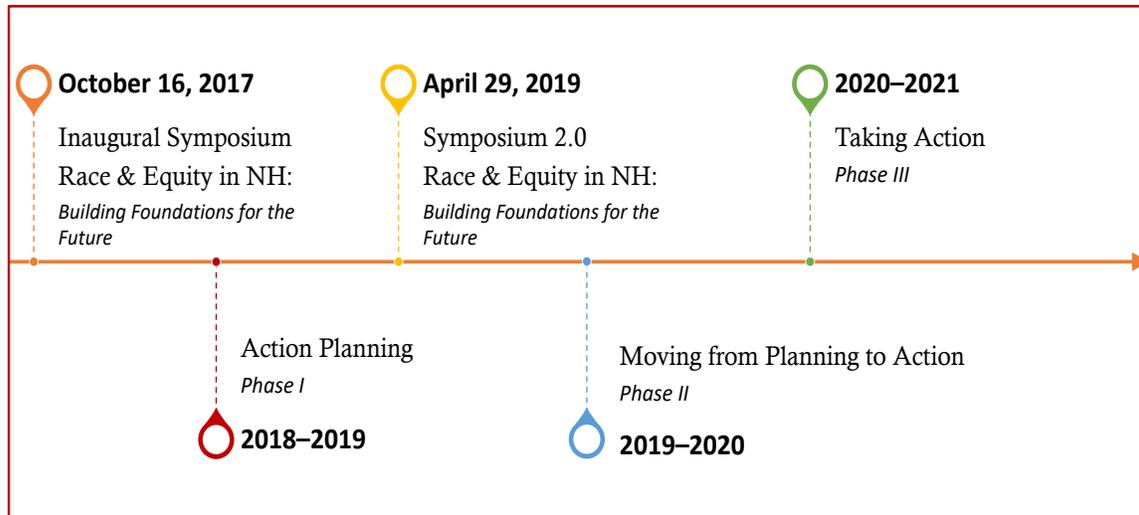




JUNE 2020 ACTION PLAN OVERVIEWS

Presented at All Workgroup Meeting
June 5, 2020 - Virtual Space, NH

Race & Equity in NH Series Timeline





Moving from Planning to Action: 2019-2020 Workgroup Action Planning Process

In 2019-2020, sector-specific workgroups reconvened with over 100 committed volunteer participants from across New Hampshire to continue the work of the Race & Equity in NH Series which began following the October 2017 Inaugural Symposium on Race & Equity in New Hampshire. The initial 2018-2019 Action Planning process culminated in the April 2019 Symposium 2.0 on Race & Equity in NH. At Symposium 2.0, attendees received a booklet which included each workgroup's Draft Sector Action Plan. In the current 2019-2020 Action Planning process, workgroups focused on Moving Sector-Specific Action Plans from Planning to Action.

The six workgroups have made significant progress. As of their March 2020 virtual meetings, workgroups identified specific action steps to advance race and equity related efforts in each sector. The overviews which follow reflect current thinking and changes to workgroup sector plans resulting from impacts of the coronavirus pandemic in NH.

Despite challenges that may lay ahead during these uncertain times, the Race & Equity in NH Series work continues and is, perhaps, more vital now than ever before. The Workgroup Process Phase III, Taking Action, will begin in fall 2020. We hope you will, again, sign up as volunteer workgroup members and welcome all new participants to one of the six workgroups. We're counting on you and look forward to continuing this important collaborative work to address race and equity issues in the Granite State.

Race & Equity in NH Series GOALS:

1. To build relationships so we can partner together effectively
2. To create shared understanding of current social, economic and political conditions impacting race and equity in NH
3. To identify shared work for an inclusive and equitable NH.

Acknowledgements

This work was made possible thanks to the volunteer efforts of more than 200 Granite Staters. These courageous and determined New Hampshire residents gave their time, talents, expertise and commitment over two successive Action Planning processes (October 2018-April 2019; October 2019-June 2020) to examine issues related to race and equity in NH within six broad sectors, namely Civic Engagement, Economic Development, Education, Government, Health, Law Enforcement/Criminal Justice. We are grateful for these Volunteer Workgroup Members, Sector Facilitators, Planning and Logistic Team Members, and the guidance and financial support provided by the Endowment for Health. In May 2020, an Advisory Group for the Race & Equity in NH Series was formed. Comprised of 23 Individuals committed to addressing race and equity issues in NH, the Advisory Group will provide strategic guidance and support for the Series. The full list of individuals involved in the 2019-2020 Action Planning Process – Moving from Planning to Action, can be found at the end of this report.





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Race & Equity in NH Series 2020 Action Plan Overview

SECTOR: Law Enforcement/Criminal Justice

I. 2020 Action Plan

Rationale:

The Law Enforcement/Criminal Justice workgroup's two leading action goals are (1) Movement toward a statewide, integrated data system and (2) A commitment across many sectors to implement implicit bias training. We are thinking beyond best practices to the acquisition of valid information and to changes in understanding, both on an organizational and individual level. Our aim is to influence organizational cultures, not just to adopt new protocols.

PRIORITY AREA #1: Implicit Bias Training

To do: Within each NH County Identify Target Groups for Training:

1. Police
2. Judges
3. Prosecutors
4. Others
5. Identify Allies

Goal #1: Implicit Bias Training for Police Departments

To do: Within each county create a list of the following:

- List of Chiefs of Police
- Deputy Chiefs
- Commanders
- Captains
- Lieutenants
- Detectives
- Sergeants
- Police Officers

Objectives:

1. Identify 1 or 2 Pilot Counties
2. Research and Identify Implicit Bias Trainers
3. Meet and work with Trainers to develop message and a presentation on Implicit Bias

Goal #2: Implicit Bias training for Judges

To do: Create list of Judges.

Goal #3: Implicit Bias training for Prosecutors

To do: Create a list of prosecutors.

Goal #4: Implicit Bias training for other actors in law enforcement

To do: Create a list of other actors.

Notes:

- Put together goals, objectives, and a message.
- Depending on the size – perhaps combine some of the groups identified.

Counties:

- Rockingham
- Hillsborough
- Strafford
- Merrimack
- Grafton
- Belknap
- Coos
- Cheshire
- Carroll
- Sullivan

II. Key Activities/Proposed Revisions Due to Covid-19

The proposed key activities remain relevant.

III. Key Questions/Issues *(Optional)*

No questions/issues are pending at this time.