



Diversity Equity Inclusion Justice and Belonging (DEIJB) Committee

Meeting Minutes

May 5, 2025

City Council Chambers

37 Green Street

1. The Meeting was called to order at 6:15 p.m. by Mayor Champlin

Attending:

Mayor Byron Champlin, Vice Chair

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

Vijay Bhujel

Absent:

Rabbi Robin Nafshi, *Chair*

Moe Djabelarbi

Usha Shrestha

Clement Kigugu

Ahni Malachi

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

Cara Meeker, Concord School District Ex-Officio Member)

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

2. Approval of April 15, 2025

A motion was made by Councilor Kretovic to accept the minutes. The motion was duly seconded and passed unanimously.

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

4. Today's Meeting is focused on Foundational Training for the Committee. The training is being recorded by Concord TV for Members of the Committee unable to attend and available to the public via a link.

- Shared understanding of why inequities exist and persist.
- Shared language of DEIJB and equal opportunity concepts
- Shared understanding of what DEIJB has to do with City Government

Defining DEIJB:

- Diversity: Characteristics that make one individual or group different from another
- Equity: Reducing disparities between demographic groups resulting in unnecessary barriers, bias, or discrimination. Reducing disparities.
- Inclusion: intentionally engaging, valuing and respecting underrepresented groups by including them in policy and decision-making processes.
- Justice: Identifying, understanding, acknowledging and remedying historic inequality throughout Concord.
- Belonging: Cultivating a community where people of different cultures and backgrounds engage, learn, and build meaningful relationships.

Why City Government must apply a DEIJB Mindset

- Historically, government agencies City Government at every level contributed significantly to creating inequities and exclusionary policies.

Applying Equity to City Government

- All divisions need to be involved in Equity: Mayor's Office and Council, Police and Fire, Public Works, Park & Rec, Human Resources, Purchasing and Procurement, Planning & Development, Finance, Human Services.

How to make DEIJB a CORE Function of City Government

- Employment:
 - o Is there equal opportunity to be employed and promoted with the City
 - o Is the City attracting and selecting the best talent for employment and delivery of services and programs
- Purchasing and Procurement
 - o Is there equal opportunity to do business with the City for all vendors and contractors
 - o Is the City attracting diverse vendors, contractors and suppliers to ensure the best economical products and services.
- Services and Programs:
 - o Do all residents have equal access to City services, programs and facilities receive equal treatment and quality.
- Stakeholder Engagement: Do all residents have equal opportunity and access to serve on boards and committees, providing input on policies, budgets, projects and programs.

A RACIALIZED SYSTEM PRODUCES AND SUSTAINS RACIAL INEQUITIES WITH OR WITHOUT RACISM

- **Racialization** is a process of structuring society with people classified by racial categories, establishing racial ingroups (identify belong to) and outgroups (identify others belong to), social practices and becoming a racialized system.
- **Racism** is policies and practices throughout a society that intentionally harm a racial group.

Politics shape everything. But some groups are significantly underrepresented.

Place (where you live) **matters**, in a racialized society place is linked to race.

Evidence of discrimination from the Housing Structure

- **Redlining** – a policy adopted by the Federal Government (1934). Green and Blue areas meant safe to invest here.
- **Red was high risk. Yellow was declining** (Blacks and non-Whites)
- **Hazardous Neighborhoods** 8-decades ago are still low-to-moderate income racial minority neighborhoods today.

Policies also set Racialization. Racist and Sexist Policies.

Structural Advantage: The position and perception of a racial group within the social structures of society (e.g. political, economic) resulting from discrimination and biases, that facilitate advantage or disadvantage and sustain racial inequities.

Where we live shapes access to good education and access to social networks and job opportunities.

- 70% of jobs held over a lifetime, found from family, friends or someone providing inside information, awareness of a job that was not public, using influence to help, or offering direct opportunity.

Do we still have segregated communities in Concord? And, why?

Do significant disparities exist for representation of local elected officials?

Compounding of Structural Advantage and Disadvantage

Racism and Sexism Structured Workplaces – Biases Maintain the Structure

Racial Bias Test at Harvard: <https://implicit.harvard.edu/implicit/takeatest.html>

5. Adjournment

A motion was made by Sheila Zakre, to adjourn. The motion was duly seconded and passed unanimously. The meeting closed at 7:59PM.

Minutes submitted by Councilor Kretovic.