



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 28, 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

Lina Shayo was designated as chairperson for this meeting.

2. ROLL CALL

Members Present: Lina Shayo; Councilor Dennis Shanahan, City Council Ex-Oficio; Luz Bay; Oscany Rodriguez DeJesus; Tim Mainella; Jessica Rozzo, School Board Ex-Oficio; Maggie Fogarty; Jill Braceland; Lauren Conley; Tess Beem; Cora Quisumbing -King

Members Absent (Excused): Mark Brave, Dan Pontoh

Also present: City Manager Mike Joyal, Staff Liaison Colleen Bessette

3. APPROVE MINUTES

December 16, 2020 Minutes were reviewed and approved without correction.

January 7, 2021 Minutes were reviewed and approved with one correction – the spelling of Jessica Rozzo's name.

4. CITIZENS FORUM

No citizens present.

5. REVIEW, DISCUSS & VOTE ON:

- Group norms

Group norms were reviewed and affirmed.

- Land Acknowledgment

Luz offered the following which was recited:

"We want to acknowledge that we gather today on the traditional land of the Pennacook, Wabanaki Confederacy, and Abenaki People – past and present, and honor with gratitude



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the land itself and the people who have stewarded it throughout the generations. This calls us to commit to continuing to learn how to be better stewards of the land we inhabit as well.”

We will continue to research an appropriate land acknowledgement for this committee’s meetings. Dennis will reach out to Kathleen Blake who provided a land acknowledgement for a recent *Dover 400th* educational program about Dover’s indigenous history. Kathleen will be invited to the February 25 meeting.

A motion was made, voted on and then withdrawn, pending further research.

Lina and Jill will explore whether acknowledgements are also made of the history of slavery in a particular region or community.

- **Affinity Statement**

Members reviewed a document prepared by Tess and Cora which synthesized the input from the last meeting to create four summary statements of purpose. Lauren will merge the affinity statements with the work plan document that she created previously.

Members also reviewed the interim and final reports from the Governor’s Council on Diversity and Inclusion to consider as a model for a future report from this body.

Additional recommendations will be gathered and reviewed as well. Tess offered to summarize recommendations made by various entities.

Members will start to make note of potential recommendations from this body to the City Council. Oscany will compile these recommendations as they are identified.

Members discussed the scope of work and will consider whether the City of Dover organizational chart provides a coherent, consistent scope.

Members discussed possible timelines for a report or an interim report, and the benefits of showing our progress to the City Council and community members. No definitive date was set for a report, but there was discussion of making periodic updates at City Council meetings. Dennis will share an initial update at the Council’s February 10 meeting.

Members discussed how to encourage community participation in the citizens forum.

6. DEMOGRAPHIC DOCUMENTS

The demographic data will be reviewed at the February 25 meeting. Luz will review the data in advance and offer some observations and possible recommendations.



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7. DEVELOP LIST OF POTENTIAL GUEST SPEAKERS

Members suggested the following individuals/organizational representatives be invited to future meetings: Kathleen Blake, Dover school district 'vision keepers,' NAACP, Black Lives Matter, Dover human resources director, Dover Listens.

8. DEVELOP NEXT AGENDA

Agenda items for the next meeting include call to order, roll call, review of norms, land acknowledgement, approval of minutes, citizens forum, conversation with Kathleen Blake, review of demographic data, review of recommendations, review of revised draft workplan, review of action items, set next agenda, adjourn.

Action items from this meeting include: Review demographic data (all), revise workplan draft (Lauren), summarize other recommendations (Tess), research slavery acknowledgements (Lina and Jill), update vision document (Tess and Cora).

9. ADJOURN

Meeting adjourned at approximately 9:10 pm.