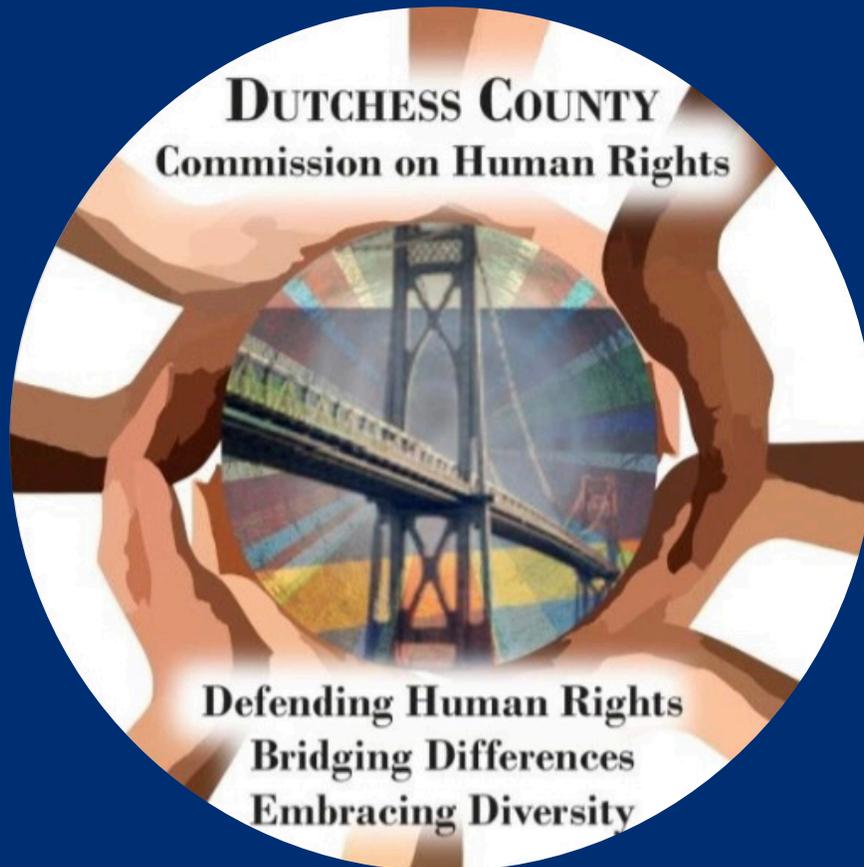


Dutchess County Commission on Human Rights



2023-2024
Annual
Report

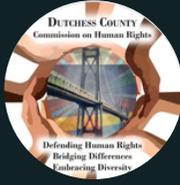
About the Commission

The Dutchess County Commission on Human Rights was re-established in 2016 by former County Executive Marcus Molinaro and the County Legislature. The Commission's purpose is:

- To foster mutual respect and understanding among groups in the County
- To inquire into incidents of tension and conflict between groups and to take such actions as to alleviate tension and conflict
- To conduct and recommend educational programs that will increase goodwill and open opportunities
- Making such studies in any field of human relationship as in the judgement of the Commission will aid in effectuating its general purposes
- Refer alleged complaints of discrimination to the NYS Division of Human Rights when appropriate and connect to local resources



Town of Clinton Community Day



COMMISSION MEMBERS

*Jody Miller

Eric Alexander

*Tracey Anderson

*Christina Aquino

*Jason Baker

Onaje Benjamin

*Michael Carino-Pace

Doris Diaz-Kelly

*Melissa DosSantos

*Gwen Higgins

Frank Pepe

*Sarah Khan-Prine

*Neelanjana Ray

Seema Rizvi

Manuela Roosevelt

Tara Simmons

Gregory Totino

*Bailey Williams

*Derek Zimmerman

*Denotes Current
Commission Members



Phone Number

845-486-2836



Email Address

dchumanrights@dutchessny.gov



Website

www.dutchessny.gov/humanrights

Instagram

@dutchesscountyhumanrights

Facebook:

SueSerino
CountyExecutive



Jody B. Miller
Executive Director

Dutchess County Government Commission on Human Rights

Dear Community Members,

Over the past two years, the Commission has worked to connect with the Dutchess County community in several ways, reaching more than 1000 people throughout the County. Whether bringing people together including students from several high schools for the 100 Cups of Coffee Dialogue Project, conducting presentations to municipal boards to introduce the work of the Commission as a resource or conducting educational programs such as *Bystander Intervention Training* or *Fair Housing: What We All Need to Know*, the Commission seeks to create programs that respond to the needs of the community. With 14 Commission members, volunteers who give their time to improving their community, and in collaboration with wonderful partner organizations, the Commission has been able to connect with people throughout Dutchess County. Meeting people on community days, talking with elected officials, hosting panel discussions, fostering dialogue and conversation, conducting training, as well as helping people who contact the Commission with concerns, the work is very gratifying. It is an honor to work alongside people who care so much and partners who are open to creative and impactful ways to address human rights.

A student who participated in one of the Commission's 100 Cups of Coffee Dialogue said:

"It made me think about different points and interpretations than my own, shedding light on new ideas."

