

FAMILY & HUMAN SERVICES COMMITTEE

OF THE

DUTCHESS COUNTY LEGISLATURE

Thursday, September 9, 2021

Committee Chair Garito called the committee to order at 5:30 p.m.

PRESENT: 10 BOLNER, EDWARDS, GARITO, LAWLER, METZGER,
McHOUL, MUNN, PAOLONI, POLASEK, and PULVER

ABSENT: 2 HOUSTON and PAGE

PRESENT/LATE: 0

QUORUM PRESENT

Committee Chair Garito entertained a motion from the floor, which was seconded and carried, to allow the public to address the Committee on agenda items.

No one wishing to speak, Committee Chair Garito entertained a motion from the floor, which was seconded and carried to resume the regular order of business.

Jody Miller, Human Rights/EEO Officer, presented on the Dutchess County Human Rights Commission. The presentation is attached hereto.

**2021143 AUTHORIZING AMENDMENT OF FUNDING UNDER THE TRADE
ADJUSTMENT ACT**

On motion by Majority Leader Bolner, duly seconded by Legislator Polasek, the foregoing resolution was adopted by the Family & Human Services Committee with Legislator Houston and Assistant Minority Leader Page being absent.

**2021144 AUTHORIZING AMENDMENT OF FUNDING UNDER THE WORKFORCE
INNOVATION AND OPPORTUNITY ACT**

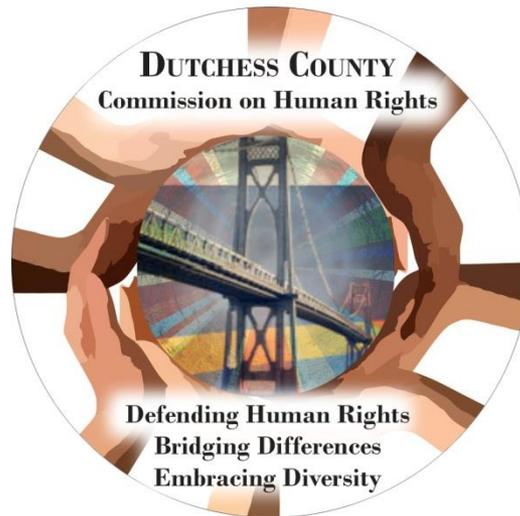
On motion by Majority Leader Bolner, duly seconded by Assistant Majority Leader Metzger, the foregoing resolution was adopted by the Family & Human Services Committee with Legislator Houston and Assistant Minority Leader Page being absent.

2021145 CONFIRMING REAPPOINTMENTS TO THE HUMAN RIGHTS COMMISSION

On motion by Majority Leader Bolner, duly seconded by Assistant Majority Leader Metzger, the foregoing resolution was adopted by the Family & Human Services Committee with Legislator Houston and Assistant Minority Leader Page being absent.

There being no further business the meeting was adjourned.

The Dutchess County Commission on Human Rights



Purpose of Today's Visit

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

The Commission:
Who We Are

History of the Commission

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

Our Members

Jody Miller,
Director

Shirley Adams

Victoria Anderson

Onaje Benjamin

Doris Diaz-Kelly

Jen Drake

Cammie Jones

Neelanjana Ray

Exec.

