



TOWN OF DURHAM

8 Newmarket Road

Durham, NH 03824

Tel: 603-868-5571

Fax: 603-868-1858

www.ci.durham.nh.us

NOTE: Although members of the Town Council will be meeting in the Council chambers, the Council meetings are still available for members of the public to participate via Zoom or in-person.

AGENDA

DURHAM TOWN COUNCIL

MONDAY, AUGUST 15, 2022

DURHAM TOWN HALL – COUNCIL CHAMBERS

7:00 PM

NOTE: The Town of Durham requires 48 hours notice if special communication aids are needed.

- I. Call to Order
- II. Town Council grants permission for fewer than a majority of Councilors to participate remotely
- III. Roll Call of Members. Those members participating remotely state why it is not reasonably practical for them to attend the meeting in-person
- IV. Approval of Agenda
- V. Special Announcements – None
- VI. Public Comments (*) – **Please state your name and address before speaking**
- VII. Approval of Minutes – May 9, May 16, 2022
- VIII. Councilor and Town Administrator Roundtable
- IX. **Unanimous Consent Agenda** *(Requires unanimous approval. Individual items may be removed by any councilor for separate discussion and vote)*
 - A. **RESOLUTION #2022-07** Establishing a policy for scheduling public meetings on holidays for Town boards, commissions, and committees to consider when planning public meetings each year, as recommended by the Human Rights Commission

- B. Request for an extension to October 31, 2022, for the Planning Board to provide its recommendations on the proposed Solar Energy Systems Ordinance initiated by the Durham Town Council on May 9, 2022

X. Committee Appointments

- A. Shall the Town Council move alternate member Leslie Schwartz to fill the regular member vacancy on the Zoning Board of Adjustment with a term expiration of April 30, 2024?
- B. Shall the Town Council appoint Townsend Zwart, 5 Edgerly Garrison Road, to fill a vacancy on the Durham Energy Committee?

XI. Presentation Item

Receive activities report on the Agricultural Commission – Theresa Walker, Chair

XII. Unfinished Business

PUBLIC HEARING AND ACTION ON RESOLUTION #2022-14 authorizing the acceptance and expenditure of \$10,000 in unanticipated revenue from the NH Charitable Foundation to provide Diversity, Equity, and Inclusion (DEI) training for Durham municipal employees and volunteers

XIII. New Business

Other Business

XIV. Nonpublic Session (if required)

XV. Extended Councilor and Town Administrator Roundtable (if required)

XVI. Adjourn (NLT 10:30 PM)

() The public comment portion of the Council meeting is to allow members of the public to address matters of public concern regarding town government for up to 5 minutes. Obscene, violent, disruptive, disorderly comments, or those likely to induce violence, disruption or disorder are not permitted and will not be tolerated. Complaints regarding Town staff should be directed to the Administrator.*

AGENDA ITEM: **# 7**

DATE: August 15, 2022

COUNCIL COMMUNICATION

INITIATED BY: Durham Town Council

AGENDA ITEM: APPROVE THE TOWN COUNCIL MEETING MINUTES FOR MONDAY, MAY 9 AND MONDAY, MAY 16, 2022

CC PREPARED BY: Jennie Berry, Administrative Assistant

PRESENTED BY: Todd I. Selig, Administrator

AGENDA DESCRIPTION:

Attached for the Council's review and approval are the minutes for the Town Council meetings held on Monday, May 9 and Monday, May 16, 2022. Please call or email Jennie Berry with any grammatical/spelling changes prior to the meeting. Discussion at Monday evening's meeting should be limited only to substantive changes.

LEGAL AUTHORITY:

RSA 91-A:2 (II) specifies what must be contained in minutes of public meetings: *"Minutes of all such meetings, including names of members, persons appearing before the bodies or agencies, and a brief description of the subject matter discussed and final decisions, shall be promptly recorded and open to public inspection not more than 5 business days after the public meeting, except as provided in RSA 91-A:6, and shall be treated as permanent records of any body or agency, or any subordinate body thereof, without exception."*

LEGAL OPINION:

N/A

FINANCIAL DETAILS:

N/A

SUGGESTED ACTION OR RECOMMENDATIONS:

MOTION:

The Durham Town Council does hereby approve the Town Council meeting minutes for Monday, May 9, 2022 (as presented/as amended).

MOTION:

The Durham Town Council does hereby approve the Town Council meeting minutes for Monday, May 16, 2022 (as presented/as amended).

AGENDA ITEM: **# 9A**

DATE: August 15, 2022

COUNCIL COMMUNICATION

INITIATED BY: Durham Human Rights Commission

AGENDA ITEM: RESOLUTION #2022-07 ESTABLISHING A POLICY FOR SCHEDULING PUBLIC MEETINGS ON HOLIDAYS FOR TOWN BOARDS, COMMISSIONS, AND COMMITTEES TO CONSIDER WHEN PLANNING PUBLIC MEETINGS EACH YEAR

CC PREPARED BY: Jennie Berry, Administrative Assistant

PRESENTED BY: Todd I. Selig, Administrator

AGENDA DESCRIPTION:

At the Durham Human Rights Commission's meeting on March 15, 2021, upon the request of Durham resident Loren Selig, commission members held a discussion to consider whether the Town of Durham should adopt a policy similar to one recently adopted in Portsmouth, NH to discourage any public meetings on commonly accepted religious holidays such as Passover, Rosh Hashanah, and Yom Kippur.

Ms. Selig attended the meeting and asked that the Durham HRC move forward with adopting the same sort of proclamation and acknowledgment as the City of Portsmouth, NH, which recognizes that people who observe other religious experiences are often excluded from critical town, city, and school board meetings and presentations. She asked the HRC to work with the Durham Town Council, and ideally the ORCSD, to take on a similar policy.

In addition, Ms. Selig said that the Portsmouth policy added only Jewish holidays, but she would recommend that Durham also include Eid al-Fitr and Ramadan. She said there are other religions besides Judaism where the major part of the celebrations is in the evenings and carries on to the next day such as the Muslim and Hindu faiths.

The town currently does not hold any meetings on the federal holidays of New Year's Day, Martin Luther King Jr. Civil Rights Day, Memorial Day, Independence

Day, Labor Day, Indigenous Peoples' Day, Veterans' Day, Thanksgiving, and Christmas, and all Durham Town Offices are closed for these holidays.

The HRC agreed that the Portsmouth policy could be used as a model and changed to reflect what Durham would like to do in terms of adding other holidays where town meetings would not be scheduled.

