

## **Orange County Human Rights Commission Workshops**

The Orange County Human Rights Commission offers a series of signature educational workshops that are designed to present information and tools that aid in increasing awareness around issues of cultural competence, diversity and inclusion. The workshops offer practical notions and strategies for participants to consider, and a platform for discussion of shared experiences and personal knowledge. Each workshop addresses notions of identity, privilege, race, religion, ableism, gender and sexuality. They are interactive and intend to guide participants to better understand and address difficult topics that diverse individuals and communities may face. Much of the outcome of the workshops, is based on the honest contribution and the experiences shared by the individuals participating.

Workshops can be anywhere between 1 to 3 hours, each, and can be modified to fit the needs of the agency. All workshops are intended for groups between 10 and 30 participants, but can be modified to accommodate more. For groups larger than 50, it is recommended to break out into multiple sessions to ensure the conversations and activities are successfully presented, and participants have more opportunities to contribute. There is no cost for these workshops. For organizations that wish to provide an honorarium, suggested honorariums range between \$150 per hour for non-profits and educational institutions, to \$350 per hour for businesses and corporations.

### **Sample Workshops**

#### **Racism, Racial Equity and Privilege**

In this workshop, participants will develop a common understanding of how systemic racial inequity was created and lives on and learn about the different types of racism. They will explore some of the cumulative advantages inherited by the white community and the disadvantages experienced by Black, Indigenous, and People of Color on a systemic and interpersonal level. Participants will also learn about resources on being anti-racist, and everyone's individual role in working toward achieving racial equity.

#### **Cultural Competence: Beyond the Buzzword**

In this workshop, participants will develop a common understanding of what it means to be "Culturally Competent" and the value of diversity and inclusion in the workplace. The workshop introduces the notion of privilege and the idea of inclusivity, and guides participants to consider their own biases and the impact in their interactions with others.

#### **Diversity, Equity, and Inclusion: Creating Inclusive Spaces in the Workplace**

This workshop provides a deeper understanding of what makes a space "inclusive" and provides practical guidance to assist participants in mindful workplace and interpersonal engagement. The workshop helps participants consider their own biases and privileges and the way they impact their interactions with others.

#### **Understanding Privilege: A Practical Look at Our Identities**

In this follow up workshop, participants learn about and unpack the many privileges inherent of some identities and learn ways to improve the ability to communicate and collaborate across diverse groups. The workshop helps participants consider their own biases and privileges and the way they impact their interactions with others.

Commission Members:

*Nadia Allen, First Vice Chair, Nolly Climes, Second Vice Chair*

*Chris Ashman, Pat Claiborne, Angel Figueroa, Doug Hovey, Rev. Deacon Vonnie Hubbard, Frank Kimler, Robin White, Scott Whol*

## ABOUT US

The Orange County Human Rights Commission (OCHRC) was established in 1970 to serve the Orange County community. The OCHRC's primary purpose is to foster mutual respect and understanding among all groups in the county, including, but not limited to: race, color, religion, sexual orientation or preference, gender, marital status, familial status, military or veteran status, age, disability, national origin, ancestry, ethnicity, citizenship, genetic information, status as a victim of domestic violence, stalking, or sex offenses, or any other status protected by federal, state or local law. They coordinate and facilitate education and awareness events in the community, in order to promote understanding of equity, acceptance, unity, and humanity.

The OCHRC is comprised of 12 Orange County residents who represent a broad spectrum of the community, and/or have demonstrated knowledge and expertise within the areas covered by New York State Human Rights Law, including, but not limited to: race, ethnicity, gender, sexual orientation, disability, national origin, age, domestic violence, and religion. Members also represent different geographic areas, expertise, education and experience.

### **The OCHRC's primary objectives are:**

- Foster mutual respect and understanding among all groups in the county including, but not limited to: racial, religious, gender, nationality, disability, LGBTQ groups, or any other status protected by federal, state or local law.
- Serve in a consultative and advisory capacity to community groups, local government and local agencies in an effort to promote equity and diversity, and assure effective compliance with non-discrimination policies and orders.
- Support the Executive Director, as she:
  - Serves as the primary source of information and assistance with county residents regarding human rights violations, and works closely with the NYS Division of Human Right's Regional Office to do so.
  - Coordinates and facilitates education and awareness to the community, and public and private organizations in order to foster understanding of equity, acceptance, unity, and humanity.
  - Initiates and facilitates discussions and negotiations between individuals and groups to lessen tensions and improve understanding.
  - Facilitates local dialogue and debate on current policy and thought on issues relating to human rights in Orange County.

The Commission meets the first Thursday of each month at 3:30 p.m. (meeting locations may vary.)

### Commission Members:

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