



HUMAN RIGHTS COMMITTEE MEETING AGENDA

Monday, September 8, 2024 at 5:00 PM
Room 22 Upstairs, Recreation Center

Members:

Sofia Cunha-Vasconcelos
Dr. Dottie Morris
Dr. Mohammad Saleh
Marti Fiske
Rabbi Daniel Aronson
Councilor Catherine Workman
Gina Burke
Ritu Budakoti
Aja Davis

Staff:

Alyssa Bender-Jesse, Youth Services Manager

Alternates:

Tedd Benson
Debra Bowie
Emma Charles
Jennifer Nascimento
David Morrill

Agenda:

1. Welcome and Call to Order
 2. Approval of August 5, 2024 Minutes
 3. Finance Report
 4. Monadnock Diversity, Equity, Inclusion, and Belonging Coalition Updates
 5. Racial Justice Community Safety Report
 6. Acceptance of Committee Event Reports
 - a. Pride Event
 - b. Keene International Festival
 - c. Indigenous Peoples' Day
 - d. Martin Luther King Jr. Day
 - e. Black History Month
 - f. Juneteenth
 7. New Business
 - a. Keene for Palestine Discussion
 8. Adjourn – Next Meeting October 7, 2024 at 5:00 PM
- Tabled: Community Survey

“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, August 5, 2024

5:00 PM

Room 22,
Recreation Center

Members Present:

Sofia Cunha-Vasconcelos, Chair
Councilor Catherine Workman
Dr. Mohammad Saleh
Dr. Dottie Morris (arrived at 5:08 PM)
Rabbi Daniel Aronson (arrived at 5:03 PM)
Gina Burke (arrived at 5:04 PM)
Debra Bowie, Alternate
David Morrill, Alternate
Emma Charles, Alternate

Staff Present:

Alyssa Bender-Jesse, Youth Services Manager

Members Not Present:

Marti Fiske
Jennifer Nescimento, Alternate
Ritu Budakoti
Aja Davis
Tedd Benson, Alternate

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

11
12 Chair Cunha-Vasconcelos read the HRC's statement: *"In our efforts to create a more equal and*
13 *just society, we move forward with the firm intention to value the voices, opinions, and*
14 *experiences of all people. We choose to proceed with the awareness and humility that the*
15 *statements and decisions we make will have a different impact for those with different life*
16 *experiences."*

17
18 She called the meeting to order at 5:00 PM. Roll call was conducted. For the purposes of
19 quorum, she asked alternate members Mr. Morrill and Ms. Charles to stand in as voting
20 members.

21
22 **2) Approval of June 3, 2024 Meeting Minutes**
23
24

25 Rabbi Dan Aronson arrived at 5:03 PM.

26
27 Mr. Morrill made a motion to approve the meeting minutes of June 3, 2024. Rabbi Aronson
28 seconded the motion, which passed by unanimous vote.

29
30 **3) Finance Report**

31
32 Gina Burke arrived at 5:04 PM. Chair Cunha-Vasconcelos stated that now that there is a quorum
33 of regular members present, Mr. Morrill and Ms. Charles resume their alternate member status
34 for the rest of the meeting.

35
36 Ms. Bender-Jesse stated that they are in the new fiscal year. She continued that regarding the
37 Juneteenth fundraising, the HRC was not the fiscal agent, the YMCA was. The HRC gave the
38 \$500 to the YMCA. She is trying to figure out, just for the HRC's knowledge, what the
39 (arrangement) is between the YMCA and the City for this, if there was extra from fundraising,
40 for example. If the HRC wants, she can include the actual amount that was remit, in the finance
41 report. Chair Cunha-Vasconcelos replied that that would be helpful. She continued that it is
42 valuable to understand what the events are costing the HRC and how much fundraising there is.
43 She believes the number was around \$7,000.

44
45 Ms. Bender-Jesse stated that she pulled the reports today, and the "City of Keene" line shows as
46 0, but in the budget that has already been approved, the HRC was approved for \$2,000. It is just
47 not yet in the account. When it is officially in the HRC's account, she will move it into the
48 budget. Next month, they should see it in the finance report.

49
50 Chair Cunha-Vasconcelos stated that she sees there is an amount in the "expenses" column for
51 the Pride Event, and they will "put a pin in that."

