

City of Keene
New Hampshire

MARTIN LUTHER KING Jr. / JONATHAN DANIELS COMMITTEE
MEETING AGENDA

Wednesday, October 3, 2018 5:00 PM Room 12, Keene Parks and Rec

Members:

Bill Hay, Chair
Melanie Everard, Vice Chair
Dottie Morris
Janis Manwaring

Staff:

Andy Bohannon

Others:

- 1) Call Meeting to Order Roll Call
- 2) Approval of September 5, 2018 Minutes
- 3) Finance Report
- 4) Committee Direction
 - a. City-College Commission Report
 - b. SWOT Wrap Up
 - c. Mission and Vision
- 7) New Business
 - Committee Action
- 8) Adjourn- Next meeting November 7, 2018

City of Keene
New Hampshire

MARTIN LUTHER KING, Jr. /JONATHAN DANIELS COMMITTEE
MEETING MINUTES

Wednesday, September 5, 2018 5:00 PM Room 12 Rec. Center

Members Present:

Bill Hay, Chair
Jan Manwaring
Dottie Morris (Late)
Melanie Everard, Vice-Chair (Late)

Staff Present:

Andrew Bohannon, Parks & Rec. Director

Members Not Present:

1) Call to Order and Roll Call -

Chair Hay called the meeting to order at 5:08 PM. Roll call was conducted.

2) Approval of Minutes - June 6, 2018

Ms. Manwaring motioned to approve the minutes of June, 2018 as submitted. Ms. Morris seconded the motion which carried unanimously.

3) Finance Report -

Mr. Bohannon reported a current balance of \$8,824.70 including the transfer of \$500 from the City.

Ms. Manwaring made a motion to accept the Finance Report as presented. Ms. Morris seconded the motion which carried unanimously.

4) Walldogs Request for Funds -

Martin Luther King, Jr. /Jonathan Daniels Committee
September 5, 2018

Mr. Bohannon distributed copies of the Walldogs brochure. He reported speaking with Judy Rogers who informed him that Jonathan Daniels has been selected for one of the murals. Mr. Bohannon referred to the chart in the brochure explaining the funding level benefits. He continued the Committee has to determine how much of the budget they want to commit. Chair Hay asked where the Jonathan Daniels mural would be located. Mr. Bohannon replied he did not know and noted the public meeting will be held on September 28, 2018 from 5 to 8 PM. Mr. Bohannon also supplied Ms. Rogers with additional resources to learn more about Jonathan Daniels.

Ms. Morris commented knowing the fate of this Committee would help in making this decision. Mr. Bohannon indicated the Committee would be moving forward and not merging with another group. He intends to incorporate information supplied by Ms. Morris regarding the City-College Commission Diversity/Inclusion sub-committee into what is put forward to the City after the SWOT analysis is complete. With the Committee continuing Ms. Morris suggested the Committee not offer its total budget to the Walldogs. Mr. Bohannon suggested the Committee could give an amount now and after the Committee is redefined you could vote to give additional funds.

Ms. Morris motioned to approve \$5,000 to sponsor the Walldogs Magical History Tour. Ms. Everard seconded the motion which carried unanimously.

5) SWOT Exercise-

Mr. Bohannon referred to his email explaining the SWOT exercise: Strengths, Weaknesses, Opportunities and Threats -- as an opportunity to make this committee shine. He began by asking the Committee members to think about:

- The mission/vision,
- What they have done recently as a Committee member
- What they want to be as a Committee
- What they want the City to be
- What the College, School District, Council, or citizen groups may bring to help move this Committee forward

The results of the exercise are included as the last page here in table format. Mr. Bohannon recommended Committee members send him any additional comments they may have to offer as soon as possible.

6) New Business – Nothing at this time.
Mission and Vision-

7) Adjourn-

Martin Luther King, Jr. /Jonathan Daniels Committee
September 5, 2018

There being no further business Chair Hay adjourned the meeting at 6:02 PM.

Next meeting date: October 3, 2018

Committee members agreed to continue meeting at the Recreation Center. Mr. Bohannon will notify the City Clerk's office of the permanent location change.

