

City of Keene
New Hampshire

HUMAN RIGHTS COMMITTEE MEETING AGENDA

Monday, January 9, 2023 at 5:00 PM
Room 22 Upstairs, Recreation Center

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

Members:

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

Staff:

Andy Bohannon, PRF Director
Alyssa Bender, Youth Services Manager

Alternates:

Ritu Budakoti
Heidi Schwieger

Agenda:

1. Welcome and Call to Order
2. Elections
3. Approval of December 5, 2022 Minutes
4. Finance Report
5. Budget Development
6. Monadnock Diversity, Equity, Inclusion and Belonging Coalition Updates
7. Acceptance of Committee Event Reports
8. Community Outreach
 - a. MLK Jr. Day – January 16th 10:00 AM Cheshire County Historical Society
 - b. Black History Month – Movie “Till” February 16th 6:30 PM Colonial Showroom
 - c. Community Survey
9. New Business
 - a. 2023 Meeting Dates
10. Adjourn – Next Meeting Monday, February 6, 2023 at 5:00 PM

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

1 City of Keene
2 New Hampshire

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4
5 HUMAN RIGHTS COMMITTEE
6 MEETING MINUTES
7

Monday, December 5, 2022

5:00 PM

Room 22,
Recreation Center

Members Present:

Sofia Cunha-Vasconcelos, Chair
Dr. Shaun Filiault, Vice Chair
Jan Manwaring
Marti Fiske
Hunter Kirschner
Dr. Dottie Morris (5:02 PM)
Rabbi Daniel Aronson (5:03 PM)

Staff Present:

Andy Bohannon, Parks, Recreation & Facilities
Director
Alyssa Bender, Youth Services Manager

Members Not Present:

Dr. Mohammad Saleh
Councilor Catherine Workman
Ritu Budakoti, Alternate
Heidi Schwieger, Alternate

8
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 just*
13 *society, we move forward with the firm intention to value the voices, opinions, and experiences of all*
14 *people. We choose to proceed with the awareness and humility that the statements and decisions we make*
15 *will have a different impact for those with different life experiences."*
16

17 Chair Cunha-Vasconcelos called the meeting to order at 5:00 PM. Roll call was conducted.
18

19 **2) Approval of November 7, 2022 Meeting Minutes**

20
21 Ms. Fiske made a motion to approve the meeting minutes of November 7, 2022. Mr. Kirschner
22 seconded the motion, which passed by a vote of 3-0. Chair Cunha-Vasconcelos and Dr. Filiault
23 abstained.
24

25 **3) Finance Report**
26

27 Mr. Bohannon reported that as he stated at the previous meeting, under “expenses,” he put the
28 events in chronological order.

29

30 Dr. Morris arrived at 5:02 PM.

31

32 **4) Budget Development**

33

34 Mr. Bohannon stated that the HRC essentially has five events – the Keene International Festival
35 (KIF) is self-funded. The HRC receives \$1,000 from the City. They currently have a balance of
36 \$3,991.88. The proposal from Chair Cunha-Vasconcelos was to divide \$2,000 equally among
37 the four events, and if an event needs more money, the organizers for the event need to do the
38 fundraising. Some events might not need any support.

39

40 Mr. Aronson arrived at 5:03 PM.

41

42 Mr. Bohannon continued that Juneteenth, for example, might cost more than \$500, if they need a
43 sound system and to bring folks in. The HRC can discuss the proposal (to allot \$500 to each
44 event).

45

46 Chair Cunha-Vasconcelos stated that they also discussed having the use of the reserve of \$1,191
47 be voted on by the entire HRC. She continued that currently the HRC gets \$1,000 per year. She
48 saw in the meeting minutes that the committee had discussed whether to make another request to
49 the City for another \$1,000 so it totals \$2,000 per year. She asked if the HRC actually made a
50 motion to make that request and write that letter. Others replied no. Mr. Bohannon stated that
51 they were waiting for this meeting for Chair Cunha-Vasconcelos to be present. Chair Cunha-
52 Vasconcelos asked if everyone is comfortable with requesting \$2,000, and with having \$500 as
53 the starting point for each event’s budget.

