



Wisdom to make a difference.

College-City Commission

AGENDA

March 26, 2018

4:00 - 6:00 PM

***2nd Floor Conference Room, Keene City Hall
3 Washington St, Keene, NH 03431***

- 1. Call to Order**
- 2. Introductions**
- 3. Review Minutes from February 26, 2018**
- 4. Subcommittee Updates:**
 - a. Neighborhood Revitalization**
 - b. Inclusiveness & Diversity**
- 5. Approval of Inclusiveness & Diversity Report**
- 6. Review of Neighborhood Revitalization Report**
- 7. Commission Membership**
- 8. Staff Updates**
- 9. New and Other Business**
- 10. Next Meeting – April 23, 2018**
- 11. Public Comment**
- 12. Adjourn**

City of Keene
New Hampshire

COLLEGE CITY COMMISSION
MEETING MINUTES

Monday, February 26, 2018

4:00 PM

Room 309, KSC

Members Present:

Bart Sapeta, Co-Chair, City Councilor
Phil Jones, City Councilor
Bettina Chadbourne, City Councilor
Robin Picard
Marcia Kayser
Kelly Ricaurte
Kim Schmidl-Gagne
Dottie Morris
Kim Schmidl-Gagne

Staff Present:

Tara Kessler, Planner

Others Present:

Davis Bernstein
Victoria Bergstrom

Members Not Present:

Paula Jessup
Chris Cusack
Darryl Masterson, Co-Chair
Dick Berry
Bryanna Weigl

1) **Call to Order**

Co-Chair Sapeta called the meeting to order at 4:06 PM. Co-Chair Sapeta announced that Ms. Schmidl-Gagne is now a member of the CCC and that Mr. Jarvis is no longer a member. In addition, Ms. Kessler noted there are two alternate spots in the Commission that need to be filled.

Roll call was conducted with introductions. Guests at the meeting were KSC students Davis Bernstein and Victoria Bergstrom.

2.) **Approval of Minutes – November 27, 2017**

Councilor Chadbourne noted a correction to the minutes of November 27, 2017 on page 1, President Treadwell should be added to the Others Present List and Ms. Schmidl-Gagne should be removed from the Members Present List. In addition, Co-Chair Sapeta noted that Mayor Lane should be added to the Others Present List.

Ms. Picard noted on page 6, last paragraph, the word paraphernalia is misspelled.

Councilor Jones made a motion to approve the minutes of November 27, 2017 as amended. The motion was seconded by Councilor Chadbourne, which carried unanimously.

3) Subcommittee Updates:

a) Neighborhood Revitalization

Co-Chair Sapeta reported the subcommittee held a meeting in January to review their report. He stated there have a lot of comments received and these comments will be included in the report. Ms. Ricaurte asked what the timeframe was for completion of the full report. Co-Chair Sapeta replied the Inclusiveness & Diversity Report would be reviewed at today's meeting and if the Commission felt comfortable there would be a vote on approval. He explained the goal is to have the Neighborhood Revitalization report ready for review at the next CCC meeting and then vote on approval at that meeting. Once the Committee approves both drafts, the report will then be submitted to Mayor Lane and President Treadwell for their review. Co-Chair Sapeta stated that he hoped the final draft would be ready in April for release to the public.

b) Inclusiveness & Diversity

Ms. Kayser reported that the subcommittee met on January 8, 2018 and held a very productive meeting. She reported that she invited Vicky Pittman, the Head of Education at The Colonial Theatre, to join the group as well as Jenna Carroll, from the Historical Society. Ms. Kayser reported that Ms. Pittman was planning a showing of *Neither Wolf nor Dog* on October 7, 2018 with possible coordination of other events with the Historical Society. She said that it is hoped that descendants from the Keene Abenaki family would participate in this event.

Ms. Kayser reported that *Lost Boundaries* is another movie that will be shown in January 2019 at The Colonial Theatre.

In addition, Ms. Kayser reported that Ms. Pittman is also scheduling the international performers, *The Trocks*, in March 2019. She stated that these performers are featured in a recently released documentary called, *'Rebels on Pointe'*, the history of Les Ballets Trockadero de Monte Carlo, the all-male, professional, humorous, drag ballet company that was founded over 40 years ago on the heels of New York's Stonewall riots.

