

Bonenfant, Janice

From: Zoey Murphy <zoey.murphy79@gmail.com>
Sent: Monday, January 13, 2025 12:38 PM
To: Bonenfant, Janice
Subject: DEIJB Consultant

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Hello Janice, I hope all is well. I heard that there has been a vocal contingent fighting to get the City Council to block the funding for the new DEIJB consultant. I wanted to reach out and write a quick statement for tonight's agenda.

I am writing in support of the new DEIJB consultant hire, James Bird Guess. I am a member of the DEIJB committee and was pleasantly surprised when we met James at our last meeting. We all left the meeting hopeful in what's to come. He is experienced in this type of support and advisement and has succeeded in helping many different entities make changes that support diversity and inclusion in a variety of different areas. Having a consultant to help lead us in the right direction will hopefully help us to get on track to achieving our goals.

Thank you, Zoey Murphy LICSW,MSW

Sent from my iPhone

Bonenfant, Janice

From: Moe Djabelarbi <adamsophia1516@gmail.com>
Sent: Monday, January 13, 2025 12:47 PM
To: Bonenfant, Janice
Subject: My support to hiring the consultant

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Dear city council members,

My name is Moe Djabelarbi, and I am a member of the DEIJB Steering Committee. I had the pleasure of meeting Mrs. Guess during a Zoom meeting with other committee members at our monthly gathering. During that time, Mr. Guess provided detailed insights about how their expertise could support our committee's efforts.

We are engaging Bird Guess and his Racial Equity Group to conduct a comprehensive organizational review. Their work will focus on improving access to boards and committees, reviewing compliance reports, analyzing previous climate surveys, and examining general operations, strategic priorities, and plans.

Additionally, they will provide foundational DEIJB training for the Steering Committee and key staff, facilitate community-wide listening sessions and focus groups, and lead strategic planning sessions for the Steering Committee as well as city boards and committees.

Sent from my iPhone

Karen Juall
33 Christian Ave
Concord, NH 03301

January 13, 2025

Dear Members of the City Council,

I'm writing to you in hope that you will allot the money necessary for a skilled facilitator to the DEIJB committee. My name is Karen Juall, a Ward 9 resident and DEIJB committee member. As you will see in this letter, I'm being completely honest with you as to how I feel the DEIJB committee is doing and what I believe we need to move forward.

Through no fault of anyone, we've lacked a Committee Chair during this critical start-up phase. We've met twice in four months with no communication and/or tasks between members. Having attended both meetings since September, there is no one broadening our thinking or helping us coalesce as a group, which I believe are critical steps in forging strong outcomes. We could have been reading provocative research that could challenge our thinking, for example. Instead we've done nothing but meet twice.

After forty years of working in a leadership capacity I have witnessed too many failed endeavors because the working groups lacked solid leadership: for one, they never coalesced as a group. I believe the DEIJB committee is at risk of becoming one of these failed endeavors.

We're a large group representing many marginalized communities. We're professionals who come from varied backgrounds, and time is running out. For all these reasons (and more) I believe we need a strong, skilled professional leader (who is not a member of the committee) to move us forward.

It has never been so important for us to have external leadership as it is now. I feel we can make up for lost time in that Ahni, our Committee Chair, is returning this month. Since I had a hard time hearing Bird Guess of the Racial Equity Group at the December meeting I'm not a good judge of this matter. Regardless, whoever is our facilitator, we need to have one and together we will bring more equity and justice to the residents of Concord.

Please approve the funds that will allow us to do good work.

Respectfully,

Karen Juall
DEIJB Committee

To: Mayor Champlin and members of Concord City Council:

I am writing in support of the city to formally engage in the services of Mr. Bird Guess's consulting Group, The Racial Equity Group in order to create city wide policies and practices consistent with the values of equity and inclusion.

I was present during the DEIJB committee meeting on December 10 2024 with the Founder and CEO, Mr. Bird Guess who described his process of city engagement and policy development. Through that discussion, we learned of his process which involved a detailed timeline and scope of work for the committee to include a deeper understanding of why inequities exist, facilitated focus groups and listening sessions with individuals and organizations that represent various stakeholders in the city.

Most importantly he stated that this information would inform best practices and will be part of the city's strategic plan. His group will work with the DEIJB committee to ensure an understanding of the process with desired outcomes based upon the work done in the focus groups and listening sessions. The ability to measure outcomes is of critical importance to the city of Concord and Mr. Guess discussed this in his presentation to the committee. I feel confident that Mr. Guess and The Racial Equity Group will assist this committee and the City of Concord in developing policies and practices that will enhance the strengths of our city and its residents as well as to attract new residents and businesses for continued growth.

Sincerely

Amy S Girouard-Crush, MSW, LICSW

DEIJB Committee Member