



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 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 7:00 PM.

2. ROLL CALL

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

Also present: Colleen Bessette, Mike Joyal

Regrets: Jill Braceland, Lauren Conley

3. LAND ACKNOWLEDGMENT

Lina Shayo read the Land Acknowledgement.

4. APPROVE MINUTES

The February 24, 2022 minutes were reviewed. Cora asked that the minutes be amended to include her question regarding the creation of a committee to promote a monument to the original peoples of this area.

5. CITIZENS FORUM

No citizens present.

6. CURRENT EVENTS

Tess shared the proclamation for International Women's Month which was read at the City Council meeting on March 9.

7. REVIEW, DISCUSS & VOTE

Tim shared a revised workplan. Linnea provided a further revision so that committee members can readily identify status updates and next steps. Committee members reviewed the workplan and assigned 'owners' of the action items. Cora suggests that we incorporate our own (internal) actions into this workplan so that it serves as a masterplan. Lauren will organize the workplan according to key themes/areas of focus. This work will continue at the next meeting.

Committee members voted to authorize Kathleen to develop guidance for the reading of the LA at City Council meetings and at meetings of boards and commissions. Ariel will create an initial draft plan for incorporating LA into the fabric of community life.



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There was brief discussion of a grammatical change to the LA to more accurately reflect the relationship between the various entities.

8. NEW BUSINESS

Chief Breault was speaker at the meeting.

Questions for conversation with Chief Breault:

- An overview of the Police Department and how you see your role within it with a view toward diversity, Equity, Inclusion and Justice (DEIJ)?
- Describe the Police Department's commitment and progress toward promoting DEIJ in Dover. What challenges have you faced in this work?
- What goals do you have towards DEIJ in particular with the current workforce, recruitment, and retention practices?
- What training do your officers receive on racial bias and implicit bias? How often does this training happen? How does this training impact how your officers interact with the Dover community?
- What kind of data do you collect about who calls the police? What kind of data do you collect about why Dover residents call the police? How does this information impact how your officers interact with the Dover community?

Homelessness and Drug Use

- What is the role of the police department in regards to the issue of substance misuse and homelessness?
- How do your officers respond to call about a person who may be homeless and/or under the influence of drugs?
- What data does the Police Department collect about officer encounters with homelessness and substance misuse?
- From your standpoint, what is the best use of resources when encountering systemic problems like homelessness or misuse?

Community Engagement

- How does the Police Department perform outreach to the Dover community?
- What is the PCEC? What is the role of the PCEC in regard to policing in Dover? How has the PCEC changed the way that policing happens in Dover?
- Where do you see our committee CREI fitting in with the work of the Police Department and the PCEC?

Racial Harm and Civil Rights Infractions

- How does the Police Department deal with incidents of racial harm and civil rights infractions?
- What is your policy and practice when responding to reports of racist acts?
- Are there any supports you provide to victims of racial harm?



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Police Misconduct

- How does the PD deal with complaints of police misconduct?
- What is your obligation towards the public when officers are accused or found to engage in police misconduct?
- Are there any officers on the Laurie List serving in Dover?

LGBTQ+ Concerns

- What are the Police Department's policies on treatment of LGBTQ+ individuals?
- What training do police officers get for respecting the rights of LGBTQ+ individuals and in particular trans and gender non-confirming people, specifically around search and seizure?
- What policies are in place to prevent discrimination of LGBTQ+ individuals?

School Resource Officers (SRO)

- What is an SRO and why do we need one in Dover Public Schools?
- How is the work of the SRO different from that of a social worker?
- What provisions are in place to make sure that the SRO is responding with developmentally appropriate practices?
- What kind of data does the police department collect about who the SRO has contact with in terms of racial/ethnic identity of students, immigration status, social economic status, LGBTQ+ identity, and ability/disability status.
- What provisions are in place to make sure that the SRO is not engaging in discriminatory practices?

Social Worker Position

- How will the new social worker role will interplay with the Police Department?
- Where will supervision occur?
- How will the person be supported to take social work approach instead of policing approach?

Closing

How do you know you are doing a good job with regard to DEI? Where do you see CREI (our committee) fitting in with the work of the Police Department and the PCEC?

We thanked Chief Breault for joining us. He expressed gratitude for the invitation and the opportunity to talk about the work of the Dover Police Department. The chief shared information in advance of the meeting including the 2017-2022 Strategic Plan, use of force analysis, enforcement data, the Equal Opportunity Recruitment Action Plan, and commentary on the LEACT and Black Lives Matter recommendations. Lina shared our questions with him ahead of time (see below).



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Chief Breault provided an overview of the department, including number of employees, the recruitment and training process and accreditations, and explanations of various units. He described his commitment to a culture of integrity and professionalism, and to “treating everyone with the same level of dignity, respect and compassion”.

When asked about the department’s orientation to the work of diversity, equity and inclusion, Chief Breault responded “We police people’s behavior not their identity.” Officers “respond to behavior, not appearances.”

Discussion included topics such as officer evaluation, use of deadly force and non-deadly force, crisis intervention training, diversity goals and accomplishments for hiring, challenges with recruitment, the role of the Police Community Engagement Committee(PCEC), diversion policies, and the role of the new Social Worker, Kaitlin Jones MSW.

The PCEC meets quarterly; the next meeting is April 21. All are welcome.

The chief discussed the collaboration with Community Partners to triage mental health crises and direct people to the resources they need. He also explained the role of the officer assigned to the Dover Housing Authority as well as the role of the Problem Oriented Policing (POP) unit.

When asked how our committee might work in partnership with the DPD for racial equity and inclusion, the chief suggested that we could help to build or strengthen relationships with various community groups, to open up communication.

He referenced the department’s policy directive which clarifies that officers do not seek to determine the immigration status of people they encounter in the community.

Chief Breault offered to share the MOU for the School Resource Officers. SRO reports can be found in the City Manager’s reports to City Council.

Committee members thanked Chief Breault for his time and his leadership in the community.

9. ADJOURN

The meeting was adjourned at 9:05 PM.