She continued reporting that the subcommittee discussed hosting "*Ask a _____*" program, possibly in the spring and the subcommittee will brainstorm more at their next meeting.

In January, Ms. Morris and Ann Driscoll from Antioch held a program called "*Unpacking Institutional Racism*". She explained this is a 4-evening workshop that would be offered again in March and is a collaboration of AUNE, KSC, and The Colonial Theatre. It is recommended that people sign up in advance to insure there are enough materials.

Ms. Kayser reported that AUNE Dance Movement Therapy Program sponsored an International Symposium in February called, *One Billion Rising: Women and Girls Experiencing Sexual Violence* that include the film, "Little Stones". In addition, there was a panel that discussed domestic and sexual violence after the film.

Also on February 14th the movie "*Jabber*", that is about an American Muslim girl who wears a hajib, was shown at The Colonial Theatre for a high school audience.

Ms. Kayser reported that in collaboration with AUNE, Brattleboro's ACT for Social Justice offers their next Cross Class Dialogue Circle at the Rockingham Public Library in Bellows Falls, VT, on Saturdays, March 17th and 31st, and April 7th, from 9AM – 3PM.

Ms. Kayser stated that Steve Fortier is making a valuable contribution to the KSC community in compiling a calendar of events and he will talk to the Keene Chamber of Commerce's Phil Suter about identifying a person from the City who will help contribute and coordinate the community events.

The subcommittee also discussed doing a series of events on racial justice similar to what is happening over in the Durham area that involves the whole community in racial justice. She noted that these areas had support from the NH Humanities Council.

Ms. Kayser reported the Horatio Colony Museum is planning some in depth events on Native Americans and the title of their program is called, "*Two Sides of the Coin*". She said the subcommittee would be coordinating with the Horatio Colony Museum to help promote these events.

Ms. Kayser reported that she contacted The Keene Sentinel to find out how to be listed in the ELF weekly insert that contains a calendar of community events in the area. She wanted to see if all of these local events could be listed in a section titled, "Community Education".

Ms. Kayser asked the Commission if there is a better way to disseminate the events the subcommittee was trying to promote. Ms. Kessler referenced the success of the Monadnock Arts Alive calendar. She explained this calendar centralized all of the arts and cultural events in the area.

Ms. Bergstrom suggested placing events on social media because college students look for information on events through social media. Co-Chair Sapeta suggested Ms. Kayser contact ELF to research adding these events and report what she learns back to the Commission.

Councilor Jones stated that the reason Mayor Lane brought up inclusiveness was because there were some events that occurred with minority students from KSC and AUNE. He asked the Commission if there is any to focus more on these issues that have occurred. Ms. Morris replied that once the recommendations are put forth and reviewed by President Treadwell and Mayor Lane the CCC could then start acting on these recommendations.

4.) **Review and Approval of Inclusiveness & Diversity Report**

Co-Chair Sapeta asked the CCC to review "Building an Inclusive Community" and then vote on approving the content if the Commission is ready. Once the report is approved it will be forwarded to President Treadwell and Mayor for their review.

The following is a list of recommended edits.

1. Under Short Term (0-6 months), third bullet, remove spring 2018.
2. The website link, *Justice for All*, should be changed to the website *justiceforallvt.org*.
3. At the beginning of the appendix, add an introduction that states, "the list below is a sample of resources available in the area".
4. Under the appendix, remove the descriptions and categorize the subjects based on the type of organization. Ms. Morris stated that she would fix all the links along with Ms. Ricaurte. Ms. Kessler will email an updated list to Ms. Morris and Ms. Ricaurte with the additions of the UUC Church, Monadnock Restorative Alliance, and the Jewish

Synagogue. In addition, Ms. Bergstrom suggested adding CRU, which is a student organization that gives students a safe place to talk about religion.

The CCC decided to postpone voting on approval of the draft report until all of the changes have been corrected.

5.) Review of Commission Charge, Functions, & Staff

Ms. Kessler stated that the City Manager is continuing the effort to look at the Commissions and to think about staff roles and how to best suite staff in supporting Commissions. She referred the CCC to the Commission Charge that was adopted in 2016. Ms. Kessler said that she wanted to check-in with the Commission to review and discuss this charge with respect to the work of the Commission in the past year and moving forward into this calendar year.

