

1 **City of Keene**
2 **New Hampshire**

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5 **AD HOC RACIAL JUSTICE & COMMUNITY SAFETY COMMITTEE**
6 **MEETING MINUTES**
7

8 **Thursday, October 15, 2020**

5:30 PM

Remotely via Zoom

Members Present:

Pierre Morton
Dr. Dottie Morris, Co-Chair
Julia Atkins
Eli Rivera
Aditi Saleh
Gail Somers

Staff Present:

Rebecca Landry, IT Director
Shane Maxfield, Police Lieutenant

Members Not Present:

Tia Hockett
Rick Van Wickler, Co-Chair
Councilor Catherine Workman
Stacey Massiah

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

13
14 Co-Chair Morris called the meeting to order at 5:35 PM. Roll call was conducted.
15

16 **1) Meeting Minutes of Last Meeting**
17

18 Ms. Atkins made a motion to accept the meeting minutes of September 24, 2020. Mr. Morton
19 seconded the motion, which passed by unanimous vote.
20

21 **2) Bucket Reports**
22

23 Ms. Atkins reported that the Education group had a good session – she, Mr. Morton, and Ms.
24 Hockett met on October 2. She continued that they talked about seeking information on the
25 following topics:
26

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27 * The curriculum for the high school and information as it relates to diversity, equity, and
28 inclusion.

29 * Inclusive supports, whether disciplinary structures [or others]

30 * Demographics

31 * Staffing diversity

32 * What type of professional development do teachers receive? (for K to 12 and at the university
33 level)

34

35 Ms. Atkins stated that she and Ms. Hockett will meet with Ms. Landry to issue a formal letter to
36 SAU Superintendent Rob Malay. She continued that she has spoken with him informally and he
37 is willing to come talk to the committee and provide as much data as possible. Mr. Morton was
38 connecting with Co-Chair Morris to get on the agenda to talk about what is happening at their
39 institutions, and he was going to work with Ms. Landry on survey guidance.

40

41 Co-Chair Morris thanked Ms. Atkins and asked if anyone had feedback. She stated that they are
42 getting more data and information about what is happening, so they can have that in mind when
43 they get public input.

44

45 Ms. Landy asked if they want her to reach out to Mr. Malay and ask him to attend the next
46 meeting, or wait until after the forum. Ms. Atkins replied that the Education group wanted to see
47 if he could come to the next committee meeting, but first they want to make sure they clarify the
48 specifics of what information they are asking him to bring, so he is not taking up the whole hour,
49 because he could, with this information. She continued that she and Ms. Landry can get together
50 to draft something to formally invite him. Co-Chair Morris replied that community members
51 would probably attend that meeting because they would want to hear that information.

52

53 Co-Chair Morris asked to hear from the Policing, Policy, and Law bucket group. Mr. Morton
54 stated that they have not met since the last meeting. He continued that regarding the work that
55 they did with introducing the mental health benefits and issues and resources, they need to
56 compile those as part of a recommendation package and submit it to the group, via Ms. Landry,
57 prior to the next meeting.

58

59 Co-Chair Morris asked for a report from the Social Justice bucket group. Ms. Landry stated that
60 Councilor Workman was planning to come tonight but at the last minute was unable to attend,
61 and she probably would have been the one to speak about this, or Co-Chair Van Wickler. Co-
62 Chair Morris replied okay, they will talk about this bucket group at the next meeting.

63

64 **3) Public Forums Plan Discussion**

65

66 Co-Chair Morris stated that this agenda item is not just public forums, but public input. She
67 continued that last time they talked about several things they wanted to do. Ms. Landry was
68 going to look into getting a form up to get community members to give feedback. She asked for
69 an update.

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70

71 Ms. Landry stated that she will give her thoughts and would love feedback on this. She
72 continued that what she understands, based on Co-Chair Van Wickler's comments and emails, is
73 that he spoke with Dan Mitchell and there will be the opportunity for committee members (fewer
74 than a quorum) to talk with Mr. Mitchell on the radio. This would be a good chance to announce
75 the three public forum dates and agendas and topic information so people can plan to come. She
76 gave proposed dates for the public forums, stating that they could have one per week for three
77 weeks, or one every week. She continued that she was trying to avoid conflicts with other
78 committee dates, Election Day, Christmas, or Thanksgiving. Putting out the information on
79 social media and creating an input form for people would be fine, too – the top of the form could
80 tell people about the public forums and say that if they cannot attend or prefer to submit
81 something in writing, they can give input via the form. That is pretty easy to set up.

