



CITY OF DOVER

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

Meeting Type: **Regular Meeting**
Meeting Location: **Room 305, McConnell Center**
Meeting Date: **Thursday, December 15, 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 7:02 PM

2. ROLL CALL

Present: Kathleen Blake, Tess Beem, Jill Braceland, Ariel Hayes, Maggie Fogarty,
Linnea Nemeth, Emma Gelinis, Lina Shayo, Cora Quisumbing-King, Lauren Conley

Also present: Mike Joyal

Regrets: Luz Bay

3. LAND ACKNOWLEDGMENT

Kathleen read the Land Acknowledgement.

4. APPROVE MINUTES

Committee members unanimously approved the minutes from the December 1 meeting,
with two corrections:

The person who expressed opposition to the historical content for the Waldron marker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

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.

5. CITIZENS FORUM

No citizens were present.

6. CURRENT EVENTS

Tess has just learned that she will be moving out of Dover very shortly, to midcoast
Maine. She will submit her resignation in a letter to Mike Joyal. Committee members
expressed gratitude for Tess's work on this committee and her contributions to the Dover
community, and noted that this is the second community member to relocate out of the
area due to housing needs.

We discussed an effort by some in Dover to ban from the public library books that
include LGBTQ+ narrative. Does this committee wish to make a statement? We will add
this item for discussion at our January meeting to consider a response.



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7. REVIEW & DISCUSS

→ **Final Report & Recommendations for City Council –**

With regard to our scope, the group discussed at the December 1 meeting the possibility of removing ‘racial’ in the committee name and adopting a broader focus of ‘diversity.’

Kathleen shared her perspective as a BIPOC committee member that adding more concerns will water down our work. She shared that this committee has yet to live into the fullness of our mission, including listening sessions with community members. She does not feel that we can do the work we were organized to do if we broaden our focus.

In response to concerns expressed that ‘racial equity’ as our focus would put other issues of oppression outside of our scope, Lina shared that it isn’t correct to say that racial equity doesn’t include other oppressions. We can hold the complexity while remaining focused on racial equity.

Emma agreed, emphasizing that racial equity requires intersectionality.

Maggie expressed her appreciation for this further discussion and agreed that the focus should remain on racial equity.

Tess explained that the December 1 discussion was intended for greater inclusion, but this conversation is bringing clarity. We can and should consider how non-committee members will understand us.

→ **DEI Context Statement (Ariel) –**

Current version: *"The City Council and the City of Dover are committed to eliminating systemic racism and building a stronger community that is safe and welcoming for all people. The City is also committed to being inclusive, representative, and responsive to historically underrepresented and under-served communities, particularly communities of color, immigrants, and refugees. That commitment extends to all City of Dover departments and functions. The City Council's creation of the Committee for Racial Equity and Inclusion is a step in assisting the City of Dover in fulfilling its commitment by conducting a systematic review of municipal operations and creating actionable items for the City of Dover to execute."*

After additional discussion, committee members voted to keep the committee name and scope as is, with Lauren voting ‘no.’

→ **2021 Annual Report Updates/Suggestions (Jill, Lina) –**

We are updating the 2021 report while maintaining the format/structure/categories.

The template for our report is the 2021 report, but correction should be made to this error: “Recommend the reading of the Land Acknowledgement and the presence of the

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head speakers of the Wabanakis Cowasuck band of the Abenaki-Pennacook at key Dover 400 events.”

The written report will be cumulative. The presentation will highlight 2022 accomplishments.

Mike explained that our report can simply be the PowerPoint to the Council, “here’s what we did, here’s what we still want to do, and we recommend being made a formal committee.”

Committee members offered clarifications, corrections, additions to the draft document:

Accomplishments
Add “European” before settlement in Dover 400 FB page.
Recommended Dover support oppose HB 1476 and SB 294 – two anti-bail reform proposals
Finalize Flag Policy and proclamation dates – presented to Council – when? City council approved flag policy.
First plaque installation is scheduled for???
On-going negotiations partnership - Library 400 Committee - School Board - Woodman Museum
Land Acknowledgement read outside of CREI – at several venues, including Veterans anniversary, DALC anniversary, Indigenous Peoples Day, Memorial Day, Arts Commission meeting, and opening day at the school district.
Dover 400th committee added Land Acknowledgement to their home page.
Indigenous monument - negotiations now with Council - Contact with Arts Commission - Sponsors for monument identified
More related to accomplishments: list all of the flags and proclamations, plaque dedication, funding for programming from the Humanities Council as sought by Mike Joyal. Add City’s Indigenous Dover webpage.
Approved: CREI will disavow any stories or created material that are not historically accurate.
Note progress with Woodman Institute.



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Met with Chief Breault who spoke to the recommendations. (Look to debrief minutes to see what the recommendations were for following up.)

Training Project: Initial contact made – no follow-thru

Advocated for key steps with Cemetery committee re: Indigenous people and DAR

Title search completed for cemetery.

Connection to Appointments committee made

Representation on Visioning Committee for Master plan.

Recommendations

Revamp application process. **Formalize the data collection and equity approach for the appointments committee. And add a step that committees are aware of interested people.**

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 City Council meetings **and all significant events in the City.**

City of Dover should acknowledge explicitly that the 400th anniversary is about colonization.

Add “European” before settlement in Dover 400 FB page.

Each municipal department should identify and implement DEI goals.

~~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 in such a way to reflect European settler history.**

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



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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 Equity Vision Keepers
Continue working with library
Continue working with the Vision Chapter of the City's Master Plan
Determine who manages Immigration Park
Clarify opportunities for collaboration/engagement with the Police department
Expand connection made with the Appointment Committee
Clarify work plan project
Invite department heads to share perspectives on diversity
Review City's diversity training.

Linnea will finalize the key points and pass them to Colleen who will prepare the PowerPoint. We'll ask Colleen to use a different color for 2022 so that the updates are clear.

When describing accomplishments, we should name the potential for impact.

→ **Schedule of Proclamations (Tess)**

Tess added the suggestions from our September meeting. We will submit with our recommendations to City Council with the final report.

→ **Final Draft Next Steps**

Linnea will share language with Colleen who will make the PowerPoint, and share it with the committee by January 6 for feedback to Lina no later than January 11. Lina will communicate final changes to Colleen.

January 25 – Lina presents report to City Council. She should prepare for a 10-minute presentation, followed by 10-15 minutes for discussion.

February 8 – City Council takes up consideration of our recommendations.

8. OLD BUSINESS

This agenda item - LA/IPP Marker Updates (Kathleen) – will be carried over to the January meeting agenda.



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9. OTHER BUSINESS

This agenda item - Major Waldron Historical Marker follow up (Councilor Nemeth) – will be carried over to the January meeting agenda.

10. ADJOURN

Jill made a motion to adjourn at 9 PM, seconded by Cora, approved unanimously.