

City of Keene
New Hampshire

HUMAN RIGHTS COMMITTEE MEETING AGENDA

Monday, November 7, 2022 at 5:00 PM
Room 22 Upstairs, Recreation Center

This meeting will be conducted in person and via Zoom online platform. The public may view the meeting online at www.zoom.com and click on “Join” then enter the meeting ID when prompted. Meeting ID 867 3299 3658

Members:

Sofia Cunha-Vasconcelos
Dr. Dottie Morris
Janis Manwaring
Dr. Mohammad Saleh
Dr. Shaun Filiault
Marti Fiske
Hunter Kirschner
Rabbi Daniel Aronson
Councilor Catherine Workman

Staff:

Andy Bohannon, PRF Director
Alyssa Bender, Youth Services Manager

Alternates:

Ritu Budakoti
Heidi Schwieger

Agenda:

1. Welcome and Call to Order
2. Approval of October 3, 2022 Minutes
3. Finance Report
4. Budget Development
5. Monadnock Diversity, Equity, Inclusion and Belonging Coalition Updates
6. Acceptance of Committee Event Reports
7. Community Outreach
 - a. Outside Agency Networking
 - i. Kristallnacht
8. New Business
9. Adjourn – Next Meeting Monday, December 5, 2022 at 5:00 PM

“In our efforts to create a more equal and just society, we move forward with the firm intention to value the voices, opinions, and experiences of all people. We choose to proceed with the awareness and humility that the statements and decisions we make will have a different impact for those with different life experiences.”

1 City of Keene
2 New Hampshire

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5 HUMAN RIGHTS COMMITTEE
6 MEETING MINUTES
7

Monday, October 3, 2022

5:00 PM

Room 22,
Recreation Center

Members Present:

Sofia Cunha-Vasconcelos, Chair
Dr. Shaun Filiault, Vice Chair
Councilor Catherine Workman
Dr. Mohammad Saleh
Marti Fiske
Rabbi Daniel Aronson
Dr. Dottie Morris (at 5:11 PM)

Staff Present:

Alyssa Bender, Youth Services Director

Members Not Present:

Hunter Kirschner
Ritu Budakoti, Alternate
Heidi Schwieger, Alternate

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9
10 **1) Welcome and Call to Order**

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12 Chair Cunha-Vasconcelos called the meeting to order at 5:08 PM. She read out loud: *"In our*
13 *efforts to create a more equal and just society, we move forward with the firm intention to value*
14 *voices, opinions, and experiences of all people. We choose to proceed with the awareness and*
15 *humility that the statements and decisions we make will have a different impact for those with*
16 *different life experiences."*

17
18 Roll call was conducted. Ms. Fiske stated that she is participating remotely due to illness, and is
19 alone in the room.

20
21 **2) Approval of Meeting Minutes – September 12, 2022**

22
23 Ms. Fiske stated that she has a clarification regarding lines 44-45. She continued that the
24 minutes say something like she "had been charged with" contacting the person at the MDEIB for
25 educational links, but her update was that she *had* contacted the person.
26

27 Dottie Morris arrived at 5:11 PM.

28

29 Dr. Saleh stated that he has a correction as well – the correct spelling of his first name is
30 “Mohammad” with an A, not with an E as it has been spelled in the “members present” list.

31

32 Mr. Aronson made a motion to approve the meeting minutes of September 12, 2022, as
33 amended. Councilor Workman seconded the motion, which passed with a vote of 5-0. Dr.
34 Morris and Dr. Filiault stated that they abstain.

35

36 **3) Finance Report**

37

38 Chair Cunha-Vasconcelos stated that she does not think there is anything new; the finance report
39 looks very similar to how it has looked before. Dr. Filiault replied that it is identical and has not
40 been updated since June 30, 2022. Chair Cunha-Vasconcelos replied that Mr. Bohannon had
41 mentioned that he has not yet paid people for Juneteenth, but he has been busy and out of the
42 office a lot.

43

44 **4) Budget Development**

45

46 Chair Cunha-Vasconcelos stated that this is multi-pronged. She continued that the HRC does not
47 currently have a consistent method for allotting the budget they have, or the consistent
48 expectation for how events will be funded. She and Mr. Bohannon have been volleying back and
49 forth and do not have a unified proposal for how to do this. She suggests they table this until
50 next month, but she welcomes people’s thoughts.