Lance Ringel

Seema Rizvi

Manuela Roosevelt

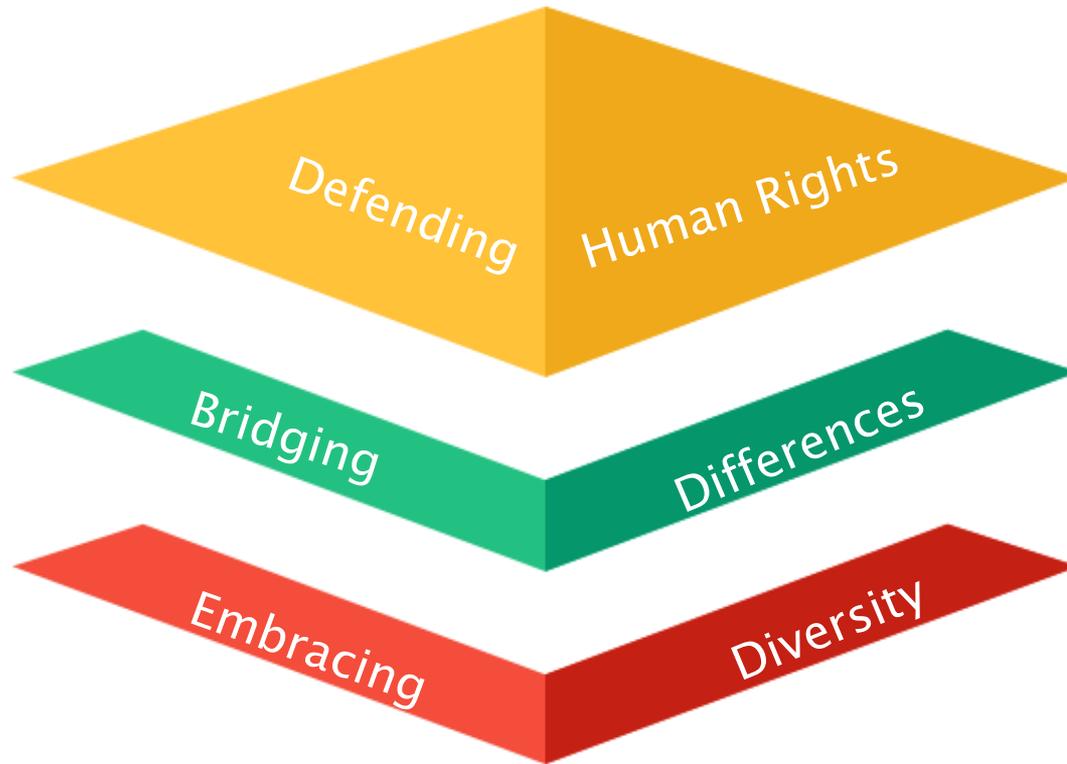
Tara Simmons

Marvelly St. Cloud

Christopher St. Germain

Bailey Williams

Our Mission



Our Purpose:

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

Our Mission in Action:
Responding to Hate & Bias

Responding to Bias & Hate:
Current Issues in Our County

Bias/Hate Speech, Incidents & Crimes Reported

In 2020, the Commission recorded more than 18 documented incidents including, but not limited to:

- Antisemitic comments made to store customer
- Vehicle with confederate flag repeatedly parked in front of residence
- Swastikas on City of Poughkeepsie signposts
- Black Lives Matter signs vandalized
- Swastikas on college campus bench
- Election protester holding antisemitic sign on major road
- Anti-LGBTQ flyers posted on personal property
- Nazi Flag displayed in window of residence



Responding

Hate. Do More Than Nothing.

Hate against an individual creates fear for those who share the same identity and can affect an entire community to which the individual belongs. When people are afraid, they are less likely to participate in community and civic life.

Reporting and documenting hate is critical to identifying patterns and creating effective responses.

Gay pride flags destroyed, Millbrook reacts

By JUDITH O'HARA BALFE
judithb@millertonnews.com

MILLBROOK — During the Tuesday, July 10, Millbrook Village Board meeting it was mentioned that someone had dug up several geranium plants along Franklin Avenue. However, Police Officer Jared Witt quickly added that on Sunday, July 1, several gay pride flags had been removed.

The flags were not small, and had been mounted on local buildings. The news surprised those at the board meeting.

After the police report ended, village resident Kevin McGrane took the podium. The flags weren't just removed, the poles and flags had been ripped off building façades, in some cases causing damage.

Concerns about the incident were expressed. Certainly, it appeared to most, there was animosity involved. The question was asked: Did it qualify as a hate crime?

The board discussed it.

The police are actively looking for the perpetrator, of whom they have

photos. Male, some say he must be local, since he knew just where to find the flags. One was at Merritt Bookstore. The Merritt flag has since been replaced by book shop owner Kira Wizner.

Eight flags in all were torn down; two have been recovered. All eight flags were distributed by one person to the various businesses that displayed them. Most of the poles and mounts, however, belonged to others who wanted to see the message of inclusion shared in the Millbrook business community.

If not deemed a hate crime, the suspect now faces three counts of criminal mischief. Most likely the charges will be handled locally, in the Town of Washington Court.

Witt and the other Millbrook officers are working hard to track down the suspect, showing photos of him in the process of pulling a flag down from a building.

McGrane shared his thoughts, and those of several of his friends, with

See **FLAGS DESTROYED, A10**



Responding to Hate & Bias

The Commission has been speaking out about hate and its impact, amplifying the need to report incidents to the Commission and consulting with individuals & local communities about ways to respond.

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

We ask: Can you tell us about the situation?

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

We then offer options of how we can help.

Responding to Hate & Bias

The Commission has responded to hate and bias by:

- Facilitating dialogue with members of the Arlington Community that included business owners, residents, DC Jewish Federation, legislators and others to respond to the Nazi flag hanging in an apt. window that resulted in the flag being taken down.
- Holding a listening session with members of a local Asian American community regarding increase in anti-Asian hate crimes that resulted in members meeting with local elected officials, taking bystander intervention training, among others.
- Supporting a 'Hate Has No Home Here' gathering with clergy, elected officials and residents in response to fliers found throughout the community resulting in a shared experience of standing up to hate.