82

83 Ms. Atkins asked if it possible to do a date other than a Tuesday. She continued that she has
84 meetings every Tuesday. Maybe other people have a similar issue, so if they put at least one
85 meeting on a non-Tuesday, that might be appreciated by people who are tied up every Tuesday.
86 Discussion continued about possible meeting dates. Co-Chair Morris agreed with Ms. Atkins's
87 idea to have them on different nights of the week. Discussion continued.

88

89 Co-Chair Morris asked how far in advance they need to announce the public forum dates in order
90 to get participation. Ms. Landry referenced page 4 of the agenda packet, Public Forum Concept
91 for Committee Discussion. She stated that based on what she has heard the committee
92 discussing, she wrote the goal as: "Get input and ideas from local people who are affected by
93 systemic racism including those who may not otherwise participate in other input opportunities."
94 She continued that people have strong feelings about the term "implicit bias" versus "systemic
95 racism," so that language is something they can fine tune. And the ultimate goal is to consider
96 the public input when the committee makes its recommendations to the City Council, so they are
97 making informed recommendations. The format would be to pre-release three or four questions
98 from each bucket, for the public to consider. Then people can talk about those in the forum.
99 There will be other topics that people bring up, like complaints or reports, and that is okay.
100 Generally what happens in these types of forums is that people are asked to provide their name
101 and address, and often each person is given a fixed amount of time to speak, such as three
102 minutes, to ensure that everyone is heard without the meeting stretching on for hours. They
103 would have to identify a hard stop, such as one or two hours. She put in some ideas for what the
104 bucket questions or requests might be – for example, for the Social & Community forum, they
105 could ask the public for "ideas for implementing tools to open racial equity discussions that leads
106 to progressive change," and ask them to "identify ways to change programs and practices that
107 perpetuate implicit bias." Those are the types of questions she suggests, to really get some good
108 feedback. She read a few proposed questions to pose to the public in the Education and Schools
109 forum, such as "Give ideas for programs and curriculum to prevent implicit bias and promote a
110 culture of equality," and stated that these questions are all coming from the discussions the
111 committee has had to date in its meetings. She read a few proposed questions for the Policing,
112 Policy, and Law bucket group, and asked for feedback from the group.

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113

114 Ms. Atkins stated that Ms. Landry did a great job. She continued that she likes all of these. The
115 only one that gives her caution is the word “equality,” which they have to be careful about in
116 education. Because what is equal does not necessarily mean “equitable.” Ms. Landry suggested
117 “fairness.” Ms. Atkins stated that if you have the same amount here and the same amount there,
118 people tend to think you will get an equal result and that is not always so. Co-Chair Morris
119 asked if “a culture based in equity” would be better. Ms. Atkins replied that it is not that bullet
120 point she is questioning, but rather the phrasing “equality for all students,” because it is more
121 about equity. They might have to define it better, and it does not need to be the word “equity.”
122 Co-Chair Morris suggested “provide experiences and access to resources, to ensure success of all
123 children” or something like that. She does not know if that captures it either. Ms. Atkins replied
124 that she struggles with this herself. Ms. Landry replied that she can work on that and come up
125 with something, because she understands what Ms. Atkins is saying. Mr. Morton stated that he
126 thinks “ideas that meet the specific needs of the students where they are at” would work.

127

128 Mr. Rivera stated that this is an opportunity where they should wait to hear from Mr. Malay
129 because that can turn from ideas to how to support the schools’ mission to provide equity to the
130 students, based on what Mr. Malay tells the group. The committee might turn into having a
131 supportive role instead of just providing the schools with ideas on how to deal with this. Co-
132 Chair Morris asked if he means he would prefer to have Mr. Malay come in before the
133 community forum or thinks it is better to wait until afterwards. Mr. Rivera replied before the
134 forum, so the committee knows where the SAU stands, so when they put this survey out they can
135 know whether they are supporting the work the SAU is already doing, or whether they are
136 recommending that the SAU do XYZ.

