

DIVERSITY & INCLUSION

A MONTHLY NEWSLETTER FOR ALL



WHAT'S NEW:

BLACK HISTORY MONTH

This month, we acknowledge African American members within our community. Check out what people are doing to celebrate. Also, see what resources are available for us to learn more about this heritage.

WHAT'S HAPPENING:

D & I COMMITTEE

Learn all about the committee that is committed to ensuring diversity, both professionally and within all aspects of our lives. See the team of County employees who assist the EEO & I Officer to accomplish this goal.

WHAT'S NEXT:

WOMEN'S HISTORY MONTH

Look out for next month's newsletter, as we talk about all things women.



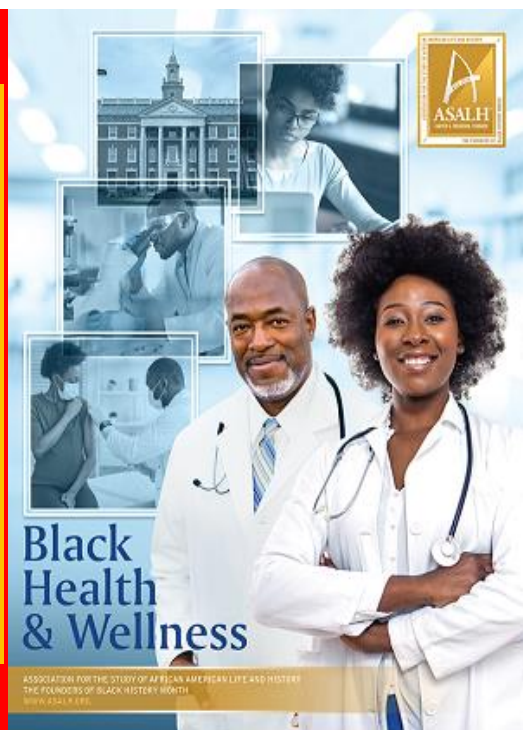
February Proclaimed as Black History Month

Every February, the President of the United States signs a proclamation calling the American people to observe this month with celebratory activities. Visit the White House website to see [President Biden's proclamation on National Black History Month, 2022](#).

Dutchess County Executive Marc Molinaro also signed a proclamation (see image to left), acknowledging Black History Month and Dutchess County's commitment to ensuring our community is inclusive and respectful for all, with the human rights of every individual protected and championed.

BLACK HISTORY MONTH

Black History Month is not a month to divide, but a month dedicated to acknowledging the greatness that African Americans possess and honor those who selflessly take the lead to ensure equality for all. Although this monthly celebration is well known now, the timely evolution of Black History Month did not happen overnight. In 1915, The Association for the Study of African American Life and History was founded by Dr. Carter G. Woodson. In 1926, Negro History Week was established by Dr. Woodson. In 1976, President Gerald Ford officially observed the “contributions of black Americans to our national life. In 1986, President Ronald Reagan issued a Presidential Proclamation, designating February as “National Black History Month”.



RESOURCES

This year, there are many organizations that are finding ways to celebrate and educate this month. Although our new normal has affected gathering in the capacity that we are used to - virtual events are available for all. Click the links below to find out more about these great events.

[Race Unity Circle presents: Critical race Theory](#) - Feb 23rd

[Literacy Partners Present: The Bluest Eye: A Virtual Public Reading](#)
Feb 23rd & Feb 24th

[Black Veterans for Social Justice \(BVSJ\) presents:
Two Remarkable Stories: A Celebration of Black History Month](#)
Feb 23rd

2022 THEME

BLACK HEALTH AND WELLNESS

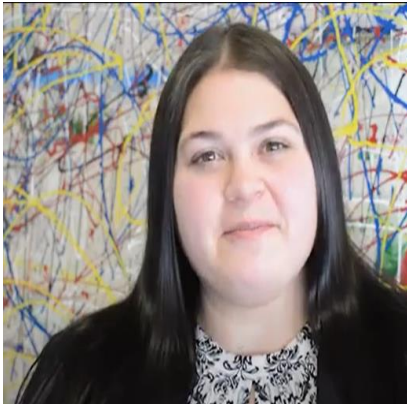
Each year, a different theme is used to bring to light an area within the black community that would benefit from more focus. It also uses the theme to recognize Black Americans who have made significant advances within that area. For more information on themes from previous years, please check out www.asalh.org

