



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, August 26, 2021**
Meeting Time: **7:00 PM**

Regular Members: 11

Luz Bay; Lauren Conley; Maggie Fogarty; Timothy Mainella; Cora Quisumbing-King; Lina Shayo; Kathleen Blake; Jill Braceland; Councilor Dennis Shanahan, City Council Ex-officio; Jessica Rozzo, School Board Ex-officio, TBD

Alternate Members: 2

Tess Beem; TBD

1. CALL TO ORDER

The meeting was called to order at 7:00 PM.

Lina Shayo read the Land Acknowledgement.

2. ROLL CALL

Members Present: Luz Bay; Lauren Conley; Cora Quisumbing-King; Lina Shayo; Councilor Dennis Shanahan; Kathleen Blake; Jill Braceland.

Members Not present (excused): Maggie Fogarty; Timothy Mainella; Tess Beem; Jessica Rozzo.

Also present: City Manager Mike Joyal

3. APPROVE MINUTES

Minutes to be revised to reflect that Cora will connect w/ Michelle Holt Shannon re: HB2
Cora moved to approve the minutes, Luz second. Minutes were approved.

4. CITIZENS FORUM

Lina Shayo read from an email sent by Erin Allgood of the Strafford Regional Planning Commission's, "Building Coastal Resilience by Building Equity in Dover". Ms. Allgood would like to interview committee members for this project.

5. CURRENT EVENTS

Upcoming Elections:

Luz brought up the question again of how we are publicizing information regarding ward-level elections, such as which seats are open, description of roles, etc. and made some suggestions about ways the city could create a more user friendly system to register for vacancies.

Dennis mentioned the information is now posted on the city's website. Dennis mentioned that there will be 20 ballot questions about amending the city's charter. There will be a voter guide that is distributed. Cora said it's also publicized in Dover Download.

City Manager Mike Joyal agreed that "communication channels" in general are not enough, and elections aren't the only topic that needs more visibility. The city does use social media, email newsletters, public meetings, etc. The city used to do a mailed newsletter, but it was dropped due to cost and fact that it gets lost in the junk mail. There



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are limits on including a city newsletter with other mail from the city for example adding the mailer with tax bills. Election vacancies will be promoted more heavily over the next couple weeks, along with an ask for election volunteers. Committee members are encouraged to share any suggestions for how the city can better promote the elections however, the role of government is to encourage community involvement in civics, but it can not target specific groups when doing outreach about elections, ballot questions, etc. The makes the information available, and then citizens can do the outreach.

Jill mentioned that a good majority of the publicity is happening online and that's not reaching everyone. She suggested a printed monthly newsletter that gets posted in select community locations that would reach underrepresented communities. Jill also observed that the committee seems to always be coming up on deadlines (Junetenth, the election, etc) and suggested that we make a calendar for important dates so we can be more proactive instead of reactive.

Lauren suggested that our committee members, and other Dover committee members, should be doing outreach to find candidates. Part of our final recommendation should be that each Board has a focus on DEI as part of their bylaws so that are thinking about it when looking for new members. Lauren suggested that we start developing that calendar as a committee management document.

Lina said that we can start adding specific dates to the Workplan.

Mike can share the City's Communication Plan for the committee to review.

Cora emphasized that groups need to encourage civic involvement within their groups.

6. COMMITTEE UPDATES

Vacancies and Appointments Committee – Dennis

Recommendation to change the alternate to a regular member and then post vacancies. There are already a couple applications.

The Appointments Committee has a set of bylaws that could be reviewed. Cora suggested that we have someone from the Appointments Committee come to discuss their process. Dennis will pull out the Chapter Section and Operating Rules for the Appointments Committee. Mike suggested that we talk to someone from the appointments committee and learn more about their procedures.

Committee members agreed to do personal outreach to find potential new members.



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Next steps on “Divisive Concepts”

Mike affirmed that the new law does not change anything that the city is doing in terms of anti-discrimination training and policies because the current training does not reference “implicit bias”. He said the 1 thing we need to be conscious of is that any one particular group of people is “prone to be racist”. He will send a list of all the diversity trainings that the city offers to employees.

Lina will reach out to Jess for an update on the School Board’s position.

Jill brought up the concern that our committee could come under scrutiny. Dennis suggested that if anyone on the committee is the recipient of a communication that is concerning, they should connect with him, Lina or Mike. Mike emphasized that committee members speak for themselves, not the committee. The chair is the official representative of the committee.

Lina asked what we think our next steps should be on addressing this topic. Cora and Kathleen suggested that we offer support, but that we shouldn’t “add to the noise” on the topic.

7. REVIEW, DISCUSS, VOTE

Flag Policy:

Lauren began the discussion on whether the city has a formal flag policy and whether the city needs to create one.

Mike said generally, any resident can ask the city will fly a flag for a country that is not in conflict with the US eg Indonesia, Greece, Ireland. However, this year, the city has also flown the Juneteenth flag (at the Mayor’s request) and the Pride Flag so it may time to create a formal policy.

Lauren suggested using the Somersworth community flag policy as a document that we could look at to guide us in crafting the policy.

Next Steps on Land Acknowledgment (LA)

The LA working group gave an update on their progress.

Kathleen motions that city council authorize the placement of a plaque or poster of the land acknowledgement. Dennis seconds. Passed Unanimously.

Mike - The Land Acknowledgement has already been approved by City Council and we do not need to seek further approval if we want to use that for the plaque or poster. However, if the committee wants to use different language, we can recommend language for what will be displayed at various city facilities. Mike will then present it as a



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recommendation to the City Council.

Kathleen will create a proclamation for Native American Day with input from Cora and Jill.

8. ADJOURN

Lina adjourned the meeting at 9:00 PM