Warmly,
Jody Miller
Executive Director



What people have said about the Commission's work

Bystander Intervention Training

- *"The Right to Be training was informative, insightful and empowering. I cannot think of a better use of my lunch break."*
- *"I now have additional strategies to keep in mind when I am in public. The information received during this training will increase my peace of mind and is invaluable for my well-being and for those with whom I interact."*
- *"Very relevant to my life."*
- *"Good, practical presentation."*

100 Cups of Coffee Dialogue Project

- *"I will be researching resources and reaching out to see if I can help."*
- *"Kind, caring smart, ready to roll up their sleeves and help. Very positive people."*
- *"It was cool to see other people's perspectives."*
- *"...I learned that people's experiences at other schools are similar to mine."*

A Wider View

- *"My experience was amazing. It was my first time attending a panel like this and I found it so informative and beneficial. Mental wellness was something I never heard of."*
- *"Please continue what you do, the work you both do does not go in vain. You are saving lives."*



2023 Program Highlight: 75th Anniversary of the Universal Declaration of Human Rights (UDHR)



Human Rights Close to Home

December 10, 2023
Henry A. Wallace Visitor Center
Hyde Park, New York

Auditorium Programs

- 10am** **Animated Shorts on Human Rights**
FDR Library Pare Lorentz Center
- 11am** **Human Rights Close to Home**
A Poughkeepsie Panel Discussion
- 12pm** **Lunch Break**
Lunch on your own
- 1pm** **The Women of the UDHR**
Lauren Yanks, Blue Butterfly Foundation
- 2pm** **United Nations and the UDHR**
Ramu Damodaran, Retired, UN Global Communications
Ş. İlgü Özler, SUNY-New Paltz
- 3pm** **Concert for Human Rights**
Works by Bernstein, Khachaturian, and Bartók
Christopher Nelson - violin, David Keringer - clarinet,
Neilson Chen - piano

Human Rights Expo
10am - 2pm Meet a diverse group of local organizations supporting all facets of human rights

UDHR On Exhibit
Eleanor Roosevelt's personal draft of the UDHR will be on display at the FDR Library and Museum through December.
Ticket entry required

Contemplative Garden Experience
Explore the Beatrix Farrand Garden through the words of Eleanor Roosevelt and the UDHR



Home of FDR National Historic Site
National Park Service

FDR Presidential Library and Museum
National Archives and Records Administration

Dutchess County Commission on Human Rights

Beatrix Farrand Garden Association

Eleanor Roosevelt Center at Val-Kill

FDR Hyde Park Foundation

Hudson River Valley Greenway

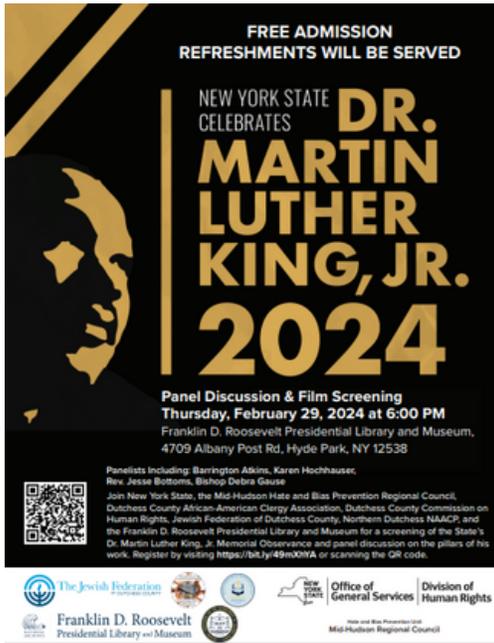
Roosevelt Institute

United Nations Association Mid-Hudson Valley



The Commission collaborated with several organizations to celebrate the 75th Anniversary of the UDHR including panel discussions and 100 Cups of Coffee Dialogue Project

2024 Program Highlight: *A Wider View: Educating our Community*



February 2024: Black History Month



Dutchess County Commission on Human Rights

Fair Housing: What We All Need to Know

Monday, April 29th | 6-8pm
Beulah Baptist Church, 92 Catharine St., Poughkeepsie

Join us to discuss Fair Housing topics, including:

- Protections, trends and more
- What is it and what is its purpose?
- What impact has it made and what are the challenges?
- What resources are available to help?

Register Online
DutchessNY.gov/FairHousingForum

Panelists:

- John Herrion, Acting General Counsel, NYS Division of Human Rights
- Justin Haines, Assistant Attorney General, NYS Office of the Attorney General
- Alexandra Sweitzer, Supervising Attorney, Legal Services of the Hudson Valley
- George Haddad, Litigation Director, Hudson Valley Justice Center

Moderated by:

- Jody Miller, Executive Director, Dutchess County Commission on Human Rights

Co-Hosted by New York State Division of Human Rights, New York State Office of the Attorney General,
Legal Services of the Hudson Valley & Hudson Valley Justice Center.

April 2024: Fair Housing Month

2024 Program Highlight: *A Wider View: Educating our Community*



July 2024: BIPOC Mental Health Month

Nov. 2024: Native American Heritage Month

Mental Wealth in the BIPOC Community: Addressing Disparities and Achieving Wellness.

