

City of Keene
New Hampshire

HUMAN RIGHTS COMMITTEE MEETING AGENDA

Monday, August 3, 2020 at 5:00 PM
ZOOM Invite, Online Meeting

- Due to the COVID-2019 State of Emergency, this meeting will be conducted using the online meeting platform, Zoom. The public may view the meeting online by visiting <https://us02web.zoom.us/j/84190529754?pwd=R0FWWEV4eUxVNHYyUW9kSEdOTIM2Zz09> and enter the Meeting ID: **841 9052 9754** Passcode: **692937**.
- If you are unable to attend the meeting online, you may call the toll-free # **(603) 766-5646** and enter Meeting ID: **9811441** to listen to the meeting.
- If you encounter any issues accessing this meeting, please call 603-357-9811 during the meeting.

Members:

Bill Hay, Chair
Jennifer Carroll
Dr. Dottie Morris
Janis Manwaring
Dr. Mohammed Saleh
Nancy Salwen
Sofia Cunha-Vasconcelos
Dr. Shaun Filiault
Ritu Budakoti

Staff:

Demitria Kirby, YS Manager

Guests:

Agenda:

1. Welcome and Call to Order
2. Approval of July 6, 2020 Minutes
3. Mayor's Call for Board and Commission Nominations
4. Monadvocacy Continued Discussion
5. MLK Breakfast
6. June Events
7. New Business
8. Adjourn – Next Meeting Monday, September 8 or 14, 2020 (Labor Day 9/7)

1 City of Keene
2 New Hampshire

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5 HUMAN RIGHTS COMMITTEE
6 MEETING MINUTES
7

8 **Monday, July 6, 2020**

5:00 PM

Remote via Zoom

Members Present:

William Hay, Chair
Jennifer Carrol
Dr. Mohammed Saleh
Nancy Salwen
Dr. Shaun Filiault
Sofia Cunhas-Vasconcelos
Dr. Dottie Morris
Councilor Janice Manwaring

Staff Present:

Andrew Bohannon, Parks, Recreation, and
Facilities Director
Tara Kessler, Senior Planner

Guests:

Mayor George Hansel
Dan Smith
Hanisi Smith
Pastor Nic Penaranda
Ritu Budakoti

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11 **1) Welcome and Call to Order**
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13 Chair Hay called the meeting to order at 5:02 PM and read a prepared statement explaining how
14 the Emergency Order #12, pursuant to Executive Order #2020-04 issued by the Governor of
15 New Hampshire, waives certain provisions of RSA 91-A (which regulates the operation of public
16 body meetings) during the declared COVID-19 State of Emergency. Roll call was conducted.
17 Mr. Bohannon welcomed Mayor George Hansel, and guests Daniel Smith and Hanisi Smith, and
18 Pastor Nic Penaranda.
19

20 **2) Approval of March 2, 2020 Minutes**
21

22 Dr. Morris made a motion to approve the meeting minutes of March 2, 2020. Ms. Cunha-
23 Vasconcelos seconded the motion, which passed by a unanimous roll call vote.
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25 Councilor Manwaring stated that she has a correction: the title should be "Dr." for Shaun Filiault
26 and Mohammed Saleh (not "Mr.").

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3) Finance Report

Mr. Bohannon stated that there is no financial change to the committee. He continued that the balance is \$4,097.43, and that carries over. This is a new fiscal year and \$500 will be coming in from the City of Keene and he will update the committee when that happens.

4) Mayor Hansel Discussion

Mayor Hansel stated that he wanted to check in with the committee and provide an update on some activities and ideas they had. He continued that when he first talked to the committee in January or February he talked about the committee’s potential role in helping him make sure the City has diverse representation in its boards and commissions. He makes over 100 nominations to boards and commissions. Some are quasi-judicial, like the Zoning Board of Adjustment and the Planning Board. Some are advisory, such as the HRC and many others. Serving on one of these boards and commissions is a way for people to get a foot in the door and learn about how city government works and experience it. It is important to have diversity. It is ultimately up to the Mayor to find these people and ask them to join the groups but he sees a real opportunity for this group to play a role in that and help the Mayor to widen the number of people they are looking at. The committee could make sure the City is getting good representation from a lot of different communities in the city. This is not political. He would expect the committee to make sure they are striving for diversity of thought, diversity of backgrounds, and lots of other things. The way he sees this working is for the committee, on an every-other-month or quarterly basis, to help put together some potential nominees for the vacancies.

