



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, May 26, 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 7:03 p.m.

2. ROLL CALL

Present: Tim Mainella; Luz Bay; Cora Quisumbing-King; Tess Beem; Linnea Nemeth; Jill Braceland; Lauren Conley

Also present: Mike Joyal, Colleen Bessette

Regrets: Lina Shayo; Ariel Hayes; Kathleen Blake; Maggie Fogarty

Absent:

3. LAND ACKNOWLEDGMENT

Tess read the Land Acknowledgement.

4. APPROVE MINUTES

The April 28, 2022 minutes were read and unanimously approved.

5. CITIZENS FORUM

No citizens present.

6. CURRENT EVENTS

Yesterday, Luz received a proclamation from the Mayor that June is LGBTQ pride month in Dover. Linnea noted that councilor Hinkle had requested this. He also donated a flag for to be flown at City Hall; a flag raising photo-op will be June 8th at 6:30 p.m. Questions were raised about where the physical copies of proclamations are stored, as Luz was given the original signed copy.

Cora has the physical copy of another recent proclamation, this one for AAPI Heritage month. This physical copy was given to Cora and Luz.

7. REVIEW, DISCUSS & VOTE

Land Acknowledgement -- Cora asks what our criteria is for when/where land acknowledgement is to be read. Specifically, can/should we ask the Woodman Institute to have the land acknowledgement read at their Memorial Day event. Cora says we have not resolved our criteria around when the LA should be read. Are we reacting to when we see public events, or proactively creating a criteria list? Cora will email Mayor Carrier and the Woodman Institute tomorrow to ask whether he or a Woodman representative might read the Land Acknowledgement at the event on Monday. Linnea



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adds that she will encourage the City Council to have the LA read at their events on behalf of this committee.

Land Acknowledgement Poster – An individual reached out to say that two local churches had worked to create a LA poster, available for purchase for \$20. Cora will reach out.

Land Acknowledgement Plaques – City Manager Joyal says that the plaques were quoted by the City's usual vendor at \$500 each. For 20 City buildings, that's \$10,000, without including installation. There may be a chance of finding another vendor. It was moved and agreed upon that City Manager Joyal will apply for a New Hampshire Humanities grant in hopes of covering some of that cost and moving the project forward.

List of Proclamations – Cora produced a list of Proclamations for the Mayor. Last meeting, we had discussed making a recommendation to the mayor for key dates related to our area of concern. Past proclamations are not listed on the website; usually the mayor will read the proclamation and then hand the physical copy to a representative of the group which had requested the proclamation. The approval of the proclamation is memorialized in the City Council minutes, and Cora notes that the reading of the proclamation is sometimes written up in the Dover Download, and sometimes shared on Facebook from there. Tess will look at some existing lists and create our own Dover list of cultural heritage events for which a proclamation should be made to recommend to the mayor. She will draft this list for our review in advance of next month's meeting, at which this list will be discussed and finalized.

Flag Calendar – Linnea has compiled a list of events for which certain group heritage flags have been or might be flown. Some discussion around an official flag policy ensued. It was moved by Jill and seconded by Tess that Linnea will bring her draft flag policy to the City Council, minus the appendix.

Work Plan – Linnea has created a proposed draft of an implementation plan. In this draft, the action items are grouped together under broader goals, and listed with a prioritization level of low, medium, or high. Discussion around the best use and upkeep of such a plan ensued. This evolved into discussion of what our "final" work product will look like.

From the work plan, discussion ensued around whether the committee should seek to fill the vacant seats. Cora moved and Luz seconded for a vote to be had next month on the topic of appointing a co-chair. The motion was approved unanimously.

The committee evaluated the work plan and assigned levels of priority to all listed tasks. Lauren made some recommended changes to the work plan. Next meeting, the committee will discuss



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Jill will connect with appointments committee.

Cora raised the issue of whether we should discuss what systemic racism means to us.

8. NEW BUSINESS

No new business.

9. ADJOURN

The meeting was adjourned at 9:03 PM.