



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, February 22, 2024**
Meeting Time: **7:00 PM**

Regular Members: 9

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

Alternate Members: 2

Alice Wade, 1 vacancy

1. CALL TO ORDER

The meeting was called to order by Kathleen Blake at 7 PM.

2. ROLL CALL

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

Also present: Mike Joyal, City Manager; Heather Worrall, Human Resources Director

Regrets: Lina Shayo

Absent: Tamara Whittman, Jose Feliciano, Alice Wade

3. LAND ACKNOWLEDGMENT

Cora read the Land Acknowledgement:

4. APPROVE MINUTES

December 7, 2023, and January 25, 2024

Cora offered a correction to add “in New Hampshire” to the December 7, 2023 minutes.

Moved and seconded to accept the December 7, 2023 minutes as corrected.

Unanimously approved.

Moved and seconded to accept the January 25, 2024 minutes without changes.

Unanimously approved.

5. CITIZENS FORUM

None present.

6. CURRENT EVENTS

Committee members briefly discussed three legislative proposals related to Native American issues that are currently being considered at the NH State House.

At the last City Council meeting, a proclamation about Black History Month was read. It has been posted on the City website.

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For March, we request that a proclamation be read for Women’s History Month on March 13. Members are encouraged to attend. Linnea will invite the Women’s Empowerment Club at Dover High School to receive the proclamation.

7. UNFINISHED BUSINESS

Where does our committee belong? – Cora
We can prepare recaps/invitations as occasions arise and determine which ways to share information via City channels. Our annual reports to the City Council are posted on our webpage.

We will look at the 2023 report – when it is completed – to determine how public communication will help us to meet our goals.

We want to invite Michele back to share with her the reports from our pilot interviews and figure out some next steps together. It will help us to consider our methodology and scope. Maggie will invite Michele for April 25.

This form of activity is a welcoming act.

Mixed feedback from the exercise, especially for those who spoke to people with whom they did not have an established relationship.

Next steps – Linnea suggests we pull as a reference what the Master Plan survey process looks like, as well as sample DEI surveys.

Is there a way to partner with those in the City who are already gathering data?

Possible sources of data for our work:
Linnea will ask Erin Bassegio for feedback on the equity indicators in the visioning survey and share insights. [Read the report here.](#)

Cora will ask Carolyn Eastman for outcomes from the school strategic plan survey.

Whitney will ask about access to the Youth Risk Behavior Survey and share insights.

We can also look for equity related data in the national citizen survey. Cora and Jennifer will review and share.



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8. REVIEW & DISCUSS PENDING PROJECTS

We will include the implementation plan in the agenda items each month. And do a quick scan for updates/reminders.

9. OTHER BUSINESS

At our next meeting we will discuss DEI funding in the city budget and how best to utilize current funding in the current fiscal year.

10. ADJOURN

Kathleen moved to adjourn the meeting. Without objection.