

- Administered a judicial diversion program that identified individuals, between the ages of 16-19, who were incarcerated in the Ulster County Jail. Individuals determined eligible for judicial diversion received a range of services including short-term residential care.

Project Coordinator, Rhode Island Center for Non-Violence, Providence Rhode Island, 1992-1993

- Facilitated a 26-week curriculum for men determined by the judicial system to have a history of abuse and domestic violence.

Program Coordinator, Atlantic Mental Health Center, McKee City, New Jersey 1982-1987

- Provided counseling and outreach to individuals recently released from the Atlantic County Jail and state prison. Facilitated groups for people with substance abuse issues and made intra-agency referrals for clients identified as having mental health and other social problems.

Co-coordinator, Alternatives to Incarceration Project-National Council on Crime and Delinquency, Hackensack, New Jersey, 1979-1982

- Co-coordinated a multi-state federally funded project to identify, evaluate and promote the replication of innovative program models that provided less restrictive alternatives to secure detention of youth involved within the criminal justice system. Provided technical assistance to various private and state agencies interested in developing alternatives to secure detention of juveniles.

Program Specialist-Office of the Public Advocate, Office of the Public Defender, Trenton, New Jersey, 1974-1978

- Member of investigative and litigation team responsible for monitoring the quality of services and treatment of juveniles within the criminal justice and social service systems.
- Conducted site visits to correctional facilities, group homes and residential treatment centers to investigate allegations of systemic and individual abuse of children under the care of the state of New Jersey and related private agencies.
- Participated in the development of class-action lawsuits on various issues affecting children.
- Provided testimony before legislative committees and other policy panels specific to findings and recommendations concerning the quality of care of children under the care and custody of various state and private agencies in New Jersey.

### Program Development and Consulting Experience

Founder/Director-Pathways to Masculinity, 2012-Present

- Life Coaching and leadership practice to support men in developing socially responsible models of masculinity. Community-based and on-line support for men transitioning through various stages in their life including reentry from prison, military service, or substance abuse treatment, divorce, aging, mental and physical health issues, and grief and loss.
- Facilitates groups, workshops and retreats for men interested in developing socially responsible models of masculinity that foster a socially just and humane society.

Founder-Director of OB Associates, 1989-2012

- Designed and facilitated over 200 workshops and retreats addressing a range of issues including violence prevention, gender equity, social justice, community empowerment, internalized oppression, identity development and youth development.
- Contracted with community-based non-profit and state agencies on a wide range of issues including school violence prevention, cultural competency, conflict resolution, addressing the needs of formerly incarcerated individuals, and other issues.

Co-Facilitator-Men's' Group at Shawangunk Correctional Facility, Wallkill, New York 1992-2002

- Co-created and facilitated a groups on Masculine Development & Empowerment for men experiencing long-term incarceration within a maximum-security correction facility. Meetings were held with 12-20 men twice a month for over ten years.
- The group know as the Fellowship of the King of Hearts and affiliated with the North American Federation of Men's Councils was the subject a number of articles including the New York Times, and the New York Department of Corrections granted permission to video-taped a guest appearance at one of the meetings by poet Robert Bly as a segment of the Brian Lehrer Show on WNYC.

Organizer/Acting Director-Piedmont Peace Project, Kannapolis, North Carolina 1994-1995

- Initially served as a consultant to this nationally recognized community-based organizing program. Designed and facilitated workshops and groups that focused on addressing the effects of internalized oppression on members of impoverished rural and urban populations and their ability effectively address issues of social justice in their respective communities. Accepted the position Acting Director during a period of reorganization and transition in leadership.

Director of Emergency Shelter, Woodstock Festival-Family of Woodstock, Inc. Saugerties, New York August 12-14, 1994 and Rome, New York July 23-25, 1999

- Supervised a volunteer staff of 15 and coordinated the 24-hour emergency shelter which provided respite care and counseling for individuals experiencing difficulty during the three-day music festivals attended by over 250,000 people.
- Coordinated care for people released from the on-site medical unit, crisis intervention counseling, connected individuals with family members, and coordinated emergency transportation vouchers to assist people who had no means of returning to their respective destinations of origin.

