

Last updated: December 7, 2022

Schedule of Recommended Mayoral Proclamations

City of Dover

Ad-hoc Committee for Racial Equity and Inclusion

Context:

The ad-hoc Committee for Racial Equity and Inclusion submits the following schedule of proclamations to be adopted as a set of standing, yearly observances for the Mayor and City.

These observances were chosen based on the Committee's agreement that these help further its mission, as outlined in Resolution Number: R - 2020.06.24 - 100, to:

- Foster a welcoming and inclusive environment for all people, regardless of race, ethnicity, or place of origin; and
- To strive to become increasingly welcoming, inclusive, representative, and responsive to historically underrepresented and underserved communities, particularly communities of color, immigrants, and refugees.

To this end, the Committee considered not just the importance of recognizing each of these monthly or daily observances, but also took a comprehensive look at how this set of yearly observances reflects a broader representation across race, heritage, and diverse cultures for the community of Dover.

Where applicable, the Committee has also noted which proclamations have:

- Recommendations to fly corresponding flags;
- Previously been approved by the City.

Date	Observance/Proclamation	Notes
January 20	Martin Luther King Jr.'s Birthday	
February (whole month)	National African American/Black History Month	Previously approved
March (whole month)	Women's History Month	Previously approved
March 21	International Day for the Elimination of Racial Discrimination	
March 25	Greek Independence Day	
March 31	Trans Day of Visibility	
April (whole month)	Arab American Heritage Month	

May (whole month)	Asian American and Pacific Islander Heritage Month	Previously approved
	Jewish American Heritage Month	
June (whole month)	Pride Month (LGBTQIAA+)	Previously approved Recommend flying of flag
June 19	Juneteenth	Previously approved Recommend flying of flag
August 17	Indonesian Independence Day	
September (whole month)	National Hispanic Heritage Month	
October (second Monday)	Indigenous Peoples' Day	Previously approved Recommend flying of flag
November (whole month)	National Native American Heritage Month	
December 18	International Migrants Day	



City of Dover, New Hampshire

Racial Equity & Inclusion Committee



2021 Annual Report
February 9, 2022

Introduction

	Cora Quisumbing-King
Liaison - School Board	Jessica Rozzo
	Jill Braceland
	Kathleen Blake
Vice - Chair	Lauren Conley
Chair	Lina Shayo
	Luz Bay
Secretary	Margaret Fogarty
	Tess Beam
	Tim Mainella
Liaison - City Council	Dennis Shanahan (2021)
Liaison - City Council	Linnea Nemeth (2022)
City Manager	J. Michael Joyal
Staff Liaison	Colleen Bessette

Vision Statement

The City of Dover will be a welcoming and inclusive environment for all people, regardless of race, ethnicity, or place of origin, and this will be a core value and priority of the City of Dover (R - 2020.06.24 - 100).

Elements of this vision include:

- A racially literate, curious and courageous community committed to a culture of education and continual learning.
- Diverse racial representation in city leadership & government, events, and activities as well as physical community spaces.
- Municipal policy & practices that lower barriers for those who have been historically kept out of participating in municipal processes or decision making.
- Established practices that mitigate harm and build relationships and trust within the historical context of colonialism, systemic racism, and white supremacy culture.

Key Accomplishments

City Operations

- Conducted Employment Data Analysis
- Identified 13 recommendations for the Police Department, pulled from the recommendations of Black Lives Matter-Seacoast, Dover Blue and You, Governor's Advisory Council on Diversity and Inclusion and the NH Commission on Law Enforcement Accountability, Community, and Transparency (LEACT).

Key Accomplishments

First things first, the Indigenous People Project

- Our City now celebrates Indigenous Peoples Day on the second Monday of October
- The City Council has adopted a formal Land Acknowledgement.
- Indigenous Peoples Day was celebrated in October and the flag of the Pennacook-Abenaki People was raised and flown in front of City Hall.
- Copies of the Land Acknowledgment were distributed during October's Apple Harvest Day.