Join us for an insightful discussion on achieving wellness.

In Honor Of Bebe Moore Campbell BIPOC Mental Health Awareness Month Join Us.

A Collaborative Event : Hosted By The Brain and Body Coalition & Dutchess County Commission on Human Rights.

Engaging Speakers. Dynamic Dialogue.

For Questions Call The Brain and Body Coalition (845) 293-2929

July 22nd 6pm-8pm
Trolley Barn
489 Main Street Pok 12601

July 24th 6pm-8pm
Howland Cultural Center
477 Main St Beacon 12508

A documentary short film that sheds light on the epidemic of Missing and Murdered Indigenous Women and Relatives

WE RIDE FOR HER

Screening and Discussion
Weis Cinema, Bard College

**WEDNESDAY
NOVEMBER 20 @ 7PM**

RETHINKING PLACE:
BARD-ON-MAHICANTUCK

Bard CENTER FOR INDIGENOUS STUDIES

DUTCHESS COUNTY COMMISSION ON HUMAN RIGHTS

Red Sand Project



100 Cups of Coffee

Conversations with our Community



Pathways to Civic Engagement:
Small Places Close to Home
Students from 7 high schools throughout
Dutchess County learned about civic
engagement including having
conversations about the UDHR.

They said:

*"I liked talking to people from
other schools."*

*"...I learned that people's experiences
at other schools are similar to mine."*

A Vision for Care: A
Compassionate Team
Approach: Creating a
New Vision for
Caring for Older Adults



*"Extremely fruitful
conversation to see
what works in one
community may be
adopted in another"*

With the 100 Cups of Coffee Dialogue Project, participants discuss
topics of interest. Top: *Pathways to Civic Engagement: Small Places
Close to Home* conference with high school students
Bottom: *A Vision for Care: A Compassionate Team Approach*

The Millerton Community Project

Collaborating with our Community

When hateful signs were hung throughout the Village of Millerton in fall, 2023, the Commission on Human Rights worked with the community to decide how to address the impact. Several people said that the signs had been upsetting and that they wanted to focus on Millerton's strengths as a community. A banner with a positive message, Community + Kindness, was created and the community enthusiastically embraced the message. We are excited to see the many ways that Community + Kindness is expressed in Millerton!

The Dutchess County Commission on Human Rights thanks the collaborating partners including Townscape, North East Community Center, NorthEast-Millerton Library, Village of Millerton, Town of North East, and Svend Linbaek.



Banner in Millerton celebrating the community's strengths

Coming Together Celebrating with Our Community



Mid Hudson Chinese Community Association Lunar New Year Celebration



All for One, One for All Appreciation Event



Dutchess County Interfaith Council Love Forward Gala



Vassar College Korean Day

Town/Village Outreach Project

Connecting with Our Community

Since this project began in 2020 with the purpose of introducing the Commission to municipalities throughout the County, the Commission has conducted presentations to 21 of 33 municipalities; in 2023-2024, the Commission conducted presentations to 9 municipalities.



Town of
LaGrange



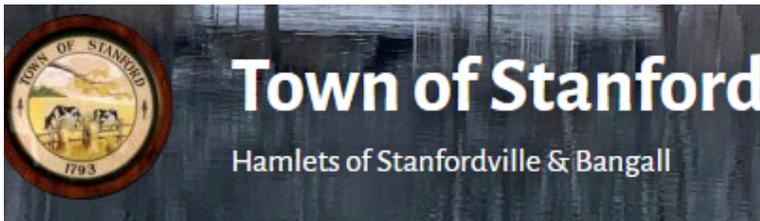
VILLAGE OF
RED HOOK

Town of Milan, New York

The Official Web Site of the Town of Milan, New York



Town of
PAWLING, NY
"Pride of the Harlem Valley"



TOWN OF
AMENIA
est. 1788

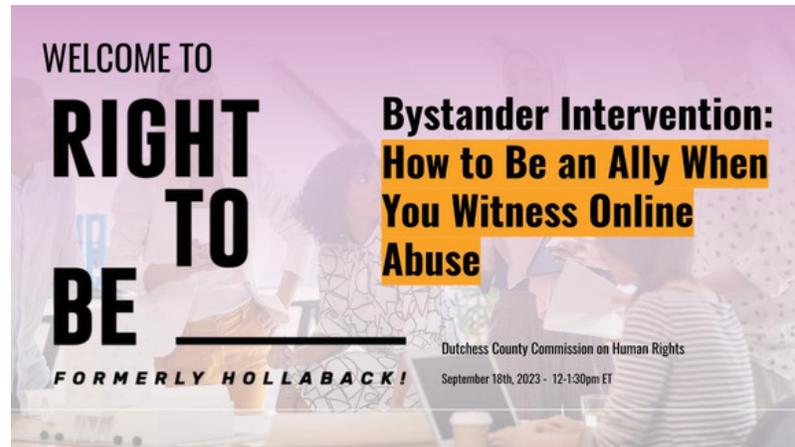


Welcome to
HYDE PARK
The Heart of the Hudson Valley™

Bystander Intervention Training

Supporting our community

When our community asked the Commission to offer bystander intervention training we listened and provided more than 10 virtual trainings to help people respond to harassment.



