



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, March 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

7:05 pm Roll Call

2. ROLL CALL

Present: Lina Shayo, Dan Pontoh, Tim Mainella, Luz Bay, Tess Beem, Jill Braceland, Cora Quisumbing-King (remote), Councilor Dennis Shanahan, Kathleen Blake, Oscany Rodriguez DeJesus

Absent: Maggie Fogarty, Mark Brave, Lauren Conley

Also present: City Manager Mike Joyal

3. APPROVE MINUTES

Call to approve minutes of last meeting. Amendment to remove Tess from being a part of the land acknowledgement. Motion to approve amended minutes. All in favor.

4. CITIZENS FORUM

A Dover 400 representative spoke about seeking a liaison.

5. DISCUSSION

Review of Norms. Discussion of process to invite speakers to the committee. Jill suggests time limits. Luz suggests creating a list of speakers and making speakers part of the communication strategy. Cora suggests speakers should be a balance of municipality officials and coalition partners. Dan says two people have asked to come to speak to us: Alaina Rogers from the climate registry project being one of them. Key idea: CREI does not represent underrepresented communities/we are not the face of underrepresented communities in Dover. Tim asks how do we create a way to message this idea to people who confuse our role?



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, March 25, 2021**
Meeting Time: **7:00 PM**

Luz calls for a motion to create a formal list of speakers. Lina seconds the motion. Lina is to create this list.

Discussion of which speakers to prioritize. Jill suggests prioritizing people we can make alliances with (school and police). Cora suggests making a police body underneath Mike Joyce. Tim asks what do we hope to get out of these meetings? Dan suggests we should have questions lined up for our speakers and to make sure they align with our recommendations. Department heads should be a priority, and we should ask about their practices. Dennis suggests we should find commonality and avoid redundancy. He suggests we should become more disciplined with our work plan and plan our priorities.

Committee looks at the list Tess created. Top 13 are highlighted yellow. How do we engage with what is in recommendations, how do we use them as a tool to engage people? Jill is concerned that a lot of the recommendations prioritize law enforcement which may be out of our scope. Cora reminds committee that this list is a starting point and not the end. Tess suggests extending the deadline for the recommendations list to get every committee member's input.

Luz calls a motion to extend the deadline to respond to the recommendations list. Tim seconds the motion. Vote to extend the deadline to respond to the recommendations list. All are in favor.

Counselor Shanahan updated committee on its standing within city council.

Jill and Lina update committee on slavery acknowledgement. 3 slavery acknowledgements are presented. There is debate whether we should have slavery acknowledgements or not. Kathleen states how slaves were present in Dover and how we need to understand the REAL history of Dover. Cora says we should use the resources in the Dover 400 committee. Dan is to reach out to the Black Heritage Trail counsel. Dennis suggests the committee try to fill in the gaps between the land and slavery acknowledgement and that maybe this should be part of our action plan with the Dover 400 committee.

Luz volunteers to be the liaison to the Dover 400 committee. Oscaney calls for a motion to approve Luz as the Dover 400 liaison. Tim seconds the motion. Vote: all are in favor.

Kathleen discusses land acknowledgement and how it was approved by the natives. It acknowledges the original inhabitants, the language of the native people, and acknowledges the land, waterways, people, and ecosystem. Dan recommends a resolution for city council to explain what the land acknowledgment is. Dennis says he will try to extend the land acknowledgment to other Dover events. Dan suggests we



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, March 25, 2021**
Meeting Time: **7:00 PM**

should add more explanation to the land acknowledgment resolution other than the acknowledgment itself. Kathleen suggests correcting incorrect history that is present on the Dover library website. Vote to accept the land acknowledgement. 1 No, 9 yes. Jill and Luz review communication plan options. Who should be our communications representative? It is suggested that it should be those who know most and do most with each task. A list of current Dover committees is asked for. Dennis agrees to produce a list of committees for the next meeting.

Committee reviews agenda for next meeting.

6. ADJOURN

9:00 – Lina adjourns meeting.