

**May 25, 2021**

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

**Attendees:** Devon Chafee, Sarah Burke Cohen, Jeremy Denlea, Ann Landry (leaves: 6:31 p.m.), Salman Malik, Pawn Nitichan, Elizer Rivera, Alyson Ryder, Sean Locke, and Ahni Malachi

**Quorum:** Yes

**Approval of Minutes:** Passes, 6 in favor and 4 abstentions (Jeremy Denlea, Ann Landry, Salman Malik, and Sarah Burke Cohen)

**Remember Rogers Johnson:**

- Main piece: How to get the resources in to get the bench? Then an application for the placement of the bench. The Black Heritage Trail or the GACDI need to apply to put a bench on the Swasey Parkway trail in Exeter where Rogers and his wife would walk.
- GACDI cannot donate its funds to the effort.
- Allyson willing to submit an application and we can take the next steps to get the bench information on donations.
  - First step is to apply.
  - Second step is to identify bench and cost.
  - Third step is to fundraise.
- Allyson willing to be person to collect funds for the chair and centralize it.
- 83% of the way there.

**Legislation Update:**

- HB 266 was tabled. This was the anti-sanctuary city legislation that the GACDI voted to send a letter if the House passed the legislation. Because the legislation was tabled, the Council did not need to act in response to the House vote.
- HB 542 was amended by the Senate Judiciary Committee. The original legislation created concerns that secular businesses and service providers could cite religious beliefs to refuse to serve individuals if they believed such service would violate their religious beliefs. The purpose of the legislation, however, was to prevent churches from being closed and being treated as non-essential services during states of emergency. The amendment stripped out the language of concern and retained the portions related to the operation of churches during states of emergency. This was a change that helped alleviate a potential conflict between religious freedom and anti-discrimination laws.
- SB 155 had a non-germane amendment that would treat people who do not wish to be vaccinated as a protected class. The amendment posed many concerns and the Human Rights Commission raised some of those concerns. The dueling amendments split the committee and both go to a debate on the House floor in the coming weeks.

- HB 544 (now incorporated in HB 2) original legislation would risk prohibiting state agencies from engaging in training and education that could be designed to address racism and sexism. An amendment has been proposed but not yet become publically available. It will be discussed tomorrow, May 26, 2021, at the Senate Finance Committee hearing. We may want to be prepared depending on the language to act and possibly even hold an emergency meeting to address the changes.
  - Harassment of Rep. Manny Espitia by white nationalist groups, his view is that HB 544 and its enduring language in HB 2 fosters this type of behavior.
  - Monadnock School District board member introduced a motion to include divisive concepts language in school policies.
- Some complexity of severing agency, Council, and professional views from personal representation and views.

**Event with Franklin Pierce:**

- Met with FPC Justice & Action group, athletes and coaches. Met to talk about the LEACT report and update what has been done and what needs to be done and how local PDs are acting.
- Eli Rivera, Assistant Comm. Eddie Edwards, Ahni Malachi, Sean Locke, and Jeremy Denlea were all present from the Council.
- Education about different aspects of law enforcement, for example differences in dismissing problematic officers who are deputy sheriffs versus police officers at a local department.
- Possibility of having more outreach events with other colleges and not necessarily all about law enforcement.

**Future Outreach:**

- Colleges/Universities are a natural fit
- Stay, Work, Play person could be helpful in connecting us with local universities.
- We have strong connections to the University Systems and private colleges within the State.
- Working in higher ed, a lot left to do and an explicit effort to address issues. Working with universities to retain faculty and staff of color as well as college grads and graduate students.
  - Perhaps a good basis for listening sessions and gather information about what drives diverse communities of younger people or professionals in academia from the State?
- Possible plan to do something in September or early fall.
- Campus climate survey.
- A key question here is the "Why?" What are we trying to achieve with these sessions?
- It is good to get word about our work out there. Also have a good sense about what we will champion going forward.
- Questions about what laws or practices are problems? What looks positive that other States have done to help diverse communities?
- Are there other areas that have not yet been touched or that need to be touched?

- Business associations (i.e. Realtors, association of teacher, etc.), how can we reach out to them to see how we can work with them or address issues that they face?
- Deciding what we want to do and then reaching the people and groups to get input from them.
- Also recognizing that the communities we serve and represent do not always have access to these larger organizations and associations, creating a bit of an exchange where we want to learn from the organizations but also we can bring them issues that we've identified to be more accessible and inclusive.
- Think about one or two groups that we should meet with and why, what will we hope to get from it? What do we talk to them about? What do we hope they bring to the conversation?
- Connecting with "Chief Diversity Officers" across the State in business and other organizations to help with messaging and identifying areas of concern or issue.

**City of Keene Discussion:**

- City of Keene commissioned a report regarding diversity and racism.
- City is expanding and creating a coalition of non-profits and business owners to continue the conversation.
- Cheshire Medical Center expends money to bring in a top notch medical staffer and that person left and returned home after an incident with a patient where the patient refused to be treated by the doctor because he was from another country.
- Holding the bulk of the report discussion for when Dottie is present to discuss.
- Ahni will email the report to the Council.

**New Business:**

- Going forward with in-person sessions. We need to consider if, when, or how this may change our ability to meet and when we meet. Sean will check and see if and when that may change as there is information circulating that the order may lapse on May 31.
- Election for officers.
- Recommendations report and updating and seeing what next steps remain, as well as what we have achieved.
- Acknowledgment that this day marks one year since the murder of George Floyd. Make sure that we as a Council continue to step into our power and advocate for the elimination of bias in systems in New Hampshire and across the country.

**Public Comment:**

- None

**Next Meeting:** Tuesday, June 22, 2021, at 5:30 p.m.

**Adjourn:** 7:11 p.m.