52
53 Chair Cunha-Vasconcelos asked if there were any questions about the finance report. Hearing
54 none, she moved on in the agenda.

55
56 **4) Monadnock Diversity, Equity, Inclusion, and Belonging Coalition (MDEIB) Updates**

57
58 Councilor Workman stated that the MDEIB desperately needs new members, now that two
59 members of the steering committee have moved out of state. She continued that they are trying
60 to reengage and stay with their focused mission. Chair Cunha-Vasconcelos asked about the
61 strategic plan. Councilor Workman replied that they are still working on it.

62
63 Dr. Dottie Morris arrived at 5:08 PM.

64
65 Rabbi Aronson asked for a reminder of when the meetings are. Councilor Workman replied that
66 the steering committee meets the third Monday of the month at the YMCA at 4:00 PM, with the
67 option to attend via Zoom. She continued that subcommittees include the Public Safety

68 Committee, Education Committee, Regional Engagement Committee, and the Workforce
69 Advisory group. Those are accepting new members as well.

70
71 Chair Cunha-Vasconcelos asked if the steering committee is looking for people with certain
72 qualifications and skill sets. Councilor Workman replied an interest in DEI work and availability
73 to commit to the times. Mr. Morrill asked if they are advertising for new members anywhere.
74 Councilor Workman replied no, just through word of mouth.

75
76 Councilor Workman stated that the MDEIB is coordinating a Community Conversation, which
77 will be at the end of September so that college students will have the opportunity to participate as
78 well.

79
80 **5) Racial Justice and Community Safety Report**

81
82 Chair Cunha-Vasconcelos stated that the HRC has done their part; they have provided feedback
83 (to the City Council, on the report created by the Racial Justice and Community Safety
84 Committee) and they are interested in understanding how the City is engaging with that
85 feedback. She continued that the City has started an internal DEI group with each department
86 having a representative. Ms. Bender-Jesse replied yes, and some departments, if they have
87 multiple divisions, have more than one representative so the divisions are represented, too. She
88 continued that she stands in for Parks and Recreation and Youth Services.

89
90 Ms. Bender-Jesse stated that the HRC's feedback on the RJCS Report included recommendation
91 1.A., which was to have the statement (that the HRC wrote and states at the beginning of each
92 meeting) read before City Council meetings. She continued that the City Attorney, Tom
93 Mullins, informed her that the City Council cannot do that, due to the fact that it would open the
94 door to any or every City of Keene committee or commission having the ability to ask the City
95 Council to read a different statement before their meetings. The City will not move forward with
96 the HRC's recommendation.

97
98 Dr. Morris stated that she would like more information about that, in order to feel okay with it.
99 She asked if they could invite the City Attorney to come talk with the HRC. Ms. Bender-Jesse
100 replied that the City Attorney was supposed to come to the last HRC meeting, but that meeting
101 was canceled, and around the same time, Tom Mullins retired. This conversation might re-start
102 with the new City Attorney. She can invite the new City Attorney to come to the next HRC
103 meeting if they want to talk about it further. Dr. Morris, Chair Cunha-Vasconcelos, and others
104 agreed.

105
106 Ms. Bender-Jesse stated that the internal DEI Committee is going over the rest of the HRC's
107 recommendations step by step, looking at what the City can specifically look at. It is unclear
108 what the DEI Committee's powers are. It is similar to how it is with the HRC, in that the DEI
109 Committee can only draft a recommendation to the City Council and then the Council takes it
110 from there. The DEI Committee has been looking at the HRC's recommendations in 4.B. and

111 4.C., regarding CivicHR and application tracking, and how the City hires individuals. The City
112 is switching to a new online application system, and they hope the new system allows HR to
113 redact certain information on applications, such as an applicant's name, address, current salary,
114 and anything that could indicate who a person is outside of their actual qualifications. It would
115 be a great way to approach hiring from an unbiased perspective.

116
117 Ms. Bender-Jesse continued that the DEI Committee is creating an internal survey to get an
118 understanding of how each City employee feels that the City responds to harassment and
119 discrimination, and how they feel people are treated or get promotions. This will help them
120 figure out better steps to take internally.

