



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, October 27, 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 7:15 PM by Lina Shayo. The recording is not available for this meeting.

2. ROLL CALL

Present: Lina Shayo, Maggie Fogarty, Cora Quisumbing-King, Jill Braceland, Ariel Hayes, Lauren Conley. Maggie is participating remotely due to personal travel. She confirmed that she is in a private room.

Also present: Mike Joyal

Regrets: Luz Bay, Emma Gelinas, Linnea Nemeth, Tess Beem

Absent: Kathleen Blake

3. LAND ACKNOWLEDGMENT

Cora read the Land Acknowledgement.

4. APPROVE MINUTES

The September minutes were reviewed and unanimously approved by roll call vote.

5. CITIZENS FORUM

No one requested to speak during Citizens Forum.

6. CURRENT EVENTS

Foster's Article Request - Megan Fernandes at Foster's Daily Democrat had requested an opportunity to interview committee members about our work, but this request is moot now that Megan has relocated to Washington, DC.

7. OLD BUSINESS

Update /Recap on Indigenous People's Day Flag Raising – The Pennacook flag was raised at City Hall on October 5 and flew until the day after Indigenous People's Day. Denise and Paul Pouliot were present to explain the symbolism of the flag, and the importance of honoring indigenous history and presence on this land. They played a drum and sang a song. Councilor Lindsay Williams read the LA.

Hispanic Heritage Month Proclamation – Mayor Carrier read the proclamation at the City Council meeting on October 5. Maggie accepted it on behalf of the committee and



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passed it along to the Dover Adult Learning Center to be shared with their students of Hispanic heritage.

Public Hearing to Accept and Expend Humanities grant for LA plaques – At the September 28 meeting of the City Council, Maggie spoke in favor of the City accepting the Humanities grant funds for the purposes of the LA plaques and educational programs. The City Council agreed to receive the funds. A series of educational programs is taking place, including one featuring Abenaki storytelling which was held at the library on October 5 following the flag-raising. A ceremony will take place on November 29 at 6 PM to install the LA plaques, followed by a presentation by the Pouliots. More information will be shared on the library website. The Pouliots are in discussion with City staff about accurate historical materials to be shared on the library website and in other places.

Cora noted that in some versions of the LA, it still says “on” N’dakinna, instead of “within;” the latter is correct.

50th Anniversary of DALC – Cora asked that the LA be read at the October 4 celebration, which Councilor Shanahan agreed to do. Many dignitaries were there, including Congressman Chris Pappas.

8. REVIEW & DISCUSS

Members agreed to adjust our meeting schedule for November and December due to holidays.

We agree to meet on November 17 and December 15.

Final report & recommendations for City Council – We will ask to present our final report to City Council on January 25. Our proposed resolutions will be on the Council agenda for the second Wednesday in February, which will include our request to create a standing committee.

At the next meeting, we will discuss whether we wish to modify our scope beyond racial equity to specifically include other frameworks for equity, or whether we wish to continue centering racial equity while acknowledging intersectionality.

Some discussion of our focus on municipal operations and the need to clarify our role; we do not implement changes, but we give recommendations and create a space for accountability.

There was also discussion of whether our focus is exclusively internal – municipal operations – or also external – looking at other aspects of life in Dover. Committee members expressed that we do not have capacity to do both effectively in our current state.



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Lauren suggests we add that each department add DEIJ goals, initiatives, strategies to their work plans and to consult with this committee for support as needed. There should be an audit before departments set goals, to assess current situation and identify benchmarks for progress.

Committee members discussed the need for a DEIJ position within city government, so that there is increased capacity to implement recommendations. Finding funds for additional staff will be a challenge. Some responsibilities could be assigned to the HR director to promote opportunities for diversity, equity, inclusion and social justice.

Committee members discussed the work being done by the Visioning Committee, of which this committee is a part. Tess is participating on that committee.

Next steps: Lina, Jill and Lauren will start a draft of the final report for review at the next meeting. Committee members will review the mission, purpose, vision and scope for discussion and agreement at next meeting.

LA/IPP Markers - Lina shared about a recent conversation with the Pouliots about a historical event when 350 indigenous people were taken from Dover to be enslaved in Barbados. The Pouliots have an idea to plant 350 blueberry bushes throughout Dover, and to give foraging rights to indigenous people. Mike described some of the challenges involved, including finding a suitable location and adequately caring for the plants.

Lina will relay this discussion to Kathleen to continue the conversation with the Pouliots.

New Dover Website - <https://www.dover.nh.gov/indigenous/>

Equity plan for the school district - Maggie and Ariel shared updates from their work with the Equity Vision Keepers Committee, as co-facilitators for the process to finalize an equity plan for the Dover School District. The plan can be found here: Equity Plan 10.19.22.pdf - Google Drive. Superintendent Harbron has expressed his hope that the District and the City will partner to promote equity in Dover..

9. OTHER BUSINESS

No additional business was identified.

10. ADJOURN

The meeting was adjourned at 9:05 PM with a roll call vote.