

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 Ahni Malachi
Byron O. Champlin, Mayor Alison Murphy
Sheila O. Zakre Zoey Murphy

Jennifer Kretovic, Council Representative Ali Sekou, Council Representative

Absent:

Ghana Sharma Amy S. Girouard-Crush

Usha Thapa Shrestha Karen Juall Noemi Hagen Wierwille Vijay Bhujel

Moe Djabelarbi 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.
- 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 Infographic 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? Businessto-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.