



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, March 27, 2025**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

Jose called the meeting to order at 7:01 PM.

2. ROLL CALL

Present: Jennifer Ceide, Maggie Fogarty, Sara Santiago, Linnea Nemeth, Jose Feliciano, Whitney Carrier

Also present: Mike Joyal, Heather Worrall, Terry Ellen Carter

Regrets: Ebenezer Yeboah

Absent: Alice Wade

3. LAND ACKNOWLEDGMENT

Whitney read the Land Acknowledgement.

4. APPROVE MINUTES

The February 13, 2025 were unanimously approved without changes. (No quorum/minutes for 2/27/2025 or 3/13/2025)

5. PUBLIC FORUM

No members of the public were present.

6. UNFINISHED BUSINESS

a. Discussion of current events and the impact to Dover government and by extension the role of the committee – Mike outlined some matters being addressed by City staff, including a potential audit based on several grants. Officials received a message from the federal Equal Employment Opportunity Commission (EEOC) related to DEI issues. And they also received notice from the State of NH that they will have to pay back \$80 million received from the American Rescue Plan. Budgetary constraints at the state level will trickle down.

A lot of time is going into vigilance.

It is difficult to contact federal agencies for information needed.



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The federal Department of Health and Human Services will eliminate 25% of their workforce and close programs. This will impact local needs.

At the school level, there will be impacts from the elimination of the Department of Education, including on special education programs. The school district is also responding to federal actions against DEI programs and nondiscrimination policies. With regard to the safety of immigrant residents, it was mentioned that Chief Breault is firm in his commitment to keep local policing separate from immigration enforcement and he has no plans to see a 287g agreement.

This committee should feel free to live fully into our charge.

April event at Woodman – Whitney described the plans. Extra attention is being paid to safety for all attendees.

This committee plans to create a tabling opportunity. Because of the bustle, we'll focus on awareness of who we are. We agreed on survey questions and confirm the needed materials.

b. 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.

Sara worked on the initial draft; it was approved with minor changes. Jose will send to all boards and commissions. Then we can go on tour to speak during public comment and introduce ourselves in person.

c. Review of progress of ongoing Implementation Plan actions. Discuss needs for budget spend or additional resource allocation. – No discussion

d. Selection of other Implementation plan actions that could be quick wins for the Committee. Assign tasks as needed. – No discussion.

e. Discuss membership status, open positions and possibility of changing onboarding procedure. - No discussion.

7. NEW BUSINESS

No meeting on April 10. Committee members are encouraged to attend the multicultural celebration.

8. CURRENT EVENTS

Monday, March 31 is transgender day of visibility.

9. ADJOURN

Meeting was adjourned at 8:30 PM.