



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 28, 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 7:08 PM. Due to a problem with the recording device, the meeting was not audio recorded.

2. ROLL CALL

Present: Lina Shayo, Maggie Fogarty, Tim Mainella, Linnea Nemeth, Cora Quisumbing-King, Ariel Hayes, Kathleen Blake, Luz Bay (on the phone)

Also present: Mike Joyal

Regrets: Tess Beem, Jill Braceland

Absent: Lauren Conley

3. LAND ACKNOWLEDGMENT

Ariel read the Land Acknowledgement.

4. APPROVE MINUTES

The March 24, 2022 minutes were reviewed and unanimously approved.

5. CITIZENS FORUM

No citizens present.

6. CURRENT EVENTS

May is AAPI month. Cora moves that we ask the Mayor, Deputy Mayor and City Clerk to prepare and read a proclamation to be read at the May 11 meeting. Seconded by Kathleen. Unanimously approved. Linnea will carry this forward to the appropriate parties.

Kathleen brought up the Dover 400th Facebook page, expressing concern that several items reflect an inaccurate portrayal of Dover history with regard to indigenous peoples. Specific items reference the 'first permanent settlement,' erasing the reality that First Peoples were already here for thousands of years before 1623; a mischaracterization of enslaved people who were brought here from Barbados; and references to Major Waldron that do not align with primary source materials. The history is also inaccurate by omission in that it does not mention that Major Waldron traded in enslaved human beings.

Linnea and Luz are this committee's liaisons to the Dover 400th committee; Linnea offered to bring our concerns to the committee and to suggest that we work with them to



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 28, 2022**
Meeting Time: **7:00 PM**

produce a more accurate history for the Dover 400th messages. We can suggest more accurate sources as well as request that inaccurate information be removed. Luz offered to reach out to the person who works on the Dover 400th Facebook page. We anticipate that the Dover 400th committee will be amenable to contributions of content for the Facebook page. We can also make specific recommendations such as adding 'European' prior to 'settlement' in the page description.

Cora and Kathleen provided to the Dover Library a list of good resources to recommend with regard to Dover history and the history of original peoples in this area.

Lina offered to work with Kathleen to propose certain corrections.

7. REVIEW, DISCUSS & VOTE

Work Plan – We postponed the review of the workplan to the May meeting since Lauren was not present. Linnea has made an attempt to format according to theme and priority; she will follow up with Lauren to discuss this and to get her feedback.

Indigenous Peoples Installation Project - Linnea offered a proposal for the project, including the premise, goals, process & steps, concept ideas, potential locations, funding possibilities, and readings/resources. She proposes that Kathleen would oversee the process for the committee. Committee members expressed appreciation for the proposal and spoke to a preference for the angular granite rock with engraved words. Committee members prefer Henry Law Park to other locations. With the support of this committee, Linnea will present this proposal to the Arts Commission for their feedback. Arts Commission meets the first Monday of the month at the McConnell Center. Lina will contact the chairperson to request consideration of the proposal at their June 6 meeting. Kathleen and Tim volunteer to liaise with the committee. Linnea will also be there as the City Council representative.

Calendar of Events for Proclamations & Flag Raising – We would like to make a recommendation to the mayor for proclamations on key dates related to our area of concern. We would also like to finalize a draft flag policy and recommend it for consideration and adoption by the City Council. The policy would include a proposed schedule of occasions. Linnea will send the draft flag policy for discussion at the May meeting. Cora will draft a list of proclamation occasions.

8. DEBRIEF CONVERSATION WITH CHIEF BREAUT

Committee members expressed gratitude for the time and information shared by Chief Breault at the March meeting and as follow up. It was noted that we can share the many resources he distributed to us, including his written answers to our questions.

Committee members expressed appreciation for the data that is readily available for various metrics, for the discussion about the challenges faced by the department as they work to recruit a diverse workforce, and for the chief's concern regarding tokenizing.



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 28, 2022**
Meeting Time: **7:00 PM**

Other observations included approval for the hiring of a social worker, for the high standards of accreditation that the department achieves, and for the department's commitment to responding to behaviors not identities when people ask for assistance.

There was some discussion about how to promote fuller understanding of systemic injustice and how this reality can impact policing.

Committee members discussed at length what more can be done with outreach to the public. Police Community Engagement Committee (PCEC) meets only quarterly. The next quarterly meeting, on May 5, will be online to enable the public to be able to attend. As a member of the PCEC, Maggie will request discussion related to community engagement and creating opportunities to hear grassroots perspectives, both in terms of committee membership and activities. Maggie will report back at the May meeting.

Our charge is to make recommendations to remove racism from city departments; what recommendations would we have about the police in this regard? We can encourage appropriate response to mental health and substance misuse. We can encourage that the PCEC continue. Here is more information about the PCEC, including membership.

9. NEW BUSINESS

HB 1266 looks likely for defeat in the NH Senate. This bill would have prohibited local communities from prohibiting local police cooperation with Immigration and Customs Enforcement (ICE) detainees.

Also at the State House, two anti-bail reform proposals are being considered – HB 1476 and SB 294. Maggie explained that these bills would roll back recent progress made with regard to bail reform and would result in greater criminalization of poverty and disproportionate impacts on communities of color.

Maggie will be away for the May meeting; Tim will take notes.

Lina invites our input to the agenda each month.

10. ADJOURN

The meeting was adjourned at 8:55 PM.