



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, October 10, 2024**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

The meeting was called to order at 7:10 PM

2. ROLL CALL

Present: Linnea Nemeth, Jennifer Ceide, Maggie Fogarty, Ebenezer Yeboah, Jose Feliciano, Alice Wade

Also present: Heather Worrell, Director of Human Resources, and Ivory Parker (guest)

Regrets: Cora Quisumbing-King, Whitney Carrier

3. LAND ACKNOWLEDGMENT

Ebenezer read the Land Acknowledgement.

4. APPROVE MINUTES

Committee members approved the minutes with minor edits as discussed – to add Ivory Parker as a guest at the September 26 meeting, and to include that Alice moved and Cora seconded the motion regarding the renaming of the cemetery.

5. PUBLIC FORUM

Ivory Parker, Dover resident, greeted the committee and explained that she is here to observe.

6. IMPLEMENTATION PLAN

Selection of goals from the Implementation Plan, define action plan and subcommittee
Jose explained that the committee has identified actions which will lead to the achievement of committee goals and priorities. These actions comprise our implementation plan, which is contained within a spreadsheet (*October 10 version attached to these minutes.*)

We discussed prioritization and format for focused work in these areas between meetings. We reviewed goal 2 and the corresponding activities to implement that goal. Jennifer and Ebenezer will take the lead in elaborating Activity 2.1 and bring a proposal to the committee at the December 12 meeting.

Linnea will take the lead with Activity 2.3, which is an ongoing activity.

We will implement this process and learn as we go.



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7. NEW BUSINESS

Maggie mentioned a state legislative proposal that will be considered in the 2025 session that would create a state crime to be undocumented in NH and would create a deportation task force.

In light of the current conversation about whether trans girls can play on girls sports teams, Maggie will speak with Superintendent Harbron to get a clearer understanding of current policy and protocols and whether more clarity is needed.

8. UNFINISHED BUSINESS

Council vote on Roberts cemetery – At their regular meeting on October 9, the Dover City Council approved the renaming of the cemetery to recognize Thomas Roberts (1600-1674). Committee members thanked Linnea for speaking on behalf of this committee to express our support. Two people spoke in favor during public comment, including a member of the cemetery board and the clerk of Dover Friends Meeting who acknowledge Roberts' defense of the Quaker women who were driven from Dover as punishment for heresy in 1662. The Council vote was unanimous.

A committee member asked Linnea to find out if there will be new signage at the site.

The Pennacook flag will be raised tomorrow, October 11 at 4 pm in recognition of Indigenous Peoples Day.

Supporting City Council Meeting, "who, when, how" – We discussed how to regularize our presence and interaction with the City Council. This could be incorporated into our implementation plan (2.3?). We could include in our regular meeting agenda a check in about what we bring to the upcoming City Council meeting. ACTION – Add recurring agenda item regarding communication with City Council.

Regularly state the Land Acknowledgement and put forward resolutions at City Council meetings – We added this to implementation plan section 1.3.8.

Interaction with Chris Parker, goals and agenda structure (Nov 14th). Preliminary topics are 3rd spaces, PolCo, interactions with groups within Dover Government. – Chris will attend our November 14 meeting. Heather drafted some sample questions for this conversation. Suggestion to add walkability to question #6. We agreed to send these to Chris ahead of time.



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c. Interactions with other Committees, designated Ambassadors and guidance for engagement. We discussed that these interactions should be linked to the implementation plan, and that there is also value to initiating and developing relationships. We will discuss this further at the next meeting. Each member is invited to come to the next meeting with two suggestions for ambassadorships.

Remaining items will be carried over to the October 24 meeting:

d. Acknowledgments vs Proclamations for Dover government events. Discuss the creation of a calendar and provide to Government leadership for guidance on creating agendas.

f. Continue discussion of 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?

g. Discuss the value of the "Standard Work", expand on how to leverage this tool for on-boarding new members.

9. REVIEW AND DISCUSS PENDING PROJECTS

10. CURRENT EVENTS

October 26, 9 AM to 11 AM – Home for All breakfast gathering on Florence Street. All are welcome. This is an opportunity to build community and learn how to engage in support of affordable housing and food security.

Jennifer noticed an announcement of an upcoming event that may be of interest to committee members and others: Dover NH Meaningful Conversations.

11. OTHER BUSINESS

12. ADJOURN

Meeting ended at 8:35