51

52 Dr. Filiault suggested forming a three-person subcommittee to develop a proposal to bring
53 forward to the next HRC meeting. Chair Cunha-Vasconcelos replied that she and Mr. Bohannon
54 are developing a proposal and she suggests that they continue that, but if the proposal they give
55 is not something the HRC wants they can form a subcommittee as Dr. Filiault suggests. Dr.
56 Filiault agreed.

57

58 Dr. Morris asked if there will be ways to increase the amount of funding. Chair Cunha-
59 Vasconcelos replied that the proposal is about how to spend the money that the HRC has, and
60 what the marching orders for the different groups/events will be. For example, maybe each
61 event will have seed money but then will be responsible for doing the fundraising for anything
62 beyond that amount. Thinking with her lawyer’s hat, she wonders if there are conflicts of
63 interest they need to be careful of, in terms of fundraising.

64

65 Dr. Filiault asked her to say more about that. Chair Cunha-Vasconcelos replied that for example,
66 an event might be offered a donation from an entity that has a “bad history” with the matter that
67 the event is addressing. She wonders if the HRC needs rules about fundraising. Discussion
68 ensued. Dr. Morris spoke about how non-profit organizations frequently have to decide what to
69 do when offered donations from groups that conflict with the non-profit’s values or mission, and

70 shared an example of a battered women’s shelter that publicly rejected money from such a
71 company and wound up with extra donations from people who appreciated the organization’s
72 integrity. Ms. Fiske stated that she believes the HRC does not need to create a process or
73 guidelines for accepting donations, because donations to the HRC need to be approved by the
74 City Council. Councilor Workman replied yes, donations are accepted by the Finance,
75 Organization, and Personnel Committee. Ms. Fiske replied that all the HRC could do is make a
76 recommendation to Mr. Bohannon, who would be the one to bring it before the FOP Committee.
77 Discussion continued about this process, and about the potential differences between grants and
78 donations. Chair Cunha-Vasconcelos stated that this is definitely a topic that will need
79 discussion. Dr. Morris replied that Mr. Bohannon did the research, so he would have more
80 information.

81

82 **5) Monadnock Diversity, Equity, Inclusion, and Belonging Coalition (MDEIB)**

83

84 Councilor Workman reported that the MDEIB now has a webpage, found on the Keene YMCA
85 website. She continued that it has the MDEIB’s purpose, roots, goals, and a link so people can
86 donate directly to the MDEIB through the webpage. The MDEIB also has developed a monthly
87 newsletter, which people can sign up for through the webpage. She encourages HRC members
88 to sign up.

89

90 Councilor Workman continued that the YMCA found an Undoing Racism workshop for many
91 MDEIB members to attend, in person on October 7, 8, and 9. She hopes to report on the
92 workshop at the next HRC meeting; it might be something the HRC can attend in the future.
93 One MDEIB member who attended the online version of the Undoing Racism workshop, which
94 was offered prior to the in-person one, said it was phenomenal. She (Councilor Workman) is
95 really looking forward to it.

96

97 Councilor Workman stated that the other big announcement is that the MDEIB was awarded the
98 Endowment for Health Opportunity grant to fund the MDEIB’s branding, marketing, and social
99 media efforts. She continued that they are still in the process of applying for funds so they can
100 fund the Diversity and Equity Officer position they are looking to fill. She herself is currently
101 the interim president of the MDEIB.

102

103 **6) Acceptance of Committee Event Reports**

104

105 Ms. Fiske stated that she sent the information [about the Indigenous People’s Day event at the
106 library] to Mr. Bohannon, electronically, but he was having trouble sharing it with the group.
107 She continued that she had hoped each HRC member would be able to have the electronic copy
108 of the event flyer so they could share it on their social media pages to help spread the word.
109 Discussion ensued about the file format and how to share it. Mr. Aronson asked Ms. Fiske to
110 send the PDF to him so he can share it with the Monadnock Interfaith Project. Councilor
111 Workman asked if it is on the Keene Public Library’s Facebook page. Ms. Fiske replied that
112 they are waiting to post it on social media when the date is a little closer, but it is on the library’s

