



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, February 13, 2025**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

Jose called the meeting to order at 7:06 PM.

2. ROLL CALL

Present: Jose Feliciano, Maggie Fogarty, Linnea Nemeth, Jennifer Ceide, Sara Santiago, Alice Wade

Also present: Heather Worrall, Human Resources Director

Regrets: Ebenezer Yeboah, Whitney Carrier

3. LAND ACKNOWLEDGMENT

Jennifer read the Land Acknowledgement.

4. APPROVE MINUTES

Sarah moved to approve. Linnea seconded. Unanimous approval without changes.

5. PUBLIC FORUM

No members of the public were present.

6. UNFINISHED BUSINESS

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

Review and approve email messaging to be sent out to different boards and committees with the goal to increase presence of CREI within Dover Government.

Alice took leadership on the issue of gender neutral bathrooms in municipal buildings. The McConnell Center would be well-served to add gender neutral bathrooms. A letter was sent to the MC Advisory Board; no response yet. Linnea shared that this advisory board may be laid down. Heather received a response from the director and associate director who confirmed receipt. She will follow up. We are open to helping them think through logistics. We are open to considering a contribution from our budget for signage.

Jennifer and Ebenezer continue to work on community engagement. It will be good to consult with Whitney about the April 10 multicultural event, and for this committee to clarify our goals for the event. We can have a table and will be identified as being present. We have questions about who attends, the program, opportunities for



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engagement. We have some budget for swag such as water bottle stickers. A summary of a past event mentions food, performances, etc.

We could have among our goals recruitment for this committee. We could share a summary/recap of our accomplishments, with information about our committee (one pager), and a QRC to the committee page. Sara volunteers to draft this. Needs logo. Who is the City's vendor? Heather will work with the vendor.

Maybe a survey too? Five short questions to be drafted by Jennifer. What is the most appropriate theme/topics? Are you aware of the committee? Do you have a sense of belonging? Do you want to learn more? Open-ended questions. Jennifer will draft for discussion at next meeting.

Another action was to send an email to all committees and boards to let them know who we are and our scope of work. Jose created a draft; we suggested some language changes and examples. We'll make further edits and review/approve at next meeting.

Immigrants Park – Linnea looked into this. It first opened in 2005, funded by a grant from PSNH. The park is owned by the city. The City keeps it clean. We could adopt it for spring clean-up day.

Originally the five flag poles held flags from the US, France, Lebanon, Greece and Ireland. The flag of France was switched to Canada over the years. No work done since 2017.

Whitney spoke with Arts Commission about where to fly an indigenous flag – at the waterfront? In front of City Hall? We can make a recommendation to City Council to have a permanent flying of the indigenous people's flag.

For Immigrants Park, how would we determine the most representative flags? Is this historical, or current? We probably aren't limited to just five; we could fly multiple flags on one pole.

b. Selection of other Implementation plan actions that could be quick wins for the Committee. Assign tasks as needed. – Will be addressed at next meeting.

c. Discuss membership status, open positions and possibility of changing on-boarding procedure. Will be addressed at next meeting.



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7. NEW BUSINESS

We'll read a proclamation for International Women's Day/Month. Linnea moves that we request that such a proclamation will be read during one of the upcoming meetings – March 12. There is no designated flag. Jennifer moves, Sara seconds that a proclamation be read for Black History Month. We will try to stay on top of this.

8. CURRENT EVENTS

We discussed the current political environment and threats to our work. We seek to be proactive and steady in fulfilling the mission that was given to us.

9. ADJOURN

Jose adjourned the meeting at 8:35 PM.