

City of Keene
New Hampshire

HUMAN RIGHTS COMMITTEE MEETING AGENDA

Monday, December 7, 2020 at 5:00 PM
ZOOM Invite, Online Meeting

- Due to the COVID State of Emergency, this meeting will be conducted using the online meeting platform, Zoom. The public may view the meeting online: <https://zoom.us/join>, enter Meeting ID 859 9346 6891
- To listen to the meeting, please dial (646) 876-9923 and when prompted as a participant, enter Meeting ID 859 9346 6891
- If you encounter issues accessing this meeting, please call (603) 757-1835 during the meeting

Members:

Bill Hay, Chair
Jennifer Carroll
Dr. Dottie Morris
Janis Manwaring
Dr. Mohammed Saleh
Nancy Salwen
Sofia Cunha-Vasconcelos
Dr. Shaun Filiault
Ritu Budakoti

Staff:

Andy Bohannon, PRF Director

Guests:

A'ja Hall
Samuel Webb

Agenda:

1. Welcome and Call to Order
2. Approval of November 2, 2020 Minutes
3. Finance Report
4. Keene State College Alumni Outreach
5. Monadvocacy – Revisit, June 2021
6. MLK Breakfast
7. Pride Month
8. Juneteenth
9. Stand NH
10. New Business
11. Adjourn – Next Meeting Monday, January 4, 2021

1 City of Keene
2 New Hampshire

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4
5 HUMAN RIGHTS COMMITTEE
6 MEETING MINUTES
7

8 **Monday, November 2, 2020**

5:00 PM

Remotely via Zoom

Members Present:

Sofia Cunha-Vasconcelos
Dr. Shaun Filiault
Jennifer Carroll (until 6:00 PM)
Councilor Jan Manwaring
Nancy Salwen
William Hay, Chair
Dr. Dottie Morris
Dr. Mohammed Saleh, Vice Chair
Ritu Budakoti

Staff Present:

Andrew Bohannon, Parks, Recreation, and
Facilities Director

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10
11
12 Chair Hay read a prepared statement explaining how the Emergency Order #12, pursuant to
13 Executive Order #2020-04 issued by the Governor of New Hampshire, waives certain provisions
14 of RSA 91-A (which regulates the operation of public body meetings) during the declared
15 COVID-19 State of Emergency.
16

17 **1) Welcome and Call to Order**

18
19 Chair Hay called the meeting to order at 5:13 PM. Roll call was conducted.
20

21 **2) Approval of October 5, 2020 Meeting Minutes**

22
23 Dr. Filiault made a motion to approve the meeting minutes of October 5, 2020. Dr. Morris
24 seconded the motion, which passed by unanimous vote.
25

26 **3) Finance Report**

27
28 Mr. Bohannon stated that the finance report is unchanged from the last time.
29

30 Dr. Morris made a motion to accept the finance report as informational. Ms. Carroll seconded
31 the motion, which passed by unanimous vote.
32

33 **4) KSC Community Email**

34
35 Mr. Bohannon stated that he received this email from Dr. Morris. He asked her to bring the
36 committee up to speed.

37
38 Dr. Morris stated that three former Keene State College (KSC) students approached KSC
39 President Melinda Treadwell about concerns they had, about life in Keene as a person of color.
40 She continued that these former students were asking if they could do something. For the past
41 two months or so she has been meeting and talking with them. One thing that came up is these
42 former students want to do a public forum for the City of Keene to talk about what they learned
43 while they were in Keene and how they are using that, and their concerns about how the city is
44 engaging people from diverse backgrounds. Two were athletes. They approached their former
45 coaches about wanting to do something. They will do a series of talks and lectures. One is a
46 teacher who works with middle school kids and they are really excited to do something. This
47 idea came up about two weeks ago and she told them she would be willing to reach out to the
48 HRC to see if the HRC would be interested in co-sponsoring something, or having these former
49 students be part of the MLK event, or something like that. She did not promise them anything;
50 she just told them she would bring it before the HRC and see what everyone thinks about how
51 they could somehow be integrated into events that the City is planning.