54

55 Ms. Manwaring stated that her question is whether the HRC is committed to doing those four
56 events, because they have never done all four. She continued that it would mean the HRC
57 members would need to work beyond these (monthly) meetings. Mr. Bohannon clarified that the
58 four events are Martin Luther King, Jr. Day, Pride Month, Juneteenth, the KIF [self-funded], and
59 Indigenous People’s Day. Discussion ensued. Dr. Filiault spoke about how MLK Day was the
60 original purpose of the committee, and Juneteenth has happened for two or three years, and they
61 had an Indigenous People’s Day event this year. An independent group puts on Pride events, and
62 people from that group have reached out to him and Mr. Kirschner about working together. He
63 and Mr. Kirschner need to talk about what that could look like. It is worth leaving [Pride Month]
64 as a placeholder for now, and if they decide not to use the funds, they could relinquish those
65 funds later on.

66

67 Chair Cunha-Vasconcelos stated that the other aspect of this is the HRC made a call to the
68 public, asking the public to inform the HRC about what trainings and events they need and want

69 to see. She continued that the HRC might need to revise this list as they go, and have
70 discussions as they go about how to fund things.
71
72 Ms. Manwaring stated that her question was more about whether the HRC members, who are all
73 busy people, are able and willing to jump in and do this. She continued that she hopes so.
74
75 Dr. Morris asked if the HRC can request more money from the City, explaining that they have
76 been tasked with more than their current budget can cover. Or will the other coalition MDEIB
77 be responsible for doing some things? She continued that Juneteenth relied on kind people's
78 donations.
79
80 Mr. Bohannon replied that the HRC can request City funding during this upcoming budget cycle.
81 He continued that department heads need to submit those in February. Through the City Council
82 process, the requests do not get approved until June. The HRC could find themselves making an
83 additional request in May, but they really should try not to do that and instead make their request
84 early. This year's MLK Day event will not cost the HRC anything. Thus, the HRC could
85 probably reallocate those funds for the Juneteenth event. His opinion is that the Juneteenth event
86 could need additional funding to help offset its costs. Some years the HRC has costs with the
87 MLK Day event. Maybe \$2,500 or \$3,000 (would be a reasonable request).
88
89 Dr. Morris asked what the process is for making that request. Mr. Bohannon replied that first the
90 HRC discusses it and decides upon an amount to request, then directs him to write a
91 memorandum to the City Manager making that request.
92
93 Discussion continued. Ms. Fiske asked if people had different amounts to propose, regarding
94 what the HRC should request. She asked if it is correct that the HRC currently receives \$1,000
95 and the proposal is \$2,000. Mr. Bohannon replied that that is utilizing some of the
96 remaining/current funds. Ms. Fiske replied that she thought the proposal was requesting \$2,000
97 for next year. Mr. Bohannon replied that there would be \$1,000 from the City, and the
98 remaining \$1,000 would come from the existing balance. Ms. Fiske replied that it sounds like
99 they would want to plan for at least \$2,000 from the City and then fund balances to pad out
100 where needed. She asked Dr. Morris if that is what she was thinking. Dr. Morris replied that she
101 is thinking closer to \$3,000, because it does not feel comfortable to continue asking people to
102 (present at HRC events) for free. Chair Cunha-Vasconcelos stated that for the past two years the
103 Juneteenth budget has been about \$2,000, which has been possible due to other events not using
104 their funding, and due to donations.
105
106 Dr. Filiault asked what the budget was last year for the MLK Day event. Mr. Bohannon replied
107 \$0, because for the last two years, Dr. Morris has been able to utilize her resources. He
108 continued that it is important to keep in mind that those were on Zoom. Dr. Filiault asked what a
109 typical budget would be for a live MLK Day event. Mr. Bohannon replied that it depends on the
110 program. This year, the Historical Society has brought forward their event, which the HRC
111 talked about. There is no charge for that. Unless the HRC decides to get breakfast items and

112 coffee, there will be no cost. Ms. Fiske stated that from her Library experience, she can say that
113 bringing in a speaker at that level would generally be about \$500 plus refreshments.

114
115 Chair Cunha-Vasconcelos stated that it might be more realistic to start with \$1,000 per event.
116 She continued that the Library footed the bill for the Indigenous People's Day event this year,
117 and for MLK Day they have been lucky enough to use Zoom and Dr. Morris's network, but yes,
118 it becomes a little bit exploitative if the HRC is constantly asking for that donation and not doing
119 stipends and things of that nature. She does not want the HRC to rely on the notion that those
120 will be free of charge going forward. She asked if it would be appropriate for the HRC to raise
121 their request to \$4,000 per year, and if they might get that. Mr. Bohannon replied that as long as
122 the HRC can demonstrate that it is being used and is needed, they can qualify that as a
123 reasonable ask, but that does not mean the City will give it. They can ask.