Mayor Hansel stated that he made an important change, which the City Council approved – they have expanded board/committee/commission membership to allow five alternate members on every committee. There is a lot of interest and he ran out of room, because there are statutory limitations on the number of full time slots available, so they expanded alternate slots. That will broaden the number of people that can participate. It also gives more flexibility. He currently has a lot of alternate member slots to fill - at least one on every committee. So, there is a lot of opportunity to get involved. He is just starting this out and he has made a couple nominations recently. He is slowing that down until he and the HRC get to a process they can all agree on. He welcomes input and hopes the committee is willing to take this on. He hopes this becomes a tradition that goes on beyond his term as Mayor. The City Clerk sent Mr. Bohannon a couple documents the HRC should look at – the current vacancies, and also the Mayor’s “cheat sheet guide” that the City Clerk put together for part of his orientation. It talks about what the committees do and what the requirements are for the nominees. He hopes Mr. Bohannon can forward those documents to the members. The HRC can come up with their own process for this; the process does not have to be directed by the Mayor. He would appreciate getting some recommendations for the vacancies from the HRC at their earliest convenience.

69 Mr. Bohannon stated that he wants to make sure the committee understands: if they know
70 individuals who want to come forward and serve it would be the committee's responsibility to
71 send them to the Mayor's Office and not vet the people themselves. He continued that it is not
72 the HRC's responsibility to debate the merits of a certain person for any specific committee. The
73 HRC's role would be to come up with names of people who they suggest would be a good fit,
74 and send those names to the Mayor, and the Mayor would make the appointment, not the HRC.
75 Mayor Hansel replied yes, that is correct. He continued that a good way to work it would be to
76 solicit ideas from the committee, and have a 'nomination form' – the HRC could tell people to
77 fill out the interest form that is online under the "Boards & Commissions" page of the City's
78 website. If an HRC member wants to put someone forward and have a conversation with him
79 about why they feel the person is a good candidate, that is perfectly acceptable. It would not be
80 okay to debate a person's merits in a public HRC meeting. That is what they are trying to avoid;
81 they do not want to talk about someone in a public meeting without their permission.

82
83 Mayor Hansel stated that he also wanted to mention the recent confirmation of the Ad Hoc
84 Committee on Social Justice and Community Safety. That is being headed by Dr. Morris and
85 Superintendent Richard Van Wickler. It is a targeted task force. He, Dr. Morris, and
86 Superintendent Van Wickler talked the other week and came up with an aggressive meeting
87 schedule. That task force's work will develop a report with some recommendations and it may
88 be within the realm of the HRC's scope to make sure the recommendations are put into place,
89 and keep watch over that, and continue the work after the report comes out.

90
91 Dr. Saleh asked, regarding the Ad Hoc Committee, is there a need or opportunity for the HRC to
92 be present in some of the conversations that will be happening? Mayor Hansel replied that
93 anyone is welcome to attend and participate in those meetings, which will initially happen via
94 Zoom. He continued that anyone interested should talk with the committee chairs. Dr. Morris
95 and Superintendent Van Wickler will be looking to involve the public more, and on an on-going
96 basis. There is a lot of interest in that. He is not sure what form that will take but he knows the
97 committee chairs are thinking about it. Dr. Morris replied yes, it is their intent to get as much
98 community input as possible. Mayor Hansel stated that the Ad Hoc Committee's report will be
99 submitted to the City Council and he expects it to be submitted to the HRC, too, possibly for
100 action but at least for them to talk about.

101
102 Mayor Hansel stated that he wants to expedite the nominations process as much as possible and
103 asked if the HRC could get that going within the next month or two. He continued that he has
104 nominations he needs to make and he has been holding back.