113 calendar of events. Chair Cunha-Vasconcelos asked if it is okay for someone to post the image
114 [of the flyer] on social media, if they find a way to do so. Ms. Fiske replied absolutely.
115

116 Dr. Filiault stated that he has an update from the Pride group. He continued that October 11 is
117 National Coming Out Day, and while the HRC is not sponsoring that, Keene Pride is. It is a
118 worthwhile event for people to share and/or listen to stories, real or fictional, about the
119 experience of coming out as LGBTQIA. It will be 7 to 9 PM at Nova Arts at Brewbakers.
120

121 Chair Cunha-Vasconcelos asked if anyone had any more updates about events. Hearing none,
122 she continued that it occurs to her that the Juneteenth working group is overdue for a meeting.
123

124 **7) Community Outreach**

125

126 **A) Outside Agency Networking**

127 **B) Kristallnacht**

128

129 Chair Cunha-Vasconcelos stated that she has been in touch with Tom White regarding
130 Kristallnacht. She continued that at their last meeting, the HRC said they would be happy to
131 engage with him. She proposes the HRC offer him a subcommittee (working group) to
132 communicate with, because she is currently not able to facilitate the organization of the HRC's
133 participation, by herself. She is Mr. White's only point of contact, as the HRC Chair, and there
134 is only one more HRC meeting before the event.
135

136 Mr. Aronson asked if Mr. White said what he wanted from the HRC. Chair Cunha-Vasconcelos
137 replied that initially what he wanted was the HRC or a subset of it to participate in the event,
138 describing Keene's goals and what Keene has achieved so far. She continued that the HRC
139 discussed this at their last meeting and thought about reaching out to the MDEIB, so she put Mr.
140 White in touch with Councilor Workman.
141

142 Discussion ensued. Chair Cunha-Vasconcelos stated that it is still fairly nebulous, regarding the
143 details of the event and the HRC's role in it. She continued that figuring out the details of the
144 HRC's participation is difficult without being able to interface between Mr. White and the HRC
145 in a more concrete and regular way. For example, if she is the only one talking with Mr. White,
146 and then she can only talk with the HRC about it once a month (in person), that is not a
147 constructive process.
148

149 Dr. Saleh suggested a subcommittee (working group) draft something for one or more HRC
150 members to present at the event. Chair Cunha-Vasconcelos replied that she received a couple
151 emails from Mr. White, saying that there is still room for the nature of the participation to
152 change, and she does not feel that she is personally empowered to determine what the HRC's
153 participation is. She would like to request two or three HRC members to volunteer to form a
154 working group for this, to engage with Mr. White regarding the nature of the HRC's
155 participation.

156

157 Dr. Morris stated that it sounds like it should be a City committee, to talk about what the City is
158 doing. Chair Cunha-Vasconcelos replied yes, the Cohen Center wants a City representative. She
159 continued that the reason the MDEIB was brought up last time was that the HRC, as a City
160 committee, is not empowered to make changes. The activism portion of it relates more to the
161 MDEIB. Dr. Morris replied that whatever Dr. Saleh drafts can include information about the
162 MDEIB. She continued that she will work with Dr. Saleh.

163

164 Mr. Aronson made a motion for the HRC to entrust Chair Cunha-Vasconcelos to go forward in a
165 way that she sees fit, as the HRC Chair.

166

167 Mr. Aronson continued that the way that she sees fit might be to work with Dr. Morris and Dr.
168 Saleh. There does not necessarily need to be a working group/subcommittee for what is
169 essentially a ceremonial offering for the Cohen Center. Chair Cunha-Vasconcelos replied that
170 her reasoning for doing it this way is because at the last meeting, HRC members had some
171 reservation about the HRC's participation, because the nature of it was fairly nebulous. Some
172 members did not want to commit to the HRC's participation until there was more information.
173 Those members are not present today. If those who are present today are comfortable with she,
174 Dr. Morris, and Dr. Saleh working together to move forward with the HRC's involvement, they
175 can update the HRC at the next meeting. She asked Mr. Aronson to restate his motion.

176

177 Mr. Aronson made a motion for the HRC to entrust Dottie Morris, Dr. Mohammad Saleh, and
178 Sofia Cunha-Vasconcelos with moving forward as they see fit to represent the HRC at The
179 Cohen Center's Kristallnacht commemoration. Dr. Filiault seconded the motion, which passed
180 by unanimous vote.

