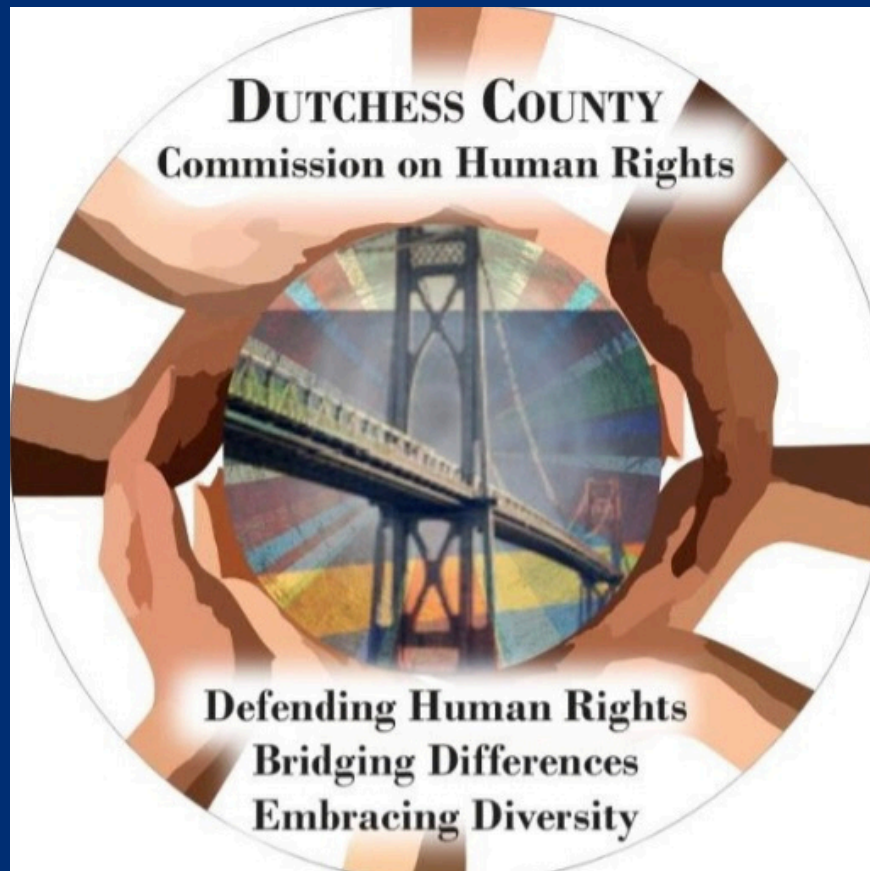


Dutchess County Commission on Human Rights



2025 Annual Report

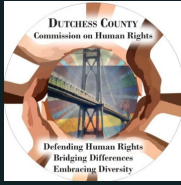
About the Commission

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



*Haviland Middle School Community Night
Hyde Park*



COMMISSION MEMBERS

*Jody Miller

*Tracey Anderson

Christina Aquino

*Jason Baker

*Michael Carino-Pace

*Melissa DosSantos

*Gwen Higgins

Frank Pepe

*Sarah Khan-Prine

*Neelanjana Ray

*Bailey Williams

*Jennifer Young

*Derek Zimmerman

*Denotes Current
Commission Members



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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

Breaking Bread, Building Bridges

- *"More people are interested in unity/building connections than I thought."*
- *"The fun of getting to know people without a heavy agenda."*
- *"We are all searching for community."*
- *"There are so many things I didn't know..."*
- *"That they are open to learn about others."*
- *"The relationship built in just a short space of time and our different conversations."*

100 Cups of Coffee Dialogue Project

-
- *"People have good ideas when given the opportunity."*
- *"More meetings like these are needed".*
- *"Talking to people we don't know is great."*
- *"It allowed me to break out of my own hermitage, opening up to possibility of community engagement & involvement."*



Program Highlight: *Breaking Bread, Building Bridges*



“I have a lot in common with the people I met today.”

In collaboration with local organizations and faith communities, the Breaking Bread, Building Bridges project brought people together to get to know each other. More than 16 organizations and 250 people attended one or more sessions.

