

City of Keene
New Hampshire

HUMAN RIGHTS COMMITTEE MEETING AGENDA

Monday, August 7, 2023 at 5:00 PM
Room 22 Upstairs, Recreation Center

Members:

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

Staff:

Andy Bohannon, PRF Director
Alyssa Bender, Youth Services Manager

Alternates:

Ritu Budakoti
Tedd Benson
Jennifer Nascimento

Agenda:

1. Welcome and Call to Order
2. Approval of June 5, 2023 Minutes
3. Finance Report
4. Monadnock Diversity, Equity, Inclusion and Belonging Coalition Updates
5. Racial Justice Community Safety Report
6. Acceptance of Committee Event Reports
 - a. Keene International Festival
 - b. Indigenous Peoples' Day
 - c. Martin Luther King Jr. Day
7. Community Survey
8. New Business
9. Adjourn – Next Meeting Monday, September 11, 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

3
4 HUMAN RIGHTS COMMITTEE
5 MEETING MINUTES
6
7

Monday, June 5, 2023

5:00 PM

Room 22,
Recreation Center

Members Present:

Sofia Cunha-Vasconcelos, Chair
Hunter Kirschner, Vice Chair
Jan Manwaring
Dr. Dottie Morris
Dr. Mohammed Saleh
Marti Fiske
Gina Burke

Staff Present:

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

Members Not Present:

Rabbi Daniel Aronson
Councilor Catherine Workman
Ritu Budakoti, Alternate
Tedd Benson, Alternate
Jennifer Nescimento, 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*
13 *just society, we move forward with the firm intention to value the voices, opinions, and*
14 *experiences of all people. We choose to proceed with the awareness and humility that the*
15 *statements and decisions we make will have a different impact for those with different life*
16 *experiences."*

17
18 She called the meeting to order at 5:05 PM. Roll call was conducted.

19
20 **2) Approval of May 1, 2023 Minutes**

21
22 Dr. Morris made a motion to approve the meeting minutes of May 1, 2023. Mr. Kirschner
23 seconded the motion, which passed by unanimous vote.
24
25

26 **3) Finance Report**

27
28 Mr. Bohannon stated that everything is up to date, regarding what the HRC has received. He
29 continued that the exception is that donations, listed under the Juneteenth event, shall be
30 received; they are not actual at this point. Chair Cunha-Vasconcelos asked if that is what they
31 are budgeting to go for. Mr. Bohannon replied yes. He continued that he thinks they have
32 \$1,300 right now that they have received/cash in hand. The Juneteenth full expenses he showed
33 as the \$3,800. The HRC had asked for the finance report to recognize that each event has \$500,
34 so he put that in. He took a little liberty here, which the HRC can have him take back if they
35 want – when they did Till this year, they recognized and celebrated Black History Month. It
36 used to be Pride Month here in the budget. They can still add Pride Month; they just have not
37 done anything with it. Thus, he added Black History Month as a line item. He is not trying to
38 take anything away. If they do Black History Month each year, they can have it there. There is
39 definitely room for them to do Pride Month. The way the HRC left it was with the knowledge
40 that another group in town is organizing an event, and the HRC could piggyback at some point.

41
42 Chair Cunha-Vasconcelos stated that Mr. Kirschner is the chair of the Pride Month
43 subcommittee/working group. Mr. Kirschner stated that what he remembers is that Dr. Shaun
44 Filiault had suggested that it made sense for the HRC to not do a Pride event since the other
45 group was doing it, and he (Mr. Kirschner) challenged that, saying that the HRC’s mission is
46 different enough from Keene Pride’s that he thinks there is space for the HRC to do something.
47 He continued that he does not have anything prepared for Pride Month this year, but it should
48 stay in the budget as an event. Chair Cunha-Vasconcelos asked for the line item to be put back
49 in. Mr. Bohannon agreed.

50
51 Mr. Bohannon asked if he should keep Black History Month in there as well. Chair Cunha-
52 Vasconcelos replied that they could at least leave it as a placeholder. She continued that they do
53 not have a subcommittee/working group chair for that, and so on and so forth, but they can figure
54 that out. Mr. Bohannon replied that as they begin to build momentum with MDEIB,
55 collaborations could be an opportunity.

