

City of Keene
New Hampshire

HUMAN RIGHTS COMMITTEE MEETING AGENDA

Monday, June 7, 2021 at 5:00 PM
ZOOM Invite, Online Meeting

- Due to the COVID State of Emergency, this meeting will be conducted using the online meeting platform, Zoom. The public may view the meeting online at www.zoom.com and click on “Join A Meeting” enter Meeting ID 838 4094 3157
- To listen to the meeting, please dial (646) 876-9923 and when prompted enter Meeting ID 838 4094 3157
- If you encounter issues accessing this meeting, please call (603) 757-1835 during the meeting

Members:

William Hay, Chair
Dr. Dottie Morris
Janis Manwaring
Dr. Mohammed Saleh
Nancy Salwen
Sofia Cunha-Vasconcelos
Dr. Shaun Filiault
Ritu Budakoti
Marti Fiske

Staff:

Andy Bohannon, PRF Director

Guests:

Agenda:

1. Welcome and Call to Order
2. Approval of May 3, 2021 Minutes
3. Finance Report
4. Pride Month
5. Juneteenth
6. Racial Justice and Community Safety Committee Report
 - a. Speaker - Mr. Byron Stevenson
7. New, Other Business
8. Adjourn – Next Meeting Monday, July 5, 2021 at 5:00 PM

More Time: Keene State College Outreach

1 City of Keene
2 New Hampshire

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5 HUMAN RIGHTS COMMITTEE
6 MEETING MINUTES
7

8 **Monday, May 3, 2021**

5:00 PM

Remotely via Zoom

Members Present:

Dr. Shaun Filiault
Jan Manwaring, Councilor
Marti Fiske
Sofia Cunha-Vasconcelos
Dr. Mohammed Saleh, Vice Chair
Dr. Dottie Morris
Nancy Salwen

Staff Present:

Andrew Bohannon, Parks, Recreation, and
Facilities Director

Members Not Present:

William Hay, Chair
Ritu Budakoti

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

12
13 Vice Chair Saleh read a prepared statement explaining how the Emergency Order #12, pursuant
14 to Executive Order #2020-04 issued by the Governor of New Hampshire, waives certain
15 provisions of RSA 91-A (which regulates the operation of public body meetings) during the
16 declared COVID-19 State of Emergency. He called the meeting to order at 5:05 PM. Roll call
17 was conducted.
18

19 **2) Approval of April 5 and 12, 2021 Meeting Minutes**

20
21 Councilor Manwaring made a motion to approve the meeting minutes of April 5 and April 12,
22 2021. Dr. Morris seconded the motion, which passed by unanimous vote.
23

24 **3) Finance Report**

25
26 Mr. Bohannon stated that regarding the Finance Report, they did an audit, because there are three
27 accounts for the HRC. He continued that first is the HRC account, and then there is the Journey
28 to Freedom account, which was a program in the early 1990s that received quite a bit of money.
29 That got transferred and they closed that from the Kingsbury fund over to the HRC. Then, they
30 created the Keene International Festival. Thus, there are accounts A, B, and C, and with the

31 closure of B, that was done a long time ago but there was an invoice that was incorrectly coded
32 to Human Rights and not to the KIF. They have done an audit. What is presented to the HRC
33 tonight has everything correct. The balance in the HRC's account is \$4,096.73. Even though it
34 is in the HRC's account, the \$2,861.89 is for the KIF and cannot be used for the HRC. The HRC
35 is just the fiscal agent for the KIF.

36

37 Vice Chair Saleh asked what the number highlighted in yellow is. Mr. Bohannon replied that is
38 the combination of the two balances.

39

40 Vice Chair Saleh asked if it is correct that this is to be taken as informational and the HRC does
41 not need to vote to approve this. Mr. Bohannon replied that is correct. Vice Chair Saleh stated
42 that if there are no further questions or comments, the Finance Report is accepted as
43 informational.