105
106 Dr. Filiault asked, regarding the nominations: In what manner do the suggestions given by the
107 HRC differ from the suggestions of any other community member? Mayor Hansel replied that it
108 is potentially more official, coming from the HRC, and it will be an organized process for the
109 HRC to solicit these names and put them into contention. He continued that he assumes the
110 HRC is talking about the need for representation from the different groups and places in the
111 community. He assumes that through the HRC's work they will get to know a broader array of

112 people. That is his hope. Having all the HRC members out there thinking about this, reaching
113 out to people, and soliciting names, will stretch far beyond what he could do as Mayor. Mr.
114 Bohannon stated that he will put this on the next agenda.

115

116 **5) Monadvocacy Discussion**

117

118 Mr. Bohannon stated that he is part of a small group that meets at the Cheshire Medical Center,
119 and Dan Smith, CEO of the Keene YMCA, brought forward the topic of “Monadvocacy,” and he
120 thought it would be perfect fit the HRC. He continued that Mr. Smith’s daughter Hanisi Smith
121 has been a part of this and has played the Monadvocacy game. Pastor Nic Penaranda is joining
122 the meeting from the Chicago area. These folks are here to have a conversation with the HRC
123 about what is happening out there, and given the various discussions that have been happening
124 nationally, he thought this was a good way to begin a conversation about something that might
125 be able to happen here in Keene. He asked Mr. Smith or Pastor Nic to speak.

126

127 Mr. Smith stated that in those conversations they were looking for ways for everyone to have a
128 greater awareness of systemic racism and how it plays into society as a whole. He continued that
129 his daughter attended a camp in Michigan, where Ms. Penaranda led a game called
130 Monadvocacy. He asked her to introduce it.

131

132 Ms. Penaranda thanked the group for the invitation to present this. She shared her background:
133 she is originally from New York, and has a Bachelor’s degree in sociology and history, and a
134 Master’s in Business Administration, and a divinity education. She has been trying to combine
135 all of these different things. In the fall of 2018 she was asked by her national church to give a
136 presentation on racial justice. The presentation would be to a teenage, predominantly white
137 audience. Her question was how she could do it differently. She thought, why not talk about
138 racial justice through play? Monadvocacy is like a Sociology 101 class through play, and its
139 design is based on a well-known board game. The idea is: even though the original game is
140 corrupt and based on capitalism, there is a bigger world that happens there. She wondered, in
141 creating Monadvocacy, what if everyone who came in had a different level of power and
142 privilege? It is all based on facts, statistics, and personal life experience.

143

144 Ms. Penaranda stated that to give a run through of the game, everyone comes in and gets a
145 different level of power and privilege, adjusted to the average income and access of a white man.
146 The white man is the control. For example, you can play with the power and privilege of an
147 Asian man, who on average makes \$1.18 for every white man’s dollar; or with the power and
148 privilege of an Indigenous woman in the United States, who makes 56 cents compared to a white
149 man’s dollar. Not everyone collects \$200 for passing go or starts with the same money. The
150 board is influenced by the neighborhoods of Chicago and the different terms and policies in
151 place. There is a redlining area, and a permit parking location, and reverse redlining areas, and
152 the 1%, and so on and so forth. On the board itself, there are different things determining where
153 you have access to and what you can actually do. In the reverse red lining area, for example, if
154 you do not an accumulated wealth of \$2,000 and you are playing with the power and privilege of

155 a person of color, you cannot buy in that area. If you are playing with the power and privilege of
156 an Indigenous woman and are starting off with less money than the white man, you have to go
157 around the board 10 times with nothing happening to you in order to even get to the ballfield of
158 being able to afford it. That is how they can talk about race and justice not as one person's
159 relationship with another person, but a system's relationship to a group of people. That is what
160 is really important here in these discussions. It is not solely about one person's relationship with
161 another person, but how systems have been set up to put different people in different places. The
162 outcomes always look different in the game. It is not that everyone you expect to fail will fail.
163 But it helps you see the hardships in cards that get played with different policies getting put in
164 place, all based on real things that have happened. And the game allows for players to stop and
165 have a conversation as they go, and see how they are operating, what their strategies are, and
166 what each person brings into it. Each person brings their own background, and their own
167 relationship with money, and their own understanding of how to play the game.

168
169 Ms. Penaranda continued that she has played this a lot now, with junior high, high, college
170 students, and adults. For a lot of people there is always something to learn. It is not exclusively
171 a black/white situation, or a man/woman situation. There are many perspectives the game tries
172 to incorporate. There has to be a call to action after the game, and that is: how this
173 game/facilitation will influence how we live our lives and how we advocate for a more equitable
174 world afterwards. Later today she will be playing the game with a seminary group and recording
175 it for a larger audience.