At the Durham Human Rights Commission meeting on May 10, 2022, commission members were provided with the attached draft resolution that takes into consideration those particularly significant religious holidays of the Jewish, Muslim, and Hindu faiths, as well as Juneteenth (June 19). Commission members voted to move the resolution forward for the Town Council's adoption. If adopted, these additional holidays will be taken into consideration by all Town boards, commissions, and committees each year when scheduling their respective public meetings.

On May 16, 2022, the Durham Town Council reviewed and discussed the draft resolution developed by the Human Rights Commission and offered additional suggested language to be included. The Human Rights Commission reviewed the Council's revised resolution language at its July 12, 2022 meeting, made further minor amendments, and is now bringing forward the attached revised resolution for the Council's consideration and final adoption.

LEGAL AUTHORITY:

The Town Council has the authority to enact resolutions and ordinances.

LEGAL OPINION:

N/A

FINANCIAL DETAILS:

N/A

SUGGESTED ACTION OR RECOMMENDATIONS:

MOTION:

The Durham Town Council does hereby ADOPT (as presented with amendments/as further amended) Resolution #2022-07 establishing a policy for scheduling public meetings on holidays for Town Boards, Commissions, and Committees to consider when planning public meetings each year.

RESOLUTION #2022-07 OF DURHAM, NEW HAMPSHIRE

DRAFT REVISION #2 – 8/15/2022

(WITH ADDITIONAL AMENDMENTS BY HUMAN RIGHTS COMMISSION
ANNOTATED IN GREEN)

ESTABLISHING A ~~RELIGIOUS HOLIDAY~~ POLICY FOR SCHEDULING PUBLIC MEETINGS ON HOLIDAYS FOR TOWN BOARDS, COMMISSIONS, AND COMMITTEES TO CONSIDER WHEN PLANNING PUBLIC MEETINGS EACH YEAR

WHEREAS, the Town of Durham takes pride being a “Welcoming Community” that embraces all people and their inherent inalienable right to life, liberty, and the pursuit of happiness, a premise fundamental to our nation; and

WHEREAS, the Town of Durham currently closes municipal facilities, provides staff with a paid day off, and generally does not hold any meetings on the federal holidays of New Year’s Day, Martin Luther King Jr. Civil Rights Day, Memorial Day, Independence Day, Labor Day, Indigenous Peoples’ Day, Veterans’ Day, Thanksgiving, and Christmas; and

WHEREAS, although the Town does not close municipal facilities or provide staff with a paid day off for federal holidays of President’s Day and Juneteenth, it recognizes the significance of both days; and

WHEREAS, the Town of Durham also desires to recognize and take into consideration ~~those particularly~~ significant recognized religious holidays ~~of the Jewish, Muslim, and Hindu faiths~~ when scheduling its public meetings each year such as Good Friday, Easter, Rosh Hashanah, Yom Kippur, Passover (1st & 2nd nights), Diwali, Eid al-Adha (1st & 2nd nights), Lailat al-Qadr, Eid al-Fitr (1st & 2nd nights), where the tenets of a resident’s religion may prohibit attending meetings on such days and may require their attendance at religious services and celebrations;

NOW THEREFORE BE IT RESOLVED, that the Durham Town Council, the governing and legislative body of the Town of Durham, New Hampshire does hereby adopt Resolution #2022-07 ~~to discourage~~ and encourages various boards, commissions, and committees of the Town of Durham ~~from~~ to take into consideration holding meetings on the significant ~~religious~~ holidays each year when scheduling public meetings. such as: Rosh Hashanah, Yom Kippur, Passover (1st & 2nd nights),

~~Diwali, Eid al-Adha (1st & 2nd nights), Lailat al-Qadr, Eid al-Fitr (1st & 2nd nights), where the tenets of a resident's religion prohibits attending meetings on such days and require their attendance at religious services.~~

~~**BE IT FURTHER RESOLVED** that the Durham Town Council, the governing and legislative body of the Town of Durham, New Hampshire does also discourage various boards, commissions, and committees of the Town of Durham from holding any meetings on the federal holiday of Juneteenth (June 19).~~

PASSED AND ADOPTED this ___ day of ___, **2022** by a majority vote of the Durham Town Council with ____ affirmative votes, ____ negative votes, and ____ abstentions.

NOTE: This resolution will be reviewed periodically.

Katherine Marple, Chair
Durham Town Council

ATTEST:

Lorrie Pitt, Town Clerk-Tax Collector

DATE: August 15, 2022

COUNCIL COMMUNICATION

INITIATED BY: Michael Behrendt, Durham Town Planner

AGENDA ITEM: REQUEST FOR EXTENSION FOR TIMEFRAME FOR PLANNING BOARD TO PROVIDE RECOMMENDATIONS ON PROPOSED SOLAR ENERGY SYSTEMS ORDINANCE

CC PREPARED BY: Michael Behrendt

PRESENTED BY: Todd Selig, Town Administrator

AGENDA DESCRIPTION:

I am requesting an extension from the Town Council for the Planning Board to prepare their recommendations about the proposed Solar Energy Systems Ordinance. This is the second request for an extension.

Town Council voted to send the ordinance to the board on May 9, 2022. The Town Council granted one extension on June 20, 2022 to August 29, 2022. The public hearing with the Planning Board was scheduled for August 10, 2022 but it would have been held late in the evening due to several large projects included on the agenda before this item. Councilor Lawson, who prepared the updated draft ordinance, observed that it would be more productive for him to give the presentation on the proposal and for the board to hear from the public when it could be done earlier in the evening. Councilor Lawson requested, and Planning Board chair Paul Rasmussen okayed, a postponement to the September 14 meeting for the public hearing.

I request an extension to October 31, 2022 for the board to prepare its comments. This will give the board meetings on September 14, September 28, October 12, and October 26 should it need a good deal of time to review the draft.

LEGAL AUTHORITY:

Here is the procedure for amendments to the Zoning Ordinance initiated by the Town Council.

175-14. Amendment Procedure.

Amendments to the Zoning Ordinance including the Official Zoning Map may be initiated by the Planning Board, Town Council, or citizens in accordance with the following procedures:

B. ***Amendments Initiated by the Town Council.*** The Town Council may, upon its own initiative, from time to time, consider changes to the Zoning Ordinance, including its overlay districts and the zoning map. All such Council-initiated changes shall be referred to the Planning Board for its review and study. The referral shall be made in writing by the Town Administrator. The Planning Board shall, after following the public notice and hearing requirements contained in Subsection D below, submit a recommendation regarding the changes to the Town Council members within sixty (60) days of their referral. (the date of the letter from the Town Administrator). The Town Council may grant extensions to this timeframe at its discretion.