Consultant, New York Center for School Safety (NYSCSS), New Paltz, New York 1997-2003

- In the aftermath of Columbine and other school-based acts of violence the NYSCSS was formed to provide technical assistance to school districts assessed as experiencing high rates of disciplinary problems.

- Provided training and other supports to over 30 school districts. Participated in regional conferences to introduce best practices related to school safety and academic performance.

## Community Involvement

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### Coalition on Elder Abuse in Dutchess County, Mediation Center of Dutchess County, Poughkeepsie, NY 2016-Present

- Member of a group of stakeholders, public and private agencies working together to protect elders from abuse, neglect and exploitation and preserve the quality of their lives.

### Dutchess County Criminal Justice Task Force, Poughkeepsie, New York 2006-2015.

- Appointed by the Dutchess County Legislature to serve as a Citizen and Consumer member. I am the only member of the Task Force who is self-identified as a formerly incarcerated individual, and therefore provide a unique perspective in the development of policy and implementation of programming for individuals involved with the criminal justice system.
- Involved in the research, proposal development and implementation of the Reentry Plan. Participate in the monthly case management process that reviews the discharge and reentry plans for individuals returning from prison.
- Appointed by County Executive Marcus Molinaro to the Special Populations Work Groups responsible for development of the Transition and Justice Complex; the proposed new correctional facility and alternatives to incarceration services for Dutchess County.

### Dutchess County ReEntry Task Force, Poughkeepsie, New York 2008-2015.

- Providing oversight in the administration of the programs servicing formerly incarcerated individuals released from state correctional facilities. Member of the Case Management Team which reviewed and screened individuals scheduled for release from prison and referred to the community-based reentry program.

### Reentry Roundtable on Education, John Jay College of Criminal Justice & the Urban Institute, March 31-April 1, 2008.

- Participated in a 2-day panel discussion exploring the role of prison and community-based post-secondary educational programs serving both the incarcerated and formerly incarcerated individuals reentering society. A policy report and DVD of excerpts of the proceedings were published and distributed nationally.

## Articles/Publications

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- "What's Justice Got to Do with It"-M.E.N. Magazine, March 1995
- Healing, Community & Justice in the Men's Movement: Toward a Socially Responsible Model of Masculinity, The Politics of Manhood: Pro-feminist Men Respond to the Mythopoetic Men's Movement, Temple University Press, 1995.

- What's Wrong with this Picture: A Person of Colors Perspective on the Woodstock Festival, Woodstock Times, 1999.

### Professional Affiliations

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- National Organization of Forensic Social Workers

MARCUS J. MOLINARO  
COUNTY EXECUTIVE



JODY B. MILLER  
EEO/HUMAN RIGHTS OFFICER

COUNTY OF DUTCHESS  
HUMAN RIGHTS COMMISSION

Commission Member Application

Please complete the following application. It can be submitted:

1. Online at [www.dutchessny.gov/humanrightscormission](http://www.dutchessny.gov/humanrightscormission) OR
2. By e-mail to [dchumanrights@dutchessny.gov](mailto:dchumanrights@dutchessny.gov) OR
3. Mail to: DC Human Rights Commission, 22 Market Street, 5<sup>th</sup> Floor, Poughkeepsie, New York 12601 OR
4. Drop off to the Human Rights Commission at the address above.

*Applications are due by July 5, 2016 by 5:00 p.m. Applications received after 5:00 p.m. will be filed for consideration during the next cycle of Human Rights Commission vacancies.*

If you have a recently prepared biography or resume, feel free to attach it, but it is not necessary.

Name: First: Seema Middle Initial: S Last: Rizvi

Mailing Address: 47 Logans Way Hopewell Jct NY 12533

Occupation: Physician

Daytime phone: 845-661-6132 E-mail: seema.rizvi1682@gmail.com  
(845-661-6132)

Do you speak a language other than English? No  Yes  If yes, please indicate the language(s) that you speak: Urdu / Hindi

Please respond to the following:

1. Why would you like to serve on the Human Rights Commission?

Since my young age I have seen so much human suffering, violation of human right (as I was born & raised in Pakistan undeveloped country) numerous example human & drug trafficking, government corruption, terrorist act (ongoing) Even in United States we need to work on discrimination based on religion, ethnicity, sexual orientation

