



Diversity Equity Inclusion Justice and Belonging (DEIJB) Committee

**Meeting Minutes**

April 15, 2025

City Council Chambers

37 Green Street

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

Attending:

**Rabbi Robin Nafshi, Chair**

**Mayor Byron Champlin**

**Councilor Jennifer Kretovic**

**Amy Girourd-Crush**

**Karen Juall**

**Ghana Sharma, arrived 6:30PM**

**Councilor Ali Sekou, arrived 6:10PM**

**Zoey Murphy**

**Noemi Wierwille**

**Alison Murphy**

**Sheila Zakre**

**Becky Kennedy, Merrimack Valley School District Ex-Officio Member (Absent)**

Absent:

Moe Djabelarbi

Usha Shrestha

Vijay Bhujel

Clement Kigugu

Ahni Malachi

**Cara Meeker, Concord School District Ex-Officio Member)**

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

2. Approval of April 1, 2025 Meeting Minutes with revisions.

A motion was made by Mayor Champlin to accept the minutes without revisions. The motion was duly seconded and passed unanimously. Rabbi Nafshi and Ms. Zakre abstained as they were not present for the meeting.

3. Meeting Overview: Bird Guess, the DEIJB consultant from Racial Equity Group provided the overview.

4. The Committee discussed the DEIJB Mission and Goals:
  - Mr. Guess shared the revisions to the Mission and Goals based on input from the Committee members.
  - Mr. Guess shared a brief overview of current discussions with the City Manager to coordinate the efforts and training that has occurred with the senior management at the City.
  - The group discussed clarifying processes around where a resident would convey they felt discriminated against here in Concord; whether by the City, a division, department, individual employee, or entity within the community. What might a process like this look like?
  - An example: Wellsley Massachusetts, which has set up “Freedom Teams” where people could submit a concern of discrimination within the City. An example could be housing discrimination, which is not directly associated with City operations, but allows for greater inclusivity across the community.
  - A review of the committee size was also discussed. Likely, assuring a quorum is important as well as the representation at the table. Future discussion will continue on this topic. Length of Term would also be a further conversation.
5. Focus group participation and interviews:
  - a. Thus far 33 people have expressed interest in participating in the Focus Groups.
  - b. We are seeing some reluctance from the New American Community. Committee Member Clement Kigugu will be helping here.
  - c. Resident Stakeholders, Disability Group and Seniors are well represented thus far. BIPOC group is smaller and just coming to the table with recommendations to us. LGBTQ+ is also just starting to provide interest.
  - d. Work to expand the groups of participants is continuing
6. Committee Training: Discussion was focused on the foundational training for committee members to virtually participate. Some members will not be available on May the 5<sup>th</sup>, we may need to investigate recording the training.
7. Our next Committee meeting will be on May 5<sup>th</sup> and May 6<sup>th</sup>. This the Foundational Training.
8. Adjournment

A motion was made by Councilor Sekou, to adjourn. The motion was duly seconded and passed unanimously. The meeting closed at 7:30PM.

*Minutes Submitted by:  
Councilor Jennifer Kretovic*