



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, September 12, 2024**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

The meeting was called to order 7:20PM

2. ROLL CALL

Present: Alice Wade, Cora Quisumbing-King, Whitney Carrier, José Feliciano
Also present: Heather Worrall, Director Human Resources
Regrets: Jennifer Ceide, Maggie Fogarty, Linnea Nemeth

3. LAND ACKNOWLEDGMENT

Whitney read the Land Acknowledgement

4. APPROVE MINUTES

Approved Minutes from meeting held on Thursday 22-Aug-2024, no corrections needed

5. PUBLIC FORUM

No citizens were present.

6. IMPLEMENTATION PLAN

Completed Review of sections 3 & 4 of Implementation Plan. This ensured relevance of goals/tasks and accounted for comments and inputs provided in previous meetings.

- a. Reviewed Operational Rules, no need to update document with new cadence of meetings. Document has general statement that is applicable. Website needs meeting schedule to be updated.
- b. Agreed to keep format of 2023 annual report.
- c. Discussed alternate structure for the committee. Agreed that our current format is adequate for the kind of work that we are doing. Agreed that the implementation plan will help us define any changes needed and will re-evaluate as needed.
- d. Re-capped the findings from social media posting on registering for voting at City Clerk's office. Heather confirmed that issue was already addressed by the City Clerk Office. Root causes were a new employee whose first language was not English, lack of training, confusing form. Dover Government Administration is confident issue is resolved and was not racial profiling.



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Open Actions Items:

- a. Heather to find out who owns or manages the Immigrants park.
- b. Alice follow up with email to Heather to update website meeting schedule.
- c. Cora to reach out to the Woodman Museum Administration.
- d. Whitney to reach out to the Dover Library.

7. NEW BUSINESS

Cora highlighted about the diversity observed amongst the Dover Police Department. Heather commented on other details around staffing diversity of the Dover Police Department.

Alice had shared a video around 3rd spaces, the group presented their take-aways and why this is a relevant topic for Dover.

8. ADJOURN

The meeting was adjourned by the chair at 8:43 PM