Dutchess County Commission on Human Rights invites you to:

Virtual Bystander Intervention Training
Resilience: This Moment and Beyond
With Right to Be

Through this interactive training, participants will learn to:

- Sit with what is: How to hold to our pain and still find joy
- Create your story: Making sense of the moment and shaping our experiences
- Be in choice: Practices to recover quickly when we're knocked down

This 90 min. training is offered twice:

Thursday, October 31st 12:00pm-1:30pm	Tuesday, November 19th 7:00pm-8:30pm
Register here or scan the QR code below:	Register here or scan the QR code below:
	

For more information or to request reasonable accommodations, please contact dchumanrights@dutchessny.gov

Dutchess County Commission on Human Rights invites you to:

Virtual Bystander Intervention Training to
Stop Hate-Based Harassment
With Right to Be

Through this interactive training, participants will learn about:

- Disrespect: The types many are faced with today
- Identify: What to look for in different situations
- Intervention: The 5D's of Bystander Intervention

This 90 min. training is offered twice:

Wednesday, October 9th 12:00pm-1:30pm	Thursday, November 14th 7:00pm-8:30pm
Register here or scan the QR code below:	Register here or scan the QR code below:
	

For more information or to request reasonable accommodations, please contact dchumanrights@dutchessny.gov

Community Days: *Connecting with our Community*



Millerton Music Festival



East Fishkill Community Day



Bard Community Day



City of Poughkeepsie Juneteenth

Community Days: *Connecting with our Community*



Guelaguetza

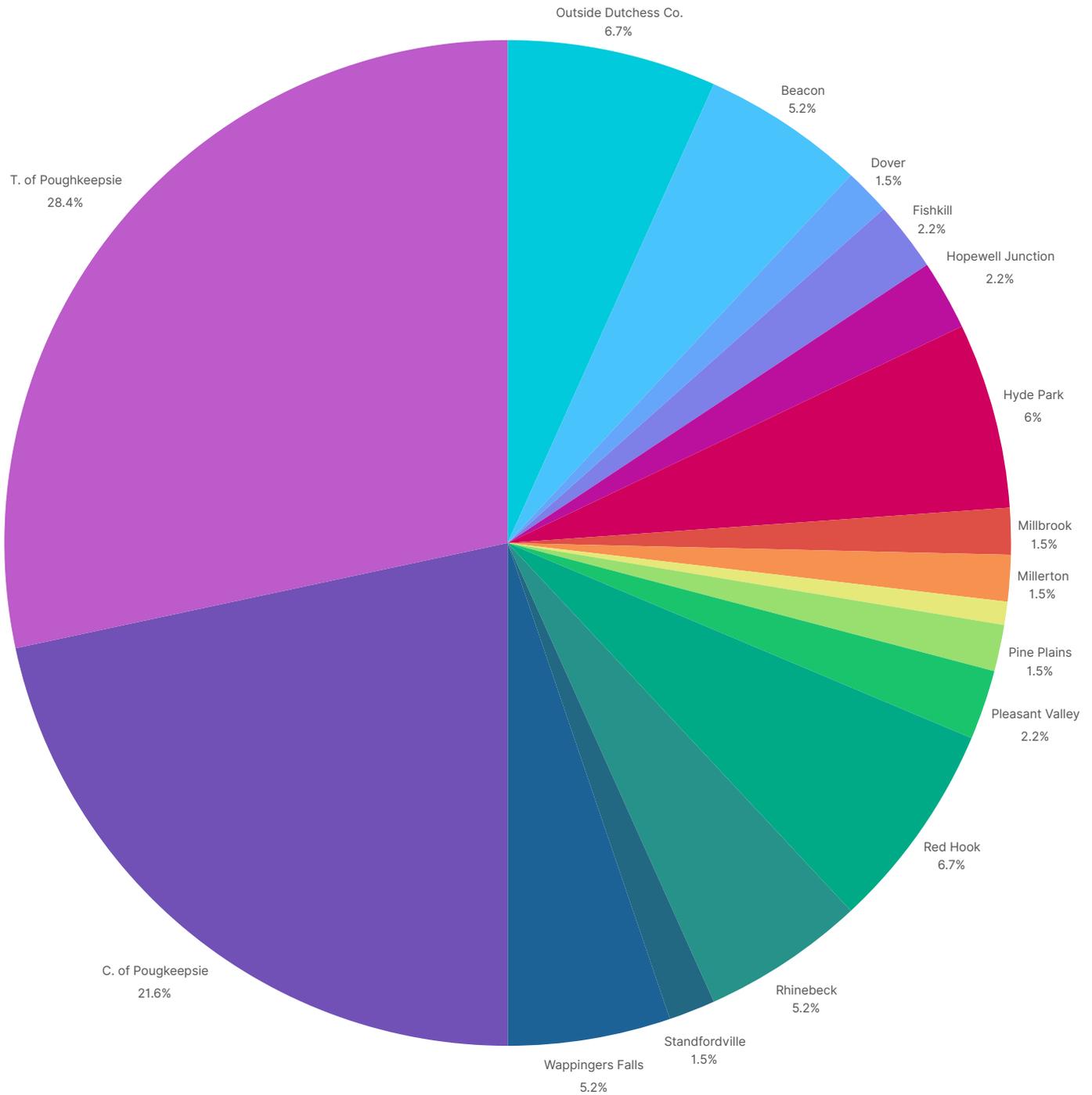


Hyde Park Community Day



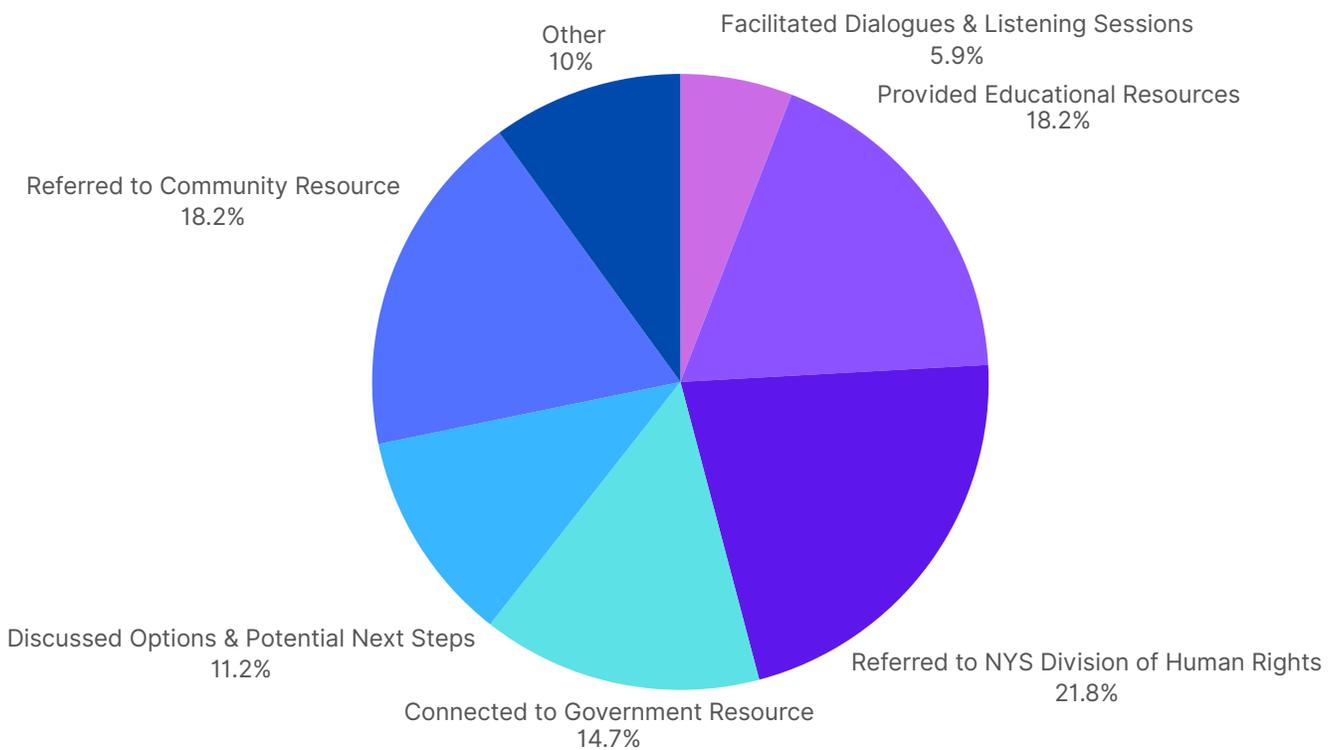
Amenia Community Day

Community Contacts: *2023 Contacts by Location*



Community Contacts: 2023 Responses to Contacts

What Happened Because of Contact to the Commission?

