



CITY OF DOVER

AD-HOC COMMITTEE FOR RACIAL EQUITY AND INCLUSION – APPROVED MINUTES

Meeting Type: **Regular Meeting**
Meeting Location: **Council Conference Room, City Hall**
Meeting Date: **Thursday, September 22, 2022**
Meeting Time: **7:00 PM**

Regular Members: 9

Luz Bay; Tess Beem; Kathleen Blake; Jill Braceland; Lauren Conley; Emma Gelinas; Ariel Hayes; Cora Quisumbing-King; Lina Shayo; 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 by Lina Shayo.

2. ROLL CALL

Present: Lina Shayo, Maggie Fogarty (participating remotely), Linnea Nemeth, Cora Quisumbing-King, Jill Braceland, Kathleen Blake, Emma Gelinas (new member)

Also present: Colleen Bessette

Regrets: Ariel Hayes, Tess Beem, Luz Bay, Lauren Conley

3. LAND ACKNOWLEDGMENT

Kathleen Blake read the Land Acknowledgement.

4. APPROVE MINUTES

The August minutes were unanimously approved with two corrections – the spelling of Kathleen's last name and the reference to when the original settlers arrived to this area.

5. CITIZENS FORUM

No one requested to speak during Citizens Forum.

6. CURRENT EVENTS

New Member Emma Gelinas - Emma Gelinas introduced herself. She has a degree in Social Work. She works with people experiencing incarceration and wants to ensure that their voices are heard while we work to create more just systems. She spoke of her commitment to making New Hampshire a more equitable place. Committee members welcomed her.

Committee members received a packet of all members' profiles and reasons for joining the committee.

Cora reported on outreach she had made to a potential committee member but his schedule does not currently allow him to participate.

Member Attendance at City Council Meeting

Public Hearing to Accept and Expend grant for LA plaques – Committee members are asked to attend the City Council meeting on September 28 and to speak in favor of the



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NH Humanities grant during the public hearing. The Council will vote on whether to accept this grant which will fund the posting of Land Acknowledgement plaques on City buildings and educational outreach.

Hispanic Heritage Month Proclamation - It is also possible that the Council will read the proclamation honoring Hispanic Heritage Month. Members are encouraged to attend. Linnea will confirm that it is scheduled. When it is, Cora will reach out to DALC, and Maggie will reach out to school district to invite people of Hispanic heritage to attend.

Indigenous Peoples Day – The Pennacook flag will be raised at Dover City Hall on October 6 at 6:30 pm; a proclamation will also be read. The flag will fly until Indigenous Peoples Day. Committee members are encouraged to attend. Action item: Colleen or Mike will contact Foster's about the event.

7. OLD BUSINESS

Update on Cemetery Board - Tess and Kathleen reported on a lengthy meeting with the Cemetery Board. Three representatives from the Daughters of the American Revolution (DAR) were present to encourage the Board to accept their plaque; DAR representatives were not receptive to ideas that would make the plaque historically accurate, such as adding the word "English" to "settlers."

The Cemetery Board has requested that the City do the title search so that it is clear who owns the cemetery land and therefor can decide its name.

The motion previously made by the Cemetery Board to ask that the City Council accept the gift of the plaque from the DAR has been tabled. The Board could make a new motion to withdraw its request, or a City Councilor could move to take the motion off the table and to vote up or down on the request.

Flag Policy (Discuss and Vote) – On June 23, this Committee made a recommendation to the City Council that they adopt the Flag policy; it has not been formally brought forward for a Council vote yet.

We recognize that the various issues related to flags and proclamations extend beyond the scope of this committee.

We reviewed and approved a list of recommended dates for proclamations by City Council. Additions to a previous draft include Indonesian Independence Day, August 17; Greek Independence Day, March 25; Trans Day of Visibility, March 31; and International Migrants Day, December 18. We also agreed to remove Women's Equality Day in favor of Women's History Month (March).

We will add language to say that this list is not exhaustive, and that equity is intersectional and inclusive of identities beyond race and ethnicity.



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Colleen will find out who manages Immigrants Park.

Standing Committee Status for CREI – Linnea shared a brief update on the process. We will produce an end of year report which will include our recommendations, and then we'll follow up with a resolution, to be considered in the new year, requesting that this committee become a standing committee. (See August notes).

The report and recommendation will be our first item of business at the October meeting. We will consider our mission and vision elements and try to reach clarity and agreement about our scope. Prior to the October meeting, committee members are asked to reflect on possible frameworks, including racial equity versus the broader 'diversity, equity, inclusion, and justice.'

8. REVIEW & DISCUSS

MA DEI Guide – We can recommend that the City Manager consider this guide for examples of developing equity goals and plans within municipal operations. It could also inspire greater equity commitments within the visioning plan. In addition, it can inform our self-understanding of a future standing committee. The report includes useful definitions.

Cora recommends reading the Coastal Resiliency Equity Report. We will follow up with Mike about next steps.

LA/IPP Marker in Dover – Lina invited committee members to form a small group to develop a proposal for a Land Acknowledgement/Indigenous Peoples Project marker. The proposal would be seasoned by this committee and shared with the Arts Commission. Jill offered to work with Lina.

9. OTHER BUSINESS

The Mayor of Somersworth asked for a copy of Dover's Land Acknowledgement which was then read at a public event.

The Black New England Conference will take place at Southern NH University on October 21 and 22, with in person and online options. More information can be found online: <https://blackheritagetrailnh.org/black-new-england-conference-2022/>

10. ADJOURN

The meeting was adjourned at 9:03 PM.