181

182 Dr. Morris asked for clarification of the process. Will Chair Cunha-Vasconcelos reach out to
183 Mr. White to say they have a subcommittee (working group)? Chair Cunha-Vasconcelos replied
184 yes, and she will CC: everyone and they can start having a more concrete conversation. Dr.
185 Morris stated that because the event has been virtual for the past two or three years, she thinks
186 Mr. White is trying to reconceptualize it.

187

188 Mr. Aronson stated that he and Ms. Fiske had worked on polishing the document [that Ms. Fiske
189 had drafted regarding community outreach]. Chair Cunha-Vasconcelos asked if it is ready for
190 sharing with the HRC. Mr. Aronson replied that he has a copy on his Google drive. Discussion
191 ensued about how and when the HRC can read and discuss it, given the public meeting laws.
192 Ms. Fiske read it out loud:

193

194 *"The City of Keene Human Rights Committee (HRC) invites Keene residents and organizations*
195 *to contact us regarding community needs related to diversity, equity, and inclusion. The HRC's*
196 *purpose is to encourage the elimination of barriers to a diverse and inclusive society and to*
197 *support underrepresented groups who may feel unwelcome in Keene. Your input will help the*
198 *Committee create educational events that uphold these principles of social justice, nonviolence,*

199 *equity, diversity, inclusion, and multiculturalism. The Committee welcomes volunteers at its*
200 *events.*

201
202 *Each January, the Committee celebrates and honors Reverend Dr. Martin Luther King, Jr. and*
203 *Jonathan Daniels with an annual lecture. Recordings of the last two years' presentations,*
204 *Building the Beloved Community and Democracy's Role in Promoting and Protecting Civil and*
205 *Human Rights, can be found at [address]. The Committee also hosts a Juneteenth celebration*
206 *downtown at Railroad Square and has been a longtime supporter of the Keene International*
207 *Festival. This year, the Committee reviewed the Racial Justice and Community Safety*
208 *Committee report and will release an executive summary of further recommendations, actions,*
209 *and resources later this year.*

210
211 *The next meeting of the HRC is [date], on the second floor of the Recreation Center at 312*
212 *Washington St., Keene. Meetings normally occur on the first Mondays of the month.*
213 *Communications may be sent to abohannon@keenenh.gov.*

214
215 Chair Cunha-Vasconcelos asked for discussion or a motion to approve.

216
217 Dr. Saleh made a motion to approve the statement as read by Ms. Fiske, for publication in the
218 Keene Sentinel before next month, and the Monadnock Shopper. Ms. Fiske seconded the
219 motion.

220
221 Dr. Filiault stated that for clarity, this is for next month, so not exactly as read aloud. Chair
222 Cunha-Vasconcelos replied that the motion can thus be to accept the statement read by Ms.
223 Fiske, amended with next month's date, for publication in the Keene Sentinel and the
224 Monadnock Shopper.

225
226 The motion passed unanimously. Councilor Workman thanked Ms. Fiske and Dr. Saleh.

227
228 Dr. Filiault stated that he is working on the executive summary. He continued that he will have
229 it out at the next HRC meeting. Dr. Saleh asked him what it is about. Dr. Filiault replied that he
230 is referring to the executive summary for the Racial Justice and Community Safety Committee
231 Report. Chair Cunha-Vasconcelos replied that the HRC had agreed that due to the fact that they
232 are not empowered to do anything, and do not have the power to execute any of what they are
233 suggesting (from the RJCS Report), the best way to move forward is to provide the City Council
234 and the Mayor with an executive summary of the HRC's findings and recommendations. She
235 continued that Dr. Filiault had volunteered to draft it. Dr. Filiault replied that bringing it down to
236 one or two pages is a monumental task. He continued that the HRC made many intellectually
237 dense recommendations.

238
239 Dr. Morris stated that she has a question for Councilor Workman, because she is trying to
240 understand. She continued that the HRC will present the executive summary to the City Council,
241 but then what? Does the Council determine whether to act on it, or does it just go to the Mayor?