LEGAL OPINION:

The Town Attorney confirmed a number of years ago that the Town Council is authorized to provide an extension for this timeframe.

FINANCIAL DETAILS:

N/A

SUGGESTED ACTION OR RECOMMENDATIONS:

MOTION:

The Durham Town Council does hereby approve a request from the Durham Town Planner for an extension to October 31, 2022, for the Planning Board to provide its recommendations on the proposed Solar Energy Systems ordinance initiated by the Durham Town Council on May 9, 2022.

AGENDA ITEM: **# 10A**

DATE: August 15, 2022

COUNCIL COMMUNICATION

INITIATED BY: Leslie Schwartz and Zoning Board of Adjustment

AGENDA ITEM: SHALL THE TOWN COUNCIL MOVE ALTERNATE MEMBER LESLIE SCHWARTZ TO FILL THE UNEXPIRED REGULAR MEMBER TERM OF ALEX TALCOTT ON THE ZONING BOARD OF ADJUSTMENT, WITH SAID TERM TO EXPIRE APRIL 30, 2024?

CC PREPARED BY: Jennie Berry, Administrative Assistant

PRESENTED BY: Todd I. Selig, Administrator

AGENDA DESCRIPTION:

On June 30, 2022, Alex Talcott gave notification of his resignation as a regular member on the Zoning Board of Adjustment (ZBA), effective immediately. Subsequently, alternate member Leslie Schwartz indicated her interest in filling Mr. Talcott's vacancy on the board. (See attached Application for Board Appointment).

The Zoning Board concurs with Ms. Schwartz's request and asks that the Town Council move her to fill the unexpired regular member term of Mr. Talcott with said term to expire April 30, 2024. Attached for the Council's information is Chair Warnock's endorsement of Ms. Schwartz's appointment to a regular member.

LEGAL AUTHORITY:

Section 11.5 "Vacancies in Elected or Appointed Office" states that, "*Unless otherwise specified in this Charter, in the event of a vacancy in an elected or appointed office, board, commission or committee of the town, the Town Council shall fill that vacancy by appointment, such appointment to continue until the next town election for elected positions or the remainder of a person's term if an appointed position.*"

LEGAL OPINION:

N/A

Re: Move Alternate ZBA Member Leslie Schwartz to Fill Regular Member Term of
Alex Talcott

FINANCIAL DETAILS:

N/A

SUGGESTED ACTION OR RECOMMENDATIONS:

MOTION:

The Durham Town Council does hereby move alternate member Leslie Schwartz to fill the unexpired regular member term of Alex Talcott on the Zoning Board of Adjustment, with said term to expire on April 30, 2024.



Town of Durham

8 Newmarket Road
Durham, NH 03824-2898
Tel: 603/868-5571
Fax 603/868-1858
jberry@ci.durham.nh.us

Application for Board Appointment

Type of Appointment and Position Desired (Please select only one):

New appointment/regular member ☐ New appointment/alternate member ☐
Reappointment/regular member ☒ Reappointment/alternate member ☐

NOTE: New applicants are asked to attend AT LEAST ONE meeting, as well as to meet separately with the Chair(s) of the committee(s) to which they are applying, **prior to submitting an application for appointment.**

Applicant has:

☒ ATTENDED A MEETING
☒ SPOKEN WITH CHAIR/V CHAIR
☒ BEEN RECOMMENDED FOR MEMBERSHIP

Name: Leslie Schwartz

Date: 07/14/22

Address: PO Box 799, Durham, NH 03824

E-Mail Address:

Telephone:

Board/Commission/Committee to which you are interested in being appointed. (Please list in order of preference, if interested in more than one appointment).

1. Zoning Board of Adjustment
- 2.
- 3.

Are you willing to attend ongoing educational sessions offered by the New Hampshire Municipal Association, Strafford Regional Planning Commission, et al, and otherwise develop skills and knowledge relevant to your work on the board/committee? ☒ YES ☐ NO

(Over)

Please provide a brief explanation for your interest in appointment to a particular board, commission or committee:

I'm currently an alternate member applying for regular member status per the needs of the ZBA.

Please provide brief background information about yourself:

Provided previously; please see application RE: alternate member.

Please provide below the names and telephone numbers of up to three personal references:

Please refer to application RE: alternate member.

Name: _____ Telephone: _____

Name: Telephone:

Name: Telephone:



Thank you for your interest in serving the Town. Please return this application, along with a resume, if available, to: Town Administrator, 8 Newmarket Road, Durham, NH 03824, or email Jennie Berry at jberry@ci.durham.nh.us.

From: [Micah Warnock](#)
To: [Jen Berry](#); [Todd Selig](#)
Subject: Leslis Schwartz
Date: Tuesday, July 19, 2022 1:36:37 PM

Dear Counselors,

I am writing in support of promoting Leslis Schwartz from Alternate to full member of the ZBA. Leslie shows all of the qualities which promotes an excellent board member. Her questions are purposeful and always align with the subject at hand. She is patient and attentive to applicants as well as her fellow board members. She is punctual to meetings and always communicates when she will not be able to attend. I am honored to recommend her for the open full board member position.

Please let me know if you have any questions.

Best regards,

Micah Warnock, Chair

From: [Karen Edwards](#)
To: [Jen Berry](#)
Subject: FW: ZBA
Date: Friday, July 01, 2022 11:41:28 AM

Alex Talcott's resignation from the Zoning Board.

From: Micah Warnock <warnockmr@gmail.com>
Sent: Friday, July 1, 2022 11:40 AM
To: Audrey Cline <acline@ci.durham.nh.us>; Karen Edwards <kedwards@ci.durham.nh.us>
Subject: Fwd: ZBA

Apparently he did email me yesterday and I missed it. Here is his resignation email.

----- Forwarded message -----

From: **Alex Talcott** <alex.talcott@gmail.com>
Date: Thu, Jun 30, 2022, 11:29 PM
Subject: ZBA
To: Audrey Cline <acline@ci.durham.nh.us>, Todd Selig <tselig@ci.durham.nh.us>
Cc: Micah Warnock (warnockmr@gmail.com) <warnockmr@gmail.com>

Per communication with Micah, cc'd, please accept this email as formal notice of resignation from the Zoning Board.

Composed in Conway, where I'm spending more time.

I'll continue to recruit civic people for boards and other community service.