121
122 Ms. Bender-Jesse continued that in 4.D. and 4.E., the HRC brought up that (City) internships
123 should be paid. The City already has a rule that all interns from Keene State College (KSC)
124 must be paid, and (the DEI Committee) does not know of any intern, even from outside of KSC,
125 who has not been paid. That is great news. Currently, most departments and divisions are able
126 to set their own parameters for interns, including the pay. It does not technically have to be on a
127 salary scale. Thus, their next step is to look into how to make internships fair across the board,
128 for every department or division and for every intern, regardless of where they go to school.

129
130 Ms. Bender-Jesse continued that in 4.G., the HRC had asked about looking at whether companies
131 who are offering bids have a DEI focus. The DEI Committee is interested in this, because they
132 are not aware of whether there is a specific policy saying the City should be focusing only on
133 taking bids from outside contract companies that have a strong focus in DEI. The group will
134 look into this at their next few meetings.

135
136 Ms. Bender-Jesse continued that the HRC's recommendation for 4.I. was that when the City
137 hosts community forums about planning/design/projects, they should offer it in a variety of
138 different ways. To be inclusive of all, they should keep in mind people who are hard of hearing,
139 people who cannot come during the workday, people who do not have access to the internet, and
140 so on and so forth. What came up in the conversation is that the City is trying hard to create
141 these various options, such as forums at different times of day, and (information on) paper. She
142 would love to hear more ideas from the HRC, even if it is after today, of ways for the City to
143 increase the ways in which they are (reaching people). She can bring their ideas back to the DEI
144 Committee.

145
146 She continued that 4.J. is the HRC's recommendation for the Keene Public Library (KPL) and
147 school libraries to expand their collections' diversity. The KPL already does a very good job in
148 ensuring a diverse collection. They hope the schools also take that step.

149
150 Ms. Bender-Jesse stated that the big plan for the DEI Committee is 4.D. and 4.E., regarding
151 expanding the reach to candidates and continuing to looking for the best ways to have a more
152 inclusive and diverse application process and to expand to different populations.

153

154 Chair Cunha-Vasconcelos stated that it sounds like the DEI Committee is making progress,
155 which is exciting. She asked if anyone had questions.

156
157 Councilor Workman stated that this might be “new business” but ties into the topic of the RJCS
158 Report. She continued that the City Council is reviewing its Rules of Order, and the (changes)
159 were sent to the Planning, Licenses, and Development (PLD) Committee for further
160 wordsmithing. She would like to see if the HRC would join her in advocating for a certain part .
161 One rule is that an individual “shall stand” to address the Council. The Council went back and
162 forth on the word “shall,” whether there is a logistical reason for standing, and consideration of
163 those who cannot stand. Current procedure is for a person who cannot stand to inform the Mayor
164 ahead of time. Most Councilors feel that is acceptable. A few said that is not inclusive or
165 accessible. The Council’s compromise was to change the word “shall” to “should.” Most
166 recently, the PLD Committee recommended, “shall if able.” She does not like that terminology
167 and believes there is no reason people have to stand. The argument for standing is “decorum”
168 and “it is the way we have always done it.” While seated, speakers can be seen and heard by the
169 audience and by TV screens and microphones. She welcomes HRC members’ support at the
170 PLD Committee meeting.

171
172 Discussion ensued. HRC members asked clarifying questions about the PLD Committee
173 meeting. Mr. Morrill asked if they could make a recommendation to the PLD Committee on
174 behalf of the HRC, in support of what Councilor Workman is saying. Chair Cunha-Vasconcelos
175 replied that they should start by determining whether everyone in the room agrees with
176 Councilor Workman’s position. She continued that if so, she does not see why they could not
177 write a letter.

178
179 Discussion ensued about the rule about standing. Rabbi Aronson expressed his thoughts,
180 opinions, and questions, as did Dr. Morris, Dr. Saleh, Chair Cunha-Vasconcelos, and Mr.
181 Morrill. Chair Cunha-Vasconcelos stated that it sounds as though the HRC members do not have
182 a consensus on this topic, so writing a letter might be tough. She continued that the answer could
183 be for HRC members to attend the PLD Committee meeting and be part of the conversation.

