



Diversity Equity Inclusion Justice and Belonging (DEIJB) Committee

Meeting Minutes

October 28, 2025

City Council Chambers

37 Green Street

7:30 PM

1. Call to Order. The meeting opened with a quorum at 7:45 p.m.
2. Roll Call.
Attending:
Robin Nafshi, Chair
Byron O. Champlin, Mayor
Sheila O. Zakre
Jennifer Kretovic, Council Representative
Ahni Malachi
Alison Murphy
Zoey Murphy
Ali Sekou, Council Representative

Absent:
Ghana Sharma
Usha Thapa Shrestha
Noemi Hagen Wierwille
Moe Djabelarbi
Amy S. Girouard-Crush
Karen Juall
Vijay Bhujel
Clement Nsenga Kigugu
Ex-Officio Members:
Becky Kennedy Representing Merrimack Valley School District
Cara Meeker, Representing Concord School District
3. Approval of July 15, 2025 Meeting Minutes: Motion to Approve by Mayor Champlin, duly seconded and approved unanimously. One abstention by Alison Murphy.
4. Meeting Overview.
5. Committee Discussion.
 - House Bill #2 follow up: DEIJB Provisions for Permanent Injunction against House Bill #2, really a push by the school districts, where municipalities did not have a punitive element. The permanent injunction included the provision that it is unconstitutional. For the time being, there are no reasons, at this point, to change our name.
6. Next Steps:
 - Themes arising from the Report provided by our consultant, Racial Equity Group
 - Disconnect from cultural events (City only does the Fourth of July fireworks. Other events are held by private organizations.)
 - How to include more cultural events – outside of Multicultural Festival and expanding resources to city-wide events.

- How do we act sooner rather than later and address the low-hanging fruit. (Like an Info-graphic and how to tell the community about it and dispense the information.
 - Holding a monthly meeting to promote and discuss multiple potential events and how to do give audience to these events.
 - Even including a collaborative effort around National Night Out and promoting safety in our city.
 - Extended outreach in a casual setting to discussion, learn and promote. “Meet the Community” ... type of event. Inclusion in the Farmer’s Market.
 - The Arts Market as another connector in Community.
 - What are the barriers to be participation too? For example, there are financial barriers that members in the community might be able to participate in fiscal support.
 - Could the Chamber give or create a “scholarship” from established businesses to support up and coming business. Is this something the entire community could participate in? Business-to-business support.
 - Public Transportation: City of Concord is not in control of the bus routes in Concord. Merrimack-Belknap Community Action Program operates the CAT System. How to expand usage of the bus routes and ridership to accommodate under-served populations. Infrequency of routes, inaccessibility.
 - Lack of Handicap Parking Area in key areas. Handicap Parking Space concerns about clearing spaces and sidewalks in the winter.
 - This committee can make recommendations regarding our facilities.
 - How to make City Council more accessible? Should we not be looking at this too?
 - Residents of Concord need conversations around understanding that there is a process for change. Looking for specifics (like in transportation of buses) and how we can do a widespread in regard to access and accessibility.
 - Can there be something parallel for “vouchers” for transportation for persons that need something --- funds for people to take a taxi, who can qualify for specialized transportation needs.
7. Knowledge share and knowledge gathering. The more information we have, the more we can share the details.
 8. Two major areas in the Racial Equity Group recommendations: How to remove barriers to civic engagement and including more diverse city contractors.
 9. Tentative Meeting Date is December 2nd at 6:00PM
 10. Motion to adjourn was made by Councilor Sekou and duly seconded. The motion passed unanimously.
 11. Adjournment. At 8:55 p.m. the meeting closed.