Councilor Chadbourne suggested the CCC consider changing the time of the meeting in order to have a higher attendance at the meetings.

Ms. Picard recommended having an email prior to the meeting when discussing items of this nature ahead of time in order to be more prepared and to be more intentional. In addition, she stated that she is still trying to figure out how the Commission is supposed to follow-up on certain recommendations of the Commission. She wondered if the CCC was supposed to be more instrumental in seeing things through.

Councilor Jones said that the original reason for the CCC was to have more communication and he thinks that a lot of that is still not happening. He referred to a workshop that was held with the Revitalization of Downtown Committee and stated that it is still unknown if KSC is going to build a health center in downtown. In addition, he referenced the flood project on Ralston Street and Winchester Street and asked if the KSC was even aware of the project or if they wanted to be involved. Councilor Jones noted that there needs to be more communication.

The CCC made the decision to place this item on the agenda for the next meeting for further discussion.

8.) Next Meeting

The next meeting will be held on Monday, March 26, 2018 at 4:00 PM in the 2nd Floor Conference Room of the City Hall.

9.) Adjourn

Hearing no further business, Co-Chair Sapeta adjourned the meeting at 5:14 PM.

Respectfully submitted by,
Jennifer Clark, Minute Taker

Reviewed and edited by,
Tara Kessler, Planner



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KEENE COLLEGE-CITY COMMISSION REPORT & RECOMMENDATIONS

“Building an Inclusive community”

“Neighborhood Revitalization”

March 2018

Prepared by the Keene College-City Commission

ACKNOWLEDGEMENTS

Commission Co-Chairs:

Darryl Masterson (City Representative)

Bartłomiej K. Sapeta (College Representative)

Diversity and Inclusiveness Sub-committee:

Joshua Jarvis (College Representative)

Phil Jones (City Representative)

Marcia Kayser (City Representative)

Dottie Morris (College Representative)

Kelly Ricaurte (College Representative)

Bryanna Weigel (College Representative)

Kelly Walsh (Community Expert)

Neighborhood Revitalization Sub-committee:

Dick Berry (City Representative)

Bettina Chadbourne (City Representative)

Christopher Cusack (College Representative)

Paula Jessup (City Representative)

Robin Picard (College Representative)

Frank Richter (City Expert)

Support Staff

Jennifer Clark (City Representative)

Tara Kessler (City Representative)

Kim Schmidl-Gagne (College Representative)

Table of Contents

BACKGROUND 1

CONCERNS 2

BENEFITS 3

RESOURCES 3

BARRIERS 3

RECOMMENDATIONS 4

 Short Term 4

 Medium Term 4

 Long Term 5

APPENDIX 6

BACKGROUND

The members of the College-City Commission were named and began meeting in November of 2014. Mayor Kendall Lane and President of Keene State College, Dr. Anne Huot, formed this Commission following discussion and the creation of Commission charge earlier in the year (and its subsequent designation as a permanent City Commission in 2016). The charge of the Commission was to “facilitate long range planning and (to make) short and long term recommendations to [Keene State College] and the [City of Keene] on issues of mutual concern.” Identification of these issues followed a community meeting in March of 2014 at Heberton Hall in which four themes were identified and developed:

1. Housing and Neighborhoods
2. Infrastructure and Parking
3. Citizenship
4. Property / Tax Base

For the following two years the members met and researched the topics, presenting their report and recommendations in September 2016.

In October 2016, President Huot and Mayor Lane met with the members of the commission again and asked to continue the work in the areas of:

1. Building an Inclusive Community
2. Housing/Neighborhood Revitalization

BUILDING AN INCLUSIVE COMMUNITY

For the community of Keene, NH to grow, thrive and be economically successful in the future, it needs to continue embracing inclusiveness and diversity. Given the changing demographics of the United States, and the Monadnock region in particular, the residents of Keene need to advocate for putting more systems in place that adequately address these inevitable changes. After we submitted our Report and Recommendations for the original College-City Commission charges in the fall of 2016, President Huot and Mayor Lane further charged the Commission to explore how the City of Keene could create a welcoming community that is attractive to people of diverse backgrounds.

