

To all members of Boards and Committees of the City of Dover,

The City Council and the City of Dover are committed to eliminating systemic racism and to building a stronger community that is safe and welcoming for all people. The City is also committed to being inclusive, representative, and responsive to historically underrepresented and underserved communities, particularly communities of color, immigrants, and refugees. That commitment extends to all City of Dover departments and functions.

On June 24th, 2020, the City Council unanimously passed the resolution, "[Condemning Racism and Affirming City of Dover's Commitment to Eliminating Racial Inequities](#)." This resolution came in the wake of the death of African American George Floyd, who was killed while in police custody in Minneapolis, Minnesota.

To enable this vision, on October 28, 2020, the Committee for Racial Equity and Inclusion was formed as an ad hoc committee. It was the first step in assisting the City of Dover to fulfill its commitment by conducting a systematic review of municipal operations and creating actionable items for the City of Dover to execute. Based on its work and results, on December 9, 2020, the committee was moved to a permanent committee.

As you fulfill your roles in service to our City, you may encounter issues or situations related to diversity, equity and inclusions (DEI). As these situations arise, please know that your committee or board has in us a partner to provide guidance and advisory direction. We invite you to collaborate with us. Examples of previous collaborations include:

- Collaborating with the Cemetery Board on renaming the historic cemetery to more accurately reflect Indigenous history and honoring a prominent citizen buried there (Thomas Roberts Cemetery)
- Providing feedback and advocacy for inclusive naming for the Waterfront Development (Nebi Park) with CWADC
- Recommended and assisted in the implementation of an Indigenous Foraging Rights resolution with the Conservation Commission
- Ongoing collaboration with the Equity Vision Keepers from the School Department

You may contact us via a direct email to the committee "RacialEquityandInclusionCommittee-All@dover.nh.gov" or come to one of our two monthly sessions on the second and fourth Thursdays of every month at 7pm in the City Council conference room on the second floor of City Hall.

With appreciation for your service to our community,

Jose Feliciano, Chairperson
Committee for Racial Equity and Inclusion