56
57 Dr. Saleh stated that he is confused by the math. He continued that the HRC’s expenses column
58 adds up to the \$5,645 listed at the bottom, but he is not sure what the “\$500” listed under the
59 MLK Day and Juneteenth line items means. Chair Cunha-Vasconcelos replied that each event is
60 allocated \$500 from the HRC’s annual budget. She continued that that is the amount of money
61 each event/working group starts with, without having to fundraise. Dr. Saleh replied that they
62 could add a comment that it does not add up to the total expenses. Chair Cunha-Vasconcelos
63 replied yes, the “\$500” is more informational.

64
65 **4) Monadnock Diversity, Equity, Inclusion, and Belonging Coalition (MDEIB) Updates**

66
67 Chair Cunha-Vasconcelos asked to hear from Dr. Morris about an MDEIB update. Dr. Morris
68 replied that she did not have an update, and asked Mr. Bohannon if he did.

69
70 Ms. Burke stated that she went to an MDEIB meeting for the first time, and they presented some
71 findings about work they had been doing in the city. She continued that it sounds like the
72 regional groups are meeting as well. It seems like the MDEIB is assembling more people.

73

74 **5) Racial Justice and Community Safety Report**

75

76 Chair Cunha-Vasconcelos asked where they are with the RCJS Report's executive summary.
77 Mr. Bohannon replied that he has not yet done the work he had said he would do. He continued
78 that Ms. Fiske has encouraged him via email this week, which he appreciates. He owes them
79 some information.

80

81 Chair Cunha-Vasconcelos asked if they should table this another month. Mr. Bohannon replied
82 that he will make sure the document is sent off to the three or four individuals who said they
83 would review it. Chair Cunha-Vasconcelos stated that to summarize, she thinks how they left it
84 in the last group discussion was that a subcommittee would examine it and do the final editing.
85 She asked if that is what is still in process. Mr. Bohannon replied yes, it has to go from his desk
86 to theirs.

87

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

89

A) Juneteenth

90

91 Chair Cunha-Vasconcelos stated that there is no Juneteenth event report in the agenda packet,
92 but regarding the flyer, they have been able to collaborate with the other groups that are doing
93 Juneteenth programming. She continued that they meet again tomorrow. They have a little more
94 fundraising to do, but the program is ironed out. They have created Facebook events, which she
95 encourages HRC members to share and RSVP to.

96

97 Ms. Manwaring asked if there is anything that says what the HRC's part is. Mr. Bohannon
98 replied that the website gives information about the two performances. He asked if Ms.
99 Manwaring is looking for more of an agenda for the event/program. There should be more
100 information on the YMCA's website. Chair Cunha-Vasconcelos stated that the program is as
101 follows: an opening/welcome by Kris Roberts, a performance by the Gaslight Tinkers, a speaker
102 from the Black Cowboys podcast, a performance by the Alex Minasian Trio, a speaker from the
103 ACLU whose focus is mass incarceration, a workshop performance from a local
104 composer/musician, and a speech from Gail Summers. Ms. Fiske stated that the YMCA website
105 does not specify the agenda for the HRC's event; it just has the general information that is on the
106 flyer. Chair Cunha-Vasconcelos replied that they are meeting tomorrow and can address that.
107 Mr. Bohannon replied yes, they can get that updated.

108

109 Mr. Bohannon stated that collaborating with the YMCA gave them the ability to do a few things,
110 such as tapping into their marketing, which includes paid radio spots. He played the radio spot
111 that Councilor Workman did for Juneteenth. He continued that next week they will be going to

112 the radio station with Pierre Morton to do an overview about the event with Dan Mitchell. The
113 publicity is great. Local Burger is a sponsor, and for every burger sold that day, the HRC gets \$5
114 back. The more people buy at Local Burger that day, the more the HRC gets back. The YMCA
115 is putting together coupons, so he encourages everyone to get coupons at the event and share
116 them.

117
118 Ms. Manwaring asked what help is needed that day for setup. Chair Cunha-Vasconcelos replied
119 that setup is minimal, because they decided to do away with the stage, which was not used in
120 previous years. She continued that setup will mainly be the sound system and popups. Mr.
121 Bohannon replied that they have popups to bring. Ms. Manwaring asked about chairs. Mr.
122 Bohannon replied that he can do chairs for people under the tents, not for the general audience.
123 Chair Cunha-Vasconcelos stated that she thinks they have it handled, but if Ms. Manwaring
124 wants to come help, she is more than welcome. Ms. Manwaring replied that she will definitely
125 be at the event, but it sounds like setup is covered.