2. Please describe your ability to commit to participate fully in the work of the Commission.

I have a passion to serve humanity. Empower to help human suffering

- Based on my background, my ongoing effort to help people medically without health insurance, addressing youth issues, Islamophobia, how phobia, helping third world countries

3. What do you see as crucial issues facing our communities?

- Increase in Terrorist act all over the world leading to Islamophobia & anti Muslim sentiment which is dividing us

- How Phobia, Transgender issue in school

- Violation of human rights based on religion, ethnicity, sexual orientation & many more

4. List any skills, knowledge, or perspectives you have had that would serve the Human Rights Commission's ability to meet its purpose.

I have organized several Events (community) the most recent community Events in the mosque to bring people of different faith & religion on one platform

- I have served in Wappinger School Board as board of trustee. My Education. Capella will help in resolving Transgender issues Bullying. Founded women Empowerment group. I have been a vocal speaker on many important issues - Islamophobia, How Phobia.

6. List work or volunteer experience that would add to your expertise for this Commission.

Community work → organized numerous events  
health care field - Physician - helped people with  
Education - PTA / Board of Trustees (Retired)  
women Empowerment, worked on national  
Disaster - San Francisco Sandy  
Earthquake Relief.

6. The Human Rights Commission seeks people who have a wide variety of experience demonstrating respect in their work and engagement with the community. Please list any experience that you have working on diverse teams, public bodies, or committees and skills related to intergroup dialogues and team building with diverse communities. The Commission is not limited to those who have previously volunteered.

I have a wide variety of experience in community work, health care, Education field.

7. The Human Rights Commission seeks to be diverse in areas of expertise, advocacy experience, community involvement, profession, education, race, ethnicity, gender, gender identity, sexual orientation, national origin, age, religion and geography. Addressing any or all of these in your application will help the advisory committee assess your application.

I have addressed several issues especially as of above. I have been actively involved on these issues. I have organized several events on these issues.

If you need additional space for your comments, please use page 7.

Seema Sami Ravi

Signature

My signature affirms that all information contained herein is true to the best of my knowledge, and that I understand that any misstatement of fact or misrepresentation of credentials may result in this application being disqualified from further consideration. I authorize the County of Dutchess to investigate matters necessary for the verification of my qualifications. Such investigations may include a child abuse and a sex offender background check. Failure to meet standards may result in disqualification. I release from all liabilities those persons collecting information.

Please note that the optional information below must remain on a separate page from the rest of the application.

Human Rights Commission OPTIONAL INFORMATION FORM

The Advisory Committee would be greatly assisted by the information below, which is completely voluntary. By providing this information, you will help us ensure that appointments represent a broad cross section of the community. You are under no legal obligation to provide this information. State and federal law prohibit the use of this information to discriminate against you. The Commission will treat this information as confidential to the fullest extent allowed by law.

Age:  16-30  31-55  56+

Gender: female

Please check all that apply:

- African-American       Asian/Pacific Islander       Caucasian  
 Latino       Native American or Alaskan Native  
 Multi-racial       LGBT community member

Religious affiliation Islam

While we recognize that this is not an exhaustive list, it will help us round out a diverse Commission. If there is anything else about yourself that you would like to share, please feel free to do so in the space below:

*Pl see attached Biography.  
& Event News in POK Journal.*

BRENNAN WEISS



March 14, 2016 by Brennan Weiss

## LOCAL PHYSICIAN FIGHTS BACK AGAINST ANTI-MUSLIM RHETORIC

Wappingers Falls, N.Y. – Seema Rizvi vividly remembers the day Osama Bin Laden was killed near a military complex in Pakistan. While millions of people celebrated around the world, Rizvi, a Pakistani native, immediately thought about her daughter.

Her daughter, Aena, came home from school on the verge of tears after a classmate told her that she didn't like her because she was a Muslim. Rizvi told Aena to ignore it.

"When [Muslim children] see an attack on TV, the first thing they utter is, 'I hope it wasn't a Muslim,'" said Rizvi, a Fishkill resident. "They go through an identity crisis and there are so many Muslim families that are very concerned about their young Muslim children."