44

45 **4) Pride Month**

46

47 Vice Chair asked for an update from the Pride subcommittee.

48

49 Dr. Filiault stated that he reached out to their contact at the Monadnock International Film
50 Festival (MONIFF) and watched the films that were suggested and thought two were appropriate
51 for Pride Month, given their content and timeliness. One of those is apparently a Netflix-
52 exclusive now, so the HRC is unable to stream that, which brings them down to one film. They
53 will hear back soon regarding what the cost will be. The contact at MONIFF also said they
54 might be able to show the Netflix-exclusive one if they do it through the Colonial Theater, but he
55 does not think it is realistic to try to arrange something with the Colonial Theater with six weeks'
56 notice.

57

58 Dr. Filiault continued that he and Ms. Cunha-Vasconcelos are working on drafting a letter to the
59 Keene Downtown Merchants Association to see which merchants would put Pride flags in their
60 windows for that week or month. They are ready to send that letter out, if they have the HRC's
61 approval.

62

63 Ms. Cunha-Vasconcelos stated that she emailed the letter to Mr. Bohannon late last week. She
64 asked how they could best share the letter with the committee. She continued that she and Dr.
65 Filiault discussed that if they are asking businesses to display the flag, they should offer those
66 businesses the flag, instead of asking the businesses to buy the flags themselves. That is
67 something to be coordinated. The flags, 3'x5', are about \$5 or \$6 each online.

68

69 Discussion ensued about flag sizes, prices, logistics, and what is reasonable to ask/expect of
70 businesses. Dr. Morris asked about the specifics of the flag colors and symbolism, and whether
71 it is the older or newer Pride flag. Dr. Filiault replied that they are the traditional rainbow flag,
72 and each stripe represents a different branch of the LGBTQ community and explained the colors.
73 Dr. Morris replied that there is a newer one with the rainbow stripes plus black and brown

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74 stripes. Dr. Filiault replied that that is the progress flag, and they could do that as well. They are
75 all available online for between \$5 and \$6. Flags for 10 businesses would be \$60 or less.
76 Discussion continued.

77
78 Mr. Bohannon shared the letter Ms. Cunha-Vasconcelos drafted on the screen. He suggested
79 they take the opportunity to share the mission of the HRC with the businesses they are
80 contacting, and a link to the HRC's website in case they want to learn more.

81
82 Discussion ensued about how many businesses they will be asking to display the flag and how
83 many participants they should expect. Dr. Filiault asked Ms. Fiske if the Library will participate
84 by, say, having an LGBTQ-themed display in the lobby. Ms. Fiske replied yes.

85
86 Vice Chair Saleh asked how the letters would be distributed. Dr. Filiault replied that Judy
87 Rogers from Prime Roast has offered to take that on.

88
89 Dr. Filiault stated that they need two approvals from the HRC – first, an approval of the wording
90 of the letter, contingent on adding the HRC's mission and contact information; and second, the
91 expenditure for the flags.

92
93 Dr. Filiault made a motion for the Human Rights Committee to adopt this language, contingent
94 upon adding the HRC's mission and contact information to the letter, to be printed on City of
95 Keene letterhead and distributed to the Keene Downtown Merchants Association. Dr. Morris
96 seconded the motion.

97
98 Ms. Fiske stated that she is hopeful that more than 10 businesses would participate. She asked if
99 they should consider spending more money to purchase more flags, maybe smaller ones. Ten
100 might not be enough. Dr. Filiault suggested a cap of \$120, for flags for 20 merchants.
101 Discussion ensued about what defines "downtown," how many businesses there are, and how
102 many businesses are likely to participate and which ones.

103
104 Vice Chair Saleh reminded the group about the motion on the floor. Councilor Manwaring
105 stated that the motion on the floor is to approve the wording of the letter. Dr. Filiault replied
106 right, there needs to be two motions, and first is the motion to adopt the language of the letter.
107 The second motion is regarding the expenditure.

108
109 Vice Chair Saleh called for a vote. By a roll call vote, the HRC unanimously adopted the
110 language of the letter, contingent upon adding the HRC's mission and contact information to the
111 letter, to be printed on City of Keene letterhead and distributed to the Keene Downtown
112 Merchants Association.