“The warmth of the people-what will stay with me is a sense of true community and I look forward to the next.”



Program Highlight: *Breaking Bread, Building Bridges*



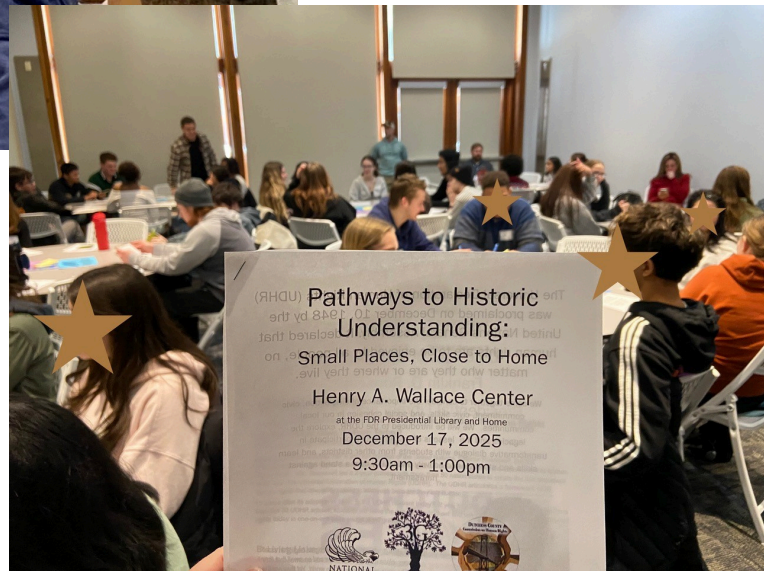
“Continuing interfaith work is important – there’s a lot we don’t know about each other and can learn.”

Program Highlight: *100 Cups of Coffee Dialogue Project*



"Continuing interfaith work is important – there's a lot we don't know about each other and can learn."

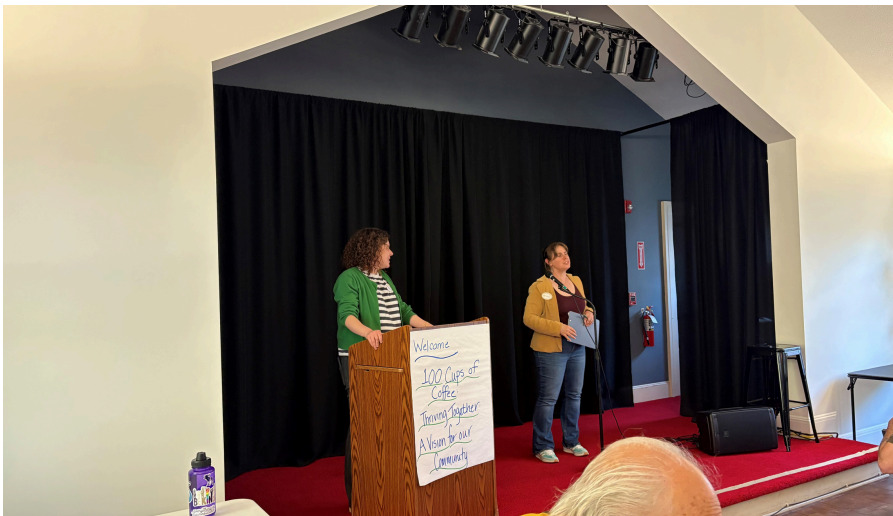
7 area high schools attended the 4th Annual Small Places Close to Home: Pathways to Historic Understanding Conference to learn about the Universal Declaration of Human Rights, in commemoration of International Human Rights Day, December 10.



With the 100 Cups of Coffee Dialogue Project, participants discuss topics of interest. Top and bottom: *Small Places Close to Home: Pathways to Historic Understanding* conference with high school students where they discussed articles from the Universal Declaration of Human Rights (UDHR) and apply them to today's issues. Students meet students from other schools, find their voice and passion for human rights through discussion.

Program Highlight: *100 Cups of Coffee Conversations with Our Community*

"I like talking with both people I know and don't know about our community."