[Follow](#)

Rizvi, a physician, social worker and Muslim activist, concerned about what she says is growing anti-Muslim wake of last year's terror attacks in Paris and San Bern the media doesn't do enough to report attacks against of 132 schoolchildren by the Taliban in Peshawar, Paki

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Sign me up

Build a website with WordPress.com

"When I saw the killings in Peshawar, I wanted to tell that [the terrorists] are also killing Muslims," Rizvi sa together to fight against this terrorism."

In January, Rizvi organized an interfaith meeting at her mosque, the Mid-Hudson Islamic Association, to counter anti-Muslim bigotry and inform others about what she perceives as a double standard in the media. Over 200 local Christians, Jews, Hindus and Muslims attended the event, including former N.Y. State Senator Terry Gipson.

"It was an amazing day," said Kathy Hamilton, a member of the Church of St. Mary who attended the interfaith event. "[Rizvi] is a very well-spoken professional and is very compassionate and passionate about her community."

"She's a force to be reckoned with," Hamilton added.

Rizvi was born in Karachi, Pakistan, but has lived in the U.S. for more than 25 years. After obtaining a medical degree from Dow University, one of Pakistan's premier health science institutions, she traveled to the U.S. on a tourist visa to visit her brothers. During that visit, Rizvi met her husband, Syed, who was working as an electrical engineer for IBM.

She began practicing medicine in New York in 1998, specializing in geriatric

care. She then opened up her own medical practice in Fishkill nine years later.

In 2010, Rizvi started a program to treat patients who can't afford medical insurance. She says people learn about this service by "word of mouth" and that she has treated around 100 patients over the years, free of charge. Rizvi also serves on the Wappingers Central School District Board of Education.

"When my mother-in-law had cancer, Dr. Rizvi came to my home every day to visit her," said Aisha Kumar, a Fishkill resident. "She came every day for two years."

Kumar and Rizvi are good friends to this day.

Rizvi's social work is not confined to New York. In February, she spent three weeks in Pakistan volunteering at medical clinics and hospitals, providing free outpatient care to hundreds of people. Rizvi and her medical colleagues, including two other doctors and a microbiologist, treated over 600 patients in just three days in a small, rural community in Khairpur, Pakistan. Most of them were poor, lacked education and in dire need of medical attention.

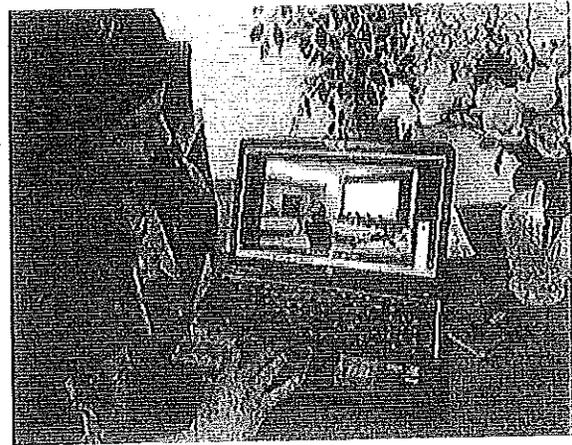
"I do a lot of social work because I enjoy that part of my life and that's what I have a passion for," she said. "It's too easy to live just for yourself."

While in Pakistan, Rizvi also volunteered at Dow University's Civic Hospital, Indus Hospital and the Sindh Institute of Urology and Transplantation, which are all not-for-profit medical institutions mainly supported by the Pakistani government and donors. Rizvi serves as a N.Y. State representative for the Indus Hospital.

"There are no boundaries [for Rizvi]," said Jean Tavin, who used to work part-time at Rizvi's medical practice. "She's a very passionate woman concerned not just for

the Islamic community, but any place where there is a need in the world and where she feels people are neglected.”

In 2005, Rizvi and her father, Syed Sami Ahmad, a distinguished Pakistani attorney and author, helped fundraise for the victims of the Kashmir earthquake that left more than 86,000 people dead. Rizvi also contributed to relief efforts in the aftermath of Hurricane Sandy, which hit the northeastern coast of the U.S. in 2012.