124
125 Mr. Bohannon stated that it sounds like for the time being, a different group is hosting its own
126 Pride events and fundraising for those events, and down the line, the HRC will talk about
127 whether/how to collaborate with them. He continued that the HRC is thankful for the Library
128 moving forward with the Indigenous People's Day event, and if there are grants for the Library
129 to do that, that is great, but he thinks if the HRC asks for \$3,000 per year and puts \$2,000 to
130 Juneteenth and \$1,000 to the MLK Day event, they might be able to make up that \$500 if it is
131 only \$500, or if it is only \$250 for MLK Day they could use that to offset the Pride event or
132 Indigenous People's Day. The HRC already has almost \$4,000 in the bank to offset that.

133
134 Chair Cunha-Vasconcelos asked if she is hearing correctly that if the HRC asks for that money,
135 they really need to spend it, and they already have \$4,000 in the bank, so asking for more
136 without spending what is there is probably a "not consistent" ask. Mr. Bohannon replied that he
137 would say that a consistent ask is \$3,000 every year. He continued that he thinks that would be a
138 reasonable ask. Given what they are looking at citywide for the Racial Justice and Community
139 Safety (RJCS) Report and actions that will be needed there, and other education and outreach,
140 they can rely on some of that to do that. Asking for \$3,000 and committing \$1,000 to MLK Day
141 and \$2,000 to Juneteenth (makes sense). They know they will spend that \$2,000 for Juneteenth;
142 that is a given. It is the other events how they are able to network.

143
144 Dr. Morris asked if there are things in the RJCS Report they will need money for. She continued
145 that their request will be even stronger if they can say that in order to conduct the business they
146 were tasked with from the report, now they need funding to be able to implement some of these
147 things. They could justify the request for that reason. Chair Cunha-Vasconcelos replied that
148 most of the action items coming out of the RJCS Report were not things that the HRC could do;
149 they were things that other City entities needed to do.

150
151 Mr. Aronson asked about Holi Festival, stating that it was on the HRC's list of events at one
152 time. He continued that he thought it came off due to scheduling issues. He asked if it should go
153 back on. Mr. Bohannon replied that that was a collaboration between the Historical Society, the
154 Keene India Association, and KSC. In 2019, the HRC was having conversations about it and he

155 bought all the colors, which are still sitting in boxes. People from the KIF had suggested doing
156 Holi Festival at the Rec Center. That is how that came about. However, they need to know what
157 the Keene India Association and the Historical Society want to do. These partnerships need to
158 be aligned.

159
160 Mr. Aronson asked if they should thus have a line item for miscellaneous co-sponsorships, or
161 support for other organizations that might come to the HRC for, say, \$100 or \$200. For
162 example, if the Jewish community or Muslim community wanted to do something, or something
163 else. Dr. Filiault replied that he thinks they do, and that is their balance on hand. He continued
164 that they do need to spend down their balance on hand before they start asking for more. Mr.
165 Aronson replied that maybe that should be a line under “expenses,” and they can let people know
166 that they are available to do that. Dr. Filiault replied that they could allocate a certain amount
167 from their balance on hand each year towards miscellaneous sponsorships or endorsements, and
168 advertise that they have that available for worthy causes.

169
170 Ms. Fiske replied that she wants to make sure they have the authority to forward money to other
171 organizations, since the money is given to the HRC by the City. She continued that if they co-
172 sponsor something it might be a clear line, but if they are not clearly co-sponsoring an item it
173 may be a problem of authority. Dr. Filiault replied that they certainly would have to be a co-
174 sponsor on whatever it was. Mr. Bohannon replied that he cautions the HRC about this, for the
175 sake of history, because the HRC used to have \$13,000 in the bank, not just \$3,000. Then,
176 organizations came in, and the HRC said, “Sure, we’ll give you \$1,000!” or \$4,000, or \$500, and
177 it was not reciprocated or the HRC was not deemed a co-sponsor of these things. Thus, they
178 really crunched down on their collaboration, in saying, ‘We are not just a funding source. Just
179 because we are from the City of Keene and we do have a balance, it does not allow you to just
180 come in and take our resources.’ He cautions the HRC about this. That said, this is not an
181 adopted budget by the trustees or City Council, it just the HRC’s budget to go by. And if they
182 deem that they want to have this miscellaneous support line, they can. There could be an event
183 that comes out of the blue that is a perfect opportunity for the HRC at, say, \$2,500, and the HRC
184 can approve it and spend it. As long as it meets the mission and purpose of this group, nothing is
185 stopping them from doing that.

