

New Hampshire Commission for Human Rights

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NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS COMMISSIONERS' MEETING

June 2, 2022 at 5:00 PM

MINUTES

ATTENDANCE: Commissioners present: Basra Mohamed (chair), Adrienne Evans, Nancy LeRoy and Elizabeth Asch

Commission Staff: Executive Director, Ahni Malachi
And Assistant Director, Sarah Burke Cohen

Commissioner Mohamed called the meeting to order at 5:33 PM.

1. PUBLIC COMMENT

Commissioner Mohamed asked if anyone from the public was present and wished to make public comment. There was no one present.

2. APPROVAL OF MAY MEETING MINUTES

Commissioner LeRoy moved and Commissioner Asch seconded a motion to approve the minutes with minor revisions. The motion carried with 1 abstention.

3. GACDI UPDATE

Executive Director Malachi stated the Governor's Council on Diversity and Inclusion ("GACDI") last met on May 17, 2022. Executive Director Malachi stated that the biggest thing GACDI is doing a resource for schools. GACDI was working on gathering the information for it and putting it into a framework. The Governor would like the resource ready for the upcoming school year.

4. OFFICE UPDATES

Executive Director Malachi said she met with representatives from US Housing & Urban Development with AAG Sean Locke. They discussed the application process for a HUD contract. It was unclear how long the application process would take, but Executive Director Malachi is hopeful once documents are submitted that it will take approximately 9 months for the NHCHR to be approved and start the contract. Executive Director Malachi explained that the HUD contract will be for enforcement activities as well as training activities.

Executive Director Malachi presented the document put together by Investigator Nicole Lemelin and worked on by the staff. The document is a “General Information & Instructions for Filing a Charge of Discrimination”. It is a guide for *pro se* Complainants how the process works and how to file a Charge. Investigator Lemelin also worked on a Damages Information Sheet to assist the parties with understanding and calculating damages for our cases.

Executive Director Malachi also discussed the possibility of the NHCHR updating its website and designing a data base for NHCHR cases. It will help the NHCHR to become more digital and allow Complainants to check the status of their case through a portal like that of the EEOC. Executive Director Malachi also said the hope is a data base will also have the ability to report statistics via our website. Executive Director Malachi said that Investigator Lemelin has also been working on the redesign of the website. The hope is to meet with the appropriate DoIT people in the next few weeks to move the updating process along.

Executive Director Malachi also talked about her participation on a committee at the NH Fire Academy. The discussion revolves around recruitment and expanding diversity of that work force.

Executive Director Malachi also discussed correspondence received from the EEOC. The letter stated there will be an increase in reimbursement under the contract for case investigations, intakes and the engagement/training money. Commissioner Mohamed asked about the contract. Executive Director Malachi explained the contracting process with the EEOC. The contract period began on October 1, 2021; however, the NHCHR has not actually received and signed the contract and generally does not until around this time of year. Executive Director Malachi discussed how the number of cases for the contract is determined.

5. REVIEW OF INVESTIGATOR CASE LOAD

Assistant Director Burke Cohen discussed the investigator caseload. Assistant Director Burke Cohen said the investigators continue to move cases through the process efficiently. The Commission completed 85% of the 200 cases required as part of the EEOC Contract and the contract is 67% complete. The EEOC has requested to know if

the NHCHR can “upward modify” and close more cases than contracted. The NHCHR will likely ask for 20 more cases.

6. HEARING SCHEDULE UPDATE

Assistant Director Burke Cohen discussed the hearing scheduling and updated it.

7. OTHER BUSINESS

Commissioner Evans introduced herself. She is the newly appointed Commissioner replacing Commissioner Samuel.

Commissioner LeRoy requested the Commissioners send a note to AAG Perlow as she has been promoted and will no longer be the NHCHR’s Client Services Representative. The Commissioners concurred. Commissioner LeRoy will write the note.

8. NON-PUBLIC SESSION

None.

9. ADJOURNMENT

Commissioner LeRoy moved for adjournment and Commissioner Asch seconded. The Commissioner’s meeting adjourned at 6:20 PM.