



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, April 22, 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; Kathleen Blake; Councilor Dennis Shanahan, City Council Ex-officio; Jessica Rozzo, School
Board
Ex-officio

Alternate Members: 2

Tess Beem; Jill Braceland

1. CALL TO ORDER

Meeting called to order at 7:07 PM.
Lauren Conley will act as chairperson for this meeting.
Kathleen Blake read the Land Acknowledgement.

2. ROLL CALL

Present: Cora Quisumbing-King, Luz Bay, Maggie Fogarty, Lauren Conley, Kathleen
Blake (remote), City Councilor Dennis Shanahan (ex-officio), Jill Braceland, Oscany
Rodriguez DeJesus, Tim Mainella
Absent: Dan Pontoh, Lina Shayo, Tess Beem, Mark Brave, Jennifer Rozzo, School
Board (ex-officio)
Also present: City Manager Mike Joyal, Staff Liaison Colleen Bessette

Jill Braceland read the meeting norms.

3. APPROVE MINUTES

The minutes from the March 25, 2021 were approved as amended, to add Kathleen
Blake's last name and to add Oscany Rodriguez DeJesus' name. Kathleen abstained for
lack of access to the minutes.

4. CITIZENS FORUM

No citizens were present.

5. DISCUSSION

Land Acknowledgement – Cora reports that Councilor Shanahan, herself and Kathleen
worked together to draft a Land Acknowledgement and resolution for presentation to the
City Council.

Motion to approve the resolution made by Luz, seconded by Tim.



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How are we recommending that this be used? Are we asking that this Land Acknowledgement be read at the start of all official City meetings, including all Boards and Commissions? Perhaps members of this committee could attend meetings of other Board and Committees to explain this statement and encourage its use.

Brief background information will be prepared to explain recommendations for other meetings and events.

Amendment: Correction of typo in one reference to Wabanaki.

Amendment to the 5th Whereas: "The Committee on Racial Equity and Inclusion recommends that the land acknowledgement be presented at notable civic and ceremonial events, public meetings, and municipal gatherings"

Amendment: Add "Be it further resolved that the Land Acknowledgement be read prior to City Council public meetings, notable civic and ceremonial events and municipal gatherings, and posted conspicuously for public view."

Resolution unanimously approved as amended.

Councilor Shanahan will introduce it to the City Council on April 27 for discussion.

Review of Workplan: No discussion at this time. Lauren will update for a future meeting.

Data Review: Lauren presented a PowerPoint about the Equal Employment Opportunity guidance for equity metrics. She noted that, with regard to data, there are not currently any human resource metrics in place to support diversity goals. Presentation includes gender breakdown by employee status and salaries (City of Dover) for 2019. Slides indicate gender disparities in nearly all categories of positions. Merit pay does not apply to non-department heads, only step increases. Promotions can be made according to merit, experience, knowledge, skills, abilities. There can be some element of subjectivity with regard to promotions. There is a written policy with regard to promotions.

All positions are, by policy, recruited as widely as possible without regard for gender.

Very high percentage of municipal employees are unionized, in one of seven different unions.

With regard to racial/ethnic identify of City of Dover employees (2019):

Full-time: 98% White 2% Non-White

Other than full-time (including temp): White 93%, 7% Non-White

Racial disparities exist across all categories of employment.

Much higher numbers of applicants are White (797), but of 88 non-White applicants, only 2 were hired.

Looking at multiple years of data will be more helpful for analysis.



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Lauren proposes recommendations based on data:

- Add an option for employees and applicants to identify as non-binary.
- Assess bias awareness training program (city has existing trainings in place that we can evaluate further)
- Set goals for workforce diversity and establish an action plan for meeting those goals.

Possibly we recommend training and support programs to strengthen prospective applicants' opportunities for successful application.

City Manager Joyal shared the current challenges of finding qualified applicants for City positions, a challenge experienced by municipalities, local police and businesses throughout NH and throughout the country.

6. OTHER UPDATES:

Councilor Shanahan offered to answer committee members' questions about boards, commissions, abbreviations, etc.

Maggie moves that this committee call upon the City Council to strenuously and publicly object to the language in HB 2 which would prohibit teaching about racism and sexism. Tim seconds. Unanimously approved.

7. AGENDA ITEMS – NEXT MEETING

The following items will be addressed at the next meeting: committee member updates/reflections on current events (to be a regular agenda item going forward), recommendations summary, communications plan, inviting speakers, flag policy.

8. ADJOURN

The meeting was adjourned at 9:12 PM.