Sincerely,
Alex Talcott

AGENDA ITEM: # 10B

DATE: August 15, 2022

COUNCIL COMMUNICATION

INITIATED BY: Townsend Zwart, 5 Edgerly Garrison Road
Durham Energy Committee

AGENDA ITEM: **SHALL THE TOWN COUNCIL APPOINT TOWNSEND ZWART, 5
EDGERLY GARRISON ROAD, TO THE DURHAM ENERGY
COMMITTEE?**

CC PREPARED BY: Jennie Berry, Administrative Assistant

PRESENTED BY: Todd I. Selig, Administrator

AGENDA DESCRIPTION:

Attached for the Council's information and consideration is an application for board appointment submitted by Townsend Zwart, 5 Edgerly Garrison Road, requesting appointment to the Durham Energy Committee. With the resignation of Suzanne Loder on August 1, 2022, there are currently two vacancies remaining on the committee. The Durham Energy Committee does not have term expirations.

Mr. Zwart has met with Durham Energy Committee Chair Jim Lawson, and has attended at least one meeting of the committee. Attached is correspondence from Chair Lawson endorsing Mr. Zwart's appointment.

Mr. Zwart has been invited to Monday evening's meeting relative to his request for appointment should he desire to attend.

LEGAL AUTHORITY:

Section 11.5 "Vacancies in Elected or Appointed Office" states that, *"Unless otherwise specified in this Charter, in the event of a vacancy in an elected or appointed office, board, commission or committee of the town, the Town Council shall fill that vacancy by appointment, such appointment to continue until the next town election for elected positions or the remainder of a person's term if an appointed position."*

Re: Appoint Townsend Zwart to the Durham Energy Committee

LEGAL OPINION:

N/A

FINANCIAL DETAILS:

N/A

SUGGESTED ACTION OR RECOMMENDATIONS:

MOTION:

The Durham Town Council does hereby appoint Townsend Zwart, 5 Edgerly Garrison Road, to the Durham Energy Committee with no term expiration.



Town of Durham

8 Newmarket Road
Durham, NH 03824-2898
Tel: 603/868-5571
Fax 603/868-1858
jberry@ci.durham.nh.us

Application for Board Appointment

Type of Appointment and Position Desired (Please select only one):

New appointment/regular member ☒ New appointment/alternate member ☐
Reappointment/regular member ☐ Reappointment/alternate member ☐

NOTE: New applicants are asked to attend AT LEAST ONE meeting, as well as to meet separately with the Chair(s) of the committee(s) to which they are applying, prior to submitting an application for appointment.

Applicant has:

☒ ATTENDED A MEETING
☒ SPOKEN WITH CHAIR/V CHAIR
☐ BEEN RECOMMENDED FOR MEMBERSHIP

Name: Townsend Zwart

Date: 3 Aug 2022

Address: 5 Edgerly Garrison Rd, Durham NH, 03824

E-Mail Address: gtzwart@gmail.com

Telephone: 603 556 1671 (cell)

Board/Commission/Committee to which you are interested in being appointed. (Please list in order of preference, if interested in more than one appointment).

1. Energy Committee
- 2.
- 3.

Are you willing to attend ongoing educational sessions offered by the New Hampshire Municipal Association, Strafford Regional Planning Commission, et al, and otherwise develop skills and knowledge relevant to your work on the board/committee? Yes

(Over)

Town of Durham - Application for Board Appointment
Page 2

Please provide a brief explanation for your interest in appointment to a particular board, commission or committee:

Energy, physics, home economics and design are of particular interest to me. I monitor and track our home energy use in kWhrs and dollars for all of the forms of energy we consume including propane (100 MJ/gallon), electricity (3.6MJ/kWhr) and wood (23 GJ/cord). We have updated our utilities from electric heat to propane and hydronic radiant floor. We recently installed two heat pumps which required careful sizing and siting in our house. We borrowed an infrared camera to perform our own energy audit of our house's weak insulation points. Selecting suitable utility appliances and finding suitable vendors has been challenging for us and I welcome the opportunity to work with others to help our friends and neighbors as they seek to improve and optimize their own use of energy.

Please provide brief background information about yourself:

Townsend Zwart is the Vice President of Advanced Development for Mevion Medical Systems, a company which provides proton radiation therapy for cancer patients worldwide. He has a PhD in Accelerator Physics from Boston University and a BA from Dartmouth College. Townsend and his wife Anne have lived in Durham for 29 years. They have two children who attended Oyster River schools from kindergarten through high school. Townsend and Anne are extremely grateful for all the resources which surround us in the seacoast area and the pleasant environment of our community.

Please provide below the names and telephone numbers of up to three personal references:

Name: Ted Mulligan Telephone: (603) 315-4521

Name: Michael Hoffman Telephone: (603) 817-8071

Name: Kevin Short Telephone: (603) 781-1091



Thank you for your interest in serving the Town. Please return this application, along with a resume, if available, to: Town Administrator, 8 Newmarket Road, Durham, NH 03824, or email Jennie Berry at jberry@ci.durham.nh.us.

From: [Jim Lawson](#)
To: [Jen Berry](#)
Subject: New Energy Committee Member Application
Date: Wednesday, August 03, 2022 4:44:53 PM
Attachments: [board appointment application-Zwart.pdf](#)

Hi Jennie,

Attached is Townsend Zwart's application for the Energy Cmmittee. Townsend was a last night's meeting, and would be an excellent addition to the Energy Committee. Could you add his application to the August 15th agenda?

Thanks,
Jim

AGENDA ITEM: **# 11**

DATE: August 15, 2022

COUNCIL COMMUNICATION

INITIATED BY: Todd I. Selig, Administrator

AGENDA ITEM: **RECEIVE ACTIVITIES REPORT FROM THE DURHAM
AGRICULTURAL COMMISSION - THERESA WALKER, CHAIR**

CC PREPARED BY: Jennie Berry, Administrative Assistant

PRESENTED BY: Theresa Walker, Chair, Durham Ag Commission

AGENDA DESCRIPTION:

Section 11.1 (I) of the Durham Town Charter used to require that the Town Council meet annually with all Chairpersons of standing Town committees to review significant actions taken by the committees, projects currently under discussion, and anticipated activities for the coming year. At the March 10, 2020 Town Election, Charter amendment (Article 16 on the ballot) was adopted which amended the language within this section to now read:

- I. *On an annual basis, Chairs of the Town of Durham committees will be provided the opportunity to present to the Town Council any significant actions or projects taken by their respective committee. This report can be in the form of a written summary or a formal presentation. No action is required if there is nothing of significance to report, although the Town Council can ask for a presentation if there is interest.*

Since no regular annual updates from various town boards, commissions, and committees have occurred since the adoption of the Charter amendment in 2020, Administrator Selig felt it would be appropriate and beneficial for the Council to receive reports from the various boards and committees periodically to keep Councilors informed and up to date.

