

Ad Hoc Committee for Racial Equity and Inclusion
December 29, 2021

NOTES

Present: Lina Shayo, Luz Bay, Maggie Fogarty, Tim Mainella, Jill Braceland
Also present (on the phone): Cora Quisumbing King, Kathleen Blake
Absent: Lauren Conley, Dennis Shanahan, Tess Beem, Jessica Rozzo

Without a quorum, those present agreed to share updates. All decisions are deferred until the January 27 meeting.

Updates from the Appointments Committee – Dennis had previously shared via email that Jill and Tess have been approved as permanent members. As Ariel Hayes was not able to attend the last meeting of the Appointments Committee, she has not been approved yet as a committee member.

Lina asks that we consider and vote on a committee co-chairperson at the January meeting.

Annual report to City Council

Regarding the annual report to the City Council, Lina asks whether there are specific reports from the various subcommittees that should be included.

Members ask for an outline so that we know what kind of content is needed. There was some discussion of format, including the need for a PowerPoint for the presentation. Cora suggested that we include the action plan in the appendix and to focus the report itself on outcomes and goals. Members expressed support for explaining that the committee chose to 'start at the beginning' for our work. The PowerPoint should include some photos; Maggie will gather these.

Members acknowledged the legal limitations with regard to collaborating on a document outside of public meeting time.

Jill shared the following proposed sections/categories:

- Committee itself
 - Vision
 - Members and officers
 - Not completed: Additional committee members
- Internal Committee work
 - Communications plan
 - Not completed: Phases of committee work
 - Summary statement of purpose
 - 13 recommendations from outside sources
- Outreach
 - Guests to be invited
 - Connection with Dover 400

Strafford Regional Planning Commission – Building Coastal Resilience by Building Equity in Dover

- City Interface
 - Demographics from City
 - Review of the City's Equal Opportunity guidance
 - Not completed: Intro letter to city chairpersons
 - Ward level elections access
 - Diversity training list received
 - Flag policy
- Public Interface
 - Not completed: 1619 report
 - Public objection to HB 2 (Banned Concepts Act)
 - Juneteenth Proclamation
 - Land Acknowledgement
 - Proclamation
 - Flag presentation
 - Interface with Arts Commission re: monument or mural
 - Plaques in all city buildings

Tim asked members to think about when to recommend to the City Council that this become a permanent committee rather than Ad Hoc. We are currently serving two-year terms.

Cora suggests that the report could follow the categories of the Vision document:

The City of Dover will be a welcoming and inclusive environment for all people, regardless of race, ethnicity, or place of origin, and this will be a core value and priority of the City of Dover (R – 2020.06.24 – 100)

Elements of the vision include:

- *A racially literate, curious and courageous community committed to a culture of education and continual learning.*
- *Diverse racial representation in city leadership and government, events and activities as well as physical community spaces.*
- *Municipal policy and practices that lower barriers for those who have been historically kept out of participating in municipal processes or decision-making.*
- *Established practices that mitigate harm and build relationships and trust within the historical context of colonialism, systemic racism and white supremacy culture.*

The process for the creation of this document will be that Lina and Jill will send out the outline and invite input which committee members will send directly to them for compilation, refinement.

Land Acknowledgment

Kathleen and Cora met with the library staff about Dover's indigenous history and history of enslavement. The historical record in these areas is lacking. They find the staff very willing but without adequate time/resources to research the history in these areas. Kathleen and Cora will meet again with the library staff as well as with the Woodman Institute.

The fact of the errors/false information has to be recognized, acknowledged and changed.

The Dover 400th can do more in this area to correct the record. They will find a good resource in Denise and Paul Pouliot, of the Cowasuck Band of the Pennacook-Abenaki people.

Luz is our representative to the 400th committee. Kathleen has spoken to them, and was able to influence the early programs, but it is unclear what more will be done.

Luz shared a report of the work of the 400th committee. Plans at this stage are very general; the previous plan for 'one event per month' was too demanding for an all-volunteer committee. Luz will remind the 400th committee to raise awareness of the indigenous history of this area, and to work more closely with indigenous community members, as per a request from Kathleen Blake more than a year ago.

Jill asks how our committee can assist the Dover 400th to fulfill this.

Is one option that we create an event and offer it to them a part of their program?

Is the 400th committee open to inviting the Pouliots to consult on the creation of programs and other plans?

Kathleen suggests that we seek greater clarity about how this can be incorporated.

Luz has asked the 400th committee leaders to give her a run-down after their January 3 meeting.

Luz will ask the committee to host either a program or parts of multiple programs dedicated to Dover's indigenous history. Kathleen will reach out to the Pouliots to ask what they are open to offering.

Maggie urges Luz to ask the Dover 400th to offer payment (in the form of honorarium or consultation fee) to those representatives of indigenous and Black communities who help shape the work of the celebration.

Jill reminds us that we should consider similar elevation of the stories of enslavement. Perhaps in partnership with the Black Heritage Trail?

Current Events

The Attorney General has reached a verdict in the civil rights case against a Dover woman who threatened a child with racial slurs ([story here](#)). We discussed when/how this committee can respond publicly and privately. Maggie will follow up with BLM Seacoast. We can reach out to the Mayor and City Manager to request a statement now that the matter has been adjudicated. A statement does not need to focus specifically on the actions of one woman but rather on the fact that this incident reminds us that people are harmed by racism in Dover and that we have work to do to create a community where everyone is safe.

*Respectfully submitted,
Maggie Fogarty, Secretary*