Responding to Hate & Bias

Whenever possible, additional responses that communities may consider include:

Taking Collective Action: creating a **visible**, collective community response that sends the message that hate isn't welcome. Without that, **silence, signals apathy and hate grows** (SPLC - Southern Poverty Law Center)

Engaging Elected Officials to Speak Out: when elected officials **name the problem** and **speak out against hate**, a clear message is sent about what's acceptable and what's not (Eric Ward, Never is Now, ADL - Anti-Defamation League)

Responding to Hate & Bias

A United Community Against Hate & Bias Makes a Difference.

The Dutchess County Commission on Human Rights is a resource. Contact us to report hate speech, incidents or crimes, as well as discuss ways to respond.

Our Mission in Action:
Community Education &
Engagement Programs

The Commission's Mission in Action

While Covid-19 protocols have presented unique challenges to continuing our regular work, the Commission has found ways to adapt and maintain our connections throughout the county. Last year may have been our busiest since our re-establishment in 2016.



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

Held in collaboration with
Orange & Ulster County Human Rights Commissions



The Dutchess County Commission on Human Rights, the Ulster County Human Rights Commission and the Orange County Human Rights Commission invite you to join us for our first webinar in a series...

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

How can we work together to effectively combat hate?

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



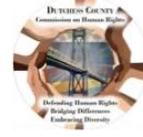
October 13, 2020,
2pm-3:30pm via Zoom

[Register at DutchessNY.gov/SpeakerSeries](https://www.dutchessny.gov/SpeakerSeries)

UPCOMING SPEAKER SERIES WEBINARS

November 10, 2-3:30pm
December 1, 2-3:30pm
December 15, 2-3:30pm

For more information, contact:
Dutchess County Commission on Human Rights, dchumanrights@dutchessny.gov or 845-486-2165
Orange County Human Rights Commission, lesposito@orangecountygov.com or 845-615-3681
Ulster County Human Rights Commission, tywi@co.ulster.ny.us or 845-334-5492



The Dutchess County Commission on Human Rights, the Ulster County Human Rights Commission and the Orange County Human Rights Commission invite you to join us for our first webinar in a series...

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

The Profiting From Hate:
How Hate Affects Undocumented Immigrants

Renan Salgado
Human Trafficking Director,
Worker Justice Center



November 10, 2020,
2pm-3:30pm via Zoom

[Register on the Dutchess County website here!](https://www.dutchessny.gov/SpeakerSeries)

UPCOMING SPEAKER SERIES WEBINARS

December 1, 2-3:30pm
December 15, 2-3:30pm

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

More than 400 people have attended this series



The Dutchess County Commission on Human Rights, the Orange County Human Rights Commission and the Ulster Human Rights Commission invite you to the last session of the:

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

Coming Together Against Hatred:
A Black, a Latinx and a Jewish Perspective

A discussion about racism and hatred, overcoming barriers, and how to collectively work together.

Genesis Ramos Justice, Equity, Diversity and Inclusion Consultant City of Newburgh	Suzanne Leon Member Community Relations Committee Ulster Jewish Federation	Lester Strong Executive Director Peaceful Guardians Project
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December 15, 2020, 2:00-3:30PM
VIA ZOOM

To Register: <https://bit.ly/ComingTogetherAgainstHatred>

Dutchess County Commission on Human Rights, dchumanrights@dutchessny.gov
Orange County Human Rights Commission, iesposito@orangecountygov.com
Ulster Human Rights Commission, tywi@co.ulster.ny.us



The Dutchess County Commission on Human Rights, the Ulster County Human Rights Commission and the Orange County Human Rights Commission invite you to join us for...

Speaker Series

Health in Communities of Color: Disparities, Their Impact and What Needs to Change

Wednesday, March 10, 12pm-1:30pm

 Giovanna Rogow, Executive Director, Maternal Infant Services	 Megan Deichler, Executive Director, Catskill-Hudson Health Education Center Services	 Edna Muhammad, LCSW, CCM, Clinical Supervisor, Astor Services for Children & Families
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Disparities in Maternal Health in the Black Community *Overview of Health Disparities in the BIPOC Community & Social Determinants of Health* *Making Space for People of Color in Mental Health: Clients and Clinicians*

Register at <https://bit.ly/HealthBIPOCRegistration>

For more information, contact:
Dutchess County Commission on Human Rights, dchumanrights@dutchessny.gov or 845-486-2836
Orange County Human Rights Commission, iesposito@orangecountygov.com or 845-615-3681
Ulster County Human Rights Commission, tywi@co.ulster.ny.us or 845-334-5492



The Dutchess County Commission on Human Rights, the Ulster County Human Rights Commission and the Orange County Human Rights Commission invite you to join us for...