Theresa Walker has been invited to attend Monday night's Town Council meeting to provide a brief update to Council members regarding the Agricultural Commission's current activities.

LEGAL AUTHORITY:

Section 11.1 (I) of the Durham Town Charter.

LEGAL OPINION:

N/A

FINANCIAL DETAILS:

N/A

SUGGESTED ACTION OR RECOMMENDATIONS:

No formal action required. Receive presentation from Agricultural Commission Chair, Theresa Walker and hold question and answer session if desired.

AGENDA ITEM: **# 12**

DATE: August 15, 2022

COUNCIL COMMUNICATION

INITIATED BY: Dr. Janet Howland-Perkins, Durham Human Rights Commission Member

AGENDA ITEM: PUBLIC HEARING AND ACTION ON RESOLUTION #2022-14, AUTHORIZING THE ACCEPTANCE AND EXPENDITURE OF \$10,000 IN UNANTICIPATED REVENUE FROM THE NH CHARITABLE FOUNDATION TO PROVIDE DIVERSITY, EQUITY, AND INCLUSION (DEI) TRAINING TO DURHAM MUNICIPAL EMPLOYEES AND VOLUNTEERS?

CC PREPARED BY: Jennie Berry, Administrative Assistant

PRESENTED BY: Todd I. Selig, Administrator

AGENDA DESCRIPTION:

At the Durham Human Rights Commission meeting on May 10, 2022, HRC member Dr. Janet Perkins-Howland proposed that there be anti-bias training provided to the Town employees, as well as Town boards, commissions, and committees. She said that the HRC serves as an advisory committee and as part of that should be recommending and offering professional development and training.

Dr. Perkins-Howland noted that she had contacted trusted sources and received some recommendations for professional development instructors. After reviewing applications, she selected Tara Flippo as someone who could do the work for the Town. Ms. Flippo has worked with youth/students and administered experiential education programing since 1993. She is professor of Outdoor Education in the Department of Kinesiology, at the University of New Hampshire and Youth Director at The Browne Center for Innovative Learning.

If Ms. Flippo were to be hired, she would be accompanied during the sessions by a co-collaborator who is a person of color. Ms. Flippo provided some pricing, which for planning a program specific for Durham, the cost would be \$3,000, plus each session would cost \$2,000. Subsequently, Dr. Perkins-Howland and Administrator

Re: Public Hearing and Action on Resolution #2022-14 to Accept and Expend NH Charitable Trust Grant of \$10,000 for Providing DEI Training to Town staff and Volunteers

Selig met with Ms. Flippo and discussed a number of scenarios that could be developed for Durham.

Dr. Perkins-Howland, working with town staff, applied for a grant from the NH Charitable Foundation in the amount of \$10,000.

On June 7, 2022, the Town was notified that it had been awarded an Elizabeth G. Plumer Charitable Trust grant in the amount of \$10,000 for DEI training and a check for this amount has been received by the Town's Business Office. Council approval is required for the acceptance and expenditure of these funds and RSA 31:95-b III(a) requires that a Public Hearing be held on unanticipated funds in the amount of \$10,000 or more.

On July 11, 2022, the Town Council scheduled a Public Hearing on the attached draft resolution for Monday, August 15, 2022. A notice of Public Hearing regarding this resolution was published in the *Foster's/Seacoast News* on Thursday, August 4, 2022 and was posted at the Town Hall, the Town website, Durham Public Library, and Public Works Department.

LEGAL AUTHORITY:

New Hampshire Revised Statutes Annotated (RSA) 31:95-b authorizes the Town Council to apply for, accept and expend, without further action by the town or village district meeting, unanticipated money from the state, federal or other governmental unit or a private source which becomes available during the fiscal year if they first adopt an article authorizing this authority indefinitely until specific rescission of such authority. On July 12, 1999, the Town Council adopted Resolution #99-19 granting this authority to the Town Council.

RSA 31:95-b III (a) states that "For unanticipated moneys in the amount of \$10,000 or more, the selectmen or board of commissioners shall hold a prior public hearing on the action to be taken. Notice of the time, place, and subject of such hearing shall be published in a newspaper of general circulation in the relevant municipality at least 7 days before the hearing is held."

LEGAL OPINION:

N/A

FINANCIAL DETAILS:

See attached Historic Resource Project Budget.

Re: Public Hearing and Action on Resolution #2022-14 to Accept and Expend NH Charitable Trust
Grant of \$10,000 for Providing DEI Training to Town staff and Volunteers

SUGGESTED ACTION OR RECOMMENDATIONS:

MOTION 1:

The Durham Town Council does hereby OPEN the Public Hearing on Resolution #2022-14 authorizing the acceptance and expenditure of \$10,000 in Unanticipated Revenue from the NH Charitable Foundation to provide Diversity, Equity, and Inclusion (DEI) training to Durham municipal employees and volunteers.

MOTION 2:

The Durham Town Council does hereby CLOSE the Public Hearing on Resolution #2022-14 authorizing the acceptance and expenditure of \$10,000 in Unanticipated Revenue from the NH Charitable Foundation to provide Diversity, Equity, and Inclusion (DEI) training to Durham municipal employees and volunteers.

MOTION 3:

The Durham Town Council does hereby ADOPT Resolution #2022-14 (as presented/as amended) authorizing the acceptance and expenditure of \$10,000 in Unanticipated Revenue from the NH Charitable Foundation to provide Diversity, Equity, and Inclusion (DEI) training to Durham municipal employees and volunteers.

From: Wendy Cahill <wlc@nhcf.org>
Date: Tuesday, June 7, 2022 at 2:49 PM
To: Todd Selig <tselig@ci.durham.nh.us>
Cc: Allan Howland <thehowl@comcast.net>
Subject: NHCF Award for Town of Durham, NH

June 9, 2022
Mr. Todd I. Selig
Town Administrator
Town of Durham, NH
8 Newmarket Road
Durham, NH 03824

RE: Grant ID: 143866

Dear Mr. Selig:

Congratulations! I am pleased to inform you that a \$10,000.00 grant has been awarded to Town of Durham, NH for DEI training for Durham municipal employees and volunteers. This grant is made possible by gifts from the following fund(s): Elizabeth G. Plumer Charitable Trust.

The Terms of Award for this grant is at the end of this letter. We have transitioned from paper letters so please keep this email for your records.

This document, along with the deposit of the grant check, signifies your acceptance of the award and your agreement to comply with its terms. It also includes information about filing reports and request for revisions to the grant. The grant award check will be sent to your organization within 7-10 business days. Finally, please reference the above Grant ID in any communications with the Foundation.

