



**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, December 7, 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, Maggie Fogarty, Cora Quisumbing-King, Linnea Nemeth,  
Tamara Wittman, Jennifer Ceide

Also present: Colleen Besestte, Alice Wade, community member

### 3. LAND ACKNOWLEDGMENT

Cora read the Land Acknowledgement.

### 4. APPROVE MINUTES

The committee unanimously approved the October 26, 2023 minutes without changes.

### 5. CITIZENS FORUM

No one spoke.

Linnea noted a change in language regarding the public form at City Council meetings, with the guideline that the forum is for residents and business owners, as well as others with certain exceptions.

### 6. CURRENT EVENTS

Land Acknowledgement was read recently at a large gathering in NH; 400-450 people were present, including political people and BIPOC community members.

The Racial Unity Team is producing resources on the theme of belonging.

### 7. UNFINISHED BUSINESS

**Cemetery Committee** – They are meeting on 12/12. Linnea will attend to bring our concerns.



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**Foraging Rights** – Linnea received feedback on draft from City Attorney. Approved by Conservation Committee at their November meeting. Feedback we shared was heard and incorporated. It will go to next City Council meeting on December 13. (see latest draft in email). The prelude includes a statement of intent.

Discussion regarding E. We recommend adding the Durham language back in. Linnea will ask whether this would require that the matter to return to the Conservation Committee. Also, notify whom?

Add Wabanaki to the first whereas. Pennacook, Wabanaki, and Abenaki

Typo: in A, eliminate an extra “be”

Cora moves that we approve the foraging policy with the changes that we have discussed and ask Linnea to move it forward. Tamara seconded. Unanimously approved.

**Flag Policy** - We had approved the flag policy and schedule, but this isn't sufficient to ensure that the flag is actually flown. For the time being, we will need to remind the City Manager.

Where is the schedule for flags and proclamations? Linnea will send the schedule to the full committee and will ask that the lists be added to our webpage.

### 8. NEW BUSINESS

→ **Year End Council Report** – Linnea explained that it is good practice for boards and commissions to give a year end summary. This is an opportunity to lift up what we did and our goals. It doesn't have to be December; we could plan this in January when we review the implementation plan.

Last year's report can be the template. Linnea will look for these reports and share with the committee.

#### → **Outreach – CREI Engagement**

Cora shared her interview reports last month. She will share the form she developed for this practice. This is experimental. We were focused on the kinds of questions to ask. Kathleen had shared her reports verbally, not in writing.

Kathleen noted some interesting commonalities including reluctance to speak with people they don't know about sensitive information. People don't want to be offensive. Some committee members shared that this was a challenging experience. One person noted that “our discomfort is data as well.” We will continue to discuss methodology. It will be good for us to continue the conversation with Michele about how to clarify this practice and how to broaden it to be inclusive of community members beyond our personal relationships.

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Alice suggests a wider community forum with the theme of welcoming, or actively using our networks.

Is there a budget for this committee? \$10,000 in the City budget for DEIJB work. Fiscal year ends June 30, 2024.

Capacity limitations indicate that the City needs staffing for a sustained approach to equity work.

Maggie will arrange for a meeting with Michele to develop a plan for community engagement. Include Cora and Jennifer (and Tamara as backup).

We will discuss this in January and plan to use our budgeted funds before the end of the fiscal year.

Cora will forward all of her reports and the blank form. Maggie will forward to Michele H-S. Maggie will convey some of the feedback from this conversation.

Questions for consideration: How do we measure belonging? What does belonging mean to you? What if it isn't belonging that we want, but respect? And safety? How to build relationships and trust?

We will return to the sample municipal equity plans for future discussion and consideration.

**9. REVIEW & DISCUSS PENDING PROJECTS**

**Implementation Plan** – January meeting

**Equity Vision Keepers** – Maggie shared the plan and will send the Equity Policy. How do we connect our efforts? We can start by being curious about each other's work and learn from each other. Committee members are welcome to attend the Equity Vision Keepers meetings. Next one is February

**10. OTHER BUSINESS**

No other business.

**11. ADJOURN**

Without objection, the meeting was adjourned at 8:58 PM.