137

138 Co-Chair Morris suggested they have the Policing forum first so that the committee has enough
139 time to hear from education folks before they have the education public forum. Mr. Rivera
140 replied yes, it would put them in a better position. He continued that it would not make sense to
141 give the school system ideas that maybe they are already doing. Co-Chair Morris replied that
142 that makes sense. She asked if anyone else had further thoughts or ideas. Ms. Landry stated that
143 people can email her their thoughts and ideas if they want.

144

145 Co-Chair Morris stated that the plan will be: at the next meeting they can hear from Mr. Malay
146 regarding what is happening, and meanwhile they will be planning the forums to get community
147 input. She continued that it sounds like first forum could be Policing since they got as much as
148 information about that as they need from the Police and other individuals involved in that area
149 and can now hear what the community thinks. The Education forum would be second and the
150 Social & Community forum would be third. She asked if others agree.

151

152 Co-Chair Morris asked if they should decide on the dates now. Discussion ensued. Co-Chair
153 Morris proposed October 29 for the forum on Policing. Could they get the word out soon
154 enough so people know it is happening? Ms. Landry stated that that is okay with her. Co-Chair
155 Morris stated that hearing no disagreement, they will schedule it for October 29. She asked if it

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156 should be 5:00, 5:30, or 6:00 PM. Discussion ensued. The group decided on 6:00 PM. Ms.
157 Landry asked how long the public forum should be – one hour, two? Ms. Atkins suggested a
158 hard finish in two hours, but if they do not have a lot of participation, they could end it earlier.
159 Co-Chair Morris agreed; it could go either way. They will say two hours is the hard stop.

160

161 Mr. Rivera asked if it will be focused on a specific topic, so it does not become a repeat of the
162 initial forum with people giving the same information, and is more focused. Ms. Landry replied
163 that she agrees that that is really important. She continued that it would be wise to start with a
164 statement from the Chairs – along the lines of “Here is what we gathered at the first forum, here
165 is what the committee has been doing for the past few months, and here is the specific
166 information/input we are looking for from you tonight, and here are the other topics we will have
167 forums for on these other dates.” There will still need to be some moderating during the meeting
168 to keep it focused.

169

170 Co-Chair Morris stated that they could use a summary using the work that Mr. Morton did of
171 putting everything into categories – that could be the opening statement. “This is the information
172 we have gathered so far, please look over it.” She continued that they could go over some of the
173 bullet points that Mr. Morton created, then use the bullet points that Ms. Landry has in the
174 document to say, “This is why we are here tonight, to specifically identify these things. If you
175 see that we already have something, please hold it or put an asterisk next to it so we don’t go
176 through it again.” Those are not the exact words but it would be in that spirit. Maybe that will
177 help to limit the redundancy, and it would also let people know the committee is listening and
178 taking into account what they already have as being important.

179

180 Ms. Landry asked if Mr. Morton could share that original document with her or a summary so
181 she could use that information. Mr. Morton replied yes.

182

183 Co-Chair Morris asked if anyone had thoughts about the format. Mr. Morton asked about what
184 Ms. Landry said about speakers being required to giving their address. Ms. Landry replied that
185 typically in a public body meeting, people speaking give their name and address for the minute-
186 taker for the public record. She continued that she can look into whether that is necessary for a
187 public forum. Mr. Morton stated that he does not think that is wise right now, especially around
188 the election. There are safety issues around the election for people of color. This committee’s
189 title is Racial Justice and Community *Safety*. Giving your address (might not be safe). He does
190 not think they should require that; it puts community members in danger in this volatile time.
191 Mr. Rivera replied that he agrees, but they also have to make sure that the people wanting to
192 speak are local. He continued that people worldwide could have access to this online public
193 forum. Someone could post this on Facebook and people from out of state could be talking and
194 sharing stories and then everyone is assuming the incidents are happening locally. That is his
195 concern. Maybe people could just say “I’m a resident of Keene.” Co-Chair Morris replied yes,
196 name and town might be enough. She asked Ms. Landry to check on that. Ms. Landry replied
197 that she will look into it to get a clear, legal answer.

198

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199 Mr. Morton stated that if the forum is two hours he might have to leave early. He asked if a
200 quorum is necessary in order for this to go forward. Ms. Landry replied that she does not think
201 so, as long as they do not have an agenda and are not making decisions or voting. She will
202 follow up on this question.