We encourage you to publicize your work; please refer to our Press Kit (www.nhcf.org/publicity) for guidelines, logos, etc. – and please share your story with us so we can help publicize your good work!

If you have any questions about this grant or its terms, please contact Rosalind Erwin. We wish you success in your efforts and look forward to learning about your results.

If this email has reached you in error, please forward it to the person in your organization who should receive it and let the Foundation know so we can correct our records.

Sincerely,
Katie Merrow
Vice President of Community Impact

TERMS OF AWARD

Grant awards from the New Hampshire Charitable Foundation are made for the purpose(s) specified in the enclosed grant award letter. Deposit of the grant award check signifies your intent to comply with the terms and conditions of the award as outlined below and in the grant award letter, and serves as our receipt for the grant award payment. Thank you.

Expenditure of Grant Funds

The grant funds are awarded only to the grant recipient and for the amount and purpose(s) specified in the grant award letter. The grant funds are also subject to any conditions or restrictions in the grant award letter and the provisions of your funding request and budget, as approved.

Grant funds may be (but are not required to be) used to support attempts to influence legislation of any governmental body in accordance with the grant recipient's project proposal and/or grant award letter and any applicable IRS regulations. Within reportable activities, the grant recipient must track and report both direct and grassroots activities and submit this to the New Hampshire Charitable Foundation. No part of any grant may be used for support of a political campaign.

Grant recipients may not grant any portion of the grant award to a secondary grantee without the express permission of the Foundation, or as approved in the grant recipient's funding request and budget.

Grant Term

The grant term is defined as 12 months after the grant payment is issued.

Grant Modifications

The grant recipient must seek prior approval to making any significant change to the funding request's scope of work, for which the grant is made, including any adjustments to the grant budget over \$500. If all funds have not been expended by the end of the grant term, a no-cost extension to the grant can be requested if additional time is needed.

Grant Modifications, as described above, can be requested through a Grant Change Request form. This form can be accessed through the New Hampshire Charitable Foundation GrantSource system or through a paper form. Please contact the New Hampshire Charitable Foundation staff member listed in your grant award letter for instructions about this process. Grant modifications will be made at the discretion of the New Hampshire Charitable Foundation staff.

Financial Records

Grant recipients will maintain accounting records sufficient to identify grant funds and show expenditures made in furtherance of the grant purposes charged against the grant. These records will be available for inspection by the New Hampshire Charitable Foundation and shall be maintained by grant recipients for at least seven years after the grant funds have been awarded.

Return of Grant Funds to New Hampshire Charitable Foundation

- a) Grant funds should be expended within the grant term. At the end of the grant term, any unexpended grant funds should be returned to the New Hampshire Charitable Foundation unless the amount is \$50 or less; or a no-cost extension has been approved by New Hampshire Charitable Foundation.
- b) Unexpended grant balances should be returned to the New Hampshire Charitable Foundation if the grant recipient loses its exemption from Federal income taxation as provided for under Section 501(c)(3) of the Internal Revenue Code.

Revocation of Grant Funds

The New Hampshire Charitable Foundation, at its discretion, may revoke or request return of grant funds if the terms of the award are not met; contingencies and/or conditions in the grant award letter are not met; interim reports are inadequate; organizational leadership, finances, or other major issues put the outcome of the grant in jeopardy.

Reports

As a recipient of this New Hampshire Charitable Foundation grant award, you are required to submit a final report upon completion of the grant term. Grant recipients of multiyear grants must submit an interim report by the original grant's anniversary date before additional funds are released. Progress reports are required from those seeking new grant funds while still mid-cycle on a prior grant award. Grant recipients who do not submit interim, progress, or final reports will not be eligible for future funding. Interim and/or final grant reports are accepted through the New Hampshire Charitable Foundation's GrantSource system. If the grant recipient did not submit the original grant request through the New Hampshire Charitable Foundation's GrantSource system, please contact the New Hampshire Charitable Foundation staff member referenced in the grant award letter for further instructions.

Use of Materials

Unless other agreements are made, the New Hampshire Charitable Foundation reserves the right to use any images, texts or other materials from the grant recipient's project for New Hampshire Charitable Foundation publications and events.

Acknowledgement and Publicity

The New Hampshire Charitable Foundation encourages you to publicize your work, including acknowledgement of this grant funding. A "Grantee Press Kit" can be found on the New Hampshire Charitable Foundation's website for additional guidelines and assistance.

Anti-Discrimination in Grantmaking

The New Hampshire Charitable Foundation does not knowingly fund organizations or projects that illegally discriminate with regard to employees, volunteers, or clients served based on age, sex, religion/creed, race, national or ethnic origin, sexual orientation, gender identity or expression, physical or mental ability, marital status, military or veterans status, pregnancy or genetic information.

Future or Additional Funding

No actual or implied promise of future funding has been made beyond the funding specified in the grant award letter. If any grant funds are returned or revoked, for any reason, there will be no further obligation in connection with this grant award.

Organization Description

The Durham Human Rights Commission was founded in 2013 per Resolution #2017-19 to help affirm Durham as a welcoming community that embraces all people regardless of their color, race, religion, national origin, or sex, and to help eliminate all vestiges of discrimination that may be present in our community. Recently we have had contentious discussions involving our Town committee members and members of historically marginalized communities. We have identified the need for DEI anti-bias training for our committee and commission members, as well as municipal staff. This comprehensive training will cost approximately \$10,000 if many (if not all) of our municipal staff and volunteers can complete it.

Organization Mission Statement

On May 1, 2017, the Durham Town Council adopted Resolution #2017-19 affirming the Town of Durham as a welcoming community that embraces all people and their inherent inalienable right to life, liberty, and the pursuit of happiness; a premise fundamental to our nation.