186
187 Dr. Morris replied that in the early days of this committee, they had major speakers. Then as the
188 money decreased, it was harder to bring people in. She does not see why they could not go back
189 to that level of events within the city, if they plan to move the needle any. It seems like people
190 think this is the work people should just do out of the kindness of their hearts. There are a lot of
191 people the HRC could get, such as faculty members from UMass who are publishing in social
192 justice, but if the HRC only has, say, \$400 to offer to these people who are being pulled by a lot
193 of other entities, they will be going with the other entities. The HRC could do some amazing
194 work here, and they could spend the money to make it happen. She gave examples of work other
195 communities do for MLK Day, and her hopes for the HRC to rise to the challenge and be as great
196 as they can be.

197

198 Mr. Bohannon replied that he agrees the HRC can rise. He continued that he met with Luca
199 Paris and Dan Smith from the YMCA, and they were joined by Mark Belden, the president of the
200 Savings Bank of Walpole. They talked about what each group is doing, because there are three
201 groups moving in the same direction but not communicating enough with one another. They will
202 fix that, and meet periodically. To Dr. Morris's point, one of the things he, Mr. Smith, Mr. Paris,
203 and Mr. Belden discussed is having a community forum discussion with a guest speaker to start a
204 great conversation. That is in the works, determining what that might look like and who would
205 take it on. The group is getting established. Mr. Bohannon spoke a bit more about how Mr.
206 Smith talked about wanting to collaborate more for events with other groups, so the YMCA is
207 not doing "one-off" events.

208

209 Chair Cunha-Vasconcelos stated that to close the loop on the budget development conversation,
210 she would like the HRC to vote on their budget request. Do they want to ask for \$3,000 per
211 year? Discussion continued.

212

213 Mr. Aronson made a motion for the Human Rights Committee to ask [the City of Keene] for
214 \$3,000 per year for their budget. Ms. Fiske seconded the motion, which passed by unanimous
215 vote.

216

217 Chair Cunha-Vasconcelos asked if they want to vote on how to distribute the money in their
218 budget, or if they should table that for another meeting. Mr. Bohannon replied that he will put
219 the memorandum together for the HRC to review at their next meeting. Chair Cunha-
220 Vasconcelos thanked him and stated that that is a great starting point.

221

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

223

224 Chair Cunha-Vasconcelos stated that she heard Dr. Morris has been unable to attend MDEIB
225 meetings because they are at the same time as when she teaches. Dr. Morris replied that she told
226 the MDEIB she was unable to attend this semester, but she will be going again starting with the
227 next meeting, now that the semester is ending this week.

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

229

230 Chair Cunha-Vasconcelos asked for a discussion about the MLK Day event. Mr. Bohannon
231 stated that he met with Jennifer Carroll from the Historical Society. He continued that a couple
232 meetings ago, Ms. Manwaring spoke about the project the Historical Society was working on,
233 called Recovering Black History in the Monadnock Region. The HRC had wanted to find out
234 more about that. The Historical Society has put together many materials related to that project,
235 which Ms. Carroll will put together into a presentation approximately 40 minutes long, followed
236 by a Q&A session. That will be the MLK Day event. On February 22, there will be a second
237 conversation, with Michelle Stahl of the Monadnock Center for History and Culture, and
238 archeologist Gail Golec, to share some of the stories from the project.

239

240 Dr. Morris stated that she spoke with Keene Cinema about the possibility of a showing of the
241 movie Till. She continued that they told her they will not know until January, because if it gets
242 nominated for an Oscar they will bring it in, but at this point they do not have a plan for it. It
243 does not seem like the Colonial has plans to show it, either; she thinks they, too, are waiting to
244 hear about the Oscars. If the movie does come to Keene, they can definitely do a program
245 around it, but it might not be in January. At KSC, she is working on bringing in a speaker, Theo
246 Wilson, a Black man who went undercover in a white supremacist group. He speaks about many
247 things but has a special MLK Day address and challenge. She will let the HRC know how that
248 pans out. Mr. Wilson's talk would be at the college but people from the city would be invited to
249 attend. She really hopes the film works out.