203
204 Discussion ensued about getting the word out. Co-Chair Morris asked if they will have a flyer or
205 just post this on the website. Ms. Landry replied that she would put it on the website and also
206 create a shareable social media post. Ms. Somers asked for a flyer in PDF format so they can
207 share it. Ms. Landry agreed.

208
209 Co-Chair Morris asked if they should plan the second forum or plan it after they see how this one
210 goes, or plan at it at the next full body meeting. Ms. Atkins replied that she suggests they at least
211 pick the date so they can have it on their calendars, even if they do not yet know the details. Co-
212 Chair Morris asked if their next full committee meeting is November 5. She suggested the
213 second forum be on Tuesday, November 17 at 6:00 PM. Hearing no objections, she stated that
214 that will be the date. Discussion ensued about the third date. Co-Chair Morris stated that the
215 third forum will be on Wednesday, December 2, at 6:00 PM. Discussion ensued about what time
216 the committee will meet on November 5. The committee decided on 5:00 PM.

217

218 **4) Survey Discussion**

219

220 Mr. Morton stated that they created a charter for a survey, in accordance with the last
221 conversation at the committee meeting. He continued that the charter should be the same as the
222 Mayor's vision for the general committee but the guiding principle is that the survey would
223 reflect the community conversation as identified by the bucket list and comments from the
224 community forums, so they can get a better understanding of the community experiences, ideas,
225 and desires as they move forward. They spoke about creating the survey to get input from
226 people who might not feel comfortable speaking in a public forum. He and Ms. Landry worked
227 on survey goals, which are:

228

229 * To provide a method of collecting data from a meaningful sample size of the community
230 related to racial justice and community safety.

231 * To get an understanding of the extent to which members of the committee actually feel safe

232 * To build local awareness of implicit bias

233 * To uncover opportunities for improvement toward the safety and justice goals

234 * To identify key areas of success as well, for possible replication

235 * To determine resources needed to impact committee justice and safety

236

237 Mr. Morton continued that they hope those will be the goals, along with the charter from the
238 Mayor. He asked if anyone had questions.

239

240 Mr. Rivera asked what a "meaningful sample size" is. Ms. Landry replied that usually a sample
241 size is a minimum of five percent, but that is up to the people who put together the survey. She

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242 suggests that it should be no less than 100 responses. They are trying to avoid getting responses
243 from a small group of people and making decisions that affect a large group based on that small
244 response.

245
246 Mr. Morton stated that the structure of the question categories is pretty much based on the bucket
247 list, with a few other things pulled out that were repeated. If anyone has ideas for categories to
248 add, they can let them know. What they have so far is: education, schools, hiring practices (not
249 just for the City, but in general), local culture, social justice, [and others].

250
251 Ms. Somers stated that they had done meaningful grouping from the bucket list, putting topics
252 together. Could they look to do the same here as well? There is some overlap. For example, she
253 assumes “schools” and “education” are not meant to be two separate categories. Mr. Morton
254 replied that he actually did mean for those to be separate categories, because “education” is also
255 about community education. Ms. Somers replied that she thinks they should call it “community
256 education” then, to clarify. She asked if the category of “accountability” is different from the
257 category of “policing.” Mr. Morton replied that the term “accountability” does not just refer to
258 the Police, but others in the community, too, like business accountability, which can include
259 hiring practices. He continued that at the last meeting Ms. Somers shared her story of what
260 happened to her when she went into a business, and there should be some accountability,
261 addressing the situation in a more structured way. Ms. Somers thanked him for the explanation.
262 She continued that she will send information his way if she has any more suggestions.

263
264 Mr. Morton stated that the other categories of questions were mental health, public policy,
265 restorative justice, and business practices. He continued that he believes they agreed they will be
266 doing this survey through Survey Monkey. Ms. Landry replied that that works, but they have
267 other ways to do it as well and gave a few examples. She continued that what is nice about
268 Survey Monkey is the analysis after all the surveys submitted.

269
270 Mr. Morton stated that in regards to the timeframe for this, the charter of the committee is to
271 produce recommendations for the City Council. He continued that that recommendation could
272 be to create a survey, with the help of one of the local universities, and the survey should be
273 ready and done within X amount of days or months. He does not know what to recommend to
274 the City Council. Should they even make a recommendation about the time period?

