

December 21, 2021

Meeting Open: 5:43 p.m.

Attendees: Sarah Burke Cohen, Jeremy Denlea, Charlie Dennis, Meghan Eckner (arrived 6:25 p.m.), Adrienne Evans, Ann Landry (remote due to child care, out at 7:10 p.m.), Robert Quinn, Sean Locke, Ahni Malachi

Quorum: YES (majority (7) physically present at Safety; 1 member participating remotely)

Approval of Minutes November Meeting: Six yes, One abstention; Minutes approved.

Annual Report:

- Focus of the discussion is on substance of the report and any errors, typos, formatting, can be sent to Sean separately
- View that the report is fairly comprehensive in covering what has occurred in the past year and what remains to be done
- Council Activities detailing how much the Council met and some of the other activities that the Council engaged in that may be of a smaller scale
 - Idea is to add a set of details on how many meetings occurred and other works
- Question about including House Bill 544 with the ongoing litigation
 - The section is simply reporting information on the Council's work ("Name, rank, serial number")
- Add a section, a paragraph, on the listening session at Franklin Pierce University
- Discussion of building connections with other Councils working on areas that may impact diversity and inclusion
 - This is more a looking ahead to 2022
- **Motion: Accept report with inclusion of section on FPU listening session and regular meetings also permit inclusion of typographical corrections.**
 - 8 in favor – motion carries unanimously

Planning for 2022:

- Looking at subcommittees
- Drawing these from our mission and strategy looking at how to connect the work to particular subcommittees
 - Legislation—looking at improving the laws of the State to promote values of diversity and inclusion
 - Executive—looking at improving regulations and efforts within State government to promote values of diversity and inclusion
 - Outreach and Education—working with community partners on identifying issues that need to be addressed, to identify things that are working (i.e. how businesses or other

entities are taking steps to promote diversity and inclusion and how those could serve as a model)

- Discussion of a strategic plan and how to go about subcommittee work, the idea is to have these subcommittees to develop plans that they can propose to the Council for the Council to discuss and vote upon.
- Part of looking at outreach and education would be looking how to make the State more inclusive and more diverse
- Possibility of having a conversation with Commissioner Caswell (BEA) and having BEA become part of the Council's work.
 - Ahni having conversations with some state agencies about working together and developing some action items for the Council
 - Discussion of the ability of black women being able to find places that can do hair in the Concord area at agency head meeting—how this can impede outreach and improving diversity and how this can be improved, started conversations with other state agencies
 - Discussion of licensing regulations and how those could limit people's options, particularly people who have convictions—ownership of a barber shop for example
 - Recovery friendly workplace initiative
 - Synergy with Community College System, providing training through Department of Correction, areas of opportunity for inmates
 - Criminal records as a protected class, discussion of certain backgrounds requiring criminal background checks and clear records
- The idea of a strategic plan and having subcommittees with goals could help move that process along
- Idea of at least having a committee that works on legislation review
- The executive committee will be an area of development in the new year, Vice Chair, Secretary, and two other executive committee members
- Keep things narrow to why we want to accomplish and find small, bite-sized goals that can be achieved on an annual basis
- Executive committee could be separate from strategic planning group; how do you establish the priorities
- Work to establish an overarching set of goals and structure for the Council and then depending on how that works, to subcommittees and those can set their goals and priorities for the year or biennium
- Work of the subcommittees to feed information to the executive committee and the Council to formulate the strategic plan for the Council as a whole.
- Discussion of the work of the executive committee and the value of adding a legislative committee to start this work
- Value of formalization of the committees
- Subcommittees on government relations and outreach and education

- January we will have a vote on Executive Committee members and then looking at the other two committees and the point people on those
- **Motion to formalize Government Relations and Outreach and Education subcommittees-the chairs of which will be on the Executive Committee:**
 - Motion passes unanimously
- Next month we will have nominations and vote for Vice Chair and Secretary, then think about the process for identifying and voting on chairs for the subcommittees
- Sean will send around new summaries of the two subcommittees and the Council's charter for guidance on the Vice Chair and Secretary roles and the nomination and voting process.

New Business:

- Email Ahni contact information: email, phone, and what agency/area you represent

Public Comment:

- None

Next Meeting: Tuesday, January 18, 2021, 5:30 p.m., Dep't of Safety, 33 Hazen Drive

Adjourn: 7:13 p.m.