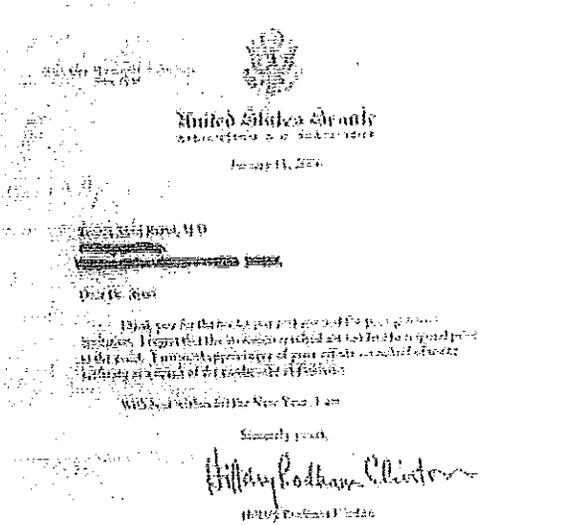


Rizvi shows videos of her volunteer work in Pakistan, where she spent three weeks treating medical patients for free.

Rizvi says that she wouldn't be the humanitarian she is today without the guidance of her father. As he gained prominence in Pakistan, every government official tried to buy him off, but she says he “never compromised with corruption.”

“My dad is a very vocal person. He is not flattered by anyone and he is a man of principle. I got those good values,” she said.

Then-N.Y. Sen. Hillary Clinton responds to an invitation from Dr. Rizvi to attend a fundraiser for the



But unlike her father, Rizvi doesn't like

2005 Kashmir earthquake victims.

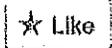
getting too political because it can detract from making progress. Instead, her focus is on helping others and

giving back.

"I was born in a country where I saw a lot of human suffering," she said. "When I see poverty and the corruption of government, I pray to God that there is something I can do. But I cannot fix the government, so I find my own ways to help humanity."

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STEREOTYPES FUEL TAXI BUSINESS  
GENDER GAP



PHOTOS BY AMANDA J. PURCELL/POUGHKEEPSIE JOURNAL

Aqna Iqbal, a sophomore at John Jay High School, reads a poem called "World of Peace" to the crowd gathered at a panel discussion hosted by the Mid-Hudson Islamic Association in Wappingers Falls on Sunday.

# Community leaders: Islam is about peace, not violence

AMANDA J. PURCELL  
POUGHKEEPSIE JOURNAL

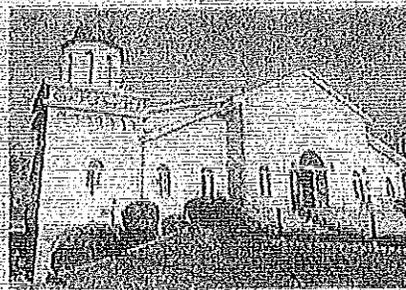
As the Muslim population is growing in Dutchess County, a gathering was held at Masjid Al-Noor in Wappingers Falls Sunday to educate community leaders on Islam and talk about the negative impacts of Islamophobia.

"There is a lot of anti-Muslim sentiment circulating in the media," Dr. Seema Rizvi, organizer, said. "Muslim children are going through identity crises (and are) fearful. We are concerned about the future of (our) children. ... Nobody wants innocent children to go through discrimination based on religion and race."

Approximately 200 Jews, Christians, Muslims and Hindus were represented at the event titled, "All for One and One for All -- United We Stand, Divided We Fall."

"This is a subject (that calls) for honesty and open dialogue," Sultan Mokhal, a parent and Muslim in the community, said.

According to the latest data available from the Association of Religion Data Archives



Masjid Al-Noor is the home of the Mid-Hudson Islamic Association.

## Video

For video from the interfaith service, visit [www.PoughkeepsieJournal.com](http://www.PoughkeepsieJournal.com).

teaches you to kill innocent people. So we all should deliver a message of peace, unity and love for each other."

Religious tensions flared in December when Donald Trump, a leading Republican presidential candidate, called for keeping all Muslims from entering

name of Islam," Rizvi said. "Islam teaches you peace and tolerance. We should unite on one platform to fight against terrorism."

Rabbi Daniel Victor of Temple El El in Poughkeepsie said negative rhetoric can make children feel ashamed and unwilling to talk about their faith with their peers.