176
177 Mr. Smith stated that when they were talking about this game they were thinking about bringing
178 Ms. Penaranda to the Keene community to have multiple people play the game in multiple
179 settings, with her facilitating conversations about it. He asked his daughter to share her thoughts.

180
181 Hanisi Smith stated that the game is good at illustrating systematic oppression. She continued
182 that "systematic oppression" is a term people might hear often without really understanding what
183 it means. Sometimes when talking about racism people might mention systematic oppression but
184 then the focus of the conversation is on people's relationships with other people and
185 interpersonal experiences about racism. So she thought this game was a good visual
186 representation, and interactive game that helps people understand that there is a lot that
187 minorities cannot control. She played as a Latina woman, and the game ended for her when
188 someone pulled a card saying ICE had raided their homes. The game was really impactful and
189 she enjoyed the conversations she had with other players.

190
191 Ms. Penaranda stated that she wants to clarify: the point of that card was to have a conversation
192 about what silencing means, and also the assumption that an ICE raid is directed toward the
193 Latino community. How many people have been taken in or have to be silent because of their
194 relationships with people who are undocumented?

195
196 Mr. Smith asked if anyone had questions. Ms. Cunha-Vasconcelos asked how they see this
197 playing out. Would they break a large group up into smaller groups to play the game, as kind of

198 a conference event? Is that how it works? Or is it done sort of as a game show so that more
199 people can participate at the same time? Ms. Penaranda replied that she has done it with small
200 groups, and in a group of 40, for example, broken up in teams of 5 people who have to work
201 together. That has been a good method. She prefers having teams. It can be done kind of as a
202 game show. She will be recording a session of it on Zoom tonight, which will be a different
203 experience and she will be able to get a better sense of how flexible the game is.

204
205 Ms. Salwen stated that she thinks about who in the community they could bring this game to.
206 She continued that she thinks the people who could benefit the most from it are not the people
207 who would think about coming. How could they get this to people who could really have a
208 change in perspective? Mr. Bohannon replied that he could see it being offered to the middle
209 and high schools and Keene State College (KSC), people at the Library and the Rec Center, the
210 YMCA, Historical Society, and so on and so forth. He continued that they have a lot of partners
211 at the table that could be interested. He is sure that if they brought Ms. Penaranda to Keene,
212 having the game at many locations would provide multiple opportunities for different people to
213 participate. They have to figure it out and cross promote, but he loves the idea. He thanks Ms.
214 Penaranda for coming today and thinks this is worth having a further conversation about.

215
216 Dr. Morris stated that KSC would be interested in having this. She continued that it would be
217 great to play the game with first year students as part of their integration into the community.
218 She sees it as a very valuable opportunity.

219
220 Dr. Saleh asked if there is a website where people could take a role and experience it instead of
221 doing it as a team. He continued that not everyone will be have an opportunity to participate in a
222 team setting. If there is a web-based interface it would give access to a broader audience. Ms.
223 Penaranda replied yes, there could be an opportunity for that. Ms. Cunha-Vasconcelos stated
224 that given all the variables it sounds like it would be a fairly sophisticated back end.

225
226 Chair Hay stated that it seems like you would have to play several times to get the full picture.
227 Ms. Penaranda replied that they typically play for 90 minutes to 2 hours because they frequently
228 break to talk, reflect, and see where everyone is at, and they do not get as close to the end or
229 through the cards as she would like. Typically by the end if there are some key cards that have
230 not gotten pulled yet she will conclude with “Let me just read you a few more things that could
231 have happened.”

232
233 Dr. Morris stated that the middle school would be interested, given the conversations that are
234 already happening there. She continued that it would be great to have this game there. Ritu
235 Budakoti replied yes, the middle school would be very interested. She asked: is there any post-
236 game follow-up or activities that happen, so the momentum continues and it becomes part of the
237 curriculum? Ms. Penaranda replied that that is a great question. She continued that so far in the
238 work she has done she has not had the opportunity to check in with groups afterward, but she has
239 plenty of resources to share. She could make resource lists for different ages and levels, if Keene
240 were to bring her in for this.