Key Accomplishments

City Proclamations per CREI recommendation

- Juneteenth
- Pride Month

Recommendations

City Employment Practices

- Add an option for employees and applicants to self-identify as non-binary.
- Assess bias-awareness training program (the city has existing trainings in place that we can evaluate further)
- Set goals for workforce diversity and establish an action plan for meeting those goals
- Provide feedback/training to applicants who are not hired on ways they can improve their candidacy
- Revise EEO statement so that it is more welcoming to prospective employees

Recommendations

City Communications

- Provide better access to the city website for information on ward elections, employment opportunities, and the like
- Explore how to provide disaggregated demographic data on survey results
- Increase ways to reach to underrepresented groups on topics such as the above

Recommendations

Indigenous Peoples Project

- Continue discussions with the Dover Public Library on their efforts to ensure that the public are aware of resources that provide accurate Indigenous Peoples history. Contact has been made with Denise and Paul Pouliot, Chief Speakers for the Pennacook, regarding presenting educational sessions through the Dover Public Library.
- Continue to liaise with the Dover 400 Committee.
- Recommend the reading of the Land Acknowledgement and the presence of the head speakers of the Wabanakis at key Dover 400 events.
- Continue conversations about creating an Indigenous Peoples monument with the Arts Council in collaboration with the Cochecho Waterfront Development Advisory Committee (CWDAC), in addition to other art projects
- Recommend that the City hold an event to mark the installation of the first plaque at City Hall and the **completion of installation by _____**

2022 Goals

Committee Structure

- Request the City Council to change the ad hoc Committee to a standing Committee for the City
- Clarify role vis-a-vis the City for follow-up on recommendations

2022 Goals

City-related

- Obtain approval of the City's flag policy
- Discuss the 13 recommendations with the Chief of Police
- Explore collaboration with other City Committees and local groups on racial equity and inclusion
- Review Diversity Training offered by the City

2022 Goals

Indigenous Peoples Project

- Ensure sustainability of the goals of the Indigenous Peoples Project through educational institutions, public installations and committed individuals.
 - Continue discussion on establishing indigenous foraging rights for food and medicinal plants on Dover city lands
 - Identify sponsors for the Indigenous Peoples Monument and form a committee
 - Follow-up on initial conversations with the Woodman Institute Museum about accurate Indigenous People history
 - Pursue conversations with the School Superintendent, the Children's Museum, the University of New Hampshire, etc.

2022 CREI Annual Report

Accomplishments, Goals and Recommendations

January 25, 2023

Can we get a list of the current members – and their contact info – for the report as well as for the members?

Accomplishments
Add “European” before settlement in Dover 400 FB page
Recommendation Dover support for the HB1476 and SB 294 – to anti-bail reform proposals
Finalize Flag Policy and proclamation dates – presented to Council – when?
First plaque installation is scheduled for???
On-going negotiations • Library • 400 Committee • School Board • Woodman Museum
Land Acknowledgement read outside of CREI – where? Somersworth
Indigenous monument • negotiations now with Council • Contact with Arts Committee • Sponsors for monument identified
Was not at Police meeting – what happened?
Training Project: Initial contact made – no follow-thru
Working with Cemetery committee re: Indigenous people and DAR
Connection to Appointments committee made

Recommendations
Revamp application process
Determine demographics of existing board and committee membership using best practice
encourage appropriate response to mental health from the Police Department
Encourage City Council to read Land Acknowledgement at their public events
Approved: CREI will disavow any stories or created material that are not historically accurate.
Cemetery Board and DAR signage • Determine who's buried there • Conduct title search for ownership • Rename cemetery
City use MEI Guide for examples of developing equity goals and plans
Request staff person to support CREI when confirmed as standing committee
QR code for cemetery

Potential Goals
Continue working Indigenous people monument w/arts council
Continue working land acknowledgement plaques
Continue working with 400 Committee
Continue working with school district and Vision Keepers
Continue working with library
continue working with the Vision Chapter of the City's Master Plan
Determine who manages Immigration Park
Clarify our alliance with the Police department
Expand connection made with the Appointment Committee
Clarify work plan project
Invite department heads to share perspectives on diversity