



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 26, 2024**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

The meeting was called to order 7:03 PM

2. ROLL CALL

Present: Alice Wade, Cora Quisumbing-King, Ebenezer Yeboah, Jennifer Ceide, Linnea Nemeth

Also Present: Heather Worrall, Director of Human Resources.

Regrets: José Feliciano, Maggie Fogarty

3. LAND ACKNOWLEDGMENT

Cora read the Land Acknowledgement

4. APPROVE MINUTES

Approved meeting minutes from September 12, 2024. No corrections were needed.

5. PUBLIC FORUM

A new member was welcomed, and each member shared their background and connection to racial equity and inclusion regarding Committee work.

Ivory Parker - Guest

6. IMPLEMENTATION PLAN

An overview of the completed work was reviewed, and members reported on follow-up.

Follow-Up Reports

- ♦ Heather - Immigrant Park is owned and kept by the City. The park honors Dover citizens who add diversity to the city.
- ♦ Alice - The City website has been updated to reflect the committee's new meeting schedule.
- ♦ Cora - Woodman Museum meeting was held. Meeting notes are attached for review. Future collaboration, as it relates to shared goals, will be pursued as opportunities arise.

 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 26, 2024 Meeting Time: 7:00 PM
---	--

7. NEW BUSINESS

Add a short committee orientation as an agenda item for a future meeting.

The Committee would like to interview the Greater Dover Chamber of Commerce in a manner similar to how the Woodman Museum was engaged.

Questions to explore

How should we recognize and track Heritage Months and Identity Recognition Days?

Upcoming months include:

- ♦ Hispanic Heritage Month (September 15 - October 15)
- ♦ Filipino American Month (October)
- ♦ Coming Out Day (October 11)

8. UNFINISHED BUSINESS

a - b

Agree on a date and high-level agenda for a visit with Chris Parker and review the Implementation Plan, prioritize those with implications for the Planning Department. Summarize actions in preparation for meeting with Chris Parker.

Discussion

Chris Parker oversees strategic planning. The committee is considering a strategic conversation meeting on Nov 14 or Dec 12. Both dates will be offered as meeting options.

At this proposed meeting, the committee will gather information on what Parker’s office is focused on through their perspective. The committee will also share current work to then gather feedback.

Heather will collect Committee questions for review and finalization. Heather also shared the overview and focus of our meeting with Chris Parker as a preliminary step.



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 26, 2024**
Meeting Time: **7:00 PM**

In connection with this item, additional actions were added to the Implementation Plan under goal 1.3, which includes housing.

c. Discuss the strategy for interacting with the Housing Committee and agree on the next interaction with the Housing Navigator.

Discussion

Insight will be sought from Chris Parker's team to strategize.

d. Discuss the role and presence of the Committee

- i. How do we increase our circle of influence within Dover?
- ii. How do we establish working relationships with other committees to benchmark practices and create synergies?

Discussion

These will remain as guiding questions as we carry out our work.

9. REVIEW AND DISCUSS PENDING PROJECTS

No discussion

10. CURRENT EVENTS

a. New law requires that NH cities and towns rename Indigenous Peoples Day to Columbus Day. Dover City Council has already taken action to comply with the new law.

Discussion

Indigenous People's Day can continue to be acknowledged. At the upcoming City Council meeting on October 9th, the Land Acknowledgement and Indigenous Proclamation should be read.

b. The committee will ask Whitney to communicate with the Public Library regarding Native American Heritage activities.

 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 26, 2024 Meeting Time: 7:00 PM
---	--

11. OTHER BUSINESS

a. Cemetery Naming Initiative
The City Council meeting will be held on October 9th. The meeting agenda will be published the Friday before the meeting is held. The cemetery naming may be an item on the agenda--this will be confirmed. The Committee is encouraged to attend and perhaps speak to the process. Linnea will be leading the conversation.

- Pending approval, the committee offers the following recommendations:
- History of Thomas Roberts in press release
 - Public facing record of his history (reference to look at Library History page)
 - Consider a formal marker on the cemetery grounds

Moved by Alice to accept, seconded by Cora.

b. Harassment of transgender children on sports teams is increasing in NH. There are no known incidents in the Seacoast area at the moment. The Committee shared concerns regarding its spread to other NH areas. There is a current law banning transgender children from playing in sports; however, federal court blocks enforcement of this law.

Should we proactively make a recommendation to the school board regarding this issue? The committee agreed to check in with committee member Maggie, who also serves as our school liaison, to ascertain activities and appropriate next steps.

c. Dover will review flag policy to ensure protection against the hanging of hateful flags.

12. ADJOURN

Meeting ended at 8:33