242 Dr. Filiault replied that most likely, the HRC will give it to the Mayor, who will give it to the
243 appropriate Council committee or staff member. The Council might accept it as informational.
244 Councilor Workman agreed and added that the Council committee it gets referred to can decide
245 if there is more action to it, or to give it to another committee, or to the MDEIB. If a Council
246 committee makes a recommendation about it that goes back to the full Council.

247
248 Discussion ensued about the process. Chair Cunha-Vasconcelos asked if the Mayor might
249 appoint a special committee to address this. Councilor Workman replied yes, but that is
250 essentially how the ad hoc RJCS Committee came about. Chair Cunha-Vasconcelos replied that
251 it might make sense for the Mayor to pull City staff members from the various departments who
252 are affected by this, to come together as a committee tasked with acting on it. Dr. Saleh asked if
253 the intention of the executive summary is to reword it so the information is more actionable,
254 instead of vague and philosophical. Dr. Filiault replied that the intent of the executive summary
255 is to make sure it is actually read. People may be more likely to read a one- or two-page
256 document instead of a 25-page report. It took weeks for the HRC to go through the RJCS
257 Committee's report. Unfortunately, it will probably just be accepted as informational by a
258 Council committee, but at least it will have been read into the public record. Councilor
259 Workman replied and be accessible on the City website.

260
261 Dr. Morris stated that the RJCS Committee was charged with this work, and then the report got
262 passed to the HRC, and now they are passing it to the Council, who passes it somewhere else and
263 it may or may not get acted upon. She continued that she is confused and frustrated, because a
264 lot of time and energy has gone into this already. The report is two or three years old now.
265 Much of the information the public offered (to the RJCS Committee) was to act upon. She does
266 not understand all this politicking, when people are hurting in the community. It makes no sense
267 to just keep passing this report/these recommendations around, knowing it may or may not be
268 acted upon. She continued that if her confusion sounds like anger, that is because it is.

269
270 Councilor Workman replied that she understands, and she thinks everyone who is working on
271 this issue is feeling that. They talk about the "Where do we go from here?" questions in the
272 MDEIB, too. It is important to note how far they have come in the last couple years. The
273 MDEIB did not exist then. Luca Paris is doing a lot of work with the Monadnock Economic
274 Development group and the Chamber of Commerce and businesses. She hopes they start to
275 come together, so everyone is not just doing their own project and their own mission. Joining
276 forces is what can create some impactful change. Many of the recommendations are not things
277 that any one group can force businesses, agencies, or stakeholders to initiate. The work is to
278 continue to raise awareness and continue to form these partnerships.

279
280 Dr. Saleh stated that he agrees with Dr. Morris's sentiment. He continued that maybe they can
281 add commentary like this to the executive summary, such as saying the HRC appreciates the
282 City's effort and that they are charged with the RJCS Committee report, but without having
283 executive powers they are not in a position to take action and they are strongly asking for an
284 active endeavor from the City. Others agreed.

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Mr. Aronson stated that since the MDEIB owns the community piece of this in a big way, and the Chamber of Commerce has the commercial piece in a big way, it might make sense to focus the executive summary specifically on actions the City could take and then make a recommendation that the document land on the City Manager’s desk. Others agreed.

Councilor Workman stated that if the HRC decides, say, that they really want the report to go to the Municipal Services, Facilities, and Infrastructure Committee, they should put that in the executive summary and state the reason why they see it fit for a specific committee or to the City Manager. Ms. Fiske replied that they should definitely CC: the Mayor, though, since the RJCS Committee was his committee originally. Others agreed.

Dr. Morris stated that the Mayor was the one who charged the RJCS Committee and charged the HRC with writing the plan for implementation, and typically, the person who charges a person or group to do certain work is the person who the work returns to, for a decision on what to do with it. There are people who do not realize how far this (racial justice) work has gone, because they are hurting. She spoke about a student who recently expressed the pain they are feeling due to hearing so many racial slurs in this town. When are they ready to take action? Instead of dancing around and having meeting upon meeting upon meeting? That is where she is coming from. She has lived here a long time and has many personal connections, to the point where if she is in a situation, she knows who to take it to, and who can take action. However, someone like a 19-year-old student has a different experience.

Chair Cunha-Vasconcelos thanked Dr. Morris for her words. She continued that what she is saying is reasonable and justified.