Respectfully submitted by,
Mary Lou Sheats-Hall, Minute Taker
September 6, 2018

Martin Luther King, Jr. /Jonathan Daniels Committee
 September 5, 2018

STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • Support to do work -City -Community • Dedicated members • Cultural understanding of the vision of MLK/JD, Human Rights • Relationship with KSC • Relationship with schools 	<ul style="list-style-type: none"> • Recruitment process • Retention • What we do- communications • Providing proper educational materials to schools • Understanding of partnerships • More emphasis on Human Rights • Relationship with Antioch 	<ul style="list-style-type: none"> • Broaden mission to community • Educate about JD to School District and Community • Principles of JD/MLK • Timeliness of current events • Approach through Arts • School project contest -Scholarship • Community Master Class -Library grants -Historical Society • More collaborations -Library -Interfaith • Increase relationship with educational community 	<ul style="list-style-type: none"> • Financial obligations • Adding one more thing to School District • Time • Staff

	7/1/16- 6/30/17	7/1/17- 6/30/18	7/1/18- 6/30/19
Balance 7/1/16	\$ 8,762.66	\$ 9,012.66	\$ 8,324.70
Income		Income	
City of Keene	\$ 500.00	St. James Thrift Shop	\$ 750.00
St. James Thrift Shop	\$ 750.00	City of Keene	\$ 500.00
subtotal	\$ 1,250.00	subtotal	\$ 1,250.00
Total Income	\$ 1,250.00	Total Income	\$ 1,250.00
Expenses		Expenses	
MLK Breakfast 1/12/17	\$ 500.00	Keene Public Library	\$ 500.00
Film Festival 3/8/17	\$ 500.00	Odato- Reimbursement	\$ 112.96
		Susan Meyer- Author	\$ 1,325.00
		Wall Dogs	\$ 5,000.00
Total Expenses	\$ 1,000.00	Total Expenses	\$ 5,000.00
Net 16-17	\$ 250.00	Net 17-18	\$ (687.96)
Balance on hand	\$ 9,012.66	Balance on hand	\$ 8,324.70
		Net 18-19	\$ (4,500.00)
		Balance on hand	\$ 3,824.70

MLK/JD Committee follow up between the SWOT Analysis and the College-City Commission

In 2017, the College-City Commission created a sub-committee facilitated by Dr. Dottie Morris that explored their understanding of inclusiveness and diversity. The four core focus areas were Concerns, Benefits, Resources, and Challenges. As a result of these conversations, an action plan was created.

By way of review, the SWOT process completed at the last meeting, I moved forward with the following questions that should be discussed, with additional thought on how the MLK/JD Committee should think about how to take action. However, the conversation should not be limited to the below and committee members should explore how the committee needs to involve itself towards being a stronger community collaborator.

- Does the Commission still exist? Along with the sub-committee?
- Who is reporting out the recommendations?
- How were these events promoted?
- A common theme between sub-committee and MLK/JD
 - o need for more education
 - o need to bring more community partners to the table
 - Who?
 - How?
 - For what?
- Review and identify Commissions action items and look for attainable items and collaborations
- Should City staff be represented on the Commission?

Andy Bohannon 9/29/18

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 the College City Commission submitted its Report and Recommendations for the original College-City Commission charges in the fall of 2016, former Keene State College (KSC) President Huot and Mayor Lane further charged the Commission to explore how the City could create a more welcoming community that is attractive to people of diverse backgrounds.

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

Themes

The four major themes of addressing inclusiveness and increasing diversity that were explored by the Commission include:

- Concerns
- Benefits
- Resources
- Challenges

Concerns

The majority of potential concerns identified by Commission members related to becoming a more diverse and inclusive community included fear 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 potential 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

Commission members acknowledged that the potential 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 potential 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

The Commission discussed a wide-range of existing resources that already exist in the community. Attracting students, faculty, staff, workers, visitors, and residents from out-of-state or from outside the Region, has the potential to enhance:

- the 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. The students, faculty and staff from various communities bring so much to the Keene and campus communities. Additionally, colleges are willing to share their available resources with the greater Keene area community.

