



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 24, 2024**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

The chairman called the meeting to order at 7:10 PM.

2. ROLL CALL

Present: Jose Feliciano, Cora Quisumbing King, Maggie Fogarty, Whitney Carrier, Alice Wade, Sara Santiago

Also present: Heather Worrell, Director of Human Resources

Regrets: Linnea Nemeth, Jennifer Ceide

3. LAND ACKNOWLEDGMENT

Alice read the Land Acknowledgement.

4. APPROVE MINUTES

The meeting notes from October 10 were accepted unanimously without changes.

5. PUBLIC FORUM

No members of the public were present.

6. UNFINISHED BUSINESS

Readiness check for meeting with Chris Parker, goals and agenda structure (Nov 14th)

Heather shared updated questions for our discussion.

We reviewed and refined the questions for our conversation with Chris Parker. Jose will refine further and request feedback over email. We suggest beginning with an invitation to Chris to explain the focus and scope of his job. We note that this meeting is not for us to report on our own work but rather, an opportunity to understand the work that is underway within municipal operations.

Heather relayed a request from Chris Parker that one or two members of this committee would join him for an interview for the Dover Download podcast on November 21 at 9:30 AM.

The agenda for the November 14 meeting will include both the conversation with Chris Parker and the presentation by Jennifer and Ebenezer about their proposal for Action 2.2.

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Discussion of the Vision and Mission of the Committee, strategize how to ensure that our actions drive these forward.

José reviewed the mission and purpose of the committee, which [can be found on the website](#):

The purpose and authority of this Committee is to review data, hold listening sessions, and recommend to the City Council and City Manager, an action plan outlining existing and new steps to be taken to work to eliminate systemic racism in municipal operations, including boards and commissions, and foster a welcoming and inclusive environment for all. The Committee shall work closely with City staff through the City Manager to gather necessary information on municipal operations, and will coordinate as necessary with the Dover Schools Racial Equity Vision Keepers Committee. The Committee’s authority and existence shall be advisory.

Discussion ensued as to whether this statement of purpose is still applicable as a guide for our work, and whether our work is in alignment with this statement of purpose. Discussion also included reflections about whether to name other forms of oppression within the scope of our work.

We will test our planned activities with at least two questions: How does this activity align with our stated purpose? What does success look like for this activity?

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

We considered whether we would benefit from creation of operating guidelines to increase awareness of where and how we can represent this committee in other spaces and networks, and how to leverage these outside relationships in service to the goals of this committee. Cora shared that she always carries the Land Acknowledgement with her and has taken initiative to have it read at public events.

José reminded us that we are ambassadors for this committee and that we have opportunities to represent in a variety of settings. We discussed the importance of protecting personal time and space as well, especially for BIPOC people who are frequently asked to ‘represent’ on many committees and teams. We can identify opportunities month to month for representation or participation in other meetings or events that correspond to this committee’s goals. This can be organic and goal-related

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rather than formally structured. Committee members are already connected to many municipal and community entities.

It is a good opportunity for José to introduce himself to the City Council and various entities as the new chairman of this committee.

Members commented on the need for clear benchmarks with regard to data and DEI training. We’ve received information from Heather about the required and optional trainings which are provided by a contracted service. There is more that we could learn about content, quality, participation and impacts. We also discussed mechanisms for accountability.

At the next meeting, Alice will present a proposal for Action 1.4.4.

Cora will present a proposal for implementation of Action 2.1.2.

7. NEW BUSINESS

8. CURRENT EVENTS

Maggie reminded committee members of a community conversation about affordable housing that she and City Councilor April Richer are co-hosting on Saturday, October 26 at 18 Florence Street. All are welcome.

November 5 is the general election. Those who haven’t yet registered can do so at the polls.

9. ADJOURN

The chairman adjourned the meeting at 8:46 PM.