



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, January 26, 2023**
Meeting Time: **7:00 PM**

Regular Members: 9

Luz Bay; 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

Sophia Robinson

1. CALL TO ORDER

The meeting was called to order at 7:08 PM

2. ROLL CALL

Present: Kathleen Blake, Jill Braceland, Maggie Fogarty, Linnea Nemeth, Lina Shayo, Cora Quisumbing-King, Lauren Conley, Luz Bay, and Sophia Robison (new)

Also present: Mike Joyal

Regrets: Ariel Hayes, Emma Gelinas

3. LAND ACKNOWLEDGMENT

Luz read the Land Acknowledgement.

4. APPROVE MINUTES

Committee members approved the December 1 and December 15 minutes without objection.

5. CITIZENS FORUM

No citizens were present.

6. CURRENT EVENTS

The Land Acknowledgement plaques have arrived. Mike brought one to show to committee members. They look great and are very heavy.

Lina reported on her January 25 presentation to the City Council on behalf of this committee. The report was well-received. The next step is that the ordinance subcommittee will consider our request to become a standing committee and will make a proposal to the Council. It is possible that the Council will consider this proposal in February.

There was some discussion as to the next steps with regard to the recommendations included in our final report. Who is responsible for their implementation and monitoring? Some will be addressed by the Council and others by the City Manager. What is this committee's role with regard to these recommendations now that we have presented them?

Cora urges us to be attentive to where these recommendations go. Some follow-up will be internal and some externally reported. Linnea says it will be good to map these out



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once we are a standing committee, and we can create an implementation plan for the recommendations and the goals.

We welcomed Sophie Robison as a new member to this committee. She moved to NH more than 18 months ago from Pittsburgh, PA where she worked in municipal government. In addition to this committee, she will also be serving on the county planning board.

7. OLD BUSINESS

Lina asks committee members to consider serving as co-chair. We will finalize this decision once we are a standing committee.

Given Tess' departure, we seek a new representative to the ad-hoc visioning committee for the City of Dover master plan. Linnea, who is also on the committee, invites committee members to consider serving in an ambassador role. The next meeting is February 9, 6 PM to 7:30 PM, online. More information here:

<https://www.dover.nh.gov/government/city-operations/planning/master-plan/distinctly-dover/>.

Register here:

https://docs.google.com/forms/d/e/1FAIpQLSdHyF4PA0O0yHXB8a_127A4sVke-6nV4WKEsYxv807YWlINlw/viewform

Lina shared an invitation for committee members to attend a February 9 networking forum hosted by the Juvenile Justice Reform Commission's Subcommittee on Ethnic and Racial Disparities. From the invitation: "These quarterly forums are intended to foster collaboration between agencies and teams in New Hampshire who are working on common goals. The group mission is to prevent the disproportionate entrance into the juvenile justice system of any underrepresented population, ensure equal access to programs and treatment for all populations, and ensure equal opportunities for all youth involved in the juvenile justice system regardless of race, gender, identity, sex, ethnicity, or socioeconomic status." The forum will take place at the NH Fire Academy in Concord, from 5 PM to 7:30 PM. Register here: <https://forms.gle/33GubFJksjJ5h9w2A>.

Mayor Carrier shared an email inquiry from a man who had previously applied to be on this committee and asks to be considered again. Lina asked Councilor Lindsay Williams, who is on the Appointments Committee, to share his application. Members discussed whether living or working in Dover is a requirement.

Negotiations on the Waldron marker have reached an acceptable conclusion. The accurate history has been agreed upon and now the matter proceeds according to the state process for approval and implementation. The Indigenous NH Collaborative Collective will fund the marker.



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Maggie and Ariel continue to facilitate the Equity Vision Keepers process to create an equity plan for the Dover School District.

Racial Unity team has reached out to the school district to seek collaborations. They created an exhibit at the Dover Library. This is a statewide group, which originated in Exeter with a focus on schools and students.

Committee members are interested in continuing the conversation with the Arts Commission about a memorial for 350 indigenous people who were kidnapped and enslaved. We would like to invite a commission representative to join us for our April meeting.

At the February meeting, we will discuss future goals, priorities, and an implementation plan for our work. Linnea will forward the current version of the action planning document so that we can cross reference it with the final report. We will also discuss invitations for future meetings.

8. OTHER BUSINESS

Luz Bay plans to resign from the committee once we transition to a standing committee. Lauren will be resigning from the committee in a few months because her family is moving to Seattle.

Kathleen Blake mentioned that we do not have a Hispanic committee member and expressed the value that this representation would bring. All committee members are asked to do outreach to prospective members from diverse community groups. Committee members discussed whether there might be multicultural events included in the celebrations for the Dover 400th. The event calendar is on the 400th website. The 400th committee is encouraging community groups to create other opportunities to lift up stories of Dover's history, including slavery, abolition, civil rights, etc. Others' events can be co-branded with the 400th committee. Do we want literature to distribute at these events? Linnea will ask for a more detailed calendar to the February meeting so that we can consider where and how to utilize these opportunities to further our committee goals. There will be a proclamation for Black History month to be read in February. Mike Joyal will remind the mayor of the upcoming proclamation. Do we want a new proclamation or is it reused? Linnea says typically reused but updated to reflect current themes. We'll review upcoming proclamations and flag raisings each month at our meeting.

9. ADJOURN

The meeting was adjourned at 8:55 PM.