275
276 He continued that some other things to think about are: once the committee agrees on the scope
277 and framework of the survey, they need to make sure they have all of their ducks in a row when
278 they submit this to the City Council, so that they can approach university leadership about the
279 survey project for students or faculty. And, is this something the City Council would want to
280 pay for, to provide compensation for services, or a stipend, or not?

281
282 He continued that Ms. Landry wanted to, and he agrees with her, give some sample questions, so
283 he pulled some sample questions from online sources. When they analyze this it is important to
284 find out where/what position this information is coming from, so they want to ask about people’s

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285 gender identity, racial and ethnic identity, and how long people have lived in or around Keene.
286 But there is Keene and greater Keene, so what do they really want?

287
288 Co-Chair Morris asked if they think the demographic questions should include age. Mr. Morton
289 replied yes. Co-Chair Morris stated that some things might be happening to younger people
290 rather than older people, or vice versa, and they could consider that when analyzing the results.
291 Mr. Morton replied that he agrees.

292
293 Mr. Morton stated that beyond the demographic questions, a sample question is “People of all
294 cultures and backgrounds are respected and valued here,” agree or disagree. It will be up to the
295 body that is producing this survey to determine whether to use a scale, multiple choice, or
296 something else. These are just samples. Other sample questions are: “I often hear racial, ethnic,
297 and gender-based jokes in passing throughout the day,” and “I have witnessed racial bias or
298 harassment in my neighborhood,” and the answer could be a yes/no or a measurement scale. He
299 continued sharing more sample questions.

300
301 Mr. Morton continued that the question here is: how do they move forward? What do they need
302 in order to move forward with the survey? Is it just going to be a recommendation to the City
303 Council that they do a survey? If so, perhaps they should identify certain groups that would be
304 able to produce this survey.

305
306 Co-Chair Morris asked for questions, reflections, and thoughts. Ms. Landry thanked Mr. Morton
307 for all the work he has done. She continued that if the committee wants to do a Survey Monkey
308 survey, that is something she can put together. If they want to get the scientific results, that
309 would probably cost \$5,000 to \$10,000. The City has not done that in a while. The last one was
310 a phone survey about a decade ago, by the UNH Survey Center, and it was very powerful to get
311 those results, because you are getting responses from people who are not participating because
312 they chose to go onto the webpage; it is pulling out people who otherwise would not have
313 known, and some of them respond and some of them do not. The question is: if they choose to
314 go forward with the more scientific survey, do they put it forward as a recommendation to the
315 City Council, or does the committee want her to investigate and see if there is a need to do the
316 survey now. Both are options.

317
318 Co-Chair Morris stated that it seems as though some of the information on that survey would be
319 useful for the committee to have when making recommendations to the City Council. So would
320 the committee want to do a survey in some form, even if it is not totally scientific, but was
321 maybe somewhere in the middle – not professional and scientific, but not completely amateur –
322 so they could use whatever information they receive to help inform their recommendations? Do
323 they want to go in that direction? If they just make a recommendation to the City Council that a
324 survey be done at some point, her concern is: what will they do with the information they
325 receive? There will no longer be a body like the AHRJCS Committee to use the information.
326 She asked how others feel.

327

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328 Ms. Somers asked for clarification – are they talking about two different things? Hosting public
329 forums and asking questions, which is sort of like a survey, but also recommending or actually
330 doing a formal survey? Co-Chair Morris replied yes, that is how she sees it, and she sees others
331 nodding yes. Ms. Somers stated that she thinks they should structure the forums in such a way
332 that they get really good insight and then they can determine which areas they need to dig into
333 further with a formal survey. Ms. Landry replied that she likes that idea. Co-Chair Morris and
334 Mr. Morton agreed.

335

336 Co-Chair Morris asked if they want to table the decision since the next meeting, or make a
337 motion, or keep talking.

338

339 Ms. Atkins made a motion to move forward on a non-scientific survey to help guide the
340 committee’s recommendations to the City Council. Mr. Morton seconded the motion.

341

342 Mr. Morton stated that he does agree that they should have an informal survey based on the
343 feedback they receive from the forums, but they may run out of time. The last forum is
344 December 2. If they wait until the forums are done before commissioning a survey, the college
345 students will be gone. Co-Chair Morris replied that most things are done remotely anyway, so it
346 is okay. Mr. Morton stated that they still might not have time then, with Christmas approaching,
347 and then they would need time to send the survey out, and wait for replies, and ask the City
348 Council to send the data to the Human Rights Committee for them to work with, and so on and
349 so forth. There is not enough time.