Thriving Together: A Vision for Our Community
in collaboration with
North East Community Center &
North East - Millerton Library



*We Created a Playground:
What's Next?*
in collaboration with
Stanford: A Caring
Community

"Folks have a lot of similar ideas + we can push forward if we work together!"

Program Highlight:

A Wider View: Educating our Community



*Bebe Moore Campbell
BIPOC Mental Health
Month
Come, Create and
Celebrate in
collaboration with the
Brain and Body
Coalition*

The power of art and nature to support resilience and positive mental health.

Children and adults had the opportunity to create art including clay, painting, magnet making as well as small planting kits.



Program Highlight:

A Wider View: Educating our Community



Bebe Moore Campbell BIPOC
Mental Health Month
Creating Space in collaboration
with the Brain and Body
Coalition

Panel discussion included artists
and curators to discuss the
benefits of the arts on mental
health.

Coming Together Connecting with Our Community



*Ramadan Solidarity Event
All for One, One for All*



Haviland Millde School Community Night

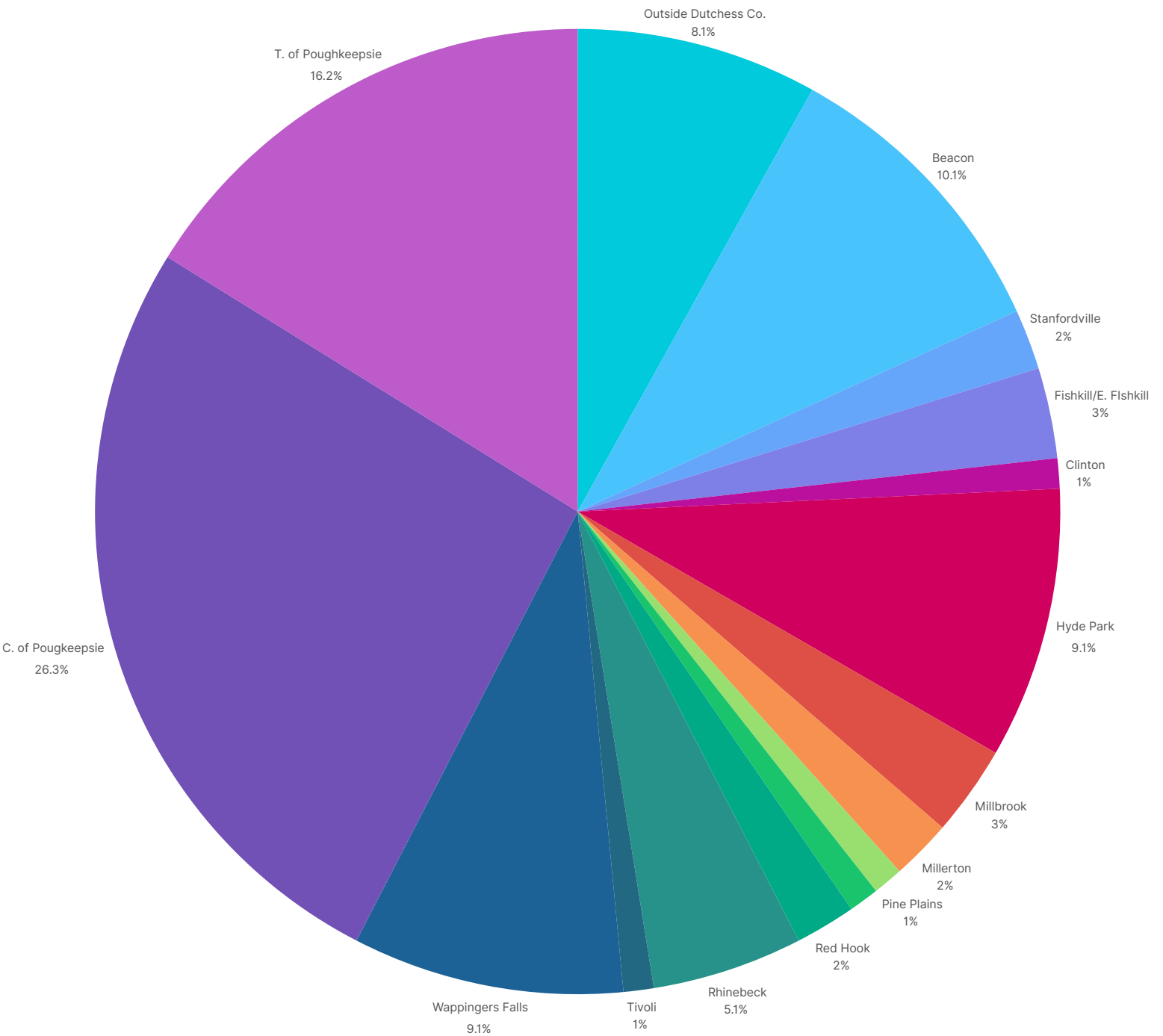


Dutchess County Pride Celebration



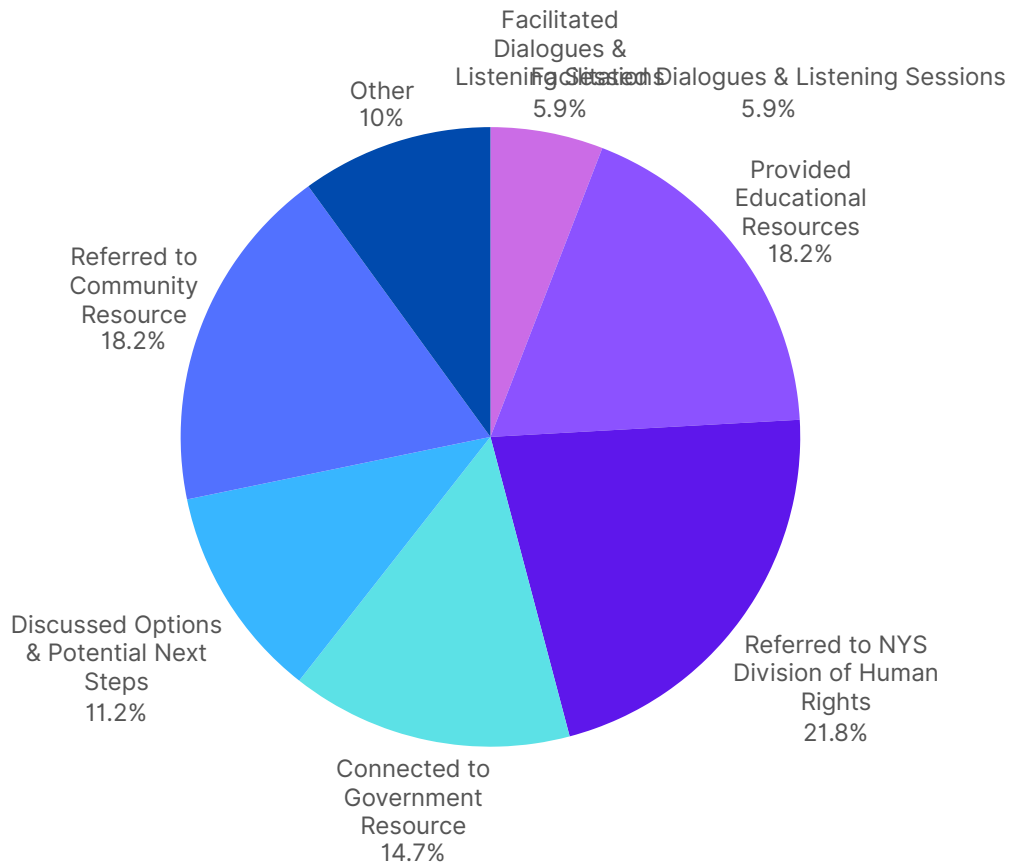
Dutchess County Health Fair

Community Contacts: 2025 Contacts by Location



Community Contacts: 2025 Responses to Contacts

What Happened Because of Contact to the Commission?