126
127 Chair Cunha-Vasconcelos asked if anyone had further questions about Juneteenth. Hearing
128 none, she asked if this is a good time to address Indigenous People's Day. Mr. Bohannon replied
129 yes, he did forward some information, which Ms. Fiske can speak to. Ms. Fiske stated that she
130 thinks this ("Voices from the Barrens" documentary) could be a good program, and it would not
131 be a heavy lift. She continued that she took into account Dr. Morris's considerations that she had
132 told the HRC about, regarding bringing in an outside tribe. The film is about a group that is
133 doing a sustainable agricultural program, and the Keene area does not have such a program. The
134 people on the panel would be joining via Zoom, which reduces the cost. Ms. Fiske gave more
135 information about the panelists, the film, and logistics. She continued that the final costs depend
136 on how many panelists the director is able to get, one or two. The maximum expected cost
137 would be \$340. She knows there is a budget available, but if there are concerns about not being
138 able to continue to do this, the Library could front a portion of the cost or all of it if necessary.
139 The Library could pay \$40 for the DVD because she would like to add it to the Library's
140 collection.

141
142 Chair Cunha-Vasconcelos asked what Ms. Fiske is looking for from the HRC. Ms. Fiske replied
143 that she is looking for whether the Committee would support this event, and if so, at what level
144 of financial support. Chair Cunha-Vasconcelos replied that the event has a \$500 budget to start
145 with and the number Ms. Fiske quoted was less than that. Ms. Fiske replied yes, but she is
146 cognizant of the fact that the HRC has been overspending in some areas. She expects the cost to
147 be \$340.

148
149 Chair Cunha-Vasconcelos asked if the HRC supports this, or if there are any concerns about
150 going forward. Ms. Fiske asked if anyone has concerns about the HRC funding the \$40 for the
151 DVD. Others replied that it is fine.

152
153 Mr. Bohannon asked if the HRC agrees with allocating the \$340 for this event. Others replied
154 yes. Chair Cunha-Vasconcelos stated that they will go ahead and do that. It does not need a

155 motion. She continued that Ms. Fiske will go forward with this unless anyone objects, and
156 hearing no objection, it sounds like Ms. Fiske can go forward.

157
158 Dr. Morris stated that recently, there was an article that confronted the heritage of some people in
159 NH. She continued that it is a complicated, painful, traumatic discussion. It is something for the
160 HRC to be aware of. How can the HRC discuss it, and what are the implications of the racist
161 culture that has created the need to even have the discussion? She does not know when, but at
162 some point, they need to address this. Ms. Fiske suggested the possibility of hosting a panel
163 discussion with people from local tribes and people from the Canadian, (government)-recognized
164 tribe, but it is so complicated and contentious. Dr. Morris stated that the (conflict) is deeply
165 rooted in white supremacy. Others agreed.

166
167 Ms. Fiske stated that for those unaware of the situation, the United States has Federally-
168 recognized tribes and State-recognized tribes, and NH only has State-recognized tribes. Dr.
169 Morris added that white supremacy is (the reason why the federal government does not recognize
170 the NH tribes). Ms. Fiske replied yes, who gets to determine who is a Native person. She
171 continued that Federal recognition comes with certain benefits, and there is a power imbalance
172 between people who are recognized and those who are not recognized, regarding the ability to
173 move forward agendas, programs, and so on and so forth. There is current disagreement about
174 whether the Native people recognized by the State of NH are “truly” Native by the same standard
175 that the tribe in Canada has to have.

176
177 Chair Cunha-Vasconcelos stated that [the problem is] who defines “Native.” Others agreed. Dr.
178 Morris stated that Indigenous people are the only people who have to prove who they are. She
179 continued that it is different for others. [White supremacist culture] says you are African
180 American with just one drop, for example, but Indigenous folks always have to prove they are
181 Indigenous. Often, a different definition is used, among people who are Indigenous, as to who is
182 a part of their (tribe). It is the whole question of who questions/defines one’s identity. She
183 shared about how the first thing a tribal leader in Labrador, Canada said to Canadian officials
184 was, “My identity is not up for debate. I will tell you who I am.”