52
53 Ms. Carroll stated that that sounds great. Chair Hay agreed. He asked about the middle school
54 teacher. Dr. Morris replied that he coaches middle school basketball, she thinks. The two
55 athletes are really active in their communities and want to give back to Keene and KSC.

56
57 Chair Hay asked if they are still in the area. Dr. Morris replied that she thinks they are both in
58 the Boston area; it would have to be virtual. Ms. Carroll asked if they could come to a future
59 HRC meeting to speak. It would be great to get them involved but she is not sure how. Dr.
60 Morris replied that she will let them know and see if they are available for the December meeting
61 if that is okay with everyone. HRC members replied yes. Mr. Bohannon stated that if Dr.
62 Morris wants, he would be happy to join one of her meetings with these former students. Dr.
63 Morris replied that is great and she will send him the information about the next meeting with
64 them.

65
66 Dr. Filiault stated that there might be good synergy here; they might be good speakers for the
67 MLK breakfast. He continued that he and Ms. Salwen were talking about who would be good
68 speakers for the MLK panel. It would be excellent to have these former students to speak about
69 the issues they would naturally be talking about for the MLK panel. If the former students are
70 interested, they could talk about what they have learned and staff the MLK panel if the
71 committee thinks that is a good idea. He asked if Ms. Salwen has thoughts.

72
73 Ms. Salwen stated that she and Dr. Filiault had talked about how they do not feel equipped to run
74 the MLK event just the two of them and they are just in the role of brainstormers. She continued
75 that she never heard back from the author of Raising White Kids, Jennifer Harvey. When she

76 heard Dr. Morris mention these people she had thoughts along those lines as well, regarding
77 having them speak at the MLK event. Maybe they can brainstorm more about this during the
78 agenda item about the event. Dr. Filiault stated that he was trying to gauge if the HRC thinks
79 these former students would be appropriate for that venue, and it sounds like the general sense is
80 “maybe.”

81
82 Dr. Morris stated that if Mr. Bohannon could come to her next Zoom meeting with these three
83 former students he could get a sense of them. Ms. Salwen asked what that meeting is. Dr.
84 Morris replied that she meets with them on Monday nights because they are discussing five
85 different projects these three people want to do, and this was one of them they wanted to do for
86 the City of Keene. Ms. Salwen asked if she and Dr. Filiault could come. Dr. Morris replied yes,
87 she will send them the meeting information.

88

89 **5) Monadvocacy Continued Discussion**

90

91 Mr. Bohannon stated that he needs direction on how to follow up about Monadvocacy. He
92 continued that that was not clear at the last meeting. There was some discussion about maybe
93 the cost was too much. They would have to pay someone to facilitate this and train folks if that
94 is the direction they want to go. He reached out to Pastor Nic as a follow up but they were
95 unable to connect. He needs direction. Does the committee want to table this until the spring
96 and go from there?

97

98 Dr. Filiault spoke in favor of tabling it. He stated that Mr. Bohannon not knowing what to do
99 with this is probably a reflection of the fact that the committee does not know what to do with it,
100 either. It is an expensive endeavor, a one-time event until they have more people trained here to
101 do it, and in reality they probably cannot do this during the COVID-19 situation. In light of the
102 logistical difficulties, financial difficulties, and seeming lack of will of the committee, he
103 proposes tabling it until June. Councilor Manwaring replied that she agrees and feels the same
104 way.

105

106 Dr. Filiault made a motion to table the Monadvocacy topic until the June 2021 meeting of the
107 Human Rights Committee. Councilor Manwaring seconded the motion, which passed by
108 unanimous vote.

109

110 **6) MLK Breakfast**

111

112 Ms. Salwen stated that regarding potential speakers for the event, Jennifer Harvey did not reply.
113 She continued that she and Dr. Filiault had not spoken in a while and she found herself thinking
114 about how to simplify this and what could be useful. An online Black Lives Matter event she
115 attended played a powerful, 4-minute video by Robin D’Angelo, who addresses white fragility.
116 There is so much out there on YouTube that people have already put together. They could
117 compile a little collection of stuff and have a facilitated break out, as long as they have good
118 facilitators, such as the people Dr. Morris just mentioned. A panel could be interesting and lead

119 to facilitated break outs. She does not know if they would be able to get one of those authors,
120 who are currently very busy.

