



Diversity, Equity, Inclusion, Justice and Belonging (DEIJB) Committee

Meeting Minutes

January 6, 2026

City Council Chambers

37 Green Street

7:30 PM

1. Call to Order. The meeting opened with a quorum at 6:05 p.m.
2. Roll Call.

Attending:

*Byron O. Champlin, Mayor	*Vijay Bhujel
*Amy S. Girouard-Crus	*Alison Murphy
*Noemi Hagen Wierwille	*Zoey Murphy
*Jennifer Kretovic, Council Representative	*Ali Sekou, Council Representative

Ex-Officio Members:

*Cara Meeker, Representing Concord School District

Absent:

Robin Nafshi, Chair	Usha Thapa Shrestha
Ahni Malachi	Moe Djabelarbi
Sheila O. Zakre	Karen Juall
Ghana Sharma	Clement Nsenga Kigugu

Ex-Officio Members:

Becky Kennedy Representing Merrimack Valley School District

3. Approval of October 28, 2025 meeting minutes: Motion to Approve by Councilor Kretovic, duly seconded and approved unanimously.
4. Meeting Overview.
5. Continuation of Our Next Steps:
 - Theme #4: Positive Interaction with City Staff
 - Generally Positive Interactions with City Staff and Police. Not as positive with interactions with Elected Officials
 - The committee discussed language barriers of some users in City Services. The example was a challenge for a developer application before Zoning.
 - Police have used a translator service, though would want to have their own translator.
 - Vijay, in his role with BCNH, they have a mini translator.
 - Cara shared that in the legal sense, an AI generated text may have legal implications if the translation is incorrect.

- Do we have a lack of engagement where no one is asking? If people don't know we have tools, they also do think to ask for assistance.
 - New Employees can self-identify they are bi-lingual, or other proficiency in language and whether they would be willing to be a translator when called about.
 - Basic icon chart for Computer Icon Users and/or American Sign Language speaker
 - Pin Point is another resource
- Theme #5: Improve opportunities for doing business with the city
 - What are the procedures for our Employment and RFP Process
 - We should also be looking at Churn and Turn in the Employment at our city.
 - How do we hire talent that is more diverse? What recommendations can we make to City Administration?
 - Does the City need a language/communicator/point person for resources to our immigrant community? A community liaison like Concord Hospital. Community Engagement Person as is in Dover may also be relevant.
 - They are already community-based helpers and if these people can be entrusted to help navigate City Services, then perhaps they could also assist.
 - How do we also reach the people that are not engaged and are more private in their interactions with the community.
 - How can we make the simplify the language on the agenda, without losing the legal context of what is posted?
 - How do we build capacity within our city staff and what does this mean for boots on the ground? Can we build service standards – what does it mean to help and implement.
 - What is the process for putting our actions in place? There was a brief conversation about how we make recommendations.
6. Meeting time and Next Meeting: February 3rd at 6:00 p.m. – check on both these dates. Mayor Champlin will check with City Clerk on availability of the Council Chambers, if it might be available on February 10th.
 7. Motion to adjourn was made by Noemi Wierville and duly seconded. The motion passed unanimously.
 8. Adjournment. At 7:26 p.m. the meeting closed.

Minutes respectfully submitted by Councilor Jennifer Kretovic.