185
186 Discussion continued. Ms. Fiske spoke about the various criteria non-Indigenous officials have
187 said people must meet in order to be defined as Indigenous, such as being raised on a reservation
188 with an Indigenous father, and how the Indigenous people in NH may not be able to make this
189 unbroken line of genealogy like the people in Federally-recognized tribes. Dr. Morris stated that
190 a presenter at a conference she went to predicted that if the US government continues with its
191 method of defining Indigenous people, by 2065, there would be a definitional genocide. Ms.
192 Fiske replied that that was the [US government’s] whole purpose of doing this – it either forces
193 Indigenous people to stay in a very small group that essentially has no power, or essentially
194 dilute them so much that they no longer have any power. Dr. Morris stated that (former VT
195 governor) Howard Dean once declared that Abenaki people were “not real Indians,” and
196 Vermont lost a lot of funding because of that. Discussion continued.

197

198 Ms. Manwaring spoke of how the HRC’s mission is to educate people, and to get the issues out
199 there so people know, because she does not think many people know about (these issues). Dr.
200 Morris agreed, stating that she did not know, until she heard that lecture, that the US government
201 desired to engage in this definitional genocide. Ms. Manwaring spoke about the work she did
202 with the (Cheshire County) Historical Society about Black folks in Keene, and how she learned,
203 through that, about the group of Indigenous folks who were called “white” in one Census then
204 “American Indian” in a different Census, back and forth, and how the pressure must have been
205 incredible. Ms. Fiske added that they were also dealing with the eugenics movement in the
206 1900s, where many people did not want to be identified (as Indigenous) because of that. Dr.
207 Morris stated that the question of who gets to decide goes back to white supremacy. She spoke
208 of the example of Thomas Jefferson, who made it so that some of his (dark-skinned) children and
209 descendants by law could be defined as white. It is about who has power. Ms. Fiske replied that
210 they saw how that was used in the Holocaust, too. Dr. Morris replied yes, same thing; it is an old
211 story. She continued that the HRC could probably come up with a good presentation about these
212 issues, such as how people say “that was all in the past” and that none of this matters, but it
213 continues to have a major impact on people’s quality of life, how people feel about themselves,
214 how people move through the world, and some of the conditions under which they are living.

215
216 **7) Community Survey**

217
218 Chair Cunha-Vasconcelos stated that she thinks there were three or four people identified who
219 were going to figure out next steps with this. Discussion ensued about what those next steps
220 were, including looking at/editing the survey questions to make sure they are relevant to the
221 Keene community specifically. Ms. Fiske read from the May meeting minutes: “*Dr. Morris*
222 *stated that she can look at editing the survey, thinking about Keene and the Monadnock region.*
223 *She asked if they have the original to look at. Mr. Bohannon replied that he will send it around.*
224 *He continued that collectively, they would want to figure this out, and that there is a big*
225 *difference between the Monadnock region and the city of Keene. Thinking out loud, they should*
226 *work with MDEIB simultaneously so they do not duplicate work and put together a larger pool*
227 *of information. Next steps would be to coordinate with MDEIB. Mr. Bohannon asked if they*
228 *think the MDEIB would take this on. Dr. Morris replied that she thinks so. She continued that it*
229 *is something that the MDEIB has discussed before, at least at a subcommittee level. Mr.*
230 *Bohannon stated that a conversation with Councilor Workman would be the next step. He can*
231 *do that. Chair Cunha-Vasconcelos stated that the question remains as to whether they would*
232 *focus on the Monadnock region or strictly Keene. In the meantime, if HRC members would want*
233 *to send suggested edits to Mr. Bohannon, they can. Discussion can continue about collaborating*
234 *with MDEIB.”*

235
236 Chair Cunha-Vasconcelos stated that she got three things out of that: one, Mr. Bohannon needs
237 to send the original survey around for edits. Mr. Bohannon replied that he has it in PDF format.
238 Ms. Fiske replied that he can send it to her, and a Library staff member can translate it into a
239 Word document and send it back to him. She continued that then he can send the survey in the
240 Word document format to everyone else.