121
122 Ms. Carroll stated that there are lots of great clips out there. She asked, what about local
123 testimonials as introductions? The young people Dr. Morris was mentioning could be a part of
124 that. Ms. Salwen agreed and added that also, maybe the folks from Stand NH, but she is not sure
125 because they did not get much of a chance to speak at the last HRC meeting and the HRC does
126 not know them well. None of this seems like it would be highly scripted. It sounds like the HRC
127 would be taking chances and seeing what it turns into. People will speak their minds. It could
128 be dynamic. But what makes her feel uneasy is: who is the curator? Who puts it together and
129 facilitates all of this? She talked about keeping it simple, but to her it also feels so complicated.

130
131 Mr. Bohannon replied that it would most likely come through the Parks, Recreation, and
132 Facilities Department. He would be using a webinar format, which is much easier to facilitate.
133 With that platform the assigned panelists are the only folks able to speak and you can call on
134 people. Last week, the National Recreation and Park Association conference was devoted to
135 subjects like race, equity, resilience, social justice and there were some powerful, amazing
136 speakers. A couple people came to mind and he does not have their names right off the top of his
137 head. One is a professor at UNH who speaks to the subject matter on a frequent basis and the
138 other one is from Franklin Pierce University. He may be on the Ad Hoc Racial Justice and
139 Community Safety (AHRJCS) Committee. He wanted to throw those two suggestions out there.
140 Dr. Filiault's idea of having the former KSC students as panelists is great; they could reflect on
141 their time in Keene and give a really interesting perspective. He asked if Dr. Morris knows the
142 names.

143
144 Dr. Morris stated that the Franklin Pierce person is Pierre Morton. She asked, have they ever had
145 James Waller from the college speak? He just wrote a paper titled "The Escalating Risks of
146 Mass Violence in the US." She has not read it yet because she just got it today. It looks very
147 interesting. He could talk about a wide range of topics. Or what about Peter McBride, the new
148 person at the Cohen Center? He is from Northern Ireland so he probably has a lot to say about
149 these topics.

150
151 Mr. Bohannon stated that if there is an opportunity to tie in former students from KSC it would
152 be really great to have someone like James Waller facilitate a discussion. He would be
153 intimately related to the students and the community of Keene, so he could help facilitate that
154 conversation a little more and understand people's perspective in a way that someone from out of
155 town might not. He works with these students day in and day out.

156
157 Dr. Morris stated that she thinks Mr. Morton might live in Keene. She knows him from the
158 AHRJCS Committee. Chair Hay stated that it could be a great panel discussion. Mr. Waller
159 does great work.

160

161 Ms. Salwen stated that in terms of the overall format, if you zoom out there are three potential
162 elements: prerecorded, short videos from nationally known authors and speakers; panel
163 discussions; and/or breakout sessions. She continued that those feel like the three elements they
164 could do over Zoom. She does not know if they want to include all three. There would have to
165 be a facilitator to put all this together, and it sounds like Mr. Bohannon is saying he could do
166 that. They need a person who introduces everyone. Sometimes there is one person doing the
167 technical end and another person doing the verbal hosting, like the role that Dr. Morris often
168 does (and might be willing to do for this), and a bunch of people to gather all the elements,
169 gather the videos, ask the panelists, set the timing, see who is coming, design it, and so on and so
170 forth. Does that make sense?

171
172 Dr. Morris replied yes, it makes sense. Mr. Bohannon replied yes, and he thinks it would be a
173 matter of getting the speaker that they choose. He continued that if they want to stay local he or
174 someone else could reach out to Mr. Morton or Mr. Waller. Ms. Salwen stated that she is
175 misunderstanding. She thought they were taking the idea of one main speaker off the table, and
176 having prerecorded content and a panel instead. Having a main speaker is a fourth possible
177 element.