113
114 Dr. Filiault made a motion for the HRC to allocate \$150 to purchase Pride flags for downtown
115 businesses and those in the downtown area. Councilor Manwaring seconded the motion.

116

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117 Dr. Morris stated that they need to decide which flag. Dr. Filiault replied yes, they need to
118 decide on the size, and whether to use the traditional design that has the six stripes of the
119 rainbow or the newer one that has triangles on the sides with other colors to represent other
120 facets of the community. Vice Chair Saleh replied that they can have that discussion if and when
121 they approve the motion for the expenditure.

122

123 Dr. Morris made a motion to amend the motion to \$200 instead of \$150. Dr. Morris stated that
124 in case they end up needing more flags than the \$150 would buy, it would be better to add more
125 money to it now, instead of having to come back and make another motion. She hears that more
126 businesses might want to participate.

127

128 Dr. Filiault stated that the amended motion is to allocate \$200 to purchase Pride flags for
129 participating downtown businesses. Councilor Manwaring seconded the motion to amend. The
130 amended motion passed by a unanimous, roll-call vote.

131

132 Vice Chair Saleh asked if there is anything else to discuss about Pride month. Ms. Cunha-
133 Vasconcelos asked if there is already-written information about the HRC's mission that she
134 should copy into the letter. She asked who puts it on the letterhead. Mr. Bohannon replied that
135 she can send it to him and he will put it on the letterhead. He will follow up with her, regarding
136 the language.

137

138 Ms. Fiske asked what the date is for the movie showing and what the movie's title is. Dr. Filiault
139 replied that the date is contingent upon when they can actually get that from MONIFF, but they
140 are probably looking at the latter half of June. He continued that the movie is Cured, which is
141 about conversion therapy. Ms. Fiske replied that she saw it and it is excellent.

142

143 Vice Chair Saleh asked how they will distribute the movie link to a broader audience. Dr.
144 Filiault replied that MONIFF knows how to do that and will walk the HRC through the process
145 when it is time.

146

147 Dr. Morris asked if they will have to meet again to approve the cost of the film. She asked if
148 there is a ballpark figure the HRC could approve up to. Discussion ensued. Dr. Filiault stated
149 that they could set a cap today, and if the film MONIFF is recommending is beyond that, they
150 could move to their third choice. Councilor Manwaring asked if an email vote would be
151 allowed. Mr. Bohannon replied no. Discussion ensued about whether and how the HRC could
152 hold an "emergency meeting" to approve the cost of the film once it comes in, and about what
153 the cost of the film might be and what the HRC's funds are.

154

155 Dr. Morris made a motion for the HRC to approve up to \$1,000 (for a film for Pride). Ms.
156 Cunha-Vasconcelos seconded the motion, which passed by a unanimous, roll call vote.

157

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159

160 **5) Juneteenth**

161

162 Vice Chair asked for an update from the Juneteenth subcommittee.

163

164 Councilor Manwaring showed on the screen an image of the “save the date” advertising for
165 Juneteenth, designed by Beth Wood. She continued that the emphasis is on teaching people
166 about what Juneteenth means. The image has the City of Keene’s logo, but she suggests they
167 change it to something like “sponsored by the Human Rights Committee of the City of Keene.”
168 Discussion ensued regarding the “save the date” advertisement. Dr. Morris stated that the
169 Juneteenth colors are red, black, and green. Councilor Manwaring replied that she will bring that
170 up to the Juneteenth committee tomorrow night.

171

172 Councilor Manwaring stated that as they said last time, the event is about food, music, and
173 history. She continued that Gail Zachariah from the Library has a possibility of having Edwin
174 Owusu speak; he is a rapper and motivational speaker from Vermont and from Ghana originally.
175 Ms. Zachariah might have some money.

176

177 Councilor Manwaring stated that regarding how to approach the restaurants downtown, Gail
178 Somers, owner and chef at the Jamaican restaurant, suggested they focus on macaroni and
179 cheese. She (Councilor Manwaring) thought it would be nice to have more choices, especially
180 for people with food limitations. Through the internet she found a list of Juneteenth foods,
181 including spiced collard greens with bacon, honey jerk shrimp, crockpot smoked red beans, and
182 more. They will talk with the restaurants about how this is about educating people about foods
183 that were important when June 19, 1865 occurred, with some modern touches. It is an
184 educational process. Hopefully that will resonate with the restaurants.