241
242 Chair Cunha-Vasconcelos asked if Mr. Bohannon is still good with having a conversation with
243 Councilor Workman. Mr. Bohannon replied that they can get first this survey into Word format
244 and take it from there. Chair Cunha-Vasconcelos agreed.

245
246 **8) New Business**

247
248 Mr. Bohannon stated that the final City budget will be passed in two weeks. He continued that it
249 does have the financial increase that the HRC requested. Others replied that that is great
250 news/exciting.

251
252 Ms. Fiske stated that she has the opera materials (created/composed by Jon Ripley O'Brien about
253 the life of Jonathan Daniels). She continued that Rabbi Aronson had been interested in looking
254 at it, and if anyone else is, they can let her know. She thought it was interesting and it could be a
255 nice local production. Dr. Morris stated that a few years ago there was a theater production
256 about Jonathan Daniels at Heberton Hall. Brief discussion continued.

257
258 **9) Adjourn – Next Meeting Monday, August 7, 2023 at 5:00 PM**

259
260 Chair Cunha-Vasconcelos stated that this is a misprint, because the HRC had canceled the July
261 meeting. She continued that the next meeting will be August 7, 2023. She will not be there, so
262 Mr. Kirschner will be chairing the meeting. Mr. Bohannon stated that he will not be (at work)
263 the week beforehand, but will send an email out to check whether enough HRC members plan to
264 attend on August 7. He continued that if they know ahead of time there will not be a quorum,
265 Alyssa Bender will cancel the meeting.

266
267 There being no further business, Chair Cunha-Vasconcelos adjourned the meeting at 5:53 PM.

268
269 Respectfully submitted by,
270 Britta Reida, Minute Taker

271
272 Reviewed and edited by,
273 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	\$ 3,997.75	\$ 5,951.74	Balance 7/1/24	\$ 5,997.75	\$ 3,985.44
Income			Income			Income		
City of Keene	\$ 1,000.00		City of Keene	\$ 2,000.00		City of Keene	\$ -	
donations TILL	\$ 1,800.00							
donations Juneteenth	\$ 3,150.00							
Donations KIF		\$ 8,312.00	Donations KIF		\$ 4,300.00	Donations KIF		\$ -
subtotal	\$ 5,950.00	\$ 8,312.00	subtotal	\$ 2,000.00	\$ 4,300.00	subtotal	\$ -	\$ -
Total Income	\$ 5,950.00	\$ 8,312.00	Total Income	\$ 2,000.00	\$ 4,300.00	Total Income	\$ -	\$ -
Expenses			Expenses			Expenses		
Martin Luther King Day	\$ 45.55		Martin Luther King Day	\$ -		Martin Luther King Day	\$ -	
	500.00			500.00			500.00	
Black History Month TILL	\$ 1,800.00		Black History Month	\$ -		Black History Month	\$ -	
				500.00			500.00	
Juneteenth	\$ 3,098.58		Juneteenth	\$ -		Juneteenth	\$ -	
	500.00			500.00			500.00	
International Festival		\$ 6,345.70	International Festival		\$ 1,040.00	International Festival		\$ -
Indigenous Peoples Day	\$ -		Indigenous Peoples Day	\$ -		Indigenous Peoples Day	\$ -	
	500.00			500.00			500.00	
			Pride Event			Pride Event		
				500.00			500.00	
Total Expenses	\$ 4,944.13	\$ 6,345.70	Total Expenses	\$ -	\$ 1,040.00	Total Expenses	\$ -	\$ -
Net 22-23	\$ 1,005.87	\$ 1,966.30	Net 23-24	\$ 2,000.00	\$ 3,260.00	Net 24-25	\$ -	\$ -
Balance on hand	\$ 3,997.75	\$ 5,951.74	Balance on hand	\$ 5,997.75	\$ 9,211.74	Balance on hand	\$ 5,997.75	\$ 3,985.44

To: Mayor George Hansel and Keene City Council
From: City of Keene Human Rights Committee
Re: Racial Justice and Community Safety Committee Report
Date:

In 2020, Mayor Hansel formed the Racial Justice and Community Safety Committee. He tasked the Committee to provide a report on racial equity in Keene and provide recommendations for what will create a more long-term, effective approach for improving racial justice and social equity in the City.

