

July 18, 2023

Meeting Opens: 5:33 p.m.

Attendance: SC, AC (arrived 5:36), SBC (remote, in Concord due to child care), CC, JD (remote, in Franklin due to schedule conflict), CD, AE, RH, KM (remote, in Nottingham due to travel), RQ, MR, SRL, AM

Quorum: Yes

Approval of Minutes May Meeting: Moved by SC; Seconded CD; Vote: Y, Y, A, Y, Y, Y, Y, Y, Y, Y, Y, Y, Y; Motion passes 12-0 with 1 abstention.

Discussion of idea for upcoming year:

- Suggested topics for projects or ideas with the goal of having 2-3 to suggest to the Governor's office to see what he responds to best
- Easier ideas to develop:
 - Tool-kit and guide for hate crime, hate incident, discrimination (could be handled by Civil Rights Unit)
 - Improving training and standardizing training across state agencies (follow up on previous conversations with Bureau of Education and Training)
 - Giving visibility to the importance of doing this and the question of what is the State's commitment and what the responsibility is.
 - What is happening or has been done? How even or uneven the training is?
 - Ensuring a degree of consistency across the State
 - Training as a commodity v. a service to be provided without cost
 - Training as a tool to reduce risk and liability as well
 - Centralization of certain personnel services
 - Data on training from BET; how much is wasted or lost by not running full classes
 - Employee retention question
 - Do you need our help to support training initiatives across the State?
- Increasing substance use and psychiatric services access: this is something undertaken by DHHS at this time; not sure how much to add when this is a priority for the Department
- Communication access there is a Civil Rights nexus and what are agencies doing at this time
 - Is it more than just a sign allowing a person to request communication access; is it meaningful?
 - A state-wide contract versus having each agency setting up an arrangement with a language access partner, also access for deaf and hard of hearing who may not be fluent in ASL
 - DOT's language access plan is very comprehensive
 - 911 could be a good example too
 - Consistent policies and ensuring consistent access
 - Idea of developing a model policy and training recommendation to send to the Governor's Office
 - Translating websites into other languages and forms: starting with even just one language and phone access
 - Ensuring that language access is broadcast to the public to know about it
 - Social media/website policies with alt text for screen readers

- School DEI initiatives and talking with those doing the work and what school districts are doing between hiring directors or having a committee-based model.
- Next Steps:
 - Outreach to DEI coordinators for school districts to see if they could come to a meeting the next several months (Sean Connor to come up with a plan/timeline for outreach – Concord, Manchester, Exeter, Timberlane)
 - Outreach to BET for training staff to come in (Jeremy)
 - Gathering model policies and plans on language access (DOT/DHHS/911 other agencies)

Other Updates

- Rogers Portrait was added and signed into law as part of HB2
 - Fundraising and portrait will be the next steps

New Business

- Education and Outreach met earlier with a discussion will raise issues to the Council as issues come to light

Public Comment

- None

Next Meeting: August 15, 2023, 5:30 p.m. NH Department of Safety

Adjourn: 7:04 p.m.