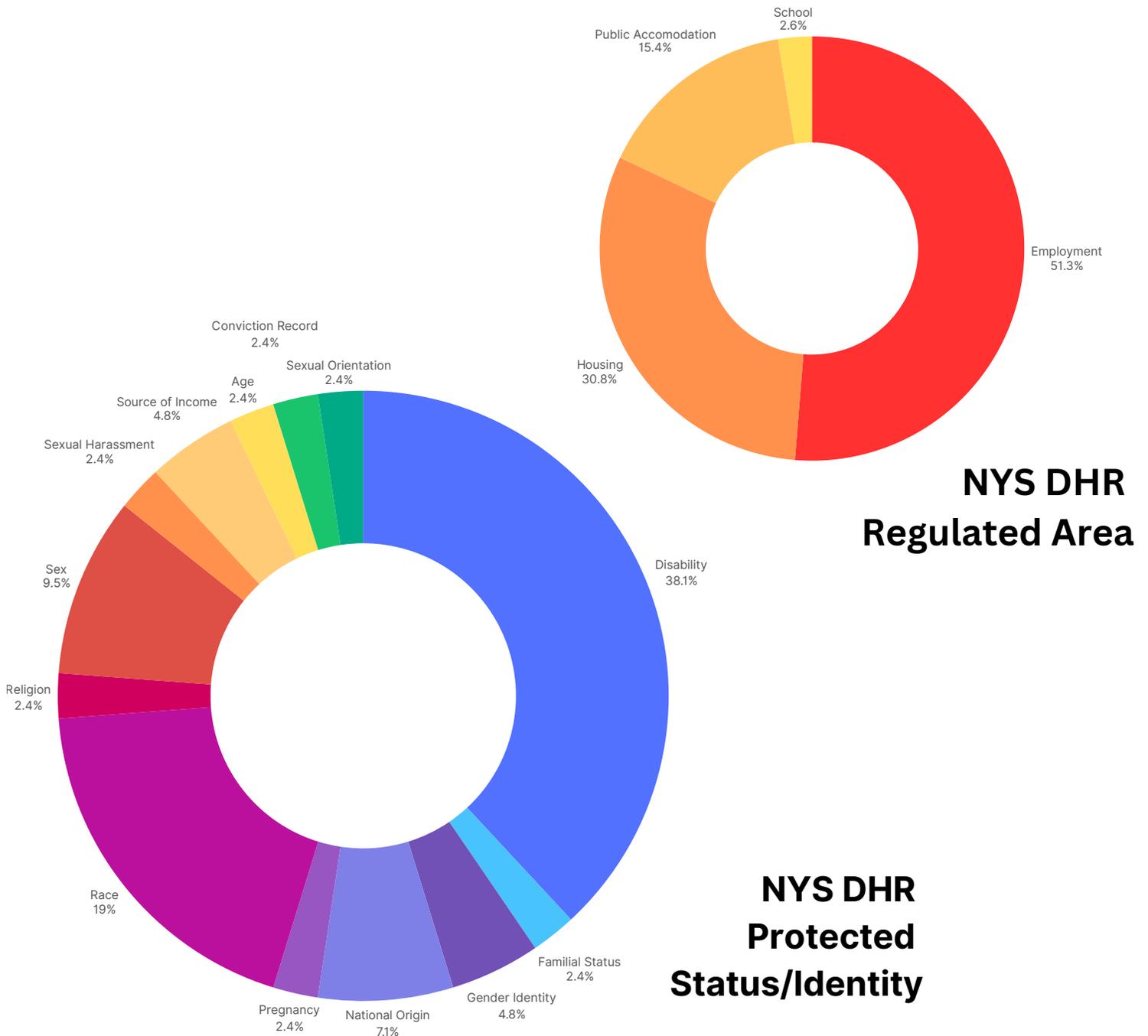


In 2023, the Commission received more than 166 contacts by 142 unique individuals, organizations, and municipalities. Only 22% of contacts received were referred to NYS Division of Human Rights (DHR). **78% of contacts in 2023 resulted in direct engagement with our community.**

Community Contacts:

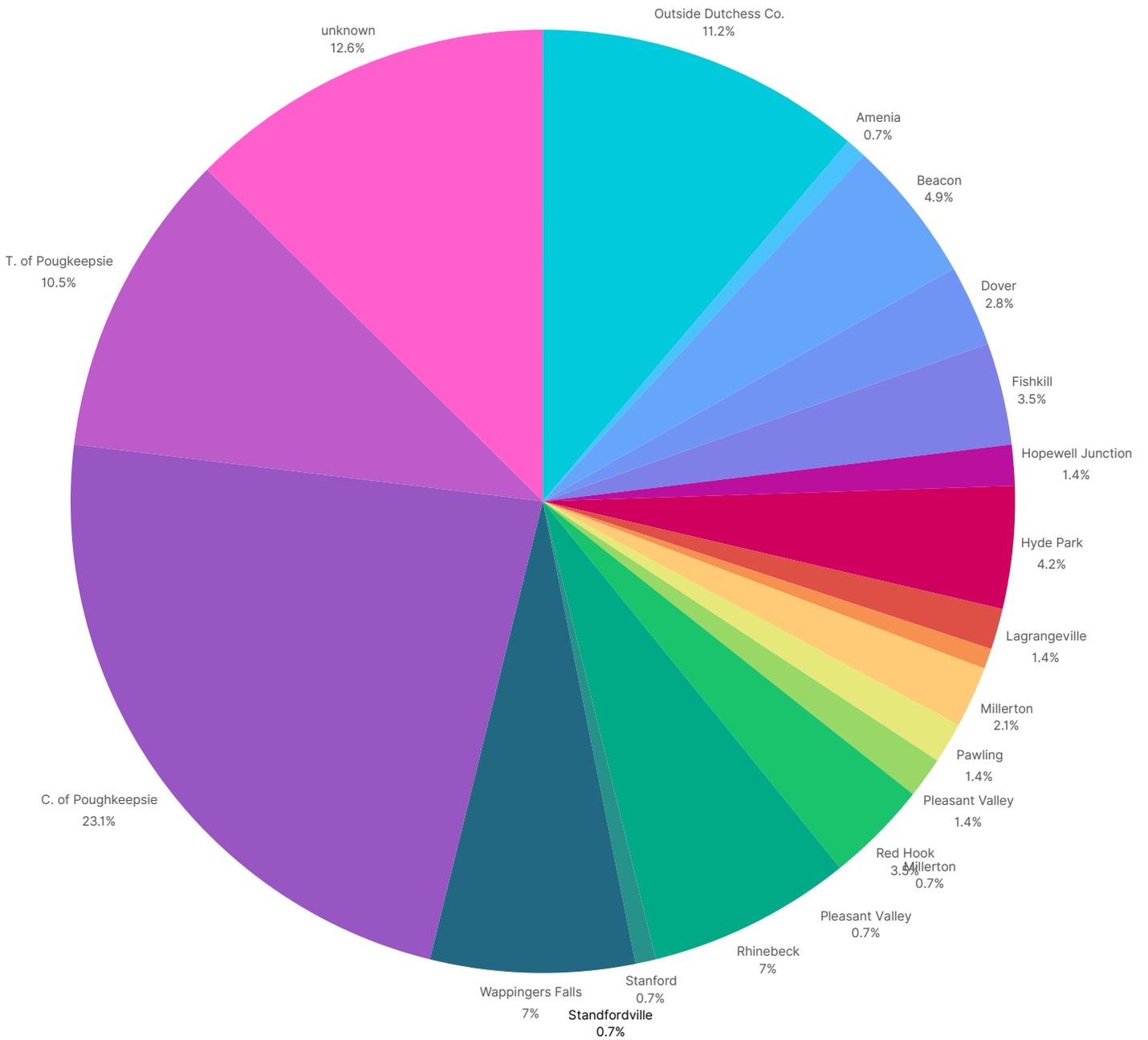
2023 Contacts Referred to New York State Division of Human Rights (DHR)