241

242 Ms. Carroll stated that she thinks this is brilliant. She continued that a lot of work has clearly
243 gone into it and it must be very impactful. She imagines there are some emotional responses to
244 some of these scenarios in the game and it is wonderful to be able to have conversations with
245 students when they are emotionally invested in it. She can see the Historical Society being
246 interested in this. She can also see, as Ms. Budakoti was saying, that the follow-up is important,
247 particularly about how this plays out in New Hampshire. Making those local connections would
248 be important for the follow-up.

249

250 Dr. Morris replied yes, the post-game debrief would be critical. So the training of teachers and
251 other key people/staff members would be important, to do follow-up discussions on campus
252 maybe a week out. It is a great idea to talk about how to do follow-up activities and
253 conversations, so they can hold on to any gains that were made via participation in the game.

254 Ms. Penaranda stated that if they want to go forward with this she would love to meet on Zoom
255 again with folks who are looking for “What next?” items and then she could better make
256 adjustments with the resources.

257

258 Mr. Smith stated that since the game is so good at helping people see systemic reinforcements of
259 privilege and power, maybe the different committees within City government could play the
260 game together and have some dialogue about, for example, “Hey, we never thought about how
261 maybe this Zoning practice could be reinforcing racism in our own community.” Maybe they
262 would see new insights and epiphanies that would lead to change in our own city.

263

264 Chair Hay replied, and schools, too. He continued that at the demonstrations around town, lots
265 of students say that the history curriculum is so lacking – it is just a couple things about race and
266 that is it. When children are talking about how they have experienced racial taunting since the
267 very beginning of their school years and it does not get addressed, that is an opportunity for
268 change. Racism is just brushed aside, and he is appalled. This game would be an amazing thing
269 to stick into the schools.

270

271 Ms. Salwen added: also law enforcement, although it might be too much to hope for. She
272 continued that it would be amazing for law enforcement to have a facilitated experience of this
273 game.

274

275 Dr. Morris stated that she loves the idea of looking at people in positions of power who create
276 policies and procedures to really examine the impact of those policies and procedures. It would
277 be great to have the City Council participate. They cannot mandate it but it would be great if they
278 were involved.

279

280 Ms. Cunha-Vasconcelos stated that she thinks this committee should play the game as well.
281 Others agreed.

282

283 Mr. Bohannon stated that Ms. Penaranda could spend a week in Keene [since there are so many
284 opportunities]. Ms. Penaranda replied that she could stay a few days. She asked where the
285 nearest [big] city is to Keene. Brief discussion ensued about the area.

286
287 Ms. Cunha-Vasconcelos asked when Ms. Penaranda would be available to come to Keene. Ms.
288 Penaranda replied when it is safe and comfortable to have in-person events again. Then they can
289 pick a general month and work for a certain date. Mr. Bohannon replied yes, he thinks it will be
290 a while. He continued that this particular discussion needs to happen in person not in a Zoom
291 platform, so they can talk about that. He and Ms. Penaranda can have a discussion about
292 logistics and he can get a proposal before the committee. Dr. Filiault spoke about how it is too
293 soon to put together specific dates, since they do not know what will be happening with the
294 pandemic. They should be putting out a general sentiment that the HRC likes the project and
295 wants to see it go forward, but beyond that, it is difficult to plan specifics. Others agreed.

296
297 Dr. Morris asked if she has done the game over Zoom. Ms. Penaranda replied that today will be
298 the first time. Dr. Morris asked – if this Zoom game goes well, would Ms. Penaranda be willing
299 to test it with a group of college students on Zoom? Ms. Penaranda replied yes. Dr. Morris
300 replied that she might be able to get a group of first year college students together to play the
301 game on Zoom before the in-person gathering. Ms. Penaranda replied that she will give Mr.
302 Smith a synopsis of how it goes tonight. She continued that the only downside to playing it on
303 Zoom is that since they are not together in person they will have to write a lot of things down,
304 and keep track of the fake money and numbers, so players would have to be really “on it,” and
305 that could play a part in how people react to it.

306
307 Mr. Bohannon thanked Ms. Penaranda and stated that he will connect with Mr. Smith after Ms.
308 Penaranda’s Zoom game tonight and they will keep talking and move forward. He will share the
309 information with Dr. Morris as well.