250 Chair Cunha-Vasconcelos asked if Dr. Morris would like the HRC to sponsor the film. Dr.
251 Morris replied yes, that would be a part of it. Chair Cunha-Vasconcelos replied that the HRC
252 could still sponsor it even if it does not happen in January. Mr. Bohannon stated that he wonders
253 if there could be a larger collaboration between the college, the City, and the Monadnock
254 International Film Festival, to help bring Till to the Colonial. Dr. Morris replied that it is
255 expensive to screen, being a major motion picture. Mr. Bohannon replied that the Monadnock
256 International Film Festival might be able to do some of the legwork related to sponsorship. That
257 might be a conversation they could have. Discussion continued about the film.

258 **7) Community Outreach**

259 **A) Martin Luther King Jr. Day**

260 Chair Cunha-Vasconcelos stated that they talked about MLK Day in the previous agenda item.
261 She asked if there was anything else to discuss for Community Outreach.

262 Mr. Bohannon stated that the HRC received an email, related to the City's Downtown
263 Infrastructure Project. He continued that he forwarded the email to the HRC members. The
264 email is from Eric Swope, who mindfully shared his thoughts regarding the definition of "public
265 space" and the importance of it being welcoming. If HRC members have not yet done the survey
266 [to share ideas/visions related to the Downtown Infrastructure Project], he highly recommends
267 doing so. He also highly encourages them to share the survey link with others to get their
268 feedback as well. It is about redefining downtown Keene. There is a link to the survey in the
269 email, and there are postcards in the lobby about it.

270 **8) New Business**

271

272 Mr. Bohannon stated that someone had asked about the membership terms for the HRC. He
273 continued that up for a second term are Chair Cunha-Vasconcelos and Councilor Workman; he
274 will ask Councilor Workman if she is up for that second term. Dr. Morris has served two terms.
275 He asked if she is willing to extend her term. Dr. Morris replied yes.

276

277 Mr. Bohannon stated that the City of Lebanon, NH has a DEI (Diversity, Equity, and Inclusion)
278 Commission. Through the RJCS Report, the City of Keene will be forming its own internal DEI

HRC Meeting Minutes
December 5, 2022

279 Committee. Through research, they found that Lebanon put out a survey to their community
280 related to DEI. He wanted to find out if this is something the HRC is interested in doing, as part
281 of their responsibility to learn how to educate the community, and to do outreach. This survey
282 could provide direction for educational events that the HRC might be able to fund or co-sponsor
283 down the road. That is something to contemplate. He can send the survey around so everyone
284 can see it, but first he wanted to see if this is something the HRC is interested in. The responses
285 to the survey would go to the City, but it might give that baseline information that the HRC
286 could work from. Maybe every year or every other year they could send out the survey, to see
287 how the community is feeling related to this topic. It has been quite a while since KSC has done
288 their internal survey. The City has never done anything like this.

289
290 Chair Cunha-Vasconcelos asked if the committee wants Mr. Bohannon to show them the survey.
291 Others replied yes. Mr. Bohannon stated that he told the City Manager that he would discuss it
292 at this meeting, and if the HRC approves of moving in this direction, he will send the HRC
293 members the survey. At their January meeting, if they decide the survey is a go and they want to
294 do this, the survey would get sent out and be open for about three weeks. They would hopefully
295 have responses by the February meeting, or by the March meeting.

296
297 Ms. Fiske stated that as a department head who is also working on similar work for the Library
298 Department, and doing strategic planning this winter, she thinks it would be great if this survey
299 could be shared with other City departments for their own work as well. Mr. Bohannon replied
300 yes, this is a great community opportunity, but certainly could be used in-house as well.

301
302 Mr. Aronson stated that he has new business/an announcement as well – two things of note are
303 happening on December 21. At 5:00 PM, Congregation Ahavas Achim is having a Hanukkah
304 Menorah Lighting on Central Square. They have invited the Mayor, representatives from the
305 Cohen Center and the Monadnock Interfaith Project, and State Representatives Jay Kahn and
306 others. It will be about a 20-minute event, and the menorah will not stay out. He is also
307 donating a menorah to the holiday display in City Hall. The Longest Night Vigil starts at 5:30
308 PM at St. James. It is the annual vigil for homelessness, and will include a reading of a list of
309 names of homeless people who have died this past year due to exposure to the elements.