22% of total contacts to the DC Commission on Human Rights in 2023



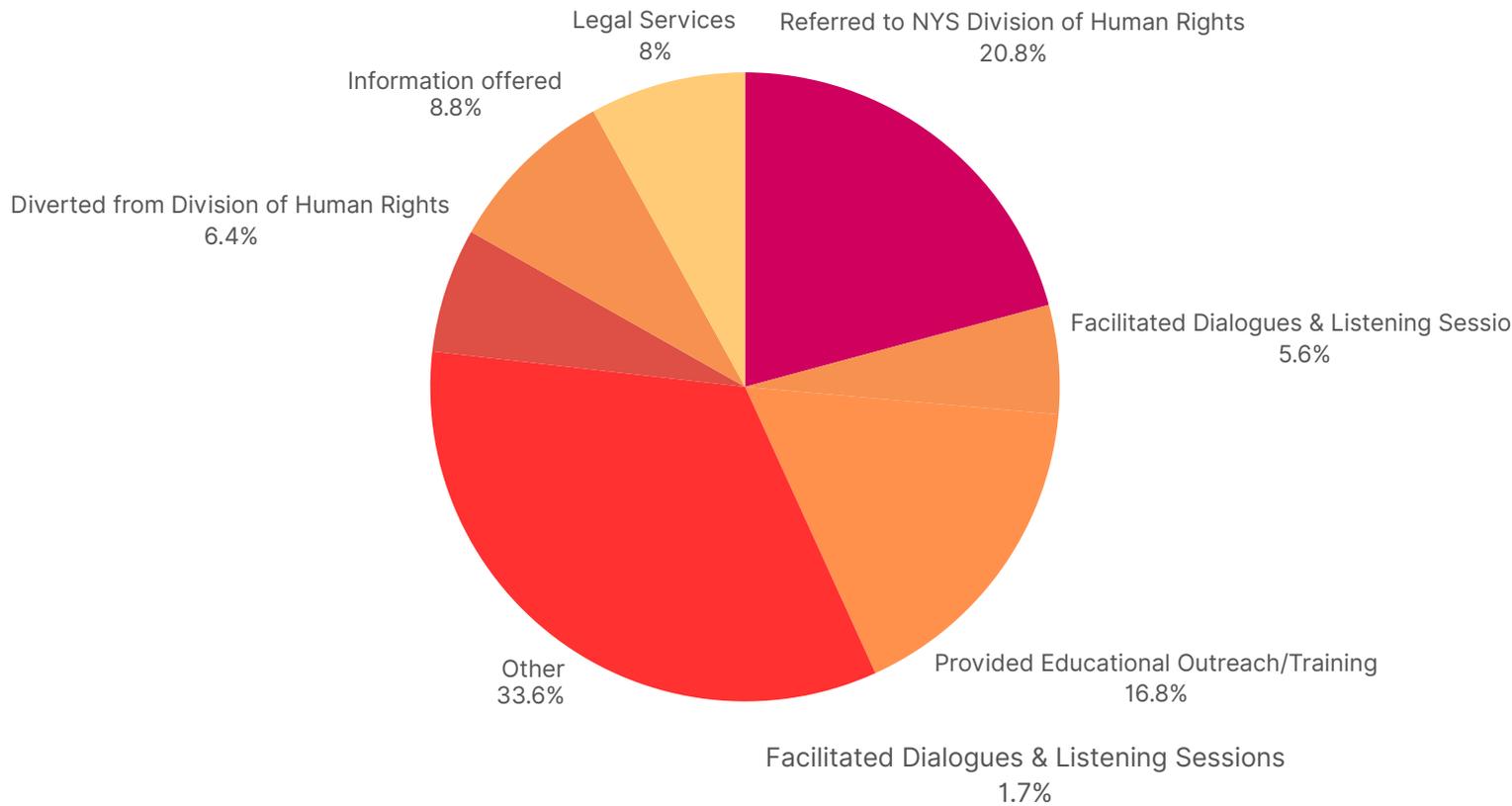
Those who wish to file a complaint are referred to contact the New York State Division of Human Rights directly. Contacts to the Commission are confidential. DHR does not share information with the Commission on Human Rights on cases.