310
311 Ms. Salwen stated that if it would be useful, Ms. Penaranda could test the game with the HRC
312 via Zoom.

313
314 Chair Hay thanked Ms. Penaranda and stated that they look forward to seeing her in the future.
315 The committee thanked Dan and Hanisi Smith as well.

316
317 Mr. Bohannon stated that he will reach out and provide more information at a future meeting.
318 Chair Hay replied that that sounds good.

319
320 **6) Future Initiatives**

321
322 Mr. Bohannon stated that this is a standing agenda item. He continued that he does not think it is
323 too early to start thinking about the Martin Luther King, Jr. Breakfast. That is the only event they
324 will really be able to plan. Hopefully it will be okay to meet in person in January. Does the

325 group want to start thinking about that event? He is reaching out to people the HRC had talked
326 about earlier.

327
328 Ms. Cunha-Vasconcelos asked if they want to start thinking about things to do remotely over
329 Zoom. Mr. Bohannon replied that they can; they might be able to facilitate more that way. He
330 continued that his only concern would be capacity. The Parks, Recreation, and Facilities
331 Department's Zoom platform can only host 100 people. He does not think other departments in
332 the City have Zoom platforms can host any more than that. Dr. Morris will be working with the
333 Mayor on his agenda on the other committee and there might be more that comes out of that that
334 the HRC can tap into. Virtual events are a good opportunity right now.

335
336 Ms. Budakoti stated that regarding the 100-person capacity of Zoom, there is one thing that can
337 be done: you can have a side-by-side streaming on YouTube or Facebook and people can be
338 sending their messages there while watching in real time and there is no capacity limit. Mr.
339 Bohannon thanked her for the information. He continued that he thinks that is how Mayor
340 Hansel does it.

341
342 Dr. Filiault stated that he thinks they should assume any events in the next six months or so will
343 be virtual. He continued that Facebook Live would allow maximum participation. It would be
344 great to have events online anyhow, because it means people who would not be able to attend in
345 person can now participate.

346
347 Mr. Bohannon stated that there were some names put out there. He continued that they can
348 revisit those and start those conversations. Any speaker that they invite to be a part of this has to
349 be willing to use that online format and be open to all, so that is something that they should
350 consider.

351
352 Chair Hay stated that he agrees with Dr. Filiault that they should be planning for online events,
353 as great as it would be to be able to meet in person.

354
355 Dr. Filiault stated that for next June, they should be looking toward Juneteenth and the LGBT
356 event. He continued that hopefully by then they can be live. A Pride parade is probably a one-
357 year event in the making, so it is probably worth starting to look at that, assuming that a year
358 from now they will be able to be together in person. They should do something for Juneteenth as
359 well. Those two events overlap, since they are for two historically oppressed groups of people.

360
361 Ms. Cunha-Vasconcelos asked what the first step would be to get the events started. Would it be
362 having a discussion of what they want the events to look like? Asking the City for permits? Dr.
363 Filiault replied that the first step is to decide if they want to do a Pride parade, or something more
364 like a block party, a drag show at the Colonial, movies and guest speakers, etc. Yes, it is
365 deciding what the vision is. A parade is a heavy lift, especially for a small community, but it
366 helps to start a year in advance.

367

368 Ms. Salwen stated that they should keep in mind supporting the Keene International Festival
369 (KIF) so that does not slip off the radar. Mr. Bohannon replied that this year's KIF has been
370 canceled. He continued that the date is set for September 18, 2021 for the next one. Ms. Carroll
371 stated that they have a meeting in August to do something to honor the date when it would have
372 occurred this year. Ms. Budakoti replied yes, they are hoping to do a recognition of the event
373 and are still throwing out ideas for how to do that. She continued that they will update the HRC
374 as soon as they have that information.

