



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, October 23, 2025**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

The meeting was called to order at 7:06 PM

2. ROLL CALL

Present: Sara Santiago, Jose Feliciano, Terry Ellen Carter, Jennifer Ceide, Linnea Nemeth

Also present: Heather Worrall

Absent: Ebenezer Yeboah, Maggie Fogarty, Whitney Carrier

3. LAND ACKNOWLEDGMENT

Sara read the Land Acknowledgement.

4. APPROVE MINUTES

The following correction to the record was noted: During the October meeting, the Committee approved the August meeting minutes, not the September minutes. Terry Ellen moved to approve the minutes as corrected; Sara seconded. Minutes were unanimously accepted.

5. PUBLIC FORUM

No one from the community was present.

6. UNFINISHED BUSINESS

Prior to moving into this discussion, Linnea announced her decision not to run for reelection. Therefore, December will be her last official meeting. The Committee thanked her for her services and guidance.

- a. Review Dover Government Administration Memo (focused on sharing survey feedback with administration)

Terry Ellen shared the draft message addressed to Michael Joyel. The letter outlined our survey work and included high-level survey results. The Committee approved the draft and submitted it to Heather for formal submission to Michael.

- b. Survey Review and Community Engagement



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Survey edits

The Committee agreed to remove the open-ended question: “Share one thing that would make you feel more included in this community?”

A desire to keep the survey to five questions or fewer was shared among members. The Committee added the following prompts to the survey:

- What is your connection to Dover?
 - I live in Dover
 - I work in Dover
 - I visit Dover
- Are you open to continuing this conversation with us? If so, please share your email address with us below.

A Committee member will make corrections to the survey. The Committee also discussed the value of maintaining the survey as is for quick public interactions, while pursuing the development of a longer survey. This longer survey will focus on in-depth feedback collection to help drive the Committee’s work.

Business Relationship (Greater Dover Chamber of Commerce outreach through Reid Bickley, the Business Development Specialist of Dover)

The Committee was initially prepared to provide questions to Committee Member Ebenezer to share with Reid. After some discussion, the Committee found it more appropriate to pursue a meeting with Reid that centers on curiosity and the exploration of possible collaboration and intersection.

A Committee Member will reach out to Reid to schedule a meeting.

c. Review of progress of ongoing Implementation Plan actions

The Committee reviewed the Implementation Plan and focused on the Immigrants Park initiative. A Committee member suggested painting flags on the park's ground (using chalk). This event will be a collaborative way to engage community members and to represent the cultures present in Dover.

Potential partners: Arts Commission; Parks Commission; Dover Doers Group

Event Considerations: Consider aligning the event with Immigrant Heritage Month in Spring, which would place the event in June. A newly formed sub-committee will pursue the work.

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In the meantime, Linnea will submit a proposal for resources to facilitate the event. Her work will also automatically facilitate the other required processes and needed approvals.

d. Selection of other Implementation plan actions

- The Committee sent a request to Christopher Parker asking to be a guest on the Dover Download Podcast.
- A Committee member expressed passion for organizing an event honoring immigrants and migrants. A formal proposal will be offered at the next meeting.

7. NEW BUSINESS

Indigenous Recognition – a request was sent to Heather to facilitate the raising of the Indigenous Flag, Nov 24 – Dec 1.

The Committee will continue to meet once a month. This schedule will continue to be monitored and assessed for productivity. Some members preferred the twice-a-month rhythm, while others preferred once a month. To facilitate greater productivity, pairs will be formed to tackle specific preparation tasks outside formal meetings.

8. CURRENT EVENTS

None shared.

9. ADJOURN

Meeting came to a close at 8:27PM.