

Meeting Open at 5:48 p.m.

Attendees: Rogers Johnson, Dr. Dottie Morris, Sean Locke, Commissioner Quinn, Devon Chaffee, Maria Devlin, Sharon Harris, Jose Luna, James Maggiore, Dr. Salman Malik, Dr. James Morse, Marianne Rechy, Sheriff Eliezer Rivera, Allyson Ryder, Dr. Trinidad Tellez

No meeting minutes to approve from prior meetings

Quorum: Yes

Nomination and Election of New Secretary:

Council needs a new secretary to finish remainder of Elizabeth Lahey's term. Sean Locke nominated and seconded. No other person was nominated. Sean Locke elected to serve out term as Council Secretary.

Report Review and Editing:

Process:

The Council will have a few days to finalize the report after the meeting. The Chair will then sign and deliver the report to the Governor who will decide when and how to release the report.

Discussion of Report:

The Council went through the report section by section making technical and substantive changes throughout.

- **Background Section and General Edits:**
 - Discussion of the timeline for listening sessions, compilation of notes from those session, creating the outline for the report, production of the report and review.
 - Discussion of correcting dates, adding page numbers, clarifying the use of GACDI versus the full title of the Council.
 - Discussion of recommendations regarding Vocational Rehabilitation Program funding.
 - Agreement to include the number of targeted listening sessions performed by the Council.
 - Discussion of use of terms "racial minority group" or "marginalized racial group." Decision to keep using "racial minority group."
 - Discussion of the section that includes the Carsey School report on demographics in New Hampshire. Whether it is consistent with findings of the Council from listening sessions. Choice made to keep the discussion because it highlights the importance of the findings.

- **Findings Sections - Education**

- Discussion of separating the concept of bullying from racism and intentional racial bias. Do not want to feed the narrative that racism is bullying or the same as bullying. Choice made to modify the section to address this.
- Discussion of adding data to support statement that diverse faculty and staff in schools is a benefit to all students in the school.
- Discussion of how to identify individuals involved in testimonial statements and quotations. Specifically, using a child's name in one example. Decision made to keep the name because it is a common name and is important to highlight the bias involved in the incident.

- **Findings Section – General Climate**

- Discussion of highlighting the multicultural events and other events such as Pride. Question of what the “benefits” of such events are as described in the report. Response that people like the aspects of Pride and multicultural festivals and that such events highlight different organizations that work in diverse communities.

- **Findings Section – Employment**

- Question of whether the section should include people with disabilities to the list of those who have faced challenges with employment access.
- Discussion of participants' views of Human Rights Commission and that many viewed the Human Rights Commission as an important or critical in preventing discrimination.

- **Findings Section – Deaf and Hard of Hearing**

- Question of whether section on the Deaf and Hard of Hearing Community should be included with the section on people with disabilities. Response that the Deaf and Hard of Hearing Community views itself as a separate community.

- **Findings Section – Mental Health**

- Question of how to identify people with mental health issues and accessing mental health care in the community.
- Question of whether to use the term homeless versus houseless. Decision to keep the term homeless because it is the common term.
- Discussion of the criminal justice system and mental health issues. Asking that the report be more specific. Discussion of the County Houses of Correction and treatment.

- Language proposed around the use of the word disproportionate and hewing close to the findings from the listening sessions.

- **Findings Section – Hate Crimes**
 - Updated section to reflect the new Department of Justice protocols for Law Enforcement.
 - Discussion of the protocols and to include further recommendations and follow up regarding training.

- **Findings Section – Immigrant and Refugee Experiences**
 - Discussion of whether it is more appropriate to say deportation efforts are a “fear of undocumented immigrants” rather than a “fear of all immigrants.” Point of the language was to express fear of undocumented people being deported is something all immigrant communities have a fear of because there is a perception of being undocumented.
 - Discussion of the Nashua listening session where potential participants were afraid of coming to a school for a listening session.
 - Discussion of including a specific fear of entering public and government buildings or participating in public meetings.
 - Concern of confusion of local and state law enforcement and ICE.
 - Suggestions of editing language to address these issues.

- **Findings Section – State Leadership**
 - Discussion of emphasis on elected officials. Recommendation should be to encourage diversity among all officials.

- **Recommendations Section – Education**
 - Recommendation to remove references to bullying.
 - Proposal to include faculty diversity into recommendation. Decision to include language about the benefit of diversity among faculty and staff in education.
 - Questions about setting boundaries between Department of Education, Department of Justice, and the Human Rights Commission and the appropriate roles of each in formulating guidance to prevent discrimination and racism in schools. Determining what guidance would look like and what is enforceable. Discussion of the implementation of such guidance.

- Discussion of references to bullying. Bullying language replaced with a discussion that acknowledges bullying as a serious problem in school environments but that racism and discriminatory harassment needed to be viewed as separate from bullying as well.
- Discussion of funding for a Department of Education position focused on diversity and inclusion. Discussion of the role of that position and how to explain the role.

- **Recommendations Section – Persons with Disabilities**
 - Agreement to include access to transportation in recommendations.

- **Recommendations Section – Mental Health**
 - Agreement to incorporate language that recognizes the progress made in the prior legislative session on supporting mental health.

- **Recommendations Section – Law Enforcement**
 - Agreement to have Police Standards and Training Council be the recommended agency for facilitating training.
 - Agreement to make references specific to all sworn law enforcement.

- **Recommendations Section – Hate Crimes/Hate Speech**
 - Request that report modify language in recommendation iv that would be more specific.

- **Recommendations Section – Immigration**
 - Agreement to explore possibility of language or a recommendation that would allow for easier access to transportation and driving.
 - Modify language related to training to reference State Police's fair and impartial training efforts.

- **Recommendations Section – Indigenous Peoples**
 - Agreement to consider recommendation of recognizing November as Indigenous People's Month.

- **Conclusion Section**

- Discussion of what this section would look like and include. Should include next steps for Council. Small group would draft language that would be circulated to the entire Council.

After the discussion of the report concluded, the Council unanimously approved issuing the report with the recommended edits.

Next steps for finalizing the report:

- Secretary will incorporate edits.
- Secretary will circulate to the Council.
- The Council will have three days to suggest additional edits.
- Final version will be circulated.
- Once finalized, the report will be delivered by the Chair to the Governor.
- Governor will deliver and release the report as he sees fit.

New Business:

No new business.

Old Business:

Nashua video crew interested in doing a video on the Council and its work. Executive Committee will meet to vote on how to proceed and what we will do in the short term.

Public Comment:

No public comment.

Meeting Adjourned approx. 8:30 p.m.