The resolution reads as follows:

WHEREAS, the Town of Durham, as a diverse community within New Hampshire's seacoast region, and host to the University of New Hampshire, embraces residents and visitors of various cultural and ethnic identities from across the country and around the world; and

WHEREAS, the Town Council hereby declares that the policy of the Town of Durham is that all people are valued and should be accorded dignity and respect; and

WHEREAS, the Town Council values equity and diversity, and acknowledges and affirms that the Town's greatest strength is realized as a multicultural and inclusive community in which discrimination of any form

is not tolerated; and

WHEREAS, the Town Council acknowledges that while many legislation reforms, such as the Civil Rights Act of 1964, have been adopted banning discrimination because of a person's color, race, national origin, religion, or sex, more needs to be accomplished on the local and interpersonal level to eliminate all vestiges of discrimination; and

WHEREAS, the Town of Durham therefore believes that it is essential to denounce all forms of discrimination by adopting inclusive policies; and

WHEREAS, the Town Council established a Human Rights Commission in 2013, with the purpose to help address and eliminate discrimination of any type and in any form that might be exposed in our community; and

WHEREAS, the Town Council understands that the denial or deprivation of any aspect of the fundamental Right to Life, Liberty, and the Pursuit of Happiness is detrimental to the health, safety, and welfare of the Durham community; and

WHEREAS, although throughout history there has always been varying levels of discrimination against certain populations, it is imperative to remain vigilant in protecting the rights of all individuals,

NOW, THEREFORE, BE IT RESOLVED, that the Durham Town Council, the governing and legislative body of the Town of Durham, New Hampshire does hereby adopt Resolution #2017-19 affirming the community's commitment to equity, diversity, and inclusion.

PASSED AND ADOPTED this 1st day of May, 2017 by a majority vote of the Durham Town Council with Eight (8) affirmative votes, One (1) negative votes, and Zero (0) abstentions.



GrantSource

Signed: Katherine Marple, Chair
Durham Town Council

ATTEST: Lorrie Pitt, Town Clerk-Tax Collector

**Number of Full Time
Employees:** 87

**Number of Part Time
Employees:** 32

Number of Volunteers: 85

Population Served:

Please select up to three
individual populations,
otherwise select General

General

**Operating Budget for
Current Year:** \$10,000.00

Application Type: Community Grants -
Express

Created Date: 04/25/2022 12:54

Organization: Town of Durham, NH

Created By: Janet Perkins-Howland

Application Status: Approved

Submitted By: Janet Perkins-Howland

GE Key: PR22-143866

Approved Date: 06/03/2022

Project Start Date: 06/15/2022

Project End Date: 06/15/2023

Purpose of Request: for DEI training for Durham municipal employees and volunteers.

Proposal

Introduction

Express Grants are designed to support a particular project or set of activities that your organization would like to undertake. Please use this application to describe this work and how it will help your organization and the communities you serve. Before completing your application, please read the [Frequently Asked Questions](#) for the Express program.

Service Area

Please select the region that most closely matches the area in which the work conducted with this funding will occur. If it is 2 or more regions, select the region where most of the work will occur. Only select "Statewide" if your organization's work is truly statewide.

Piscataqua Region

Needs and Opportunity

Describe the need or opportunity (either within your organization or among those you serve) that you are hoping to address.

Like most communities, we have struggled in Durham to address problems of diversity, equity and inclusion. We enjoy living in a beautiful town that is blessed with outdoor space, high per-capita income, and a highly educated population. While we advertize that we are a welcoming community (there is even a street sign coming into town proclaiming "We are a welcoming community!"), we are also very homogenous by most measures. What are the things that keeps us from being the welcoming community we aspire to be? Our advantages do not make us immune from the responsibility we have to ensure community equity, encourage diversity, and consider historically marginalized groups in all our Town activities. In fact, simply because of our advantages we have a special obligation to assess the needs of those populations not currently served and to amplify the voices of those who have historically not been heard. Recently, we had a contentious vote in town concerning our iconic town dam. As part of this deliberation, the "vote no" group was vocal about the Indigenous population being opposed to the dam, and encouraged removal in part based on the wishes of the Indigenous community. The Durham Historic Commission (HDC) issued a letter after meeting about this issue which stated that a "yes" vote would not be disrespectful to the Indigenous community. This letter was considered patronizing by members of the Indigenous community who did not want the HDC speaking for them. This episode shed light on the fact that well-meaning, intelligent people

could and would benefit from diversity education. People who work in Durham or serve on committees and boards deserve anti-bias and cultural competency training. Municipal employees are especially vulnerable to errors in this regard, and training could help prevent everything from hard feelings to tragedy. Volunteers deserve such training as they seek to donate their time and energy toward service to the Town, and it is unfortunate when their hard work inadvertently results in outcomes such as the one illustrated above. The Human Rights Commission (HRC) in Durham started in 2013, mostly in response to a requirement for LGBTQ-friendly policies for a certain town designation. Since that time, the Commission has expanded, and has now considered a wide variety of issues including everything from appropriate holiday displays and celebrations to the concept of reparations for BIPOC people. The HRC has now proposed offering DEI training for staff and volunteers in the Town, as the next best step forward in building a community that is open, anti-racist, and welcoming for all.

One perhaps underrated initiative for DEI work is to review policies that perpetuate the lack of affordable housing (aka workforce housing). Currently, the housing market supports affluent renters and buyers. There are real opportunities to diversify housing, and DEI training would be the first step in giving our Town employees and volunteers the background information about historical and economic policies that can and should be modified to support a more diverse and inclusive community.

Project Description

Describe the proposed project or set of activities. Include any specific milestones, key people and partners, and the timeline.

We propose to develop and launch DEI training by professional development trainers, specifically Tara Flippo Consultants. This training will be offered to all Town employees and volunteers. The Town has 87 full-time employees, 35 part-time employees, and 85 volunteers, including folks on all committees, commissions, and the Town Council. Initial training will be conducted to include a representative from all committees, as well as the majority of Town Councilors and municipal staff. This training will be interactive and comprehensive. It is not "watch this video and tell us how it makes you feel." It is hands-on and personal. It will be given by trained professionals who have expertise in this area and will have developed a personalized program for Durham to address our unique needs. Developing the program has an associated cost of \$3K dollars. Each subsequent training will cost \$2K to include as many participants as possible from various departments and committees.

The training will take place over the first 4 to 6 months of the project. There will be specific measurements provided by the consulting company to assess the efficacy of the program and to gather data about future trainings. In the second part of the year, a plan will be made to implement the lessons learned and move forward with DEI initiatives. Hopefully, each Board and Commission/Committee will develop a plan to review its charter and goals with a new "DEI lens", including things such as gender-inclusive language and a focus on equity. In addition, the Town Council goals include promoting equity and inclusion although there is no current pathway to achieve it. After this training is complete, we can move forward to align the Town Council goals with the work of each committee, commission and department in the DEI space.

Project Goals

Briefly describe the goal(s) of the project and how NHCF funding would help you achieve them. If applicable, describe how these goals will be measured (e.g. "we hope to assist X community members who would otherwise not be served.")