To that end, the members of the College-City Commission participated in a discussion facilitated by Dr. Dottie Morris whereby they explored their understanding and attitudes towards inclusiveness and diversity. It soon became apparent that the College has excellent resources for this but there are fewer in the community. We agreed that it would be a long, ongoing and evolving process and one that would involve creative ways to engage our current residents and newcomers of both entities in sessions to help educate and enlighten us all. It is essential to develop a sustainable and enduring plan to address this charge given to us by the President and Mayor.

Themes

The four major themes of addressing inclusiveness and increasing diversity that we explored were:

- Concerns
- Benefits
- Resources
- Barriers

Concerns

The majority of our concerns were fears of: the unknown, potential conflicts, crime, "outsiders" taking jobs, less "of the pie" becoming available, losing rights, becoming a minority in our own community, danger/not feeling safe, some feeling different, not being accepted, being marginalized and harassed.

Other concerns included:

- the possibility of setting up laws/policies/rules/practices that exclude groups of people based on majority vs. minority and/or out of fear for something new or different,
- having assumptions where our own beliefs need to change,
- establishing and maintaining safety for those who may be perceived as different due to religious beliefs, physical appearance, abilities, gender identification, country of origin, etc.,
- the difficulty of having diverse groups learning to come together, including language challenges, different values, traditions and cultures, while maintaining uniqueness and acknowledging that "birds of a feather like to flock together", and
- that unacknowledged fears might come out as anger.

Benefits

We have acknowledged that the benefits of becoming a more diverse community include increased opportunities to celebrate our differences and how much we have in common as well as discovering new ideas and ways of thinking.

Other benefits include:

- increased resiliency towards change at the individual and community levels,
- opportunities to learn and experience personal growth through understanding of other cultures,
- improvements in economic vitality and overall quality of life, and
- improvements in problem-solving abilities at the local level by utilizing knowledge and experiences of individuals from other cultures.

With increased diversity, there is likely to be an infusion of a wide array of cultures, traditions, foods, art, clothing, opinions, knowledge and ideas, philosophical and religious beliefs. In general, ours could be an even more vital and interesting community.

Resources

We have discussed a wide-range of existing resources that already exist in the community. The benefits of a large out-of-state population of students, faculty and staff, and a significant commuter population from the greater Keene area, enhance:

- current interest level in diversity and inclusiveness,
- the need to keep open access to the city government process,
- the rich history of overcoming problems, and
- our strong education system and well-versed and experienced people, and "a business community that wants diversity and should be willing to partner".

All of the above combine to make this an opportune time to make advances in our ability to improve our capacity for inclusion. Our students, faculty and staff bring so much from our various communities, and our colleges are willing to share their resources with the greater Keene area community.

Please see the appendix for some specific contact information.

Barriers

Lack of recognition that there is any issue, resistance to change, ignorance, fear of the unknown, insecurities, prejudice, stubbornness, isolation, narrow focus in our lives, lack of experience in spending time with others who are not the same, little economic diversity, "formal (lacking) way of working between College and City to move this forward"

Lack of opportunities to come here and limited job opportunities, current lack of diversity, few services for different groups (ethnic stores, etc.), lack of adequate support services in the City, cultural and language barriers, lack of "critical mass" for minority group support, laws and regulations.

After reviewing the results of our exercise, and recognizing the complexity of this topic, we suggest the following short, medium, and long-term recommendations. Given the current national climate on this topic there is a sense of urgency for some of our current residents.

Accomplishments

The Commission spent the last 18 months on researching and discussing the various ways inclusiveness and diversity can be embraced at a higher level. Their members formed a subcommittee that met monthly, gathered relevant documents, solicited feedback from the community, organized events to promote diversity and inclusiveness, and partnered with various community organizations. The overarching idea was to become more knowledgeable about the topic and think of ways to translate the outcomes of the discussions into action. The members of the Commission would like to express gratitude to Marcia Kayser for her thoughtful leadership and dedication in guiding the Diversity and Inclusiveness Subcommittee since its inception.

