



CITY OF DOVER

AD-HOC COMMITTEE FOR RACIAL EQUITY AND INCLUSION – APPROVED MINUTES

Meeting Type: **Regular Meeting**
Meeting Location: **City Hall, Council Conference Room**
Meeting Date: **Wednesday, January 7, 2021**
Meeting Time: **6:30 PM**

Regular Members: 11

Luz Bay; Mark Brave; Lauren Conley; Maggie Fogarty; Timothy Mainella; Daniel Pontoh; Cora Quisumbing-King;
Oscany Rodriguez DeJesus; Lina Shayo; Councilor Dennis Shanahan, City Council Ex-officio; Jessica Rozzo, School Board
Ex-officio

Alternate Members: 2

Tess Beem; Jill Braceland

1. CALL TO ORDER

Dan Pontoh was identified as chairperson for this meeting, and called the meeting to order at approximately 6:30 pm.

2. ROLL CALL

Present: Dan Pontoh, Lina Shayo, Lauren Conley, Oscany Rodriguez DeJesus, Maggie Fogarty, Tim Mainella, Luz Bay, Cora Quisumbing-King, Tess Beem, Jill Braceland, School Board Member Jessica Rozzo (ex-officio) (remote), Councilor Dennis Shanahan (ex-officio) (remote)

Absent (excused): Mark Brave

Additional Attendees: Mayor Carrier, City Manager Joyal, Staff Liaison Colleen Bessette

3. APPROVE MINUTES

As Members had not received the previous meeting's minutes, review/approval is deferred to the next meeting.

4. CITIZENS FORUM

No citizens present.

5. VISION & CRITERIA FOR SUCCESS

Members identified and agreed to the following as norms for the conduct of the committee's business:

Respect for each person, one person speaks at a time
Speak from "I," drawing on own personal experiences
Make space, take space
Be mindful of impact rather than intent
Seek first to understand; don't rush to conclusions
Be open to incompleteness and lack of closure
Use 'bike racks' to track important issues without losing current focus



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Add land acknowledgement to regular agenda
Review action items at the end of meeting

These norms can be updated whenever members wish to do so.

Members acknowledged diverse perspectives and experiences. Discussion included questions regarding the scope of the committee's work as well as elements of what success will look like.

Members agreed to incorporate a land acknowledgement into committee meetings, recognizing that the land of Dover is the original homeland of the Abenaki people.

6. REVIEW OF PROPOSED WORK

Members reviewed a preliminary spreadsheet describing areas of work divided into phases. This tool will be updated to reflect input from this evening's visioning process. Cora and Tess will draft a statement of desired outcomes for members to review at the next meeting.

Members agree that the process of gathering relevant data can begin immediately. The following data is requested for review at the next meeting: demographic data of city employees and officials, city population numbers, demographics in Dover school system (teachers, administrators, students) and law enforcement interactions, and other categories.

Demographic data should be self-reported whenever possible.

7. ACTION ITEMS

Land acknowledgement for next meeting - Luz
Data collection - City Manager, Lauren and Jessica
Gathering recommendations from other task forces - Dan

8. NEXT MEETING

Members gave input to the next meeting's agenda. Members agreed to meet on the fourth Thursdays at 6:30 pm and to add second Thursdays as needed for additional business.

9. ADJOURN

Motion to adjourn at approximately 8:30 pm by Jill, seconded by Oscany, unanimously approved.