

Committee Purpose: Review Data, hold Listening Sessions, Develop an initial action plan outlining EXISITING & NEW steps to be taken to work to eliminate any relics of systemic racism in municipal operations, including boards and commissions, and Foster a welcoming and inclusive environment for all.						
Goal/Action Item		Priority	Responsibility	Status	Owner	Next steps
Goal 1: Municipal Operations						
Goal 1.1	Review and address city employment training and recruitment practices					
Goal 1.1.1	Add an option for employees and applicants to self-identy as non-binary.	Low	Executive	Not Started		
Goal 1.1.2	Implement a formal DEI training for city staff.	High	Executive	Not Started		
Goal 1.1.3	Set goals for workforce diversity and establish an action plan for meeting these goals.					
Goal 1.1.4	Provide feedback/training to applicants who are not hired on ways they can improve their candidacy.					
Goal 1.1.5	Revise EEO statement so that it is more welcoming to prospective employees.					
Goal 1.2 Collaborate with Departments to review City data and make recommendations.						
Goal 1.2.1	Request each department to initiate and implement DEI Goals. Recommend using the MA Municipal DEI Guide.					
Goal 1.2.2	Encourage and educate where needed appropriate response to mental health.					
Goal 1.2.3	Encourage City [Council] to read land acknowledgment at all Council meetings and significant events.					
Goal 1.2.4	Review historical information on Dover Library website for inaccuracies and make recommendations for updating.					
Goal 1.2.5	Collaborate with Equity Vision Keepers and Project DREAM in Dover School District.					
Goal 1.2.6	Review parks, signs & memorials for					
Goal 1.3 Form partnerships and recommendations for Boards & Commissions.						
Goal 1.3.1	Revamp the Volunteer Application to collect more demographic data.					
Goal 1.3.2	Formalize and equitable approach to recruiting and appointing candidates.					
Goal 1.3.3	Collaborate with Arts Commission on equity and diversity in public art including an Indigenous Marker.					
Goal 1.3.4	Invite chairs and speakers from boards and commissions to attend and speak with Committee.					
Goal 1.4 Improve Outreach and Coordination with underserved populations.						
Goal 1.4.1	Provide better access to the city website for information on ward elections, employments opportunities, and volunteering.					
Goal 1.4.2	Explore how to provide disaggregated demographic data on survey results.					
Goal 1.4.3	Increase ways to reach underrepresented groups.					
Goal 2: Community Building						
Goal 2.1	Establish outreach beyond municipal entities, such as the Children's Museum, DALC, and the Woodman Museum to understand how they are supporting racial equity.	Medium		In Progress		
Goal 2.2	Create two way communication with the public through listening sessions and surveys.	High	CREI [NH Listens] Chamber of Commerce Community Groups	Not Started		Gather Concord Love Your Neighbor questions and template.
Goal 2.3	Collaborate with other City Committess and local groups on racial equity and inclusion.	High		In Progress		Cemetary, Arts, Police, Conservation, Library, School
Goal 2.4	Explore diversity training opportunities with the Chamber of Commerce & Members to expand impact of mission and goals.	Low		Not Started		
Goal 2.5	Create an inventory of resources and groups available to respond to incidents in our community.	Medium		Not Started		Established an informal process from an incident(s) at Woodman Park. Does the school have resources we could tap into?
Goal 3: Define and work on committee structure and internal work.						
Goal 3.1	Obtain formal staff support to assist in DEI related efforts.					

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Goal 3.2	Hold yearly goal planning and implementation sessions.					
Goal 3.3	Establish system for tracking accomplishments to benchmark efforts and provide transparency to community.					
Goal 3.4	Encourage diverse representation on Committee, continuing to recruit and seek partners.					
Goal 3.5	Report and discuss upcoming city resolutions that could disproportionately impact marginalized communities.					
Goal 4: Indigenous People's Project						
Goal 4.1 Land Acknowledgement						
Goal 4.1.1	Integrate reading land acknowledgement at the opening of city council meetings and key city events.		CREI			
Goal 4.1.2	Install and maintain land acknowledgment plaques in municipal buildings.		School Board			
Goal 4.1.3	Create a permanent [monument] to recognize Land Acknowledgement.		CREI Arts Commission			Invite Arts Members to attend [September] to help facilitate conversations.
Goal 4.2 Recognize historical inaccuracies and implement methods to educate the public.						
Goal 4.2.1	Acknowledge explicitly that '400th' Anniversary is the anniversary of colonization.					
Goal 4.2.2	Invite the head speakers of the Cowasuck band of the Abenaki-Pennacook to speak at key events for Dover 400th.					
Goal 4.2.3	Research the Second Street construction site as a potential Native American memorial site.		CREI Heritage Commission			
Goal 4.2.4	Rename 'First Settlers Burial Ground' to 'First European Settlers Burial Ground'.					
Goal 4.2.5	Continue discussions with Dover Public Library on their efforts to ensure that the public are aware pf resources that provide accurate Indigenous People History.					
Goal 4.2.6	Implement natural monument to honor the deaths of Indigenous People.	High				Invite the Pouliots to speak about the project
Goal 4.3 Ensure sustainability of goals of Indigenous People's Project through educational institutions, public installations,						
Goal 4.3.1	Continue discussions on establishing indigenous foraging rights for food and medicinal plants on dover city					
Goal 4.3.2	Identify sponsors for Indigenous People's Monument and form a committee.					
Goal 4.3.3	Continue conversations with the Woodman Institute about accurate Indigenous People history.					