

**December 15, 2020**

**Meeting Open:** 5:41 p.m.

**Attendees:** Devon Chaffee, Charlie Dennis, Sharon Harris (arrived at 5:52p.m.; departs at 7:00p.m.), Ann Landry (departs at 6:57p.m.), James Maggiore (departs at 7:01p.m.), Ahni Malachi (arrived at 5:44p.m.), Salman Malik, Pawn Nitichan, Robert Quinn, Marianne Rechy, Allyson Ryder, Sean Locke, Dottie Morris.

**Quorum:** Yes

**Approval of Minutes:** Approved with 9 in favor and 2 abstentions (Charlie Dennis and Ann Landry)

**New Member:**

- Ann Landry, Associate Commission for Population and Behavioral Health.
- Medicaid, public health, and office of health equity.
- Background in counseling.
- Filling in temporarily for Dr. Tellez.

**Update on Honoring Rogers Johnson:**

- Allyson reached out to the Black Heritage Trail and Seacoast NAACP regarding a possible desire for a bench. We may be using our roles to help solicit funds on behalf of Rogers. Up to Sharon to see what the family is comfortable with.
- Seacoast African-American Cultural Center wanted to put a plaque up for Rogers and possible use of excess funds.
- Sean had contacted the Governor's Office about possibility of a proclamation honoring Rogers.
- Sean and Ahni will see what funds remain and if the GACDI may be able to contribute some funds to any sort of project.
- Dottie raises the possibility of a scholarship fund for an ongoing memorial.
- Question of costs.
- Sharon has reached out but not yet heard back from Rogers's family.

**Report Discussion:**

- Question: GCERT recommendations
  - Bringing those recommendations and making them a real part of our work with the Governor and this is where you go for follow up on GCERT related recommendations.
  - Put those in the highlighted recommendations section as well; similar to LEACT recommendations.
- Discussion regarding partnering up with LEACT and working with Law Enforcement to help foster and build relationships between law enforcement and the communities they serve. How do we make sure it is implemented? Wants to leverage the Council to carry forward LEACT's work.

- Issue pertains to how we will function as a group going forward and how we will follow up on recommendations going forward.
- **MOTION:** To accept the report as modified (per comments above).
  - **Vote:** Yea: DC, CD, SH, AL, JM, AM, SM, PN, RQ, MR, AR, SL, DM. Motion approved unanimously.

**Planning for 2021:**

- Brainstorming for 2021 with some changes coming along.
- Sean outlines communications with the Governor's Office. Three areas: (1) thinking about if we want to expand the Council to include voices from communities that are not well represented in the Council; (2) Governor's Office would like us to give some thought and set out a potential vision or ideas for going forward that we could do; and (3) that we have a broad mandate for investigation, review, and recommendations.
- Question regarding the roles and the designated seats why they were added to the Council? (i.e. public members, non-profit members). Some sense of why the particular individuals were added to the Council.
- Reporting out the work that the Council has done and outreach to the public.
- The goal was about the community initially and gathering data and now the focus is on us and how we want to pursue that data. Are we going to keep going back to the data, or do we use that to move forward.
- The idea of whether we will be a recommending body, an action body, or a combination of both.
- Part of the dynamics, for each group/institution, is it our responsibility to bring information from that group to the body as well as taking information from the body to the groups we represent to create a flow of information.
- The action could be in the form of the follow up on recommendations. At what point do we need to focus on the recommendations and push them forward rather than just making more and more recommendations. Possibility of leveraging media outreach.
- At what point do we have organizations that will take on certain responsibilities, is part of the point of entities participating take charge of implementing some of the recommendations. Creating mutual accountability.
- Looking at the Executive Order, which was signed three years ago, and what has changed in the previous three years. Reflecting on what our real task is and how changes have impacted that.
- Then and now, going back to the community and saying we heard this then and how have things changed or developed.
- Does the familiarity with virtual space allow us to access people more effectively?
- Difficulties with data and aggregating multiple pieces of information from a variety of diverse communities without a sense of each individual community is seeking.
- One area of interest and focus is law enforcement as that is where the area of most challenge has arisen. Possibility of focus on transparency of police discipline and handling of review of police misconduct, specifically racialized or discriminatory conduct.

- New Hampshire Municipal Association does look to the State for guidance on how to act, but the staff will support and pursue legislation that helps the various communities. A circle of needing direction from the State to act but also needing direction on its own to push matters.
- Creating the synergy of how to get the communities involved and they can provide the information.
- Shifting to data collecting to a bit of action planning.
- Discussion of equity and how to make the State and model for accessibility and equity, which forms as a part of inclusion. Part of where things fall short is the lack of thought, not necessarily intentional but simply stemming from a lack of awareness or thought, on how action and decisions impact the State's diverse communities. At times it is not enough to just not discriminate, but to move to a model that makes sure people are not left out.
- Can't always think of things as a right or wrong way. There's no way that we can possibly address every possible issue related to systems of oppression. At times we still need to have a plan.
- How can we use a subcommittee structure to dive into some deeper work to take action but also make recommendations where we don't have the capacity to address everything. Taking some of the thoughts and translate them into action for the Council.
- Do we set priorities and then establish a group to work on them? Identifying some common threads that weave all of this together and then examine through the lens of specific fields?
- Start thinking of how to eat the elephant one bite at a time.
- For Next Time: Identify the themes, set our priorities, and then create an action plan.

**New Business:**

- Possibility of more time for deeper discussions – additional half-an-hour. 5:30-7:30 p.m. Quick agenda items.
- Updates on Rogers and then chief discussion, then new business.
- Empower the Executive Committee to look at the agenda and set one.
- Helpful to have a shared google doc or something where people could put in ideas or thoughts.
  - Issue of creating a public meeting: Put together a plan with the Exec Comm after consulting with Counsel.

**Public Comment:**

- James McKim, Manchester Chapter of the NAACP:
  - Question: What is the State doing around procurement policies that would be supportive of minority-owned businesses? Based upon policies that other states have related to support for minority-owned and women-owned businesses.
  - Also open to discussion with the Council about addressing some of the issues related to the Council's earlier discussion.

- Massachusetts has a procurement policy component; Vermont had specific funds for minority-owned and women-owned businesses in their CARES Act relief plans.
- Defining the Group's Role: Playing the role of the Chief Diversity Officer for the State of the New Hampshire, in the absence of a specific person who holds that role.

**Next Meeting:** Tuesday, January 26, 2020, at 5:30 p.m.

**Adjourn:** 7:13 p.m.