Speaker Series:

Anti-Asian Hate: Covid, Asians and Pacific Islanders and Creating a Caring Community

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

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

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

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

Register at DutchessNY.gov/HumanRights

For more information, contact:
Dutchess County Commission on Human Rights, dchumanrights@dutchessny.gov or 845-486-2836
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Police Reform & Modernization Collaborative

The Commission supported the EO 203 process in several capacities:

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

POLICE REFORM COMMUNITY FORUMS

Hosted by:  Dutchess County
POLICE REFORM
& MODERNIZATION COLLABORATIVE

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

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

What are your specific ideas regarding police reform?

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

Saturday, Sept. 12, 3-5pm Towns of Washington, Stanford, Pine Plains, Amenia, and North East.

Thursday, Sept. 17, 6-8pm Towns of Pawling, Union Vale, Beekman, Dover, LaGrange and Pleasant Valley.

Tuesday, Sept. 22, 6-8pm Towns of Wappingers, Fishkill, East Fishkill and the City of Beacon.

Wednesday, Sept. 23, 6-8pm Towns of Poughkeepsie and Hyde Park.

Saturday, Sept. 26, 3-5pm Towns of Rhinebeck, Red Hook, Milan and Clinton.

Tuesday, Sept. 29, 6-8pm City of Poughkeepsie

Register at DutchessNY.gov/PoliceForums

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



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

For more information about the forums, or if you would like to submit your comments on paper, call 845 486 2169, or email DCHumanRights@dutchessny.gov

Police Reform & Modernization Collaborative: Community Forums



Covid-19 Support & Outreach

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

- Co-hosted Virtual Community Forum on Wellness & Mental Health in collaboration with Poughkeepsie Healthy Black & Latinx Coalition in English and Spanish. Speaker: Dr. Anil Vaidian, Commissioner, Dutchess County Dept. of Behavioral and Community Health
- Collaborated with City of Poughkeepsie to create and distribute 5000 COVID-19 information flyers in English and Spanish regarding testing sites, COVID resources information including food, etc.
- Assisted a person who was the target of a bias incident related to COVID

100 Cups of Coffee



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

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

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

Listening Sessions

“Just knowing that you were there to help with this made me feel safer.”

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



Transformative Dialogue Trainings

In 2017, The Dutchess County Commission on Human Rights, in collaboration with Northern Dutchess NAACP and the Dutchess County Interfaith Council, offered two 2-day trainings on Transformative Dialogue facilitation.



Participants learned how to facilitate meetings, how to better understand their own and others' responses to conflict and difficult interaction, how to listen to concerns from others, and how to increase their ability to support positive and connecting interactions among those with different perspectives.

Additional Activities, Events, & Efforts

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

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

Acting as an information resource/conduit for the County government, its municipalities as well as New York State Division of Human Rights.



Additional Activities... (cont'd)

Moderating discussions between elected officials & community members

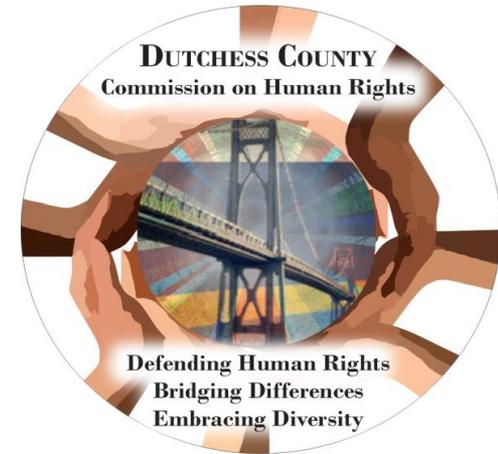
Tracking and Responding to Bias & Hate: Supporting communities as they stand together in support of diversity and inclusion and against hate



Meeting with Dutchess Unidos, County Executive, Sheriff Anderson and elected officials regarding confusion and misinformation in local community about impact of federal policy changes on local policy and procedure.

Facilitated conversation with parents and school administrators regarding student bullied based on religion & national origin

Referral to NYS Division of Human Rights (DHR)



The Dutchess County Commission on Human Rights is responsible for receiving complaints regarding alleged discrimination.

It is then the responsibility of the Commission to provide resources, information, and support to those making complaints. When appropriate, individuals are aided in sending official complaints to the New York State Division of Human Rights (DHR) for further investigation and support.

Early 2020 Activities & Events

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



Town/Village Outreach Goals

The Commission seeks to...

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

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

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

Provide a liaison from the Board to connect with the Commission



Town & Village Outreach Project



For More Information:

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

Contact Us:

Dutchess County Commission on
Human Rights

86 Civic Center Plaza, Suite 106

Poughkeepsie, NY 12601

dchumanrights@dutchessny.gov

845-486-2836

Dutchess County
**Commission on
Human Rights**



2017 Annual Report