In March 2021, the Committee released the *Racial Justice & Community Safety Report*. The Committee made four key observations concerning racial justice and social equity in Keene: (1) Racism exists in Keene; (2) Implicit bias must be identified; (3) Open dialogue requires significant expansion; and (4) Community education is essential.

To that end, the Committee released recommendations for five broad domains: (1) Government Leadership; (2) Public Input and Community Education; (3) Public Safety; and (4) City and Community; and (5) Education. Within each domain, the Committee made recommendations about how to improve racial justice and social equity in the City.

In 2022, Human Rights Committee reviewed the Racial Justice and Community Safety Committee Report regarding the Report's recommendations for actions to be taken by City of Keene. The Human Rights Committee identified actionable steps the City may take to implement the *Racial Justice and Community Safety Committee Report* into practice, where possible. Below is a high-level summary of the Human Rights Committee's findings from its review of the *Racial Justice and Community Safety Committee Report* and the Human Rights Committee's suggested steps for the City to implement the Report.

The Report's recommendation is in bold face. The Human Rights Committee's assessment of the recommendation is located immediately below.

1.A: It is recommended that the City of Keene take a position against racism starting with a strong anti-racism statement.

The Human Right Committee recommends that a statement is read at all City meetings to show its support and to express the City's commitment to racial justice, diversity, equity, inclusion, and human rights in all City endeavors.

This statement reads: "*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.B: It is recommended that the City work with community stakeholders to establish clear community racial equity and inclusivity goals and that the goals be widely adopted by the City and Keene agencies and businesses.

The Committee recommends the City consider appointing a “Diversity Ombudsman” as a point-person for communication with community stakeholders about diversity issues when there is a concern and be able to provide resources.

See also the recommendations in point 4.I, below.

4.B: It is recommended that the City and Keene employers regularly conduct diversity, equity and inclusion professional development for employees that fosters an open and welcoming workplace culture for all people.

and

4.C: It is recommended that the City and Keene employers review employee recruitment, retention, pay and promotion policies to achieve improved diversity and equity amongst applicants and throughout organizational personnel at all levels.

The Committee recommends the City’s Human Resources Department regularly sponsor staff trainings regarding best practices in racial justice, diversity, equity, inclusion, and human rights. These trainings should be regularly updated, as appropriate.

The Committee is cognizant of the state and federal guidelines and regulations relating to hiring practices and knows the City must always operate within those laws when hiring new employees. Appreciating those limitations, the Committee recommends the City advertise vacancies through avenues likely to reach racially diverse applicants in order to increase the diversity of the applicant pool from which the City selects candidates. Further, the Committee recommends the City consider implementing a “trailing spouses” program.

4.D: It is recommended that the City and Keene employers expand and regularly provide internship positions that specifically attract underrepresented populations and create career opportunities.

and

4.E: It is recommended that the City and Keene employers identify where skills are transferable amongst potential applicants to help provide opportunities and widen the applicant pool (military to law enforcement, for example).

The Committee recommends the City coordinate internship positions with Keene High School, Keene State College, River Valley Community College, and Antioch University, thus capitalizing on the wealth of educational institutions in the City. Because working without pay would pose economic challenges for many students – especially students of color who are historically socio-economically disenfranchised– these internships should be paid when possible.

The Committee recommends the City, in developing internships, focus on skills transferable to the workforce and jobs in demand. Further, internships should focus on skills and knowledge required by licensing boards and examinations in relevant occupations, when possible. The Committee recommends the City coordinate with the relevant educational institutions in developing these internships so that they are educationally and occupationally meaningful for students and for the City.

4.G: It is recommended that the City and Keene employers seek and generate incentives to promote equity in employment.

The Committee identifies the need to define “incentives” within this statement, as incentives in some arenas may be appropriate while others may not. The Committee recommends the City only consider bids from contractors which include a diversity, equity, and inclusion statement in their bids.

4.I: It is recommended that the City intentionally factor diversity into community driven development projects such as the arts corridor and the skate park, for example.

The Committee recommends the City intentionally and deliberately solicit feedback from diverse communities when in the planning stages of City projects. The City may work, for example, with leaders from organizations serving racially and linguistically diverse people in order to solicit feedback from those organizations about how projects may impact those groups. The Ombudsman can assist with this work.

