



Diversity Equity Inclusion Justice and Belonging (DEIJB) Committee

Meeting Minutes

May 19, 2025

City Council Chambers

37 Green Street

1. The Meeting was called to order at 6:08 p.m. by Rabbi Robin Nafshi

Attending:

Rabbi Robin Nafshi, *Chair*
Mayor Byron Champlin
Councilor Jennifer Kretovic
Amy Girourd-Crush
Councilor Ali Sekou

Noemi Wierwille
Alison Murphy
Sheila Zakre
Clement Kigugu

Cara Meeker, Concord School District Ex-Officio Member

Absent:

Moe Djabelarbi
Usha Shrestha
Karen Juall
Vijay Bhujel

Ghana Sharma,
Ahni Malachi
Zoey Murphy

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

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

2. Meeting Minutes – a motion was made by Mayor Champlin to approve the meeting minutes of April 25. The motion was duly seconded and passed without revisions.

Meeting Minutes – a motion was made by Councilor Kretovic to approve the meeting minutes of May 5th. The motion was duly seconded and passed without revisions.

Meeting Minutes – a motion was made by Noemi Wierwille to approve the meeting minutes of May 6th. The motion was duly seconded and passed without revisions.

3. Meeting Overview: Bird Guess provided the overview.
 - Review of the findings from the Focus Group Summary Report

4. Focus Group Summary

- Of the total number of participants about 12 did not attend after having signed up.
- Some groups seemed slightly under-represented, specifically for LGBTQ+. Though there was quite an outreach effort made in this area, as with others.
- City of Concord in One Word....a summary of this slide.
- Emerging Themes: 1. Disconnected from Cultural Community Events 2. Poor Public Transportation and Accessibility 3. Barriers to Civic Engagement 4. Positive Interactions with City Government Staff 5. Lack of Equal Employment and Contracting Opportunities
- The committee reviewed the demographic breakdown of the participants
- Focus Group Process / Logistics was reviewed.
- Detailed review of each of the Key Insights:
 - Disconnected from Cultural Community Events
 - Poor Public Transportation and Accessibility
 - Barriers to Civic Engagement
 - Positive Interactions with City Government staff
 - Lack of Equal Employment & Contracting Opportunities
- Review of a One Page summary

5. Recommendations and Next Steps

- DEIJB Action Plan
- DEIJB Best Practice Gap and Barrier Analysis
- Employment Disparity Analysis
- Vendor and Contractor Disparity Analysis
- Boards and Committee Disparity Analysis

6. Closing Comments & Thoughts: Chair Nafshi discussed next meeting on Tuesday, June 10th at 6:00PM.

7. Presentation to City Council from Mr. Guess, to be determined.

8. Motion to Adjourn at 7:45 p.m. by Sheila Zakre and duly seconded.

Meeting minutes respectfully submitted by Councilor Jennifer Kretovic.