



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, May 22, 2025**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

The meeting was called to order at 7:08 PM.

2. ROLL CALL

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

3. LAND ACKNOWLEDGMENT

Maggie read the Land Acknowledgement.

4. APPROVE MINUTES

The March 27 meeting notes were unanimously approved without changes.

5. PUBLIC FORUM

No members of the public were present.

6. UNFINISHED BUSINESS

Debrief of Community Outreach Event – We collected nearly 100 surveys, representing a cross-section of age and gender. We appreciated the very positive energy at this event; it was good to let people know that this committee exists. Participants really appreciated the event and seemed thankful that it was happening. What makes this event special is the emphasis on cultural celebration and sharing. Next year it may be at DHS for a larger venue. Jose suggested that we relay our observation – about the desire for more cultural sharing events – to the City.

Committee members appreciated the opportunity to meet people where they are and to speak with them. We can look for more opportunities.

Ebenezer mentioned another kind of event – Empty Bowls – that incorporates art and food.



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We also shared ways to improve our presence/outreach. We can create a giveaway, such as a business card, or a bar code attached to a website.

People asked “How can I help?” What can we suggest for people who want to participate in our work or related work?

In setting up the survey, the open-ended survey was difficult to answer. Multiple choice questions are easier to answer. And our questions should be connected to what we want to know. We should spend more time on the survey tool, and include a list of ideas asking “what would you like to see more of?”

We are liaisons between the customer (city) who wants to hear the information, and the person who wants to give the information. What does the City of Dover want to learn from their residents/community members?

Do we want to have multilingual versions of the survey? – Bahasa? Spanish? From the most recent census, a language other than English is spoken in 7% of Dover homes.

One interaction flagged the need for interpretation/translation support for City business – permit office, parking monitoring, and the website.

We can look into the percentage of language speakers in the city population. We can ask the City to provide employees with translation apps and devices.

Heather shared that the City utilizes a language bank for some services – police, and other offices. We could suggest that the availability of the translation is promoted for the public and the staff, and perhaps some additional training be provided.

This could inform survey questions – What is your preferred language? Have you had any difficulty accessing City services due to language?

Survey data has been tabulated by Heather. We should formalize a report. In order to do so, we need to crunch the data. We’ll look at the data and bring our impressions to the June 12 meeting. We set a target date of July 26, 2025 for a report.

Review of progress of ongoing Implementation Plan actions.

Response from the manager at the McConnell Center – Due to current space issues, they won’t do anything related to gender neutral bathrooms until the library moves out of the building. It will be easier to address this issue once they are reclaiming that space. The timing for this transition is February 2026.



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Whitney went to the Arts Commission about two months ago regarding the flagpole at Nebi Park. The latest design for the park does not include flagpole at the lookout area, but they are still planning to include indigenous art (permanent and rotating installations). An 18' sculpture has been confirmed and paid for. Committee members expressed a desire to revisit the waterfront park since the Waterfront Development Board has made a commitment to elevate indigenous peoples' presence and history. Whitney will draft a memo for approval and review at the next meeting. We could propose that they fly a flag or incorporate the image of a flag in other design elements.

Are there other options for flagpoles in the city? We can inquire of the Planning Department about other possibilities for a prominent space and permanent home or utilize an existing flagpole.

Linnea checked regarding the flag policy for immigrant park. We can't have multiple countries on the same pole.

We need to remind City Councilors and request the Juneteenth and Pride flags be flown in June. Terry will write a formal request for submission by Linnea to the City Council, requesting proclamations for Juneteenth and Pride month. Alice will send the request for the Pride flag.

Alice will reach out to AAPI community members to inquire about a proclamation for the May 28 City Council meeting to recognize AAPI Heritage Month.

Jose will send our letter of introduction to all Dover boards and committees. Final letter is attached to these minutes.

Agenda items for next meeting:

Discuss membership status, open positions and possibility of changing onboarding procedure – Terry will share her recent experience. So will Ebenezer.

Selection of other Implementation plan actions that could be quick wins for the Committee. Assign tasks as needed.

7. NEW BUSINESS

Alice feels she may need to step back from the committee as she has many other obligations at this time. She doesn't know when she might resign but will let us know. She will give some thought to other community members who may be interested in serving on this committee.

8. CURRENT EVENTS



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Governor Ayotte signed two “anti-sanctuary cities” bills into law. These new laws may impact the Dover community and decisions that law enforcement have previously made to prioritize public safety.

Juan Francisco Mendez has been released from Strafford County jail. He had a hearing today.

9. ADJOURN

Meeting was adjourned at 8:35 PM.