



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, January 9, 2025**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

Alice called the meeting to order at 7:08 PM - Recording unavailable for meeting.

2. ROLL CALL

Present: Alice Wade, Maggie Fogarty, Jennifer Ceide, Linnea Nemeth, Whitney Carrier
Also present: Heather Worrall, Angel Smith (member of the public)
Regrets: Jose Feliciano, Sarah Santiago, Ebenezer Yeboah

3. LAND ACKNOWLEDGMENT

Whitney read the Land Acknowledgement.

4. APPROVE MINUTES

Jennifer moved to approve the minutes without changes. Whitney seconded.
Unanimously approved.

5. PUBLIC FORUM

Angel shared that she recently moved to Dover from Newmarket and that she's here to listen because issues of DEI are important to her.

6. UNFINISHED BUSINESS

Updated version of our implementation plan is attached to these minutes.

a. Discussion of plan for Implementation Plan Goal 1.4.4 "Review city facilities for gender neutral bathrooms including schools". Presented by Alice.

Heather has done a study and prepared a report of which City buildings do and don't have gender neutral bathrooms. It seems that the priority should be adding one to the McConnell Center.

Our work is to draft a statement of request and present it to the McConnell Center Advisory Board. Heather suggests sending an email to Kevin Hebert, center director, to explain the request and ask for a meeting.

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b. Discussion of plan for Implementation Plan Goal 2.1.2 “Establish outreach with the Chamber of Commerce”.

Cora was unable to be present this evening due to sickness, but she submitted her resignation via email. We are very grateful for all she has contributed to this committee over several years.

Alice will reach out to Cora to confirm what is the purpose of this particular goal. Is it to establish a connection between our groups and then to explore their engagement with DEI?

c. Discussion of plan for Implementation Plan Goal 2.2 “Create two-way communication with the public through listening sessions and surveys.” Presented by Jennifer and Ebenezer.

The document Jennifer shared is attached to these minutes and includes updates from our discussion.

d. Alice to lead a review of the Implementation Plan for other actions that could be quick wins for the Committee. Assign tasks as needed.

Linnea mentioned that we had intended to get more information about the management of immigrant park. She’s willing to gather that information for the next meeting. There was some discussion of finding a site for an indigenous renaming in Dover, and what the process would be. Considerations include what stories we would like to uplift. Possible renaming sites could include parks, streets, buildings. We will add this as an action step in our implementation plan.

Whitney will consider and propose location for permanent installation of indigenous peoples flag.

7. NEW BUSINESS

City clerk is checking with Tamara to confirm her status as a non-member of this committee. We will address this at our February meeting. We have an opening for a regular committee member; Sarah could be moved from alternate to regular member if she agrees.

Linnea mentioned the community arts grant of the Arts Commission; this grant has an educational purpose. She gave an overview of a proposal for an indigenous art piece



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which would bring awareness to murdered and missing indigenous women and girls. The proposal is for a display of red dresses in Henry Law Park, part of a campaign that originated in Canada. Committee members suggested to Linnea that the Arts Commission the indigenous connection of the artist/proposer. Can there be a local element to the educational piece? Linnea will share this feedback and touch base with artist before the Arts retreat.

8. CURRENT EVENTS

Seacoast People's March – January 18
MLK events – January 19 and 2
NH Center for Justice and Equity annual meeting – May 2025

Maggie urged this committee to consider conversations with the police chief and other municipal officials about how we can continue our commitment to being a welcoming community when federal pressure increases to turn local police into immigration enforcement agents. Heather will reach out to Chief Breault, and this committee will continue the conversation at future meetings.

9. ADJOURN

The chairman adjourned the meeting at 8:35 PM.