The following is a list of accomplishments:

- The Commission supported a community-wide outreach event developed by the Inclusiveness and Diversity sub-committee, called “Keene on Diversity - Community Conversation Series¹,” held on April 18, 2017. The sub-committee is in the process of planning a series of these events.
- The Commission partnered with the City of Keene and Keene State College in supporting the Green Dot Bystander Training at Cheshire Medical Center in the Fall 2017.
- We supported and coordinated with the Colonial Theatre's Educational Director, Vicky Pittman, to promote the screening of “Shadows Fall North” at the Colonial Theatre on Sunday, September 17, 2017. This screening was followed by a facilitated discussion about slavery and other NH racial issues.
- The Inclusiveness and Diversity sub-committee met with Dr. Denise Burchsted in November 2017 and expressed their support for the Indigenous Peoples event that she and her team are planning to bring to the Keene State College campus.
- We supported the resolution, endorsed by the Keene City Council, relating to *Ensuring that Keene is a Safe and Welcoming Community for all People Regardless of Race, Creed, Ethnicity, Religion or Immigration Status*.²

Recommendations

We recommend that the College-City Commission support and disseminate information regarding events and training related to diversity and inclusiveness in Keene and beyond, through the Keene City Council and the Keene State College Senate.

We recommend that the Commission and its subcommittee engage in supporting a “grassroots movement”, local activism, empowerment, and participation in discussing the issues of diversity and inclusiveness through formal and informal college and community conversations.

We recommend that the Diversity and Inclusiveness subcommittee continue to meet monthly to gather and discuss relevant information, invite participation from a variety of organizations, residents of Keene and members of the College, and support events that contribute to Building an

¹ Staff, Sentinel. “City-College Committee to Host Discussion on Diversity Tuesday.” *SentinelSource.com*, 18 Apr. 2017, www.sentinelsource.com/news/local/city-college-committee-to-host-discussion-on-diversity-tuesday/article_99108ea8-44ab-5a91-be6b-7539fb8602bc.html.

² City of Keene, Keene NH. Resolution R-2017-29. *Relating to Ensuring that Keene is a Safe and Welcoming Community for all People Regardless of Race, Creed, Ethnicity, Religion or Immigration Status*. 16 Nov. 2017, https://ci.keene.nh.us/sites/default/files/2017-11/2017_11_16_City%20Council%20Agenda_Packet_optimized.pdf.

Inclusive Community. The subcommittee should serve as an informal forum for all to engage in productive dialogue and provide the Commission with relevant information to act upon.

Short Term (0-6 months)

- Discuss possibilities for developing a branding strategy for the City and the College to include the idea of “Building an Inclusive Community” in their respective mission statements. This should be seen as an economic development tool to attract people to the region.
- Develop a messaging strategy of Diversity and Inclusiveness on web portals for both the City and College. Consider areas of similarity in order to amplify the message.
- Arrange for University of Pennsylvania's Dr. Margaret Bruchac to come to KSC to speak to the community about our native Abenacki residents.
- Develop a process of including representatives from other institutions of higher education in the region on the Building Inclusive Community sub-committee.
- Support the Keene Immigrant and Refugee Partnership (KIRP) with research methods and outreach that may provide reassurance to Keene immigrant and refugee residents.
- Develop recommendations for creating crime reporting platforms to be used by the City of Keene, similar to KSC's "The Silent Witness"³.
- The Commission met with a wide array of experts from the local community and realized that the topics of diversity and inclusion are discussed locally and within the region regularly. However, there is a substantial lack of coordination and dissemination. We recommend to pool the resources of the City, the College, Chamber of Commerce, and some local organizations to develop a portal for disseminating information regarding Diversity and Inclusiveness, and Building an Inclusive Community.

Medium Term (6 months - 1 year)

- Implement a branding of “Keene - an Inclusive Community” as a joint strategic initiative of the College and the City.
- Institute a Diversity Commission on campus.
- Develop and coordinate a series of workshops related to Diversity and Inclusiveness: Collaboration between City of Keene, Keene State College, Antioch University New England, Cheshire Medical Center, Historical Society of Cheshire County.

Possible collaborators and/or presenters would include:

- Jim Waller and others at Keene State College Cohen Center
- Jim Gruber and Abigail Walton at Antioch University New England

Possible topics include:

- Bystander Training - Green Dot, Safer Scenes, Step-Up, No Zebras;
- "Ask A _____" - Resource: Cindy Cheshire, Keene State College Director of Campus Ministry;

³ Crime reporting: https://cm.maxient.com/reportingform.php?KeeneStateCollege&layout_id=8 and other reportable items: <https://www.keene.edu/featured/reporting-at-ksc/>