Further, the Committee recommends the City develop a means of factoring the impact of non-profits’ commitment to diversity and social justice in the City’s non-profit funding formula, which the City uses when allocating funds to non-profits in the City budget.

Finally, the Committee recommends the City create a means of soliciting community feedback to the Human Rights Committee. For example, creating an online form on the Human Rights Committee’s Web page would help improve communication between the community and the diverse stakeholders the Human Rights Committee serves.

4.J: It is recommended that the Keene Public Library as well as school libraries expand collection diversity, that feedback be sought from the community for this purpose, that the Keene Public Library facilitate reading groups to promote diversity within its collection, and that libraries seek financial donations to help expand the collection diversity.

The Committee notes the Keene Public Library accomplished this goal and regularly works to maintain this goal. The Library requires 30% of new purchases reflect diversities. Further, the Library is auditing its collection to determine what titles may be needed for the future.

4.K: It is recommended that the City review FACT-TV programming and encourage additions and changes that promote diversity and inclusion.

The Human Rights Committee recommends that the City consider making minimum requirements for inclusive and diverse programming a condition of future contracts with public access television providers.

Pride Subcommittee Report

July 21, 2023

Event

- Screening of the documentary, CURED, and Q&A with one of the filmmakers
 - Summary of the film
 - Described as “fascinating” (*Hollywood Reporter*), “riveting” (*The Queer Review*), and “one of the best documentaries of this or any year” (British Film Institute) — and nominated for a 2022 Emmy Award — CURED takes viewers inside the David-versus-Goliath battle that led the American Psychiatric Association to remove the diagnosis of homosexuality from its manual of mental illnesses in 1973.
- While CURED highlights a little-known story from the past, its lessons are profoundly relevant in today’s ongoing global fight for LGBTQ equality. Ultimately, the documentary celebrates the pathbreaking contributions of LGBTQ pioneers while demonstrating that even in the face of seemingly insurmountable obstacles, determined individuals can work together to create lasting social change.
- Possible dates: Monday, October 16; Tuesday October, 17; Wednesday, October 18
 - Plan to hold event in Mabel Brown Room in the Student Center at Keene State

Budget

- \$3000 total for screening rights and to bring one of the filmmakers
 - Did state that they can be flexible on that total if needed

Funding

- \$500 - Human Rights Committee
- Currently seeking additional funding co-sponsors

Marketing

- Community and campus calendars
- Flyers and social media
- Via co-sponsor networks
- Currently seeking additional promotional co-sponsors
 - Confirmed
 - Monadnock Family Services
 - NH Psychological Association



CITY OF KEENE NEW HAMPSHIRE

ITEM #F.1.

Meeting Date: July 20, 2023
To: Mayor and Keene City Council
From: Merri Howe, Finance Director/Treasurer
Through: Elizabeth Dragon, City Manager
Subject: **Acceptance of Donations - Juneteenth and International Festival - Finance Director**

Council Action:

In City Council July 20, 2023.

Voted unanimously to carry out the intent of the report.

Recommendation:

Move that the City Council accept the donations below in the amount of \$5,900 and the City Manager be authorized to use each donation in the manner specified by the donor.

Attachments:

None

Background:

Keene Parks and Recreation received multiple donations totaling \$5,900, and that the funds be used for the Human Rights Committee events for Juneteenth and the International Festival.

Local Burger pledged \$5.00 for every burger sold during the Juneteenth event to help support the celebration. In the end, the Local Burger donation amounted to \$500 toward the Juneteenth holiday.

Badger Balm Inc. was a sponsor for the Juneteenth event. Two Badger Balm employees donated \$200 each to support the travel expenses related to Zaron Burnet of the Black Cowboys podcast. This was a sold-out performance with additional shared stories during the event the next day.

The Human Rights Committee is actively seeking corporate funding sources for their International Festival on Saturday, September 23 to help showcase and celebrate the rich cultural diversity of the City of Keene. Cersosimo Lumber Company has donated \$500 and C&S Wholesale Grocers and Savings Bank of Walpole have donated \$1,000 each for the Human Rights Committee International Festival event.

The International Festival is also the recipient of a generous anonymous donation in the amount of \$2,500.

Total donations amount to \$5,900.

