



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 24, 2022**
Meeting Time: **7:00 PM**

Regular Members: 11

Luz Bay; Lauren Conley; Timothy Mainella; Cora Quisumbing-King; Lina Shayo; Kathleen Blake; Jill Braceland; Tess Beem, Ariel Hayes; Councilor Linnea Nemeth, City Council Ex-officio; Maggie Fogarty, School Board Ex-Officio;

Alternate Members: 2

TBD

1. CALL TO ORDER

The meeting was called to order at 7:05 PM.

2. ROLL CALL

Present: Lina Shayo, Luz Bay, Maggie Fogarty, Tim Mainella, Tess Beem, Lauren Conley, Linnea Nemeth, Cora Quisumbing-King, Ariel Hayes

Also present: Colleen Bessette, Mike Joyal

Regrets: Jill Braceland, Kathleen Blake

3. WELCOME ARIEL HAYES

Committee members welcomed Ariel Hayes and expressed appreciation for her skills and experience working with youth and young adults experiencing homelessness.

4. LAND ACKNOWLEDGMENT

Lina Shayo read the Land Acknowledgement.

There was brief discussion about whether the City Council might be willing to read the Land Acknowledgement at the start of regular meetings. The working group for the Land Acknowledgement can consider whether to offer guidance on this matter. We will discuss further at next meeting.

5. APPROVE MINUTES

The January 27, 2022 minutes were approved unanimously with no changes.

6. CITIZENS FORUM

No citizens present.

7. CURRENT EVENTS

Land Acknowledgment - Maggie reported that the School Board unanimously approved placing Land Acknowledgement plaques on school buildings. This outcome was the result of Kathleen Blake's outreach to Superintendent Harbron. Mike Joyal will follow up with Dr. Harbron with regard to next steps.

Black History Month Proclamation – Mayor Carrier read the proclamation at the February 9 City Council meeting and presented it to Lina Shayo.

Annual Report Presentation – Committee members expressed appreciation for Lina's excellent presentation to the City Council on February 9. The report was well-received. We briefly discussed next steps related to this committee becoming a commission or standing committee. Such a change would require an ordinance approved by City



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Council. At our next meeting, we will give some time to consider a revised scope, form and possible name change.

Proclamation for Women's History Month – Linnea will begin to work on this proclamation in alignment with this year's theme, "Breaking the Bias." It will be read at the City Council on March 9, the day after International Women's Day. Committee members are encouraged to be present for the March 9 City Council meeting.

8. REVIEW, DISCUSS & VOTE

Review current recommendations –

Tim will do further work on the aggregated list of possible recommendations, so that they are formatted in a more uniform manner.

It will be important to propose which entity or department would 'own' a recommendation and be responsible for implementation, oversight, etc.

We discussed at length how to do outreach and consultation with municipal officials and others in order to create and refine our list of recommendations. We will invite department leaders and representatives to join us at our meetings to share their perspectives and answer questions. Lina has invited Chief Breault to join us for the March meeting. We also plan to invite the chairperson of the Planning Board, Parks & Recreation, Equity Vision Keepers, and others.

9. NEW BUSINESS

Cora reported on the Racial Unity Team based in New Hampshire. Cora is a new board member for this organization and has been asked if Dover would like to organize a racial unity day, similar to what takes place in Exeter, usually in September. Do we have interest and capacity to organize this? Might this be of interest to the Dover 400th Committee? What support would the Racial Unity Team provide? We can continue to think about this and look for opportunities. Cora inquired about the creation of a committee to promote a monument to the original peoples of this area.

Dover 400th Committee is considering creation of a perpetual historical marker that acknowledges four significant phases of Dover history, including the indigenous history.

We discussed whether and how this committee can propose a monument that honors the original peoples of this land. Linnea offers to gather our input into a proposal for feedback and submission to the 400th committee or another entity. We will consider this idea at the next meeting.

10. ADJOURN

The meeting was adjourned at 9:05 PM.