



Diversity Equity Inclusion Justice and Belonging (DEIJB) Committee

Meeting Minutes

March 18, 2025

City Council Chambers

37 Green Street

1. The Meeting was called to order at 6:05p.m. by Chair Nafshi

Attending:

Rabbi Robin Nafshi, *Chair*
Mayor Byron Champlin
Councilor Jennifer Kretovic
Sheila Zakre
Ghana Sharma arrived late

Alison Murphy
Amy Girourd-Crush
Noemi Wierwille
Councilor Ali Sekou

Becky Kennedy, Merrimack Valley School District Ex-Officio Member
Cara Meeker, Concord School District Ex-Officio Member)

Absent:

Zoey Murphy
Karen Juall
Vijay Bhujel
Moe Djabelarbi

Usha Shrestha
Ghana Sharma
Clement Kigugu
Anhi Milachi

DEIJB Facilitator Bird Guess, Founder and CEO of The Racial Equity Group, attended via Zoom Meeting

2. Approval of March 4, 2025 Meeting Minutes with revisions. Motion to Approve by Mayor Champlin and duly seconded. The item passed unanimously
3. Meeting Overview: Bird Guess, the DEIJB consultant from Racial Equity Group provided an overview of the meeting Agenda.

4. Update on potential demographic survey results: Discussion centered around the Committee Survey and demographics of committee members and their community associations to other marginalized / diverse populations. Further down the line, in the future, these types of voluntary demographic information can be used to measure representation of the various populations within our community. Generalizing this data can be used as a snapshot of the makeup of committees. We want to be looking at the wide range of diverse backgrounds. Feeling safe and welcome to provide information also matters as does the voluntary disclosure of data.
5. Discuss focus group process, questions and feedback and select demographics of desired focus groups: There were several members of the committee requesting an understanding if the demographic focus groups would be segmented? Whether there would be a mix of communities? What if a person identified in more than one category? How would these be structured?

The document is a fluid document that will be revised over our meeting discussions. Initially it is suggested that we mirror the demographics of the community, to collect a subset, snapshot of our community fabric. Hopefully, giving perspective of the specific demographic for discussion in that affinity group area. Expanding the potential groups to include Senior Citizens, or just residents who want to provide feedback and input. Offering an opportunity to OPT IN to a specific focus group.

With the initial list of community members and organizations we seem to have good representation. One area Bird saw as a gap we should look to have representation is the BIPOC Community. Rabbi Nafshi noted persons of low to moderate income as also feeling marginalized in Concord. Ultimately to obtain rich discussion we should be thinking about the diversity of the groups and whether people should be grouped with similar demographic identification or mixed.

What and how the questions are phrased within the focus groups can ultimately determine how we identify the groups. As a target, five focus groups with twelve members. Based on the discussion of the community, perhaps we need six groups to include seniors. If we want to reduce the number, the general population. For consideration, New Hampshire is the second oldest populous of the United States, behind Maine, speaking directly to the aging population here in Concord.

6. Discuss committee mission and goals questions, feedback and voting items: Hold for future discussion and review by the committee members. Feedback on the questions will be very important. Ideally, we will have 6 to 8 questions which include a targeted approach to dig deep into the conversations.
7. Update on potential demographic survey results: This too will be something that we will review at a future date.
8. Adjournment. A motion was made to adjourn the meeting by Sheila Zakre and was duly seconded. The motion passed. The meeting closed at 7:20PM