185

186 Vice Chair Saleh asked about Ms. Somers’ role. Councilor Manwaring replied that the YMCA
187 has asked to join the Juneteenth event, and Ms. Somers is part of that. Ms. Cunha-Vasconcelos
188 stated that Ms. Somers is sort of the facilitator for area restaurants who want to participate in
189 this. Discussion continued about the food the restaurants will make. Ms. Cunha-Vasconcelos
190 clarified that the intent is for each restaurant to choose a food from the list to make, knowing it
191 will not be completely historically authentic; it will be the restaurant’s take on it.

192

193 Vice Chair Saleh asked about the history part of the event. Ms. Cunha-Vasconcelos replied that
194 the plan is to have an introductory speaker; a proclamation by the Mayor; another speaker; a
195 musical act, youth choir; and another speaker, a poetry group that Councilor Workman made
196 contact with; and a closing speaker. She gave more information about including QR codes that
197 people can scan with their phones to access websites that educate people about certain aspects of
198 Juneteenth and related social justice. There is one reenactor still as a possibility. The YMCA is
199 looking at doing a history walk. They also plan to distribute Juneteenth flags to participating
200 restaurants. She also reached out to NH Senator Melanie Levesque but has not heard back.
201 Discussion continued about budget details. Ms. Cunha-Vasconcelos stated that they will keep
202 the HRC posted as things develop.

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Vice Chair Saleh asked about advertising and the location. Ms. Cunha-Vasconcelos replied that it will all be in Railroad Square. She continued that they will keep the flyer fairly generic until more of the event details are finalized and they will release more information as the program gets solidified. They will print flyers and they have a tried and true list of where to post them.

6) Library ALA Grant

Vice Chair Saleh asked if there is an update on the Library ALA Grant. Ms. Fiske replied that the next event is Wednesday, May 5, at 5:00 PM, a discussion based off the book “The Black Friend: On Being a Better White Person,” by Frederick Joseph. She continued that he offers reflections on how to be an anti-racist and how to educate newcomers to the cause. The next two events are documentary film discussion. There will be one more community discussion with a group, happening a little later as this starts wrapping up.

Vice Chair Saleh asked if the HRC members can share the link on social media. Ms. Fiske replied yes, that would be wonderful. Mr. Bohannon asked if Ms. Fiske can have Ms. Zachariah send him the new link and he will forward that to the group as informational.

Vice Chair stated that to back up a bit, he forgot to ask during the Juneteenth agenda item: Councilor Manwaring said that Ms. Zachariah might have some money. Is there any paperwork or approval needed for that? Ms. Fiske replied that it is money they have set aside from the Friends of the Library, who sponsor Library programming. It will come from the regular program budget.

7) New, Other Business

Vice Chair Saleh welcomed public comment. Sandra McDonald, Keene resident, stated that she thinks what the HRC is doing for Juneteenth is wonderful. She continued that she has an idea, as a result of the work of the Ad Hoc Racial Justice and Community Safety (AHRJCS) Committee – she suggests inviting Civil Rights and Human Rights Attorney Bryan Stevenson for a speaking engagement. She wonders if the HRC is interested. She got the interest of Pierre Morton, newly-appointed Chief of Diversity at Franklin Pierce University. The Whittemore Center at the University of New Hampshire is also on board. This event is at the initial planning stages, but she hopes they can put forth an invitation to Mr. Stevenson, whether it is virtual or in person, which is still up in the air. The goal is toward the end of the year or beginning of next year. She spoke with Mayor Hansel about it and he suggested she get in touch with the HRC.

Vice Chair Saleh thanked Ms. McDonald for coming today and sharing her feedback. He continued that Dr. Morris was part of the AHRJCS Committee and the report. He asked if she has a response.

