



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, July 25, 2024**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

The meeting was called to order at 7:00 pm.

2. ROLL CALL

Present: Linnea Nemeth, Cora Quisumbing-King, Jennifer Ceide, Alice Wade, Whitney Carrier, Jose Feliciano, Maggie Fogarty

Also present: Heather Worrall, Director of Human Resources

Regrets: Lina Shayo

3. LAND ACKNOWLEDGMENT

Whitney read the Land Acknowledgement:

4. APPROVE MINUTES

The June 27, 2024 minutes were approved, with minor corrections.

5. PUBLIC FORUM

No members of the public were present to speak.

6. IMPLEMENTATION PLAN

Our work as a committee will be guided and expressed in the implementation plan.

There was some discussion of how to share the implementation plan with the public, and how best to support committee members to work on the plan between meetings. Linnea will provide clarification about how to have a working document and an appropriate public-facing document. Perhaps if we post a revised draft each month with the minutes, we can work on it together between meetings.

At this meeting, the implementation plan was updated in accordance with recommendations from the June meeting.

After some discussion, committee members agreed that this committee should meet more frequently. Jennifer moved to establish twice-monthly meetings to be held on the 2nd and 4th Thursdays of each month, from 7 PM to 8:30 PM. Following a second by Cora, the motion was unanimously approved.

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Committee members will propose redlined changes to the operating rules and give to Linnea for approval by the City Council and posting. Quorum and notification requirements will continue to apply.

The agenda for the August 8 meeting will be focused on the implementation plan.

7. CURRENT EVENTS

Cora recommended that committee members review a recent white paper from NH Businesses for Social Responsibility: Measure What Matters .

Alice shared that Governor Sununu recently signed three anti-transgender bills into law, and vetoed one. Read more here.

On July 3, the governor signed HB 1169, creating a private cause of action for discrimination based on hairstyles relative to a person's ethnicity. The law is known nationally as the Crown Act.

In light of the City Council’s approval of a ceasefire resolution in April 2024, committee members noted that Vice President Harris recently called for a ceasefire, and US Senator Jeanne Shaheen joined nearly 100 Congressional colleagues who refused to attend Israeli PM Benjamin Netanyahu’s speech to Congress on July 24.

8. UNFINISHED BUSINESS

Conversation with Ryan Pope – Following consideration of the survey items, where access to affordable housing was flagged, Jose asked to meet with Ryan Pope, Housing Navigator for the City of Dover. Ryan’s background is in transitional and affordable housing. During the meeting, Ryan mentioned the possibility of a seat for a representative from this committee on the Ad-Hoc Committee to Address Community Housing Needs. He is very open to ongoing communication and connection. Jose and Alice will attend their next meeting, on the 4th Thursday, 5:30 PM to 6:30 PM.

Cemetery Board-Cemetery Naming -Cemetery board acknowledged that we approved the naming of the Thomas Roberts Cemetery. The City Council will finalize at next regular meeting on August 14. Maggie will connect Jeremiah Dickinson, clerk of Dover Friends Meeting, with the chair of the Cemetery Board to discuss him speaking at the citizens forum on August 14 with regard to Thomas Roberts and the Quaker women who were driven from Dover. ([Read more here.](#))

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9. NEW BUSINESS

Annual voting of: Chair, Vice Chair, Secretary -Alice nominated Jose for chairperson. Jose accepted. Maggie nominated Alice for vice-chairperson. Alice accepted. Maggie agreed to continue as secretary. Committee members unanimously approved the slate as proposed by Linnea and seconded by Cora: Jose as chairperson, Alice as vice-chairperson, Maggie as secretary.

Recommend Alice from alt to regular member – This action was taken in June.

Alternate Committee Structure – Cora invited the committee to consider whether this committee could function as an advisory body for the City’s Human Resources department, similar to the McConnell Center advisory committee supports the work of the director. Such a model would demonstrate a focus on City operations, although this committee also focuses on the broader community. It is possible that this committee would recommend the hiring of a DEI Director, and then this committee would become an advisory body for that director/department.

We can consider this proposal as we work through the implementation plan and imagine other ways of being. We might revisit our mission and vision as well to reconsider scope. We can lead with our implementation plan and let it guide our consideration about our form.

Agenda items for next meeting: Implementation plan and a conversation about committee structure that aligns with goals.

10. REVIEW & DISCUSS PENDING PROJECTS

2023 National Citizen Survey – Discussion took place at the June meeting.

11. OTHER BUSINESS

Cora asked for minor corrections to the 2023 annual report. Linnea will finalize and send to the City Council.

Alice and Maggie will not be present at the August 8 meeting.

12. ADJOURN

The meeting was adjourned by the chair at 8:48 PM