8) New Business

9) Adjournment – Next Meeting Monday, November 7, 2022 at 5:00 PM

There being no further business, Chair Cunha-Vasconcelos adjourned the meeting at 6:01 PM.

Respectfully submitted by,
Britta Reida, Minute Taker

Reviewed and edited 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	\$ 4,574.00	\$ -	Balance 7/1/20	\$ 4,096.73	\$ 3,411.00	Balance 7/1/21	\$ 3,391.88	\$ 3,985.44
	This was entered at 4574.70							
Income			Income			Income		
City of Keene	\$ 500.00		City of Keene	\$ 500.00		City of Keene	\$ 500.00	
Donations KIF		\$ 6,847.83	Donations KIF		\$ -	DONATIONS KIF		\$ 8,012.00
subtotal	\$ 500.00	\$ 6,847.83	subtotal	\$ 500.00	\$ -	subtotal	\$ 500.00	\$ 8,012.00
Total Income	\$ 500.00	\$ 6,847.83	Total Income	\$ 500.00	\$ -	Total Income	\$ 500.00	\$ 8,012.00
Expenses			Expenses			Expenses		
International Festival		\$ 3,436.83	International Festival		\$ 869.11	International Festival		\$ 6,345.70
			Pride Flags - 15	\$ 104.85		Pride Month	\$ -	
			Juneteenth Presenters \$200	\$ 800.00		Juneteenth	\$ 900.00	
			Steve Schuch			Upstream Sound \$700		
			Hadi Lanceric			Jalissa Rodriguez \$200		
			Jonah Wheeler					
			Jalissa Rodriguez					
			Amina Jordan-Mendez	\$ 300.00				
Martin Luther King Day			Martin Luther King Day	\$ -		Martin Luther King Day	\$ -	
Peter Blood	\$ 500.00		Dr. Jim Waller					
KSC Dining	\$ 477.27							
Total Expenses	\$ 977.27	\$ 3,436.83	Total Expenses	\$ 1,204.85	\$ 869.11	Total Expenses	\$ 900.00	\$ 6,345.70
Net 19-20	\$ (477.27)	\$ 3,411.00	Net 20-21	\$ (704.85)	\$ (869.11)	Net 21-22	\$ (400.00)	\$ 1,666.30
Balance on hand	\$ 4,096.73	\$ 3,411.00	Balance on hand	\$ 3,391.88	\$ 2,541.89	Balance on hand	\$ 2,991.88	\$ 5,651.74

7/1/22- 6/30/23	HRC	KIF	7/1/23- 6/30/24	HRC	KIF	7/1/24- 6/30/25	HRC	KIF
Balance 7/1/22	\$ 2,991.88	\$ 3,985.44	Balance 7/1/23	\$ 3,991.88	\$ 5,651.74	Balance 7/1/24	\$ 3,991.88	\$ 3,985.44
Income			Income			Income		
City of Keene	\$ 1,000.00		City of Keene	\$ -		City of Keene	\$ -	
Donations KIF		\$ 8,012.00	Donations KIF		\$ -	Donations KIF		\$ -
subtotal	\$ 1,000.00	\$ 8,012.00	subtotal	\$ -	\$ -	subtotal	\$ -	\$ -
Total Income	\$ 1,000.00	\$ 8,012.00	Total Income	\$ -	\$ -	Total Income	\$ -	\$ -
Expenses			Expenses			Expenses		
International Festival		\$ 6,345.70	International Festival		\$ -	International Festival		\$ -
Pride Month	\$ -		Pride Month	\$ -		Pride Month	\$ -	
Juneteenth	\$ -		Juneteenth	\$ -		Juneteenth	\$ -	
Martin Luther King Day	\$ -		Martin Luther King Day	\$ -		Martin Luther King Day	\$ -	
Total Expenses	\$ -	\$ 6,345.70	Total Expenses	\$ -	\$ -	Total Expenses	\$ -	\$ -
Net 22-23	\$ 1,000.00	\$ 1,666.30	Net 23-24	\$ -	\$ -	Net 24-25	\$ -	\$ -
Balance on hand	\$ 3,991.88	\$ 5,651.74	Balance on hand	\$ 3,991.88	\$ 5,651.74	Balance on hand	\$ 3,991.88	\$ 3,985.44
Matches GL	\$	9,643.62	Matches GL	9643.62				