375
376 Chair Manwaring stated that if the HRC meetings are only an hour, they should have
377 subcommittees to do some of this work, or else they need to extend the HRC meetings to be
378 longer than an hour. Dr. Morris asked how many people can be on a subcommittee. She
379 continued that they would need to avoid having a quorum. Chair Manwaring replied that it is
380 doable, and subcommittees can be open to the public. Mr. Bohannon replied that they can
381 establish subcommittees at the next meeting. He continued that next month or in September they
382 should define what they want to accomplish and how they will get there, and work their way
383 backwards. They might think of having subcommittees for the MLK Jr. Breakfast, Juneteenth,
384 Pride, or "June Event" and "January Event" subcommittees. Each event will take a group of
385 people in order to make this happen, as Ms. Carroll and Ms. Budakoti can attest to, as it takes a
386 lot to make the KIF happen. They do not want the burden to be on one or two people to make an
387 event come together.

388
389 Dr. Morris asked if non-committee members can be on subcommittees. Mr. Bohannon replied
390 yes, he thinks so. He continued that like Mayor Hansel mentioned before, there are more
391 alternate spots open – either four or five for the HRC. Ms. Cunha-Vasconcelos asked if
392 'subcommittee creation' can be an agenda item on the next meeting. Councilor Manwaring and
393 Chair Hay agreed.

394
395 Councilor Manwaring stated that she has another request - she finds it very difficult to feel like
396 part of a committee when she cannot see everyone. Can the Zoom screen be used to show
397 participants' faces instead of the meeting agenda? Discussion ensued about the Zoom layout,
398 and Mr. Bohannon stated that he will talk more about this with Councilor Manwaring.

399
400 Dr. Saleh asked, regarding the last meeting's discussion of Black Lives Matter: was there any
401 development from that subcommittee? Mr. Bohannon replied there was no subcommittee
402 formed. He continued that at the first City Council meeting in June, an LGBTQ month
403 proclamation was read, as the HRC had requested. For the second City Council meeting in June,
404 he had recommended to the Mayor that the HRC was interested in having some sort of Black
405 Lives Matter proclamation read, and Councilor Bobby Williams put something together and had
406 it read. He does not have the proclamation now but could get it if the committee wants. Dr.
407 Morris replied that Councilor Williams read the proclamation at the Juneteenth event at the
408 Russel Park/field, too. Dr. Filiault stated that it seems like the need for the BLM subcommittee
409 was eliminated by the creation of the Racial Justice committee that Dr. Morris is co-chairing.

410

411 7) New Business

412

413 8) Public Comment

414

415 Margaret Broadhead, of 135 Castle Street, asked if the committee's budget is usually spent on
416 the events they have been discussing or if it is ever spent on other things. Mr. Bohannon replied
417 that regarding the Finance Report he shared earlier, there is a small amount of money that was
418 generated by an event about 15 years ago and it carried over. This is one of the only committees
419 in the City that is allowed to fundraise. When they do have events, like Monadvocacy, if they
420 were to bring in someone like Pastor Nic Penaranda the money would be used for that purpose.
421 The budget is only used for event-specific items.

422

423 Ms. Broadhead asked if they see any branch of the City government talking about this
424 information that has been raised regarding the history of the person for whom the City of Keene
425 is named. Mr. Bohannon replied that he is not aware of any branch of City government
426 discussing that matter. He continued that if that is something she wants to bring forward he
427 suggests she write a letter to the Mayor and City Council and they would refer the topic to one of
428 the three standing committees. The matter would be brought in front of them.

429

430 Ms. Broadhead asked if it is a matter the HRC would ever talk about. Chair Hay and Ms. Salwen
431 replied yes, they can see the HRC talking about it. Chair Hay stated that it is worth digging into.
432 Ms. Broadhead asked if she should ask them to do that with a letter to the Mayor. Mr. Bohannon
433 replied that he thinks the best method would be for her to contact the Mayor and City Council
434 and the City Council may direct the matter to the HRC.

435

436 9) Adjourn – Next meeting is August 3, 2020

437

438 Mr. Bohannon stated that the next scheduled meeting is August 3. He continued that he will not
439 be available for it, but he could have another staff member set it up for them if they still want to
440 meet. Discussion ensued. Mr. Bohannon stated that it seems like a quorum would be available
441 to meet. Chair Hay replied that they will meet on August 3.

442

443 There being no further business, Chair Hay adjourned the meeting at 6:24 PM.

444

445 Respectfully submitted by,
446 Britta Reida, Minute Taker

447

448 Respectfully edited by,
449 Andy Bohannon, staff