184
185 Dr. Saleh stated that he thinks they do have a majority opinion here. He asked how many people
186 think the rule should be phrased in a way that makes standing a choice, not a requirement. Chair
187 Cunha-Vasconcelos replied that it is not just about whether standing is an obligation, but about
188 the expectation around it. Discussion continued about the meanings of expectations, the
189 definition of “decorum,” who the deciders are, and more. Dr. Saleh stated that the HRC cannot
190 micromanage the phrasing of the rule, but he thinks they can express a sentiment that they
191 collectively agree that standing should be an option.

192
193 Councilor Workman stated that Wednesday, September 11 is the next PLD Committee meeting.

194

- 195 **6) Acceptance of Committee Event Reports**
196 **A) Pride Event**

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Mr. Morrill stated that the small but mighty working group has met a couple of times so far. They booked a table for the Keene Pride event in September and will be giving out stickers, temporary tattoos, and that sort of thing. They will have a survey to see what kinds of Pride events the public wants. The subcommittee has lots of potential and lots of ideas, including a queer artist show. He will reach out to some organizations that would be interested in collaborating. The Pride Event working group will host another Pride event next June.

Ms. Charles stated that they would love some volunteers to help with the table on Sunday, September 15. She continued that it is a six-hour event and they plan to do two shifts of three hours each. The volunteers' role would be to "spread joy;" give out stickers, bracelets, and temporary tattoos; talk with people about the festival and about the HRC, and about how people want the HRC to support the LGBTQ+ community.

Dr. Morris stated that she can probably get some flyers about the Black Heritage Trail. She continued that the focus of this year's conference is "Living Out Proud: The Intersectionality of Race, Gender, and Sexual Orientation."

Chair Cunha-Vasconcelos expressed gratitude to Mr. Morrill for stepping up to lead the Pride Event working group. She continued that he is new to the HRC but has "taken off running."

B) Keene International Festival

Ms. Bender-Jesse stated that the KIF will be September 28, 11:00 AM to 3:00 PM at the Rec Center, with a mix of indoor and outdoor events. She continued that Ritu Butakoti's last report included a request for help and volunteers at the event. Even if HRC members are not volunteering, she highly recommends attending the amazing event.

C) Indigenous Peoples' Day

Ms. Bender-Jesse stated that Marti Fiske's report is in the agenda packet. She continued that the last time the HRC met, they talked about giving extra funds to the Indigenous People's Day event so Ms. Fiske could try for a grant. Unfortunately, the grant did not work. However, Ms. Fiske already arranged for Hawk Henries to come give a lecture and a flute performance, Sunday, October 13 at 1:00 PM at Heberton Hall. It sounds amazing and she looks forward to it. The Library and the HRC will each pay \$500, so it looks like the event will not need the extra \$100 that the HRC had approved.

D) Martin Luther King, Jr. Day

Rabbi Aronson stated that all he has to report is that he intends to reach out to the Coalition and the school district to gather a steering committee.

240 **E) Black History Month**

241

242 Dr. Morris stated that she has no update but welcomes volunteers to join her.

243

244 **F) Juneteenth**

245

246 Chair Cunha-Vasconcelos stated that the working group has not met since the Juneteenth events
247 happened. She continued that the events were a great success. At the concert on the Common,
248 attendance was 150 at its peak, the largest turnout they have had to date. There was a great
249 turnout at the reading at the Toadstool, and smaller turnouts for the film events. Crys Mathews'
250 event was fantastic, with good turnout, despite being in competition with a music festival. The
251 working group learned to not schedule against the music festival or Father's Day. Fundraising
252 was successful, with a little bit leftover to seed for next year. The working group will meet in
253 October to begin planning for next year.

254

255 Rabbi Aronson stated that he will add that the Keene Swampbats did acknowledge Juneteenth.
256 He continued that someone sang Lift Every Voice and Sing at the 7th inning stretch, and the
257 Swampbats' announcer, at the beginning, talked about Juneteenth and gave some historical
258 context, which was great.

259

260 **7) New Business**

261

262 Ms. Bender-Jesse stated that the HRC now has a logo, which she has here today to show
263 everyone. She continued that when the HRC is creating flyers or other materials, they can let her
264 know, and she can give them access to the logo. Chair Cunha-Vasconcelos thanked her. She
265 continued that this is the result of the conversation at the HRC's last meeting, and their hope and
266 intent is to raise the HRC's visibility.