"The seeds we sow are the seeds that grow," Victor said while addressing the crowd.

During the presentation, Rizvi showed slides depicting a 2014 massacre of 132 Muslim students in Pakistan by the Taliban -- one of the largest known massacres of children in the world.

"The American public needs to know there is -- in fact -- there is killing more Muslims (by terrorists) than non-Muslims," Rizvi said. Rizvi said that terrorists who identify as Muslim are not true Muslims because they do not practice "peaceful submission."

Local leaders from other faiths also took the opportunity to show their support for Dutchess County's Muslims.

"Every religion has extremists

All for one and one for all — united we stand, divided we fall

Mid-Hudson Islamic Association invites you to attend an event and have a dialogue specifically related to our children - our future.

Please join various educators, interfaith members, community parents and children for a special program on debunking stereotypes about Islam and Muslims.

Sunday, January 31, 2016

2:30 PM – 4:30 PM

at the Al Noor Mosque

425 All Angels Hill Road, Wappingers Falls, NY – 12590

RSVP: Please text Seema @ 845-661-6132

RETIREMENT CLOCK FOR BOARD MEMBER

Presented to

Dr. Seema Rizvi

In Grateful Recognition of Your  
Outstanding and Dedicated Service to the  
Wappingers Central School District

Board of Education

July 1, 2014 – June 30, 2016

# WAPPINGERS

Central School District



## CERTIFICATE OF APPRECIATION

Presented to

SEEMA RIZVI  
BOARD TRUSTEE

In honor of School Board Recognition Week, October 26-October 30, 2015, we salute  
you for your tireless dedication to improving the quality of education  
for every child in the Wappingers Central School District.

Awarded this 26<sup>th</sup> day of October 2015

Jose Li Carrion  
Superintendent of Schools

*Empower. Challenge. Grow.*

## Women Empowerment

7<sup>th</sup> Emd

5/4/14

## Mission Statement

Women play a vital role in building the home, community and secure the future of our children. Our mission is to bring all the women and Youth together on one platform to share their views and ideas on various subjects that include community building, entrepreneurship, academics, professional growth to empower themselves, instill Islamic values in youth and become a strong role model for the community. We are also working with people of different faith and religion especially Jewish community to work together with our youth to share a message of peace, love, tolerance and kindness for each other. To work together as team player on important issues like human rights, Anti Muslim sentiments

## Goals

- Community Services
  - Human Rights / Interfaith
  - Talent Shows / Cultural Shows
  - Literary
  - Entertainment
  - Elderly Activities (Transportation services)
  - Humanitarian Services (Fundraising, Natural disaster etc.)
- Youth Activities
  - Human Rights / Interfaith
  - Islam & youth
  - Career showcase ( engineer, business, healthcare, small business, chef, baker etc.)
  - Internship (Medical office, Hospitals, Nursing Homes etc.)
  - Teaching
  - Talent Shows / Arts & Crafts
  - Counseling & Awareness programs for children & teenagers
- Miscellaneous
  - Meena bazaar
  - Potlucks (to socialize and interact with new members of the community)
  - Health fair (Preventive care, women's health)
  - Classifieds & Matrimonials (To sell, to buy, promote your business etc.)
  - Interfaith
  - Political awareness

# Vigil for Solidarity



Join us to remember and honor the lives taken at Pulse Night Club in Orlando, Florida. Stand in solidarity against Islamophobia and Homophobia.

**WHEN:** Thursday- June 16th, 2016  
7:00pm

**WHERE:** Mesier Park in Wappingers Falls,  
NY (intersection of Route 9D and Main  
Street)

## **SPEAKERS:**

*Radio Personality "Diva" from the K104 Morning Show and a proud LGBT member of Kappa Psi Kappa Fraternity, Inc.*

*Seema Rizvi, MD Physician, Social Worker and Muslim Activist*

*Fred Mayo, President of the LGBTQ Center in Kingston*

*Jody B. Miller, EEO/Human Rights Officer, Dutchess County Human Resource*

*Anibal Garcia, Coordinator of the LGBTQ Community Center's Diversity Group (Voices of Diversity)*

*and more...*

Questions? Please contact Dutchess County Legislator Francena Amparo at (914)755-9327