350

351 Co-Chair Morris stated that she does not think the survey Ms. Atkins referenced in her motion
352 was as formal as what Mr. Morton is talking about. She continued that it could be something
353 that they create through Survey Monkey. Ms. Atkins replied yes, that is the take she got from
354 the conversation that was happening and that is why she phrased her motion as she did. She
355 continued that her only concern is that they will continue to reach the same people, because of
356 the way they are doing this – the same people who are willing to click on a survey, the same
357 people who are willing to come to a forum. She is torn. She likes the idea of a more scientific
358 survey but they definitely need to make sure the information that would come from that survey
359 could be turned into action and that the City Council would be willing to take action on it.

360

361 Ms. Landry stated that there is nothing wrong with the committee’s report to the City Council
362 saying “This is the information we received from people who had ideas and experiences they
363 wanted to share,” from the forums and the informal survey, and that may be a subsection of the
364 population, but their recommendations could also say that a broader perspective could be
365 beneficial and it would come from a formal survey.

366

367 Co-Chair Morris stated that she is thinking about how the Governor’s Council [is this the
368 Commission on Law Enforcement Accountability, Community, and Transparency?] worked –
369 how do they meet people where they are? For example, ask a Rabbi if they can have a listening
370 session, or go to Franklin Pierce and ask how to talk with the faculty, staff, and students. That

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371 does take more work, but is a way to avoid what Ms. Atkins is saying. They could (virtually)
372 meet people where they are at, doing outreach to certain organizations and groups in town to
373 make sure they are getting a full picture. That discussion might be for another day but it is an
374 idea.

375
376 Co-Chair Morris asked if people have more to say or are ready to vote on the motion, which is:
377 “to move forward on a non-scientific survey to help guide the committee’s recommendations to
378 the City Council.” Ms. Somers asked if they should add to the end of that something like “guide
379 the City Council on a further survey that is needed.” Those may not be the words, but, guide
380 them in what way? Ms. Atkins replied the survey is to help the AHRJCS Committee guide its
381 recommendations to the City Council. Co-Chair Morris asked if Ms. Atkins feels a need to
382 amend the motion. Ms. Atkins replied no, she thinks it is inclusive.

383
384 Co-Chair Morris called for a vote. The motion passed by unanimous vote. Co-Chair Morris
385 stated that the committee will help Mr. Morton come up with the questions and then they will
386 figure out, at the next meeting, how to go about getting it completed and who will do what to get
387 the word out to have a broad range of people complete the survey.

388
389 Ms. Landry stated that going back to a previous topic, they talked about forum for Police,
390 Policies and Laws, and she wants to let the committee know that the Governor’s Commission on
391 Law Enforcement Accountability, Community, and Transparency produced a number of reports.
392 She will share a link to the final report. It includes a lot of the things the committee has been
393 talking about, and they are coming down as recommendations or requirements from the State to
394 the local police departments. Some of the things the committee might recommend to the City
395 Council might already be accommodated by the State’s recommendations and requirements. The
396 website link is: www.governor.nh.gov/accountability . The LEACT recommendations are there
397 on that website, too.

398
399 Co-Chair Morris asked if anyone had anything else to say before adjourning.

400
401 Mr. Morton stated that this is the Racial Justice and Community *Safety* Committee. He
402 continued that he does not know if this is within their purview, but he wants the committee to be
403 cognizant of safety issues surrounding the election, for people who look like him. They are just
404 a recommending body and cannot actually protect people at the polls, but he just wants that on
405 the record. Ms. Landry asked if Lt. Maxfield has any information to share. She continued that
406 there is a lot of information coming to municipalities across the state from the Secretary of State.
407 Every election they look at things like this. She thinks there will be Police presence at the polls.
408 Lt. Maxfield replied yes, that is correct. He continued that if anyone at the polls has a concern
409 they should go right up to the Police Officer who is at the polls. Co-Chair Morris stated that the
410 first community forum will be right before the election, so they might hear some of those
411 concerns expressed then, so the committee needs to be ready to hear those.

412
413 There being no further business, Co-Chair Morris adjourned the meeting at 6:52 PM.

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414

415 Respectfully submitted by,

416 Britta Reida, Minute Taker