267

268 Rabbi Aronson asked if they can have a banner made, which would be great for when they are
269 tabling. Chair Cunha-Vasconcelos replied that they do have some surplus funds, which can be
270 spent if the Committee votes to do so. She asked if Ms. Bender-Jesse could facilitate the
271 creation of the banner if the HRC wants that. Ms. Bender-Jesse asked if it could be a tablecloth
272 with the logo. Discussion ensued about options. Ms. Bender-Jesse offered to have a local
273 business create a few mock-ups of tablecloths, banners, or things to put on a table. Chair Cunha-
274 Vasconcelos and others agreed. Councilor Workman spoke about making sure the item will
275 work in all kinds of weather. Rabbi Aronson asked if there is a threshold by which the City
276 would have to put it out to bid. Ms. Bender-Jesse replied that she believes the HRC has control
277 over its own money, but she will double check.

278

279 **A) Review Best Practices for Publicizing Events**

280

281 Chair Cunha-Vasconcelos stated that she created a brief outline/start of a best practices
282 document for the HRC. She continued that one of the challenges the HRC has is publicizing its

283 events. The Juneteenth working group has learned a bit and had the benefit of working with the
284 YMCA's marketing team. This (document) is an outline, and the idea is to flesh it out further
285 then have it available for HRC members to reference when they are putting on an event, so they
286 can be consistent with their marketing. She will seek input from members of the Juneteenth
287 working group and others.

288

289 Chair Cunha-Vasconcelos asked if there was any other new business.

290

291 Katie Carbonara and Ella Bogdonoff introduced themselves, stating that they are from the group
292 Keene for Palestine. Ms. Carbonara stated that Keene for Palestine is a group of local people
293 who stand in solidarity with the Palestinian people. She continued that they are before the
294 Human Rights Committee after making multiple attempts to communicate with the City Council,
295 requesting the Council send their petition for a resolution to a Committee. Keene for Palestine
296 believes the HRC's mandate of promoting social justice, not violence; equity; diversity; and
297 multiculturalism requires the HRC to make a statement denouncing the ongoing war crimes and
298 human rights violations occurring in Palestine, which are being funded by our tax dollars. She
299 continued that the International Court of Justice recently ordered Israel to end the occupation of
300 the West Bank, Gaza, and East Jerusalem as rapidly as possible.

301

302 Ms. Bogdonoff stated that what Keene chooses to do or not do impacts Palestinians in Gaza as
303 well as Palestinian, Arab, and Muslim members of the local community. In 2023, two
304 Palestinian people were shot in Vermont, and one was left paralyzed. This hate crime took place
305 in our neighboring state. The community needs to actively denounce the dehumanization of
306 Palestinians, not remain silent. Keene for Palestine asks the HRC to draft a statement that
307 includes concrete steps the HRC will take to ensure the safety and inclusion of Palestinian, Arab,
308 and Muslim community members. It is urgent, as Israel's massacres continue against Gaza. City
309 institutions have been silent for over 300 days and Keene for Palestine believes it is imperative
310 for the HRC to immediately speak up, for the community and for posterity, so future generations
311 know the people of Keene stood on the right side of history.

312

313 Chair Cunha-Vasconcelos asked for discussion. Dr. Morris stated that this is something the HRC
314 has not done before. She continued that there has not been any discussion (about Palestine)
315 because everyone is afraid to have a discussion. The more it is not talked about, the more harm
316 is being caused. She is open to at least discussing it.

317

318 Councilor Workman stated that as a Councilor, she is conflicted. She continued that she believes
319 there should at least be a discussion. The Mayor has autonomy to place an item on more time or
320 accept it as informational. She does not want to give false hope that the outcome of a
321 committee-level discussion would be any different (from the Council outcome). She does not
322 see the harm in at least having a conversation and bringing it to a community-level conversation.
323 She does not know if a resolution or proclamation could or would result. If the HRC's
324 communication was referred to a Council committee, either the Municipal Services, Facilities,
325 and Infrastructure Committee; Finance, Organization, and Personnel Committee; or Planning,

326 Licenses, and Development Committee, that would at least open the door. Those Council
327 Committees are where community dialogue can happen.

