

**NH JJ Reform Commission
Ethnic and Racial Disparities Subcommittee**

Subcommittee Meeting Minutes

MEETING DATE: December 22, 2022 10am-11am

Attendees: Richard Bergeron, SRO Hollis PD.
Eddie Edwards, Department of Safety
Jorge Santana, LICSW
Nicole Rodler, Juvenile Diversion Coordinator – via zoom
Claire Holston, Center for Justice and Equality – via zoom
Ahni Malachi, NH Commission for Human Rights
Jasmine Gerow-Gathright, JPPO
Jennifer Archer, Juvenile Justice Services

Absent: Adrienne Evans, NH Commission for Human Rights
D'Montae V., Youth Participant

Transcriber: Jennifer Archer, Juvenile Justice Services

Meeting Discussion:

The group engaged in brief introductions as Juvenile Probation Parole Officer Jasmine Gerow-Garthright joined the team. She advised of her experience collaborating with the Nashua community NAACP meetings with law enforcement.

The group engaged in meaningful discussions around the purpose of its upcoming juvenile justice DEI networking forum and panel discussions. Reviewing the purpose of the event, which is to bring together local NH DEI/R-ED teams on a quarterly basis with the goals of collaborating the work that is occurring around the state. The purpose of the panel presentations is to kick off the meetings by harnessing the attendee's empathy so that they are empowered to by this important work. The group planned around supporting both panelists and attendees during conversations that can be emotional and critical. The facilitators will meet with panelists via zoom for preparation prior to the event. SRO Bergeron discussed the importance of a balanced panel. The team discussed the capabilities of the youth and parents who have been connected for the panel thus far. A list of tasks and ongoing conversations were created as well as a tentative outline of the event.

5:00pm Welcome - JJS Archer
5:10pm Opening Statement - Assistant Commissioner Edwards
5:15pm Introductions of attendees and foundation for panels - JJS Archer
5:45pm Youth Panel (D'Montae and Haven) - LISCW Santana
6:25pm Networking/Refreshment Break
6:55pm Parent Panel (Mark and Julie) - Executive Director Malachi
7:25pm Closing/Survey - JJS Archer

Each Ethnic and Racial Disparities Subcommittee member will provide a brief bio for introductions.

The team began collaboration around panel questions and feedback. Proposed questions for youth and parents are: Would you share a positive and negative experience you have had during your time in the juvenile justice system; and Do you feel that anything about your identity has impacted the

decisions that were made at any point you had contact with the juvenile justice system.

LISCW Santana will work on a QR code and survey questions to share with the team and aligning post session questions that may include: What information do you feel is needed to make progress on DEI/R-ED goals in NH; Based upon what you have heard today from the panelists what are your takeaways; and Are you interested in participating in quarterly Juvenile Justice Diversity Equity and Inclusion meetings.

Assistant Commissioner Edwards to work on refreshments to be supplied. Mr. Dumont to research technology available at the Fire Academy space for a panelist to zoom into the event, microphones and projectors. Mr. Dumont to assist in collecting details from registrations for a PowerPoint of agency information for the introductions.

The group forecasted the future of the networking forums to remain structured by this group and be collaborative interagency working sessions. The group wanted to continue momentum from the kickoff meeting by providing the attendees with the next meeting date. Proposed for Thursday 4/20/23 2:30-4pm. The group plans to share Racial and Ethnic Disparities data collected from New Hampshire's action plan and have more detailed information shared about the local level teams.

Next Meetings:

Ethnic and Racial Disparities Subcommittee

January 9, 2023 11:20am-12:20pm Fire Academy 98 Smokey Bear Blvd, Concord

Juvenile Justice Reform Commission

January 9, 2023 9am-11am Dolloff Building State Office 117 Pleasant St. Concord

Juvenile Justice DIE Networking Forum

January 19, 2023 5pm-7:30pm Fire Academy 98 Smokey Bear Blvd, Concord