



CITY OF DOVER

COMMITTEE FOR RACIAL EQUITY AND INCLUSION – APPROVED MINUTES

Meeting Type: **Regular Meeting**
Meeting Location: **Council Conference Room, City Hall**
Meeting Date: **Thursday, October 26, 2023**
Meeting Time: **7:00 PM**

Regular Members: 9

Kathleen Blake; Whitney Carrier; Jennifer Ceide, Cora Quisumbing-King; Lina Shayo; Tamara Whittman Councilor Linnea Nemeth, City Council Ex-officio; Maggie Fogarty, School Board Ex-Officio;

Alternate Members: 2

1. CALL TO ORDER

Kathleen Blake called the meeting to order at 7:00 PM..

2. ROLL CALL

Present: Kathleen Blake, Linnea Nemeth, Maggie Fogarty, Cora Quisumbing-King, Whitney Carrier, Jennifer Ceide, Tamara Whittman

Also present: Susan Kelsch, City of Dover Cemetery Board

Regrets: Lina Shayo

3. LAND ACKNOWLEDGMENT

Cora read the Land Acknowledgement.

4. APPROVE MINUTES

The committee unanimously approved the September 28 minutes without changes.

5. CITIZENS FORUM

No citizens were present.

6. CURRENT EVENTS

There is a City Council candidate forum on October 31 hosted by the Dover Chamber of Commerce.

7. UNFINISHED BUSINESS

Cemetery Committee – Linnea, Kathleen

Susan shared a brief background about the Roberts cemetery. A few years ago, the Daughters of the American Revolution wanted to post a sign for the “First Settlers Burial Ground.” Our committee had objected to the name due to the erasure of the history of prior (indigenous) settlements. The City Council tabled the DAR proposal and investigated the ownership of the land. The Roberts family had donated at least half the land. Read more here. There were no records of who currently owned the land, and no

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one with a claim could be found, so the City determined it to be abandoned. This gave the City the right to take ownership.

The Cemetery Board voted at their last meeting to rename the cemetery the Roberts Cemetery.

Our committee was concerned to know whether the Roberts family had owned enslaved people. Linnea reached out to City Manager to ask for information. Linnea suggests a multi-stakeholder meeting with various parties including the Heritage Commission, the Cemetery Board, the Black Heritage Trail, and the DAR. This could be a good subject for a workshop with an opportunity for public comment.

Conservation Commission – Kathleen

Kathleen gave the background about the effort to give Indigenous people the right to forage on conservation land in Dover, as an acknowledgement that this is unceded land and that a debt is owed to original peoples. Kathleen shared a draft resolution written by the City Attorney and the Dover Conservation Commission and offered her observations about where it needs to be strengthened.

First issue – “Public foraging rights.” This misses the point that this proposal is intended to acknowledge Indigenous peoples’ rights to forage on these lands.

Second issue – Section E. How does this facilitate an improved understanding? Also, some might not want to share. How are those who are foraging supposed to be able to teach anything about Indigenous history? Kathleen proposes striking Section E.

The commission awaits our feedback and is open to making edits based on our feedback. The City’s concern is to not be accused of excluding other people.

We looked at the Durham resolution (here). We could add “unceded” and “recognizing historical mistreatment.”

Whitney and Tamara will draft revised language. Linnea suggests reaching out to Councilor Williams who is the Council liaison to the Conservation Commission.

8. NEW BUSINESS

Introductions of new members – We welcomed new committee members, Jennifer Ceide and Tamara Whittman.

Cora asks that committee members receive the applications for new members and that they receive ours ahead of their first meeting.



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We introduced ourselves to each other, identifying ourselves in terms of our race and ancestry.

Flag Policy – Kathleen asked why the Pennacook flag was not flown at City Hall on Indigenous Peoples Day. Linnea shared that it appears to have been an oversight. Linnea will follow up to find out whose responsibility this is. The City has been gifted two Penacook flags in recent years.

Linnea reminded members of what the policy currently says. This committee recommended specific flags for specific days. People can also make individual requests. Cora asked whether it is realistic to expect the City to track all of this.

Regarding the missed opportunity for Indigenous Peoples Day, would we want to ask the Council that the Pennacook flag be flown during November, such as on the National Day of Mourning? November is Native American Heritage Month. Whitney and Kathleen would like to reach out to the tribal leaders to get their guidance. The next City Council meeting is November 8; Linnea will make sure this is on the Council agenda if the tribal leaders and our Indigenous committee members agree to request that the flag be raised in November.

9. REVIEW & DISCUSS PENDING PROJECTS

Implementation Plan – Linnea provided background regarding the implementation plan which elaborates our goals, subgoals etc. according to our vision and purpose. We note that new members need to receive the implementation plan; Linnea will send this out to all committee members.

Linnea shared demographic information for Dover and surrounding towns. She will share this information with committee members via email.

Maggie gave background about the conversation with Michele Holt-Shannon and the 'homework assignment' of interviews with BIPOC people in Dover as a practice for engaging people directly to learn more about their experiences living and working in Dover.

Cora shared her experience with these interviews, as well as her concerns including raising hope/expectations for action. She has questions following this exercise: Are these answers different from non-BIPOC people? What are the trends and themes that emerge? What is our capacity and role to address the concerns that are identified?

Kathleen shared her experience talking to three people. All three said "when I walk down the street, I am different. There aren't many people who look like me."



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Linnea received similar feedback from people who moved here from locations with very different demographics, and who desire recognition of religious and cultural diversity.

Committee members discussed how we might measure what we learn from these conversations, “what we do with what we’re learning.” We have different perspectives about how to understand this exercise, but we agree to continue it as a practice of engagement. Maggie will reach out to Michele to share the update and inquire about possible next steps.

10. OTHER BUSINESS

Suggested new business for November- Preparing an end of year report for the City Council.

Cora commented that few people know what this committee does. We can talk to the City Manager about updating our webpage to include end of year reports. We should talk more about how our work gets included in City publications such as Dover Download and showcase opportunities for engagement.

Next meeting date: Given scheduling challenges for November and December, we will determine our next meeting date via email.

11. ADJOURN

The meeting was adjourned at 9:00 PM.