328
329 Dr. Morris stated that this is an instance in which sometimes decorum gets in the way, because
330 this is not an intellectual discussion. She continued that it is a trauma-informed discussion,
331 needing someone who can facilitate a trauma-informed discussion. Some people might come to
332 the discussion with motivations not in line with either side, so the question is how to have an
333 honest discussion if there are people there with an intent just to hurt and engage in unhelpful
334 ways. A discussion like this is not just about maintaining decorum. It is about a long history of
335 trauma. Our community has individuals from all walks of life who have been subjected to
336 trauma over years and centuries. It is important for people to be able to treat others as loving
337 community members. She does not think the City Council's structure and decorum can help
338 them rise to the occasion for this heart-to-heart community conversation. She does not know if
339 the structure is in place.

340
341 Dr. Morris continued that she is not sure exactly what Ms. Carbonara and Ms. Bogdonoff are
342 asking of the HRC. Personally, she does not think just making a statement would be very
343 meaningful. It would be meaningful if they came together as a community and said, 'This is not
344 us against them, it is us trying to figure out how to manage the very complicated feelings we all
345 have, the very complicated things that go into governments making decisions to do certain things
346 that maybe the people don't agree with,' and all of that. All governments make decisions people
347 disagree with, but it is up to the people to say how they come together and treat each other. She
348 is not sure what the best place would be, or if the HRC could even sponsor it, because the HRC
349 members would first need to work through some feelings and discussion before they could sit in
350 community with each other.

351
352 Dr. Saleh stated that he echoes Dr. Morris's sentiment, and believes that progress cannot be
353 made unless they start listening to each other. Yes, there is trauma as well as other issues, and
354 they are trying to break the mold of not listening to each other. Decorum is important, as they
355 were discussing earlier (regarding the City Council rules). Rules are made to serve (the
356 people's) needs. If there is a will, this can be done. What comes to his mind is the "commission
357 made after the death of George Floyd" (the Racial Justice and Community Safety Committee),
358 which Dr. Morris led. The conversation that happened was very healing for the community.
359 Thus, the City has the precedence and the resources to facilitate something like this. It would not
360 be easy, but he believes they (the HRC) can make that recommendation.

361
362 Rabbi Aronson stated that apart from the question of the discussion that the HRC should have,
363 there are initiatives in the works to create dialogue, reading groups, and other programming, such
364 as at the Monadnock Interfaith Project (MIP). Another initiative is happening between some
365 folks in his Jewish community and folks from Keene for Palestine. He hopes those will bear
366 fruit, and Dr. Morris and Dr. Saleh are right that there is a lot of trauma and emotion and a need
367 for listening.

368

369 Rabbi Aronson continued that the HRC’s mission is quite narrow. It is strictly educational and
370 focused on local issues. He thinks that in light of what the Council decided, there are still ways
371 to present the cause that are local. They (the HRC and the City) have days for Martin Luther
372 King, Juneteenth, the Keene International Festival, and Indigenous People’s Day. There are
373 many other people they could be speaking out for. Palestinians, Muslims, and people seeking
374 asylum or refugee status are our neighbors, and they want to make sure everyone is represented
375 and everyone’s human rights are accounted for. He suggests they be strategic in finding a way
376 they can make a statement work within the purview of the HRC’s mission.

377
378 Ms. Carbonara thanked the HRC members. She continued that the City’s mission statement says
379 the City is “highly collaborative,” and their (Keene for Palestine’s) experience has been the
380 opposite. It is important and meaningful that the HRC has started this discussion. She agrees
381 that making a statement is not the best move and they need something more active, like a reading
382 group or community conversation. She invites everyone to an event at the Antioch building on
383 Avon St., on August 28 at 6:00 PM, to celebrate Palestinian culture, heritage, food, and dance.

384
385 Ms. Burke stated that Trauma Response Monadnock is a good group to reach out to, funded
386 through MFS. She continued that they might be able to help get a community discussion going.

387
388 Mr. Morrill stated that he thanks Ms. Carbonara and Ms. Bogdonoff for coming. He continued
389 that this is an important conversation to be having.