BLACK HISTORY MONTH 2021

LAST YEAR IN REVIEW

Last year, the Diversity and Inclusion Committee took their first steps to ensure equity and sense of belonging within our workforce and community. During last year's Black History Month, with the support of County Executive Marcus Molinaro, the inaugural celebration consisted of speakers, an interview, and a cultural performance. If you missed it, please click on the link below:

[Dutchess County's Black History Month Celebration 2021](#)



Sarah Andrews - OCIS Contract Specialist
D & I Committee Member



Josayne Anderson-Tejera - EEOIO
D & I Committee Lead



Chion Scott - DCSO - Corrections Division
Gabriela Vega-Matthews - DBCH
D & I Committee Members

In November 2020, Josayne Anderson-Tejera became the Equal Employment Opportunity and Inclusion Officer for Dutchess County. She is responsible for increasing the diversity of Dutchess County Government's workforce, as well as the 73 municipal workforces the county oversees.

In January 2021, Dutchess County government created a Diversity and Inclusion Team. The purpose of our team, as defined in the mission statement, is to "... promote and implement diversity, inclusion, equity and belonging within the County's workforce. Programmatic resolutions regarding cultural awareness, education/training and understanding as well as all aspects of the recruitment process, policy development, communication and strategic planning shall be recommended for best practices."

Since creation, our team has collaborated with several local groups and organizations to ensure acknowledgement of all cultures both personally and professionally. In the future, the Diversity and Inclusion committee plans on working with the Equity Committee, a committee for the Spackenkill Union Free School District and with the Chief Diversity Officer for Dutchess Community College.



The first meeting took place on Tuesday, February 22, 2022. Next month's focus is Women's History.

[Register here](#) for more information and to join the fun!

Additionally, members of the Equity Committee and the Diversity and Inclusion Committee have joined forces outside of their respective committees to independently create "It Takes a Village". This is a gathering of History, Culture and Connection. The goals for this (virtual) project are:

- To ensure cultural awareness and inclusion within our community.
- To provide unbiased information and historical facts of American history and other cultural insights by means of resources such as storytelling, educational tools, guest speakers, music and art.
- To provide parents with resources to those who may be seeking factual information to ensure children within our community are culturally aware.
- To help change the single heritage assertion by including multiple cultures to help develop an appreciation of the beauty and uniqueness of the cultural variety in the Spackenkill Community and within all communities.

See what leaders in our workforce have to say about Black History Month:

Livia Santiago-Rosado, MD FACEP

Commissioner, Dutchess County Department of Behavior & Community Health

"On a celebratory note, Black History Month also offers an opportunity to learn about "hidden figures" (pun intended) in our history, including Jane Bolin (1908-2007), a Poughkeepsie native who would attend Wellesley College and Yale Law School to become the first African American female judge in the United States. Judge Bolin would serve for four decades in Family Court, advocating for children and families. I invite you all to spend some time learning about trailblazers like Jane Bolin: there are many!"

Kirk A. Imperati

Acting Sheriff, Dutchess County Sheriff's Office

"Diversity in workforce has always been a priority of the sheriff's office and it will continue to be. With our police modernization and reform plan and working with both law enforcement and our corrections division and having diversity in the workforce, we will continue to do continuous recruitment, so we have a more representative workforce for the people of Dutchess County."

What else has happened?

February 1, 2022 - Lunar New Year
 February 1, 2022 - National Freedom Day
 February 15, 2022 - Susan B Anthony Day
 February 20, 2022 - World Day of Social Justice
 February 21, 2022 - Presidents Day

WHAT'S NEXT IN MARCH 2022?

Jan 16th - 52nd Annual Commemorative Service presented by the Dutchess County African American Clergy, MLK Commemorative Service

Jan 18th - 6th Annual National Day of Racial Healing presented by the W.K. Kellogg Foundation
<https://youtu.be/xk7BqnetLMs>

Jan 21st - Catherine Street Community Center Martin Luther King Jr. Breakfast and Centennial Anniversary

Feb 1st - BHM Events, Poet Gold Presents "Say Their Names" World Video Premiere
<https://youtu.be/V3IQlrzWyhM>

Feb 8th - The Imperative of the Beloved Community (University of Hartford) presents: 2022 Dr. Martin Luther King Jr. Annual Observance Virtual Event Featuring Yamiche Alcindor

Feb 18th - Feb 19th - Dutchess Community College's Black Solidarity Conference.



Next month, we talk about all things women.