



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, December 1, 2022**
Meeting Time: **7:00 PM**

Regular Members: 9

Luz Bay; Tess Beem; Kathleen Blake; Jill Braceland; Lauren Conley; Emma Gelinis; 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 7:05 PM

2. ROLL CALL

Present: Kathleen Blake, Tess Beem, Jill Braceland, Ariel Hayes, Maggie Fogarty, Linnea Nemeth

Also present: Mike Joyal, Colleen Bessette

Regrets: Lina Shayo, Cora Quisumbing-King, Luz Bay, Emma Gelinis, Lauren Conley

3. LAND ACKNOWLEDGMENT

Tess read the Land Acknowledgement.

4. APPROVE MINUTES

Committee members unanimously approved the minutes from the October 27, 2022 meeting.

5. CITIZENS FORUM

No citizens were present.

6. CURRENT EVENTS

Ariel gave a report on the work of the school district's Equity Vision Keepers process to create a district-wide equity plan.

Linnea shared an update from Councilor Shanahan about the historical marker related to Major Waldron. A community member expressed opposition to the historical information proposed for the marker, but the objection was based on erroneous secondary sources. The narrative as originally proposed for the marker is drawn from primary sources. Letters of support for the correct language should go to Amy Dixon at the NH Department of Transportation's historical marker program. Committee members agreed to express support for the City Council to take action to support the original version.

Correction to minutes: The person who expressed opposition to the historical content for the Waldron marker was not a Dover community member.

Tess reported on her participation in the committee to revise the vision statement for the Master Plan. Neighborhood events are being planned, as well as a February visioning event (online). Committee members had a presence at Apple Harvest Day and received 100 responses. They will also be at the Festival of Trees.



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7. OLD BUSINESS

LA/IPP Markers – Kathleen reported on the LA plaque installation in October. Among the attendees were Mayor Carrier, Mike Joyal, Councilor Nemeth, Ariel Hayes and Tess Beem. The event was followed by a workshop about indigenous people.

Denise and Paul Pouliot have proposed an idea for an indigenous garden – 350 blueberry bushes - which would be a living monument to the memory of those who were sold into slavery or killed in Boston, 13 years prior to the Cocheco retribution. The cost of the bushes would be paid by the Indigenous NH Collaborative Collective.

Representatives of this committee are interested in returning to the Arts Commission to discuss a marker for the waterfront park. Our previous visit was about six months ago. Mike gave an update on the timeline for the waterfront park.

Correction to minutes: With regard to old business, the conversation with the Arts Commission refers to a monument, not marker, and is not necessarily related to the waterfront park.

8. REVIEW & DISCUSS

Proclamations Request - Committee members discussed additional proclamation requests. We have created our own recommendations, which will be voted on at our December 15 meeting and forwarded to the City Council with our final report. Tess will forward the list to all committee members prior to the December 15 meeting. We will remind others that all citizens can request proclamations of the City as appropriate. This committee does not wish to gatekeep the proclamations process.

Final Report & Recommendations for City Council – The draft of a final plan could not be reviewed as materials weren't shared for this meeting. Committee members are encouraged to follow through on key tasks even if they aren't able to attend a meeting, so that discussions can continue in a timely fashion.

Jill will follow up with Lina and Cora about getting the draft goals, accomplishments, etc. finalized and sent to the committee this week for review and discussion at the December 15 meeting.

Tess summarized two open questions pertaining to the scope of this committee. Should we become the Diversity, Equity and Inclusion Committee, or remain the Racial Equity and Inclusion Committee? Also, is our scope limited to municipal operations or do we also engage in the broader community?



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Linnea looked into the variety of ways that municipalities and government organizations name their committees. Diversity, Equity and Inclusion is common. Committee members discussed how to ensure that race is centered in whatever we call ourselves. Linnea and Ariel will work on a revised statement of purpose to ensure that race is emphasized. This draft will be sent ahead of time for a vote at the December 15 meeting.

Do we have capacity for fuller public engagement? Probably not, but we can consider ways to bridge, collaborate, co-host, boost, and share information. We can engage beyond municipal operations by supporting the work of other groups. We will discuss further at the December 15 meeting.

There was some discussion of whether we can request funding for staff capacity, and additional discussion about whether and how to welcome young people to this committee.

We look forward to a fuller conversation with Dr. Harbron and Dr. Boston and members of the Equity Vision Keepers committee about how to strengthen collaboration.

9. OTHER BUSINESS

Housing First educational forum on December 8.

10. ADJOURN

Meeting was adjourned at 8:29 PM.