310
311 Chair Cunha-Vasconcelos asked why the menorah will not be staying out. Mr. Aronson replied
312 that it has to be plugged in, and he does not know if the City would be okay with that. He
313 continued that there are also vandalism concerns. Chair Cunha-Vasconcelos replied that she was
314 afraid he was going to say that (regarding vandalism). She continued that it struck her that
315 Keene lights a (Christmas) tree for a month or two. Mr. Aronson replied that this is homemade,
316 wooden, and retrofitted for lightbulbs instead of candles; it is not a big, sturdy structure that
317 could stay outside exposed to the elements.

318
319 Ms. Manwaring stated that she wonders if the HRC should/could be doing anything regarding
320 the anti-Semitic feelings flying around the country at this time. Mr. Aronson replied that that is a
321 good question, and it is part of what prompted him to think about this. He continued that there

322 are definitely things the HRC could be doing. He will have to give it some thought. He is happy
323 to bring back recommendations at the next meeting. Chair Cunha-Vasconcelos replied that that
324 would be wonderful.

325
326 Mr. Bohannon stated that he will send the HRC members copies of the draft that Dr. Filiault
327 wrote (for the executive summary of the RJCS Report). He thanked Dr. Filiault for his efforts.
328 He continued that due to the length of the discussions the HRC had, he knows Dr. Filiault
329 struggled to consolidate everything. He suggests the HRC members take time to digest it and
330 return to discuss it at the January meeting. Chair Cunha-Vasconcelos agreed. Dr. Filiault stated
331 that it is certainly in the draft stage, after many attempts at trying to keep it to a reasonable
332 length; he was unable to keep it to just one page.

333

334 9) **Adjournment – Next Meeting Monday, January 2, 2023**

335

336 Mr. Bohannon asked if they want to change the date of the January meeting, since the City is
337 closed on January 2. Discussion ensued.

338

339 Dr. Morris made a motion to move the HRC's next meeting to January 9, 2023. Ms. Fiske
340 seconded the motion, which passed by unanimous vote.

341

342 There being no further business, Chair Cunha-Vasconcelos adjourned the meeting at 5:52 PM.

343

344 Respectfully submitted by,
345 Britta Reida, Minute Taker

346

347 Reviewed and edited by,
348 Andy Bohannon, Parks, Recreation and Facilities Director

7/1/22- 6/30/23	HRC	KIF	7/1/23- 6/30/24	HRC	KIF	7/1/24- 6/30/25	HRC	KIF
Balance 7/1/22	\$ 2,991.88	\$ 3,985.44	Balance 7/1/23	\$ 3,991.88	\$ 5,651.74	Balance 7/1/24	\$ 3,991.88	\$ 3,985.44
Income			Income			Income		
City of Keene	\$ 1,000.00		City of Keene	\$ -		City of Keene	\$ -	
Donations KIF		\$ 8,012.00	Donations KIF		\$ -	Donations KIF		\$ -
subtotal	\$ 1,000.00	\$ 8,012.00	subtotal	\$ -	\$ -	subtotal	\$ -	\$ -
Total Income	\$ 1,000.00	\$ 8,012.00	Total Income	\$ -	\$ -	Total Income	\$ -	\$ -
Expenses			Expenses			Expenses		
Martin Luther King Day proposed \$500	\$ -		Martin Luther King Day	\$ -		Martin Luther King Day	\$ -	
Pride Month proposed \$500	\$ -		Pride Month	\$ -		Pride Month	\$ -	
Juneteenth proposed \$500	\$ -		Juneteenth	\$ -		Juneteenth	\$ -	
International Festival		\$ 6,345.70	International Festival		\$ -	International Festival		\$ -
Indigenous Peoples Day proposed \$500	\$ -		Indigenous Peoples Day	\$ -		Indigenous Peoples Day	\$ -	
Total Expenses	\$ -	\$ 6,345.70	Total Expenses	\$ -	\$ -	Total Expenses	\$ -	\$ -
Net 22-23	\$ 1,000.00	\$ 1,666.30	Net 23-24	\$ -	\$ -	Net 24-25	\$ -	\$ -
Balance on hand	\$ 3,991.88	\$ 5,651.74	Balance on hand	\$ 3,991.88	\$ 5,651.74	Balance on hand	\$ 3,991.88	\$ 3,985.44



**City of Keene
New Hampshire**

Human Rights Committee

2023 Meeting Schedule

January 9th

February 6th

March 6th

April 3rd

May 1st

June 5th

July 3rd

August 7th

September 4th

October 2nd

November 6th

December 4th

Meetings are held on the 1st Monday of the month at 5:00 PM and are conducted in Room 22 (upstairs) Recreation Center 312 Washington Street

meeting dates, times and location are subject to change

