



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, June 23, 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 7:01 p.m.

2. ROLL CALL

Present: Lina Shayo, Maggie Fogarty, Tim Mainella, Linnea Nemeth, Cora Quisumbing-King, Ariel Hayes, Luz Bay, Jill Braceland

Regrets: Kathleen Blake, Lauren Conley, Tess Beem
Also present: Colleen Bessette

3. LAND ACKNOWLEDGMENT

Jill Braceland read the Land Acknowledgement.

4. APPROVE MINUTES

The May 26, 2022 minutes were reviewed and approved with two abstentions due to members' absence from the May meeting.

5. CITIZENS FORUM

No citizens present.

6. CURRENT EVENTS

Juneteenth proclamation – The proclamation was read at the City Council meeting on June 8, 2022. The flag was raised on June 17 at 8 AM. There was a discussion about how to receive advance notice of these occasions so that more committee members can be made aware and attend.

Pride month – The City of Dover raised a Pride flag on June 9, and a proclamation was read at a City Council meeting in May.

New Hampshire Humanities Grant – Funds from this source could be used to support education and engagement related to the Land Acknowledgement, as well as the plaques for City and school buildings. Some members reviewed the grant application and found it to be 'ambitious.' Deadline for submission is July 15. Kathleen Blake and the Pouliots have contributed content as subject matter experts.

Indigenous Peoples History monument – Lina and Tim attended a recent meeting of the Arts Commission to explore partnership for the creation of the monument. They appreciated the guidance they received from committee members including how 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, June 23, 2022**
Meeting Time: **7:00 PM**

approach artistic partners to co-create a proposal, suggestions for possible donors, and an offer of assistance with a request for proposals. Lina shared that commission members encouraged a 'disruptive' design that engages people, rather than something that blends into the background. Committee members will attend the July 11 meeting, which starts at 6 pm at the McConnell Center. In the meantime, we will explore concepts and designs and will return to the Arts Commission for guidance as to next steps. Discussion ensued as to the message we want to lift up with the monument ("what do we want to say?"). Linnea shared from sample RFPs which include questions about vision, symbols, location, timeline, and style. Committee members will bring examples of Indigenous Peoples monuments to help us to reach agreement on concepts. We may invite an Arts Commission representative to our September meeting. There was some discussion of timeline. A simpler design (plaque on stone) could potentially be completed for 2023, but a more elaborate design will take longer.

Plaque for 'Settlers Cemetery' – The Daughters of the American Revolution offered to gift a plaque to the City of Dover for a cemetery for early European settlers. The language of the plaque presented an inaccurate history of Dover, and members of this committee communicated with City Councilors both in writing as well as during the public hearing at the June 8 meeting, requesting that the matter be tabled until the language could be corrected. Councilor Nemeth offered this motion which was approved.

Going forward, Ariel agrees to check the City Council agenda every first and third Friday so as to alert committee members to upcoming matters of interest on the Council agenda. We will also incorporate City Council and School Board reports as a regular agenda item at future meetings.

Other news – Cora shared that Mayor Bob Carrier read the Land Acknowledgement at the Memorial Day celebration. She noticed that there is a poster of the Land Acknowledgement hanging at the Woodman Institute. Linnea reported that the City Council approved a language change from "on" to "within" N'Dakinna and uplifted the suggestion of reading the Land Acknowledgement at the start of meetings.

7. REVIEW, DISCUSS & VOTE

Co-Chairperson – All members are asked to consider whether they are willing and able to serve the committee as a co-chairperson. We will each report back on our own discernment at the next meeting.

All members are also asked to contribute agenda items for our meetings.

Calendar of Events for Proclamations & Flag Raising – Committee members reviewed a proposal for mayoral proclamations and flag raising. There was discussion of a criteria for inclusion for this list. We want to uplift occasions which support Dover becoming a more welcoming, inclusive, equitable and just community.



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, June 23, 2022**
Meeting Time: **7:00 PM**

The flag policy itself is in the hands of City Council; councilors will take it up at a future meeting. An appropriate role for this committee is to recommend proclamations and flag raisings for specific occasions. Committee members shared their perspectives about which occasions should be included. Other community members and groups have agency to make their own requests of the Mayor and City Council. We wish to add a mechanism that invites additions in the future.

There is support for the list as proposed and adding Transgender Day of Visibility (March 31), Immigrant Heritage Month (June), and World Refugee Day (June 20). We will vote on the amended proposal at the July meeting.

8. REVIEW, DISCUSS, ACT

Work plan – Councilor Nemeth worked on the plan and passed it along to Lauren Conley. We will review and update the work plan at the July meeting, perhaps starting with one section at a time. Lina will reach out to Lauren to prepare for the July meeting.

What does systemic racism mean to you? (discussion) – Committee members shared various perspectives. Concepts shared included the following: Policies and practices and laws which generate racially discriminatory outcomes. The ways that the legacy of racial injustice is perpetuated over time. Policies and actions which have racially unjust impacts. Passivity in response to harmful practices. Lack of effort to name, understand, address racial injustice and inequity. Failure to recognize the various kinds of privilege that determine who can show up and participate and experience safety in certain spaces. We can see systemic racism when we ask what has been normalized, what is the default setting, who is being disregarded or excluded by various policies? There is an element of not seeing, of people not being valued. Systemic racism is not seen. And is enacted even when the individuals within a system are not acting with intention to do harm.

Suggestion - Linnea recommends reading the Massachusetts municipal guide. We can read and discuss for the July meeting. We may want to invite a representative to join us for a fuller discussion at a future meeting.

We also want to invite the head of Human Resources for the city to join us for a conversation.

Appointments process – Jill has connected with Lindsay Williams to learn about policies and procedures related to appointments to Boards and commissioners. She will report back after their conversation.

9. ADJOURN

The meeting was adjourned at 9 PM.