Community Contacts: 2024 Contacts by Location



Community Contacts: 2024 Responses to Contacts

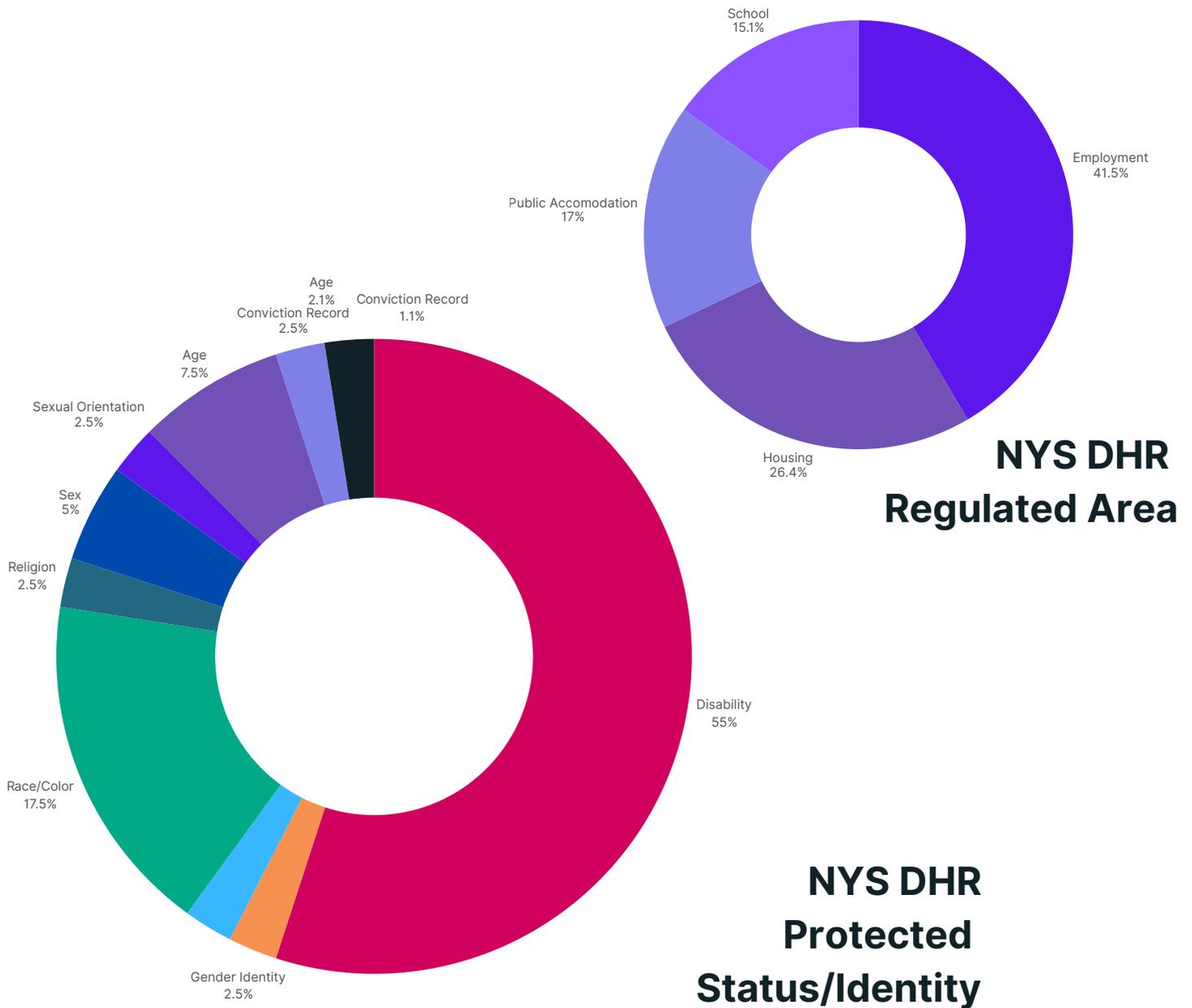
What Happened Because of Contact to the Commission?



In 2024, the Commission received more than 210 contacts by 125 unique individuals, organizations, and municipalities. Only 21% of contacts received were referred to NYS Division of Human Rights (DHR). **79% of contacts in 2024 resulted in direct engagement with our community.**

Community Contacts: 2024 Contacts Referred to New York State Division of Human Rights (DHR)

21% of total contacts to the DC Commission on Human Rights in 2024



Those who wish to file a complaint are referred to contact the New York State Division of Human Rights directly. Contacts to the Commission are confidential. DHR does not share information with the Commission on Human Rights on cases.

