



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, June 12, 2025**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

The meeting was called to order at 7:11 PM.

2. ROLL CALL

Present: Whitney Carrier, Jose Feliciano, Ebenezer Yeboah, Linnea Nemeth, Jennifer Ceide, Sara Santiago

Also present: Heather Worrall

Regrets: Maggie Fogarty, Terry Ellen Carter

Absent: Alice Wade

3. LAND ACKNOWLEDGMENT

Whitney read the Land Acknowledgement.

4. APPROVE MINUTES

Linnea moved to approve the May 22nd meeting minutes; Ebenezer seconded; the minutes were unanimously accepted by all.

5. PUBLIC FORUM

No members of the public were present.

6. UNFINISHED BUSINESS

a) Membership Status | Open Positions | Onboarding Procedure

1. There are two alternate positions open. With Alice considering a departure from the committee, the vice chair role may also become vacant.

2. Terry drafted a CREI New Member document. This document serves as an onboarding tool for new committee members. Overall, the document was appreciated by members. The committee edited the document, removing redundancies between it and the adopted Operating Rules. The New Member document now reflects a snapshot of the operating rules and includes links to relevant items.



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Processes for onboarding members were also discussed. The committee agreed to provide new members with the New Member document and assign them to an existing member to serve as a mentor.

Beyond establishing a process for new members, the committee will develop a process for ongoing and continued learning and growth related to racial equity and inclusion practices.

b) Survey Data Analysis

The committee reviewed data from the CREI - Dover Community Inclusion Check-In survey. The community's desire for more cultural events, the sharing of feedback through surveys, and the realization that the CREI is not a well-known committee among community members were observed and noted. Plans based on findings will continue to be discussed during subsequent meetings.

c) Implementation Plan – Actions

1. Completion of the community survey was noted.
2. The conversion of facilities to gender-neutral restrooms has been paused during renovations.

d) Implementation Plan – Assignment of Tasks

This will be discussed at the next meeting.

7. NEW BUSINESS

a) Juneteenth and Pride proclamations have been read. The Pride flag was raised, and the Juneteenth flag will be raised on Wed, June 18th.

Regarding the Proclamation Tab on the Implementation Plan, Sara has agreed to manage its content.

b) The Friends of Italian-Americans have reached out to the City, asking that Indigenous Peoples' Day be observed on a different day from Columbus Day. As a state-recognized holiday that is already officially observed, the committee found no reason to change the date of Indigenous Peoples' Day.

c) The committee decided to transition to one meeting per month during the summer months. The next two meetings will take place on July 10th, 7 – 9 PM, and August 14th, 7 – 9 PM.



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7. CURRENT EVENTS

On Saturday, June 28, 2025, at noon, communities across New Hampshire will participate in the annual reading of Frederick Douglass's historic speech, "What to the Slave is your Fourth of July?". The Dover reading will take place at the Dover Library.

8. ADJOURN

Meeting was adjourned at 8:43 PM.