Please see the appendix for more specific information on some of the current services and programs that address this theme area.

Challenges

The Commission identified the following as potential challenges to becoming a more diverse and inclusive community: 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; lacking formal 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; and lack of "critical mass" for minority group support, laws and regulations.

Accomplishments

Following the exploration of the themes addressed above, the Commission spent the last 18 months researching and discussing the various ways inclusiveness and diversity can be embraced at a higher level in the community. The Commission's Inclusiveness and Diversity Subcommittee 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 goal of this subcommittee's work was to become more knowledgeable about this topic and to 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 this Subcommittee since its inception.

The following is a list of accomplishments that have occurred since the release of this report:

- In April of 2017, the Commission held "Keene on Diversity" - Community Conversation series¹ – a community-wide outreach event developed by the Inclusiveness and Diversity Subcommittee. The Subcommittee 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.
- The Commission supported and coordinated with the Colonial Theatre's Educational Director, Vicky Pittman, to hold the screening of "Shadows Fall North" in September of 2017, which was followed by a discussion about slavery and other NH racial issues.
- The Inclusiveness and Diversity Subcommittee met with Dr. Denise Burchsted in November of 2017 to learn more about the Indigenous Peoples event that she and her team are planning to bring to the KSC campus.
- The Commission supported the Resolution, adopted by 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

After reviewing the results of this exercise, and recognizing the complexity of this topic, the Commission suggests 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.

It is recommended 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;
- continue the Inclusiveness and Diversity Subcommittee, which will 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 Inclusive Community. The subcommittee should serve as an informal forum for all to engage in productive dialogue and provide the Commission with relevant information

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_99108ca8-44ab-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.

to act upon; and

- work with the Inclusiveness and Diversity Subcommittee to 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.

The following are recommendations for consideration of the College, City, and community organizations/groups to pursue with respect to advancing and addressing this theme area both on campus and in the greater Keene community.

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 in spring 2018 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 Inclusiveness and Diversity Subcommittee.
- 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 on regular bases. However, there is a substantial lack of coordination and dissemination. It is recommended that the resources of the City, the College, Chamber of Commerce, and some local organizations be pooled 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 KSC's campus.
- Develop and coordinate a series of workshops related to Diversity and Inclusiveness. It is envisioned that this could be a collaborative effort between the City of Keene, KSC, Antioch University New England (AUNE), Cheshire Medical Center, and the Historical Society of Cheshire County.

Possible collaborators and/or presenters would include:

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/>

- Jim Waller and others at KSC Cohen Center
- Jim Gruber and Abigail Walton at AUNE

Possible topics include:

- Bystander Training - Green Dot, Safer Scenes, Step-Up, No Zebras,
 - "Ask A _____" - Resource: Cindy Cheshire, KSC Director of Campus Ministry,
 - 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 Inclusiveness and Diversity Subcommittee to research models of successful inclusion, diversity efforts, and best practices in college towns.
 - In order to discuss inclusiveness and diversity within the local context relevant data needs to be collected on regular bases. It is recommended that a Climate Survey be conducted in the Keene community. The KSC Campus Climate Survey could serve as starting point and a correlation of questions/outcomes sought would allow for closer coordination of future changes and recommendations. 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 KSC's current survey efforts.

Long Term (1 year or greater)

- Use data from Keene City Climate Survey and KSC Campus Climate Survey to inform future work, including the development of 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 discussions about 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 they have available to acclimate new employees to the Keene environment; and
 - document their strategies to prepare current employees for the potential demographic shift.
- 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 KSC using an equity lens to make sure these are in line with our goals, mission and objectives associated with diversity, multiculturalism, and social justice.
- Develop a strategy to communicate positive message about diversity and inclusiveness on regular bases through a variety of media to reach a large portion of the KSC campus and the community.
- Include more information and training on Diversity and Inclusiveness in the orientation for

new KSC students and the proposed First Year Experience at KSC.

- Review KSC's strategic plan 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.