- Indigenous People: The Real Story - Dr. Bob Goodby or Kearsarge Indian Museum;
- Trans 101 or other LGBTQ topics;
- Inclusiveness and Diversity;
- How to talk to children about diversity;
- Include topics relevant to people with disabilities;
- Social justice - How to be an activist; and,
- New Americans in Keene: Focus on new immigrants and refugees.
- Empower the Diversity and Inclusiveness subcommittee to research models of successful inclusion, diversity efforts, and best practices in college towns.
- In order to discuss Diversity and Inclusiveness within the local context relevant data needs to be collected on regular bases. We recommend conducting a climate survey in the Keene community via a variety of modes. The Keene State College Campus Climate Survey could serve as starting point and model for developing a community survey. While this is a long range recommendation, it is important to begin the discussion and setting up of the survey in the fall in order to synchronize it with College efforts.

Long Term (1 year or greater)

- Use data from Keene City Climate Survey and Keene State College Campus Climate Survey to inform future work – develop a plan of action for “Building an Inclusive Community”. This work should inform the implementation and subsequent refinement of branding “Keene - an Inclusive Community”.
- Invite participation of local businesses in the discussions of Diversity and Inclusiveness. Conduct an inventory of what local businesses are currently doing to:
 - promote and expand diversity;
 - successfully recruit and retain a diverse workforce;
 - understand what resources do they have available to acclimate new employees to the Keene environment; and,
 - document their strategies to prepare current employees for potential demographic shifts.
- Continue to offer educational experiences and dialogue opportunities for community members. Develop a process to determine relevant and high impact topics.
- Examine policies, procedures and practices within the city of Keene and at Keene State College using an equity lens to make sure these are aligned with our goals, mission and objectives associated with diversity, multiculturalism, and social justice.
- Develop a strategy to communicate positive messages about diversity and inclusiveness regularly through a variety of media to reach a large portion of the campus and the community.
- Include more information and training on Diversity and Inclusiveness in the orientation for new students and the proposed First Year Experience at Keene State College.
- Review the strategic plan for Keene State College and assess what has been done in regard to the community and culture and what is still not being addressed.
- Provide appropriate Diversity and Inclusiveness training to frontline members of the City and College.
- Empower students to be active advocates for Diversity and Inclusiveness.

APPENDIX

Diversity & Inclusion Resources

The list below provides a number of community resources that are available to provide information and services for various issues and topics. This is not an exhaustive list – additional resources are available.

Incarceration:

- [Monadnock Restorative Community](#)
- [Brattleboro Community Justice Center](#)
- [Community Resources for Justice](#)

LGBTQ:

- [Monadnock Restorative Community](#)
- [Freedom New Hampshire](#)
- [Transgender NH](#)
- [Green Mountain Crossroads](#)

Mental Health:

- [MAPS](#)
- [Monadnock Family Services](#)
- [Monadnock Developmental Services \(MDS\)](#)
- [Active Minds](#)
- [The Samaritans](#)
- [The Hive Mutual Support Network](#)

Race/Ethnicity

- [Vermont Partnership for Fairness and Diversity](#)

Religion

- [Congregation Ahavas Achim](#)
- [CRU](#)
- [Islamic Society of Greater Keene](#)
- [Keene Unitarian Universalist Church](#)
- [Monadnock Interfaith Project](#)
- [Newman Center](#)
- [St. James Episcopal Church Social Justice Ministry](#)

Other:

- [ACT for Social Justice](#)
- [Black Lives Matter](#)
- [Brattleboro Solidarity](#)
- [Historical Society of Cheshire County](#)
- [Jonathan Daniels Center for Social Responsibility](#)
- [Jonathan Daniels / Martin Luther King Committee, City of Keene](#)

- [Justice for All Vermont](#)
- [Keene Public Library](#)
- [Keene Parks and Recreation Department](#)
- [Keene State College](#)
 - [Office of Diversity and Multiculturalism](#)
 - [The Cohen Center](#)
 - [Safe Space Subcommittee](#)
 - [Step-Up \(Bystander Intervention Steering Committee\)](#)
 - [Common Ground Multicultural Club](#)
 - [Courageous Conversations](#)
 - [Mentors in Violence Prevention \(MVP\)](#)
- [Lost River Racial Justice](#)
- [Monadnock Center for Violence Prevention](#)
- [Monadnock Progressive Alliance](#)
- [Outright Vermont](#)
- [The Root Social Justice Center](#)