



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 23, 2025**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

Jose called the meeting to order at 7:04 PM.

2. ROLL CALL

Present: Alice Wade, Sara Santiago, Whitney Carrier, Jennifer Ceide, Jose Feliciano
Also present: Heather Worrall
Regrets: Maggie Fogarty, Linnea Nemeth
Absent: Ebenezer Yeboah

3. LAND ACKNOWLEDGMENT

Alice read the Land Acknowledgement.

4. APPROVE MINUTES

Committee reviewed January 9, 2025 minutes. Alice moved to approve the minutes without changes. Whitney seconded. Unanimous approval.

5. PUBLIC FORUM

No members of the public were present.

6. UNFINISHED BUSINESS

a. Review the progress of ongoing Implementation Plan actions. Discuss needs for budget spending or additional resource allocation.

i. Alice presented a draft letter directed to the McConnell Center Advisory Committee for feedback. The letter presented a formal suggestion to convert at least one of the Center's bathrooms to a gender-neutral restroom. Once feedback from the committee was incorporated, Jennifer moved to accept the letter and send it to the full McConnell Center Advisory Committee and Sara seconded. The committee unanimously approved.

ii. Committee followed up on the Implementation Plan Goal 2.2 "Create two-way communication with the public through listening sessions and surveys". Jennifer stated that she will continue to follow up with Ebenezer on action items.

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Following up on the opportunity to table at the Dover High School Cultural Fair, Whitney stated that the event will take place in April. The committee is committed to tabling at the event and will hold a follow-up discussion to discuss our role further.

- b. Select other implementation plan actions that could be quick wins for the committee. Assign tasks as needed.
Item not discussed by the committee will move to a future meeting.
- c. Discuss membership status, open positions, and the possibility of changing on-boarding procedure.
 - i. Alice moved to promote Sara from an alternate member to a regular member. Jennifer seconded. Committee unanimously approved.
 - ii. Committee confirmed that no further action is needed from members to remove Tamara from the committee. Cora has already been removed from the committee.
 - iii. Once all pending actions are carried out, there will be two committee vacancies.
- d. Review message developed by the Chair to different boards and committees with the goal of increasing the presence of CREI within the Dover Government.
 - i. Overall, the committee found the letter and its purpose valuable.
 - ii. Message will be revised to become an appropriate introductory email to boards and committees and serve as a guide for holding conversations when attending committee meetings.
 - iii. The committee agreed to review the draft and offer feedback before the next meeting.

7. NEW BUSINESS

Land Use Boards Meet and Greet - Committee member referred to this event and acknowledged the absence of CREI due to not being invited or engaged. Disappointment was shared among other members. The importance of amplifying our presence was punctuated and the value of the introductory letter was further emphasized.

8. CURRENT EVENTS

None shared.



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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 meeting adjourned at 7:58.