

November 16, 2021

Meeting Open: 5:41 p.m.

Attendees: Sarah Burke Cohen, Chris Connelly, Sean Connor, Jeremy Denlea, Meghan Eckner, Adrienne Evans, Ann Landry (remote due to child care; out at 7:10 p.m.), Karyl Martin, Robert Quinn, Sean Locke, Ahni Malachi

Quorum: YES

Approval of Minutes October Meeting: 10 Yeas and 1 Abstention; Minutes approved.

Mission Statement Review:

- Updating the strategy section to reflect the discussion from last month. Proposed language:
 - To achieve the Council's mission, it will engage in ongoing education and comprehensive discussion with State residents, community organizations, and State actors to: (1) understand the issues impacting New Hampshire's communities; (2) understand, inform, and strengthen New Hampshire laws, regulations, and agency policies and practices; and (3) insure our freedoms so that everyone can participate and prosper.
- Question about how (3) fits within the strategy and it feels more like part of the mission. A bit lofty of a goal. How do we hold ourselves accountable to that?
- Discussion of omitting number (3) or replacing it. Could we add language about bringing groups and entities together?
- Discussion of revising (3) and adding a new sense. Discussion of reorganizing:
 - To achieve the Council's mission, it will: (1) engage in ongoing education and comprehensive discussion with State residents, community organizations, and State actors; (2) identify the issues impacting New Hampshire's communities; and (3) understand, inform, and strengthen New Hampshire laws, regulations, and agency policies and practices.
- **Motion to accept proposed strategy language as revised above:** Y, Y, Y, Y, Y, Y, Y, Y, Y, Y, Y.
Motion passes unanimously.

Review of Past Work:

- Goes through the chart of past recommendations and current status:
 - Discussion of SB 263 and guidance on NH nondiscrimination law in education; no guidance so far, but a question of the need for guidance. Potential for guidance and conversation within state agencies about how to handle the discrimination claims and how to work together to investigate and redress the matters. Have not had many complaints filed with HRC about this.
 - MTSS-B prevention framework: Continue to advocate for the legislative changes that collapsed in 2020 because of COVID.

- DoE diversity, inclusion, and equity in education point person: Looking to DOE for an update on where that stands or what that priority.
 - Broader effort looking at all state agencies and the need for point individuals for this
- School districts having DEI coordinators: Having someone identify and designate a person; is there a way to lift up this work with an ideal person who is doing this work, providing recognition to an individual—public outreach.
 - Do some outreach and let people know who we are and identifying those doing good work in the communities—could serve as models and provide some recognition perhaps with the Gov's support.
 - Easier to adapt things than create from scratch
- NHIAA outreach re policies to address bias incidents at sporting events: Council to perform outreach regarding these issues and learn how NHIAA is working. James Scully willing to perform the outreach.
- Council has provided ongoing support and recommendations to enhance the work of the Human Rights Commission but it is an ongoing struggle. HRC is anticipating increased demand for its services with complaints from the US Dep't of Housing and Urban Development.
 - Possibility of connecting with housing stability council on the work it has done and identifying shared interests.
 - Could have someone come from housing council to discuss their efforts.
- Employment inquiries related to criminal records; steps taken with HB 253 re public employers and may have been additional steps taken in 2021 by the legislature. Discussion of expanding the law further and whether it becomes a protected class or other ways to address it.
- Discussion of improving the value of the services provided by Vocational Rehab, where school districts and area agencies provide services that fill the gap.
 - Issues at time of finding supportive workers to provide the support for people with disabilities needing to work
 - A shift in the dynamics from 2019/2020 to the present is the need for supportive services and lack of supports for people with disabilities in the State.
- Improving transit services for state public transportation for people with disabilities: Gov's office to look into emergency relief funds to study and investigate.
- Supports for the deaf and hard of hearing communities, may need to wait for Marianne to provide updates as they involve the state provision of communication access needs.
- Supports for the community in nursing care and fair housing access. Best vehicle would be NH Deaf and Hard of Hearing council.
- Mental Health and continuing to implement the Ten Year Plan and looking into the use of federal funds; looking for the best methods to provide supports for the people of New Hampshire.

- Law enforcement and implementing and developing fair and impartial policing practices; many agencies are moving in this direction and the NH Assoc of Chiefs of Police has pushed forward model policies; PS&TC; and other national agencies pushing forward policies. Discussion of a meeting in Jan or Feb re law enforcement and LEACT's efforts.
- Discussion of Hate Crimes/Hate Speech. DOJ's efforts to provide training to law enforcement officers; updates to law enforcement resources available on hate crimes; efforts to training at all levels of the criminal justice process.
- State Police working on improving the supporting system on hate crimes and where were they.
- Area for improvement on training LEOs on reporting and updating State Police on hate-crimes when and where they arise.
- Immigration connects closely to law enforcement and will be part of that discussion and some areas on study for subcommittees.
 - Important to emphasize how to better integrate new American and refugee communities. Promote a better welcoming process for new Americans; how to set them up for success. Could be worthwhile to reach out and see how to support and assist the mission of groups that are supporting refugees in the State.
- LGBTQ legislation has been interim studied; looking at issues of anti-LGBTQ harassment or violence and how to translate that into action items.
- Legislation regarding indigenous people's day but proclamations regarding Native American Heritage Month will be looked into by James Scully.
- Point person for diversity and inclusion efforts, likely James Scully.
- State is looking into state-wide training on efforts to promote diversity and inclusion for state employees.
- Could we help achieve improved DEI work within state agencies, training for state employees on diversity and inclusion, and then it could serve as a model for localities.
- All state agencies have point people for DEI to get a training on who the GACDI is and how diversity and inclusion is a goal of the state.
- The idea may be an interagency council geared toward diversity and inclusion issues, a vehicle to promote training for agencies, improving processes, and identifying areas of shared work.
 - How to incorporate smaller agencies into this process.

New Business:

- Bringing a summit of DEI staff together to learn from them about their work and their needs and how we can support their work.
- A good way to get information about best practices or models in the private sector to uplift and highlight.

Public Comment:

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- None

Next Meeting: Tuesday, December 21, 2021, 5:30 p.m., Dep't of Safety, 33 Hazen Drive

Adjourn: 7:49 p.m.