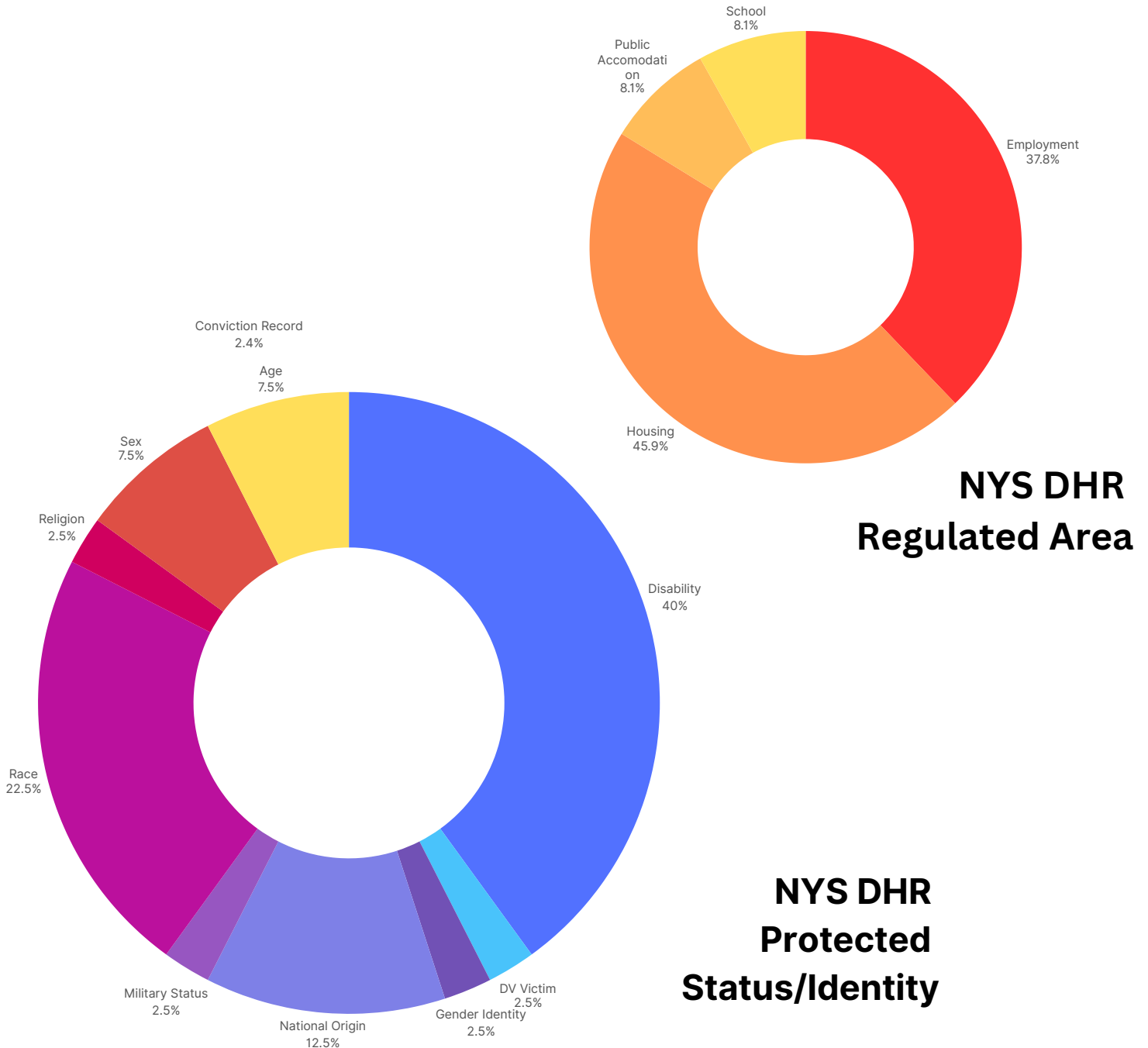


In 2025, the Commission received more than 150 contacts by 87 unique individuals, organizations, and municipalities. Only 25% of contacts received were referred to NYS Division of Human Rights (DHR). **75% of contacts in 2025 resulted in direct engagement with our community.**

Community Contacts:

2025 Contacts Referred to New York State Division of Human Rights (DHR)

25% of total contacts to the DC Commission on Human Rights in 2025



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.