178
179 Ms. Carroll asked if Ms. Salwen and Dr. Filiault could figure that out and come up with ideas.
180 Ms. Salwen replied no. Dr. Filiault replied no, they are out of time. He continued that they need
181 to pick a stream and run with it, and the simple approach is to get a speaker, ask them to speak,
182 and run with that. It did not work to get an author. The simplest option possible would be to get
183 a speaker, and maybe the students could speak afterwards as a panel. They need a real decision
184 and plan tonight; this cannot go back to the subcommittee.

185
186 Ms. Cunha-Vasconcelos stated that they do not have a speaker identified. She continued that the
187 simplest path might be a prerecorded presentation that serves as a catalyst for a panelist
188 discussion. Because it sounds like they have panelists readily available. That might be easier
189 than getting a speaker. Dr. Morris replied that it probably would not be too hard to get either Mr.
190 Morton or Mr. Waller to be on the panel.

191
192 Ms. Salwen asked who facilitates the panel and asks the questions. Dr. Morris replied Ms.
193 Salwen and Dr. Filiault. Dr. Filiault replied anyone from the HRC could. Ms. Cunha-
194 Vasconcelos stated that she thinks it should be a maximum of two people. Ms. Salwen replied
195 that she is unable to be in this role.

196
197 Councilor Manwaring stated that she attended the public forum (via Zoom) that the AHRJCS
198 Committee did the other night and it was really poorly attended. She suggested the HRC have
199 someone from that group either moderate or be on the panel or be a speaker at the MLK event.
200 She continued that the HRC needs to support them. It was very clear that they are just kind of
201 out there all by themselves and the HRC owes it to support them any way they can. That
202 committee includes Rick Van Wickler, Dr. Morris, and Mr. Morton. Mr. Morton could speak if
203 the committee wants. But she really wants to see the HRC supporting them in a bigger way.

204
205 Mr. Bohannon stated that Dr. Filiault's point is very valid. He continued that he can contact Mr.
206 Morton and Mr. Waller this week and solidify one of them. He will be on the Zoom call with
207 Dr. Morris's former students and hopefully secure them by Wednesday of next week. If that is
208 the direction the HRC wants to go, it is the simplest and most direct and they can work on the
209 topic with them through this process. Chair Hay replied yes, and they can work on it with each
210 other, too, if/when they sign on. They probably have ideas. He continued that they should
211 remember that they are celebrating Dr. Martin Luther King, Jr's birthday. People think of him as
212 frozen in time from his 1963 "I have a dream" speech, but he went way beyond that, addressing
213 not just racism, but also militarism and capitalism/rampant greed. He irritated a lot of people
214 when he came out against the war. They are not just addressing one issue here. Those speakers
215 would probably have ideas. Mr. Waller is involved in Rwanda, and wrote a book about
216 genocide. It would be interesting to hear what he and Mr. Morton and the former students have
217 to say.

218
219 Dr. Filiault made a motion to delegate to Mr. Bohannon the authority to do all things necessary
220 to carry out the 2021 MLK breakfast. Dr. Morris seconded the motion, which passed by
221 unanimous vote.

222
223 Ms. Cunha-Vasconcelos stated that they can help Mr. Bohannon with things if he lets them know
224 what he needs. Dr. Morris stated that she can get in touch with Mr. Morton or Mr. Waller for
225 him if he needs help with that.

226
227 **7) Pride Month**

228
229 Ms. Cunha-Vasconcelos stated that they talked about having Pride in May instead of June to
230 involve the students, and they talked about a couple events. She continued that the biggest issue
231 is the need to divide the June subcommittees into two: one for Pride and one for Juneteenth. She
232 continued that the HRC had discussed this and seemed to be on board with it but they never
233 actually passed a motion about this. They also needed clarity about whether the subcommittees
234 have to be public.

235
236 Mr. Bohannon replied that they should be notifying the public when they have a subcommittee
237 meeting (with the date, time, and agenda) if there is more than two people meeting. He
238 continued that if it is just two people going back and forth it is different. Ms. Cunha-
239 Vasconcelos asked if they would do that notification through him. Mr. Bohannon replied yes.