390
391 Ms. Bowie asked if anyone has examples of what other municipalities have done regarding this
392 topic. Ms. Carbonara replied that the NH municipalities that have passed a ceasefire resolution
393 are Durham, Dover, Lebanon, and Hanover. She continued that she is not aware of any
394 municipalities other than Keene that have a Human Rights Committee.

395
396 Dr. Saleh stated that even though Keene is a small city, they have the HRC because this is the
397 City of Jonathan Daniels. He continued that Keene’s small size should not limit them in
398 reaching for their aspirations.

399
400 Discussion continued. Dr. Morris spoke of how wrong it is when sometimes supporting the
401 Palestinian people is conflated with being anti-Jewish. She spoke of the importance of ensuring
402 that any statement the HRC makes is clearly about what the HRC is standing for. It is
403 heartbreaking that so many children, including Jewish children, are experiencing the stress, pain,
404 and trauma from the situation their governments are making.

405
406 Chair Cunha-Vasconcelos stated that this meeting has gone over time, but she suggests they each
407 take some time over the next month to think about how it might be appropriate for the HRC to
408 move forward (on this topic). She continued that they can discuss it under “New Business” at
409 next month’s meeting. Others agreed.

410

411 **8) Adjourn – Next Meeting September 9, 2024 at 5:00 PM (Second Monday Due to**
412 **Labor Day)**

413
414 There being no further business, Chair Cunha-Vasconcelos adjourned the meeting at 6:12 PM.

415
416 Respectfully submitted by,
417 Britta Reida, Minute Taker

418
419 Reviewed and edited by,
420 Alyssa Bender-Jesse, Youth Services Manager

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 4,091.88	\$ 2,991.88	\$ 3,985.44	Balance 7/1/23	\$ 2,692.50	\$ 5,951.74	Balance 7/1/24	\$ 3,192.50	\$ 7,368.32
Income			Income			Income		
City of Keene donations TILL	\$ 1,000.00		City of Keene Donation MLK	\$ 2,000.00		City of Keene	\$ -	
donations Juneteenth	\$ 3,150.00		MLK Book Funds	632.65		Donations KIF		
Donations KIF		\$ 8,312.00	Donations KIF		\$ 4,300.00	Donations KIF		\$ -
			Donations - Juneteenth*	\$ 11,944.77				
subtotal	\$ 5,950.00	\$ 8,312.00	subtotal	\$ 3,382.65	\$ 4,300.00	subtotal	\$ -	\$ -
Total Income	\$ 5,950.00	\$ 8,312.00	Total Income	\$ 3,382.65	\$ 4,300.00	Total Income	\$ -	\$ -
Expenses			Expenses			Expenses		
Martin Luther King Day 500.00	\$ 45.55		Martin Luther King Day 500.00	\$ 331.90		Martin Luther King Day 500.00	\$ -	
Black History Month TILL	\$ 1,800.00		Black History Month	\$ -		Black History Month	\$ -	
Juneteenth 500.00	\$ 3,098.58		Juneteenth 500.00	\$ 500.00		Juneteenth 500.00	\$ -	
			Expenses - \$11,707.96*					
International Festival		\$ 6,345.70	International Festival		\$ 6,339.06	International Festival		
Indigenous Peoples Day 500.00	\$ -		Indigenous Peoples Day 500.00	\$ -		Indigenous Peoples Day 500.00	\$ -	
			Pride Event - Story Clear Film 500.00	\$ 500.00		Pride Event 500.00	\$ 230.56	
						2024 Pride Festival		
Total Expenses	\$ 4,944.13	\$ 6,345.70	Total Expenses	\$ 2,882.65	\$ 6,339.06	Total Expenses	\$ 230.56	\$ -
Net 22-23	\$ 1,005.87	\$ 1,966.30	Net 23-24	\$ 500.00	\$ (2,039.06)	Net 24-25	\$ (230.56)	\$ -
Balance on hand Correct Balance	\$ 3,997.75	\$ 5,951.74	Balance on hand*** *Keene YMCA was fiscal agent of Juneteenth	\$ 3,192.50	\$ 3,912.68	Balance on hand	\$ 2,961.94	\$ 7,368.32