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245 Dr. Morris stated that she thinks it would be great, and maybe Mr. Stevenson could be the
246 speaker for the Martin Luther King, Jr. event. She thinks it is something that could be very
247 productive, because there was a good response when the film about his life was shown at the
248 Colonial Theater. There was a really productive discussion afterwards, so she imagines that if he
249 actually came here in person, that would lead to some very fruitful, productive discussions. She
250 asked Ms. McDonald to get in touch with her at Keene State College, because she is sure they
251 would want to be a part of it, too.

252
253 Ms. McDonald thanked Dr. Morris and added that people from The Cohen Center have
254 expressed interest as well. She wants to get as many interested parties on board with this as
255 possible to further their chances of getting Mr. Stevenson to do this speaking engagement. He
256 receives a lot of requests for speaking engagements and can only accept a few. The more people
257 and groups in the area come together and make this an opportunity for education, the better. She
258 hopes to get Mr. Stevenson's message into local high schools and colleges, too. She continued
259 that she will call Dr. Morris.

260
261 Mr. Bohannon stated that he will call Ms. McDonald later this week to talk more about this.

262
263 Vice Chair Saleh stated that Ms. McDonald's call reminded him of something else to bring up:
264 the HRC probably wants to pay attention to the report that the AHRJCS Committee put out. He
265 asked that they put it on a future agenda. Mr. Bohannon replied that he meant to put it on
266 today's agenda, and he apologizes for it not being there. He will add it to the next. Now that the
267 Pride and Juneteenth events will be happening soon and thus not requiring such a large portion of
268 the HRC's agenda, the HRC can really focus on the AHRJCS Committee's report over the next
269 several months. There is a lot of information there. He will also follow up with Ms. McDonald
270 regarding Mr. Stevenson, and put that on a future agenda as well.

271

272 **8) Adjourn – Next Meeting Monday, June 7, 2021 at 5:00 PM**
273 **More Time: Keene State College Outreach**

274

275 There being no further business, Vice Chair Saleh adjourned the meeting at 6:03 PM.

276

277 Respectfully submitted by,
278 Britta Reida, Minute Taker

279

280 Edits submitted by,
281 Andy Bohannon, PRF 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	\$ 2,034.00	Balance 7/1/21	\$ 4,491.88	\$ 2,861.89
	This was entered at 4574.70							
Income			Income			Income		
KIF - C&S		\$ 2,000.00						
KIF - Gallup	\$ -	\$ 2,500.00	City of Keene	\$ 500.00		City of Keene		
KIF - SBW	\$ -	\$ 1,000.00		\$ -			\$ -	
KIF- Alexander		\$ 500.00						
KIF - CC Literacy		\$ 247.83	KIF - Alexander		\$ 1,000.00			
KIF - Fenton		\$ 100.00						
City of Keene	\$ 500.00							
subtotal	\$ 500.00	\$ 6,347.83	subtotal	\$ 500.00	\$ 1,000.00	subtotal	\$ -	\$ -
Total Income	\$ 500.00	\$ 6,347.83	Total Income	\$ 500.00	\$ 1,000.00	Total Income	\$ -	\$ -
Expenses			Expenses			Expenses		
International Festival	\$ -	\$ 2,265.34	International Festival	\$ -	\$ 172.11		\$ -	
KIF - PD Detail		\$ 671.49						
			Pride Flags - 15	\$ 104.85				
KIF - Tents Deposit		\$ 697.00						
Kif - Elegant Settings		\$ 680.00						
Peter Blood	\$ 500.00							
KSC Dining	\$ 477.27							
Total Expenses	\$ 977.27	\$ 4,313.83	Total Expenses	\$ 104.85	\$ 172.11	Total Expenses	\$ -	\$ -
Net 19-20	\$ (477.27)	\$ 2,034.00	Net 20-21	\$ 395.15	\$ 827.89	Net 21-22	\$ -	\$ -
Balance on hand	\$ 4,096.73	\$ 2,034.00	Balance on hand	\$ 4,491.88	\$ 2,861.89	Balance on hand	\$ 4,491.88	\$ 2,861.89