



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

1. CALL TO ORDER

José called the meeting to order at 7:01 PM.

2. ROLL CALL

Present: José Feliciano, Jennifer Ceide, Cora Quisumbing-King, Maggie Fogarty and Alice Wade

Also present: Heather Worrall, Director of Human Resources
Regrets: Whitney Carrier, Linnea Nemeth

3. LAND ACKNOWLEDGMENT

Cora read the Land Acknowledgement:

4. APPROVE MINUTES

Jennifer moved to approve the July 25, 2024 minutes. Cora seconded. Unanimously approved.

5. PUBLIC FORUM

No citizens were present.

6. IMPLEMENTATION PLAN

There is some discussion about managing plan updates and edits. A subcommittee met two weeks ago and focused on updating one goal. Jennifer reviewed the work done on August 8.

A suggestion was made to rename the 'Priority' column to 'Effort/Impact.' Low effort/high impact would indicate work that should be taken up first. We can try this approach and then review.

Cora requested that the action items that pertain to each goal be renamed as 'Actions' rather than 'Goals.'

Committee members are requested to review the updates that have been made to Goal

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1.1 and to add comments or questions for further discussion.

We reviewed and updated Goal 2. We will continue with Goals 3 and 4 at our next meeting

7. UNFINISHED BUSINESS

Heather reported on conversations with Department heads with regard to Municipal Operations goals with regard to racial equity and inclusion.

Dover Fire Department has expressed a desire to understand and meet a broad range of needs in the community. The fire chief is currently on leave; leadership transcription is underway.

The Recreation Department’s goal is to ensure that programs are varied, accessible and have broad appeal. That director is new as well.

The Dover Police Department is an accredited agency with many standards to which they are accountable. Heather shared an extensive list of actions taken by the department to analyze data, assess performance, train personnel, connect with members of the public, expand diversity of staff, and expand staff capacity to address needs of vulnerable populations.

Dover Library is working on a diversity audit to ensure that the collection reflects the diversity in our community by utilizing recent census information. They host the annual reading of the Fredrick Douglass speech, and installed a story walk at Henry Law Park featuring children’s stories with an indigenous theme. They host book groups with diverse themes and focus. Staff have received training from the Affirming Spaces project. They host a weekly ‘all abilities’ club for adults of all abilities.

Community Services (Public Works) has a goal to improve public accessibility for all city services including regulatory compliance, conditions assessments of roads and sidewalks, ADA self-evaluation, and to host neighborhood meetings to inform the transportation plan.

To be deferred to the next meeting:

- a. Complete Redline to Operational Rules reflecting new cadence of meetings.
- b. Discuss alternate structure for the committee.
 - What could it look like and why would that be the optimal structure?
 - Do we increase the value that we add to the Municipality DEI initiatives?

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- How would we transition and when would it be adequate to change?
- c. Discuss format for reporting to Dover Government
 - Is this the best format to report to Dover Government?
 - How do we tie our work to existing KPI's used by Dover Government?
- d. Discuss strategy on how to interact with the Housing Committee and agree on next interaction with the Housing Navigator.
- e. Discuss the role and presence of the Committee:
 - How do we increase our circle of influence within Dover?

How do we establish working relationships with other Committee's to benchmark practices and create synergies?

8. NEW BUSINESS

Membership - Members are encouraged to invite additional community members to consider applying for membership on this committee.

José shared that he noticed a post on an ‘unofficial’ Dover Facebook group that mentioned the possibility of discriminatory treatment during the voter registration process. The individual felt that additional citizenship documents were being requested beyond what is required. Heather will follow up with the resident and the City Clerk to ensure that accurate information is being shared with the public.

9. ADJOURN

The meeting was adjourned at 8:30 PM.