



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: **Thursday, February 25, 2021**
Meeting Time: **7:00 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 recognized as chairperson for this meeting. He called the meeting to order at 7:05 PM.

2. ROLL CALL

Present: Lina Shayo, Dan Pontoh, Tim Mainella, Luz Bay, Maggie Fogarty, Lauren Conley, Tess Beem, Jill Braceland, Cora Quisumbing-King (remote), Councilor Dennis Shanahan

Absent: Jessica Rozzo, Mark Brave, Oscany Rodriguez DeJesus

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

3. APPROVE MINUTES

The January 28, 2021 minutes were reviewed and unanimously approved.

4. CITIZENS FORUM

Mayor Bob Carrier, Sam Allen and Sam Crane spoke about the plans for the Dover 400th celebration and extended an invitation to committee members to participate in the planning process. The 400th celebration is being designed thematically, with an emphasis this year on Dover history, beginning with a program about the life of indigenous people in this area. The planning committee is eager to engage a diverse representation of Dover community members in its activities.

5. CONVERSATION WITH KATHLEEN BLAKE

Kathleen spoke of the importance of recognizing indigenous peoples' history and of the value of land acknowledgement. She asks that a representative of indigenous people be included on this committee, and that we commit to ensuring that a true history be told about this land and what happened here.



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With regard to a land acknowledgement for Dover, Kathleen urges us to consult with Denise and Paul Pouliot of the Cowasuck Band of the Pennacook-Abenaki people.

Maggie made a motion to request of the City Council an increase in the size of this committee to 12 persons (11 regular members and 1 alternate) so that an indigenous person can be invited to join. Seconded by Cora. The motion was unanimously approved.

Members ask Mike Joyal to look into the appointments process for this committee to inquire as to why an indigenous person was not invited to join.

Tim made a motion to include a land acknowledgement as a component of our meetings. Luz seconded the motion. The motion was approved with one person dissenting. Cora will work with Kathleen to begin the process of creating the land acknowledgement.

6. CITY DEMOGRAPHIC DOCUMENTS

Mike explained that demographic data is gathered on a voluntary basis, is aggregated and is not used for hiring decisions.

Members ask that the data be shared as a spreadsheet. Lauren will create a visualization.

Committee members agree that while data has value, our focus will likely be on applicant recruitment and staff retention. Mike will email the recruitment process to committee members. Committee members would like to invite the Director of Human Resources to attend a future meeting.

Possible recommendations include a more explicit EEO statement, bias training, updated outreach/recruitment strategies.

Dennis recommends that we also look at the appointments process for boards, commissions and committees.

We could design a survey tool for committee chairs to gather demographic data of committee members.

Cora suggests that all committee members subscribe to [Dover Download](#), as well as review the city website and other public-facing information/platforms.



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7. REVISION OF WORK PLAN DRAFT

Document will track action items, speakers, recommendations.

8. SUMMARY OF OTHER RECOMMENDATIONS

Tess reviewed various groups' recommendations for racial equity and inclusion. She aggregated a list of those most directly related to the committee's mission. She included links to primary sources.

Tess and Lauren will create spreadsheet. Members will review this list prior to the next meeting and assess which recommendations would make sense for Dover. We will discuss our recommendations at the next meeting.

9. 1619 ACKNOWLEDGMENT

This agenda item will be taken up at the next meeting.

10. ADJOURN

Meeting was adjourned at 9:02 PM. Next meeting is March 25 at 7 PM.