After this initial training is complete, the participants will have gained a new sensibility in terms of diversity, equity, and inclusion. It is easy for us to assume that we don't need such a training, we've already completed such a training, and/or that there are more pressing matters to attend to. However, issues of equity and social justice are at the very beginning of the list of things to put in place before proceeding with municipal projects. How a town treats the most vulnerable of its citizens is the measure of how successful a town can be. It should be an essential component of town planning. This training will also give us more data about how Town policies can advance DEI work overall.

Once the initial volunteers and employees are trained, they will be charged with bringing back the lessons and the most important concepts to their own committee or commission. In addition, if the training is considered a success, there may be an increased appetite to fund such training in the future.

Data collected from these sessions can be used for future training initiatives, and to inform the trajectory of social justice and DEI work in Durham.

This training can also help prevent mistakes made by municipal employees and volunteers as a result of implicit or explicit bias. It is nearly impossible to fix a problem without having any training about what the problem is, as well as how to fix it.

Project Results

What will be different at the conclusion of your project?

After this training is completed, town employees as well as Board and Commission members will gain a new sensitivity that helps them to meet the Town Council's goal of equity and inclusion. The training will help provide a framework to evaluate current policies and develop new policies that will make the phrase "a welcoming community" a reality.

Racial Justice and Equity

Many organizations are considering their role and responsibility in advancing racial justice and equity. In what way, if any, does this project fit into this work?

Racial justice and equity are at the core of this proposal. Good intentions alone are not enough to fix a problem. A comprehensive training program is required to provide the tools needed to successfully utilize community resources to make systemic changes. It is no longer acceptable or appropriate to assume that the homogeneity of a community immunizes it against the work needed to become a more diverse, equitable and inclusive. Our advantage is the very thing that makes such work imperative.

Additional Information

Is there any other relevant information about this project not captured in the other questions that you'd like to share?

It is ironic that the community with the most resources and the best intentions have the least training and experience to move forward with their goals. Funding this proposal would be a great first step. The Town budget does not currently support this training. However if this grant is funded and we can initiate DEI training in Durham, many will see the value of continuing the work and will be more apt to include it in the Town budget in the years to come.

Financials / Budget

Request Amount: \$10,000



GrantSource

Community Grants - Express
Janet Perkins-Howland
Town of Durham, NH
CGE-2022-8516

Project Funds Raised to \$0
Date:

Total Project Budget: \$10,000

REVENUE SOURCE	FUNDING YEAR 1 (NHCF)	FUNDING YEAR 1 (OTHER)	FUNDING TOTAL YEAR 1	TOTAL ANTICIPATED PROJECT FUNDING	BUDGET NOTES	FUNDS COMMITTED?
NH Charitable Foundation	\$10,000		\$10,000	\$10,000		NO
Public Funds (describe)		\$3,000	\$3,000	\$3,000	Town discretionary funds	YES
Volunteer Time Contributed (describe)		\$0	\$0	\$0		YES
TOTAL FUNDING	\$10,000	\$3,000	\$13,000	\$13,000		
EXPENSE TYPE	EXPENSE YEAR 1 (NHCF)	EXPENSE YEAR 1 (OTHER)	EXPENSE TOTAL YEAR 1	TOTAL PROJECT EXPENSE	BUDGET NOTES	
Other	\$10,000	\$3,000	\$13,000	\$13,000	develop and launch DEI training sessions	
TOTAL EXPENSES	\$10,000	\$3,000	\$13,000	\$13,000		

TARA FLIPPO

FACILITATOR, CONSULTANT AND AUTHOR

SUMMARY BACKGROUND

Tara Flippo has focused her career on education and training/consulting providing ample opportunities to hone and perfect her skills as an educator. With over 20 years relevant experience, she has served as a small group facilitator, teacher trainer, and college professor. Tara has excellent facilitation skills with small and large groups. She has worked thousands of program days, developed short and long-term education programs and curriculum, and presented at numerous conferences. The bulk of Tara's facilitation has been split between working with youth (middle students to college students) and "train-the-trainer" work with K-12 teachers. These educator trainings focused on Social Emotional Learning and Diversity, Equity and Inclusion. In 2016, she published her first book, *Social Emotional Learning in Action: Experiential Activities to Positively Impact School Climate*, which has sold over 6,200 copies. While at the University of New Hampshire (UNH), Tara taught multiple college courses.

Tara's professional work has always centered on social change and educating around issues of injustice & inequity. Her undergraduate senior thesis addressed diversity staff training in urban youth development programs. She holds a Master's degree in Social Justice Education and Experiential Education and have done significant work in diversity, inclusion, and equity (DEI). In 2013, Tara created a semester-long Social Justice (SJ) Education course. In addition to the SJ course, Tara has led 90-minute to 8-hour SJ trainings at UNH for staff and faculty and ran her own SJ training and consulting business for six years. Tara presents on DEI/SJ topics at education conferences and attends frequent DEI/SJ professional development. She also has served on numerous DEI committees and initiatives while at the UNH including: Social Justice Educators, President's Commission on the Status of People of Color, and the College of Health & Human Services Committee on Ethnicity and Racial Equity. As a community volunteer, Tara also led the SJ committee at her church for several years. Looking forward, Tara anticipates her next book project will be on activities to address Diversity, Equity and Inclusion.

HIGHLIGHTED WORK EXPERIENCE

- Youth & Student Programs Director, The Browne Center for Innovative Learning, and Outdoor Education Faculty, University of New Hampshire (UNH), Durham, NH
- Adjunct Faculty, Social Work (SW) Department, UNH, Durham, NH
- Founder and Sole Proprietor, Social Change Training and Consulting, Eliot, ME
- Training and Consulting Department Manager, Project Adventure, Inc., Beverly, MA
- Director of Youth & College Programs, Project Adventure, Inc., Beverly, MA

HIGHLIGHTED EXPERTISE

- Diversity, Equity and Inclusion
- Experiential Learning & Teaching (adult professionals, academia and youth)
- Youth Development
- Social Emotional Learning
- Community/Team-Building
- Organizational Climate & Health
- Project/Program Management



EDUCATION

Hampshire College, BA, Outdoor Experiential Education & Photography

Vermont College, MA, Social Justice Education and Experiential Education

PREVIOUS WORKSHOPS

- Foundations in Diversity, Equity, and Inclusion
- Understanding Implicit Bias
- Social Justice Education in 3D: Activities for Dialogue, Discussion, and Discovery
- Building Bridges to Racial Justice
- Moving toward Anti-Racism
- Positively Impacting Schools through Experiential Anti-Bullying and Diversity Programming
- Addressing & Reducing Microaggressions
- Social and Emotional Learning in Action

CONTACT

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www.linkedin.com/in/tara-r-flippo

978.270.7113