240
241 Dr. Filiault stated that he spoke with Mayor George Hansel, who put him in contact with the
242 Monadnock International Film Festival (MONIFF) and Machina Arts. He continued that
243 MONIFF wants to be involved with Pride in May and wants to show relevant films and Machina
244 is interested in doing a welcoming reception at the beginning of the month. He spoke with them
245 about what that would look like, given the COVID situation - maybe an outdoor event. MONIFF
246 has the ability to get films the HRC would not be able to get independently, so they want to

247 know what the HRC is looking for. And Machina wants to know about numbers of people. It
248 would be a cost to rent that space but Machina is willing to work with them on that and there
249 could be a per person charge. That is a 21+ venue because of the alcohol. So this is a way to get
250 community partners involved. Maybe they could get other community places and other
251 businesses involved too. The more they can get others involved the more it is a community
252 event.

253

254 **8) Juneteenth**

255

256 Dr. Morris stated that maybe for Juneteenth they could team up with the Black Heritage Trail
257 and plug into something they already have in place and make it Monadnock relevant. It would
258 be fun. She continued that before COVID they used to have Tea Talks on Sundays, mainly at the
259 Portsmouth Library. They tried to do a couple outside. One on campus was well attended. They
260 are trying to do more on this side of the state. The reading of the Frederick Douglas speech is
261 something they do throughout the state.

262

263 Dr. Filiault stated that they need to get these subcommittees separated. He continued that he
264 does not have the cultural competency or the time to do both of these events.

265

266 Dr. Morris suggested C&S as a possible financial sponsor for Pride events. Ms. Salwen stated
267 that maybe the HRC could use some of their budget, if they are not spending much for the MLK
268 event.

269

270 Mr. Bohannon stated that he will look into the Black Heritage Trail idea. He continued that if
271 there is a speaker they might be able to use the front of the Recreation Center. That is a great
272 place to have an audience in lawn chairs or something like that. He will look into that and report
273 back at the next meeting.

274

275 Councilor Manwaring stated that she would like to join the Juneteenth subcommittee. She will
276 be registering voters tomorrow with Marti Fiske from the Library so she will see what the
277 Library is thinking about.

278

279 Chair Hay asked who is on the Pride subcommittee. Ms. Cunha-Vasconcelos replied her and Dr.
280 Filiault. Dr. Morris stated that Hunter Kirschner from the college wants to join that group. Mr.
281 Bohannon asked her to email him about that, and he can send the information to Ms. Cunha-
282 Vasconcelos and Dr. Filiault.

283

284 Dr. Filiault made a motion to separate the Pride and Juneteenth subcommittees and nominate Dr.
285 Morris to be the chair of the Juneteenth subcommittee. Mr. Bohannon stated that they are two
286 separate agenda items. Chair Hay agreed that the two subcommittees are separated.

