

**October 26, 2021**

**Meeting Open:** 5:42 p.m.

**Attendees:** Sarah Burke Cohen, Chris Connelly, Sean Connor, Jeremy Denlea, Charlie Dennis (unable to attend in person due to work obligations and travel time to Concord), Meghan Eckner, Adrienne Evans, Karyl Martin, Robert Quinn, Sean Locke, Ahni Malachi

**Quorum:** YES

**Approval of Minutes September Meeting:** Approved Unanimously

**Subcommittees:**

- Overview of potential subcommittees that had been suggested:
  - Legislation Review: Review LSRs, identify pieces of legislation that may be of interest to the Council and the communities we represent, and as the legislation progresses report to the Governor the Council's concerns or support related to particular pieces of legislations.
  - Outreach Committee: Geared toward the community and performing outreach, having events—such as listening sessions—to learn from the community (or community partners) about the needs of those we serve and to help inform the recommendations that we may make. This committee could also liaise with other Councils and Committees that work in related areas.
  - Executive Branch Review: Examining the work of the Executive Branch and looking for ways to improve State services to our communities with the eye toward making recommendations to the Governor's Office.
- We may have other ad hoc committees that exist for temporary purposes, i.e. report writing committee.
- Committees would become experts in their areas and make recommendations and referrals to the full Council to help us determine what actions to take.
- The three cover a large segment of our work and could face some overlap: i.e. the outreach committee may hear things from the community that would be of interest to the legislation committee.
- Thinking of a target of each subcommittee: a mission that they can each focus on accomplishing.
- Outreach committee can flow both ways: taking in information from the community and sharing information with them about resources or other things that may be available.
- Education component to Outreach Committee and working to increase support for diversity and inclusion in the State. – Change name to Outreach and Education.
- Discussion of online abuse and harassment as a potential target of some committees
- Strategic planning process first perhaps before creating committees—using it to set priorities:
  - Use the data that we have to develop plans

- The Council could take stock of where we stand and what we need to do; we were moving in this direction before the former Chair passed away
- Outreach could gather information and look at the needs of communities and then pass it along to legislation to discuss where things go and to make the LSR proposal/request. Think through how the committees work together.

**Mission Statement and Council Work:**

- Thoughts that the committees inform and support the work established in the mission
- Are we onboard with the mission statement as is?
  - Mission statement lines up well with the Executive Order
  - Solid, and the vagueness gives us the liberty of where we go and flexibility to achieve our goals
- Less is more with the mission statement.
- The Council's mission is to combat inequity, advance diversity and inclusion, and improve system responsiveness, so that all residents can live free of discrimination and have full opportunities to participate and prosper in our communities.
- Discussion of simplifying the language and distilling it to a concise statement.
- **Motion to Accept Mission Statement:** The Council's mission is to combat inequity, advance diversity and inclusion, and improve system responsiveness, so that all residents can live free of discrimination and have full opportunities to participate and prosper in our communities.
  - Y, Y, Y, Y, Y, Y, Y, Y, Y, Y, Y
  - **Motion passes unanimously.**
- Add to strategies the context of education.
- Add to strategies the strengthening of NH laws, regs, and polices
- We need to engage in comprehensive education and discussions regarding further steps that the Council must take to insure our freedoms so that everyone can participate and prosper.
- **To do:** Ahni and Sean could work on revising it and then create a proposal to facilitate the discussion next month.

**Future Meetings:**

- Top choices:
  - 3d Tuesday Afternoon (6 votes from survey)
  - 4th Tuesday Evenings (6 votes from survey)
  - 3d Tuesday evenings (5 votes)
  - 2d Tuesday Evenings (5 votes)
  - 4th Monday Evenings (5 votes)
  - 4th Thursday Evenings (5 votes)
  - 3 responders could never do daytime meetings
  - 1 responder would struggle with evening meetings but may be able to make them work

- Discussion of creating conflicts with holidays by using 4th week
- **Motion:** Meet on 3rd Tuesday of the Month at 5:30 p.m., NH Dep't of Safety
  - Y, Y, Y, Y, Y, Y, Y, Y, Y, Y, Y
  - **Motion passes unanimously.**

**Past work:**

- Going over the recommendations chart and past work
- Bring people into the state and attract and retain a diverse workforce.
  - Thinking of subcommittees – partnering with other organizations to advance diversity and inclusion
  - Work it into the outreach committee
  - Or subdivide the outreach efforts into multiple subcommittees
  - Stakeholder engagement is going to drive the work that we do
- Lots of the pieces of legislation that may be revived and carried forward.
- Some follow up on some of the points of discussion; Ahni and Sean will navigate the list to work on an update

**New Business:**

- None

**Public Comment:**

- None

**Next Meeting:** Tuesday, November 16, 2021, 5:30 p.m., Dep't of Safety, 33 Hazen Drive

**Adjourn:** 7:33 p.m.