287

288 Ms. Carroll asked how they move forward on Holi Fest. She continued that that was a separate
289 thing. Mr. Bohannon replied that he always saw that as a separate event that the HRC was
290 supporting but not planning/hosting.
291
292 Ms. Cunha-Vasconcelos asked if Dr. Filiault has spoken with the Library about Pride. Dr.
293 Filiault replied no, that would be a next step. Ms. Cunha-Vasconcelos asked if it would be okay
294 if Councilor Manwaring asked Marti Fiske about both. Councilor Manwaring replied yes.
295
296 Dr. Filiault asked if they want to spend money on the Machina Arts reception/Pride event and if
297 so, how much. It would cost less outdoors. He gave more details.
298
299 Ms. Carroll left at 6:00 PM.
300
301 Ms. Cunha-Vasconcelos stated that she favors an outdoor event. She is okay with using HRC
302 funds but does not want to charge the public. Ms. Salwen and Chair Hay agreed. Dr. Morris
303 asked if they have to pay for part of a film if the HRC suggests one. Dr. Filiault replied that he
304 has not gotten to that stage of the conversation with MONIFF. He could ask them that.
305 Hopefully they could get a freely available film.
306
307 Ms. Budakoti stated that something to keep in mind is contracts, and how everything plays out
308 regarding COVID-19. For example, does the money get forfeited if they contract for an indoor
309 event and then have to have it outdoors because of COVID? Dr. Filiault replied that they could
310 put an escape clause in a contract, for in case they are still under a state of emergency in May.
311 He continued that if they are still under a state of emergency then, one clever suggestion
312 Machina had was: they could still run whatever event was planned, like the drag performer, there
313 at Machina and livestream it out and Machina can sell goodies to people who want to watch it at
314 home. They have to think about it as it goes forward. Keene might still be in this situation in
315 May. Thankfully theaters have gotten really good at streaming.
316
317 Ms. Salwen stated that it does not seem wise to be thinking about planning indoor events right
318 now. Dr. Filiault asked if he should talk with Machina about an outdoor event. HRC members
319 replied yes.
320
321 Dr. Morris stated that she has a film suggestion for Pride – Rafiki, created by a Kenyan director,
322 whose agent lives in Dublin, NH. Dr. Filiault asked if it is something, they could get the rights
323 to screen. Dr. Morris replied probably. Chair Hay stated that he heard about this film on NPR; it
324 sounds great.
325
326 Mr. Bohannon stated that streaming does really well right now. He continued that the Youth
327 Services Department just did a streaming event and had over 160 participants, which was really
328 good for a first time event. They got people from across the state, which can happen when these
329 events are virtual. Others replied that by May people will probably be glad to get outside for an
330 event.

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9) Stand NH

Mr. Bohannon stated that he did not hear from A’ja or Sam prior to this meeting. Chair Hay stated that they will get in touch with Stand NH.

10) New Business

Mr. Bohannon stated that Dr. Morris is Co-Chair of the AHRJCS Committee, and in the future they will be looking for an update from the HRC. He encourages HRC members to be engaged in the upcoming public forums.

Dr. Morris stated that the next forum is about education. She continued that the Superintendent of SAU 29 will be in attendance at the AHRJCS Committee meeting on Thursday at 5:00 PM. Then there will be a forum for public comments. She continued that Mr. Bohannon sent the email out with the dates of the public forums.

11) Adjourn – Next Meeting is Monday, December 7, 2020

There being no further business, Chair Hay adjourned the meeting at 6:11 PM.

Respectfully submitted by,
Britta Reida, Minute Taker

Edits respectfully submitted by,
Andy Bohannon, Parks, Recreation and Facilities Director

7/1/19- 6/30/20	HRC	KIF	7/1/20- 6/30/21	HRC	KIF	7/1/21- 6/30/22	HRC	KIF
Balance 7/1/19	\$ 4,574.70	\$ -	Balance 7/1/20	\$ 4,097.43	\$ 3,411.00	Balance 7/1/21	\$ 4,597.43	\$ 3,411.00
Income			Income			Income		
		\$ 2,000.00						
City of Keene	\$ 500.00	\$ 2,500.00	City of Keene	\$ 500.00		City of Keene	\$ -	
	\$ -	\$ 1,000.00		\$ -			\$ -	
		\$ 500.00						
		\$ 247.83						
		\$ 100.00						
subtotal	\$ 500.00	\$ 6,347.83	subtotal	\$ 500.00	\$ -	subtotal	\$ -	\$ -
Total Income	\$ 500.00	\$ 6,347.83	Total Income	\$ 500.00	\$ -	Total Income	\$ -	\$ -
Expenses			Expenses			Expenses		
International Festival	\$ -	\$ 2,936.83		\$ -			\$ -	
Annie Patterson	\$ 500.00							
KSC Dining	\$ 477.27							
Total Expenses	\$ 977.27	\$ 2,936.83	Total Expenses	\$ -	\$ -	Total Expenses	\$ -	\$ -
Net 19-20	\$ (477.27)	\$ 3,411.00	Net 20-21	\$ 500.00	\$ -	Net 21-22	\$ -	\$ -
Balance on hand	\$ 4,097.43	\$ 3,411.00	Balance on hand	\$ 4,597.43	\$ 3,411.00	Balance on hand	\$ 4,597.43	\$ 3,411.00