



CITY OF DOVER

COMMITTEE FOR RACIAL EQUITY AND INCLUSION – APPROVED MINUTES

Meeting Type: **Regular Meeting**
Meeting Location: **First Floor Conference Room, City Hall**
Meeting Date: **Thursday, January 8, 2026**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

The meeting was called to order at 7:06 PM

2. ROLL CALL

Present: Whitney Carrier, José Feliciano, Jennifer Ceide, Terry Ellen Carter and Bret Carmichael.

Also present: Heather Worrall

Regrets: Ebenezer Yeboah, Margaret Fogarty

3. LAND ACKNOWLEDGMENT

Whitney read the Land Acknowledgement.

4. APPROVE MINUTES

Terry Ellen moved to approve the October 23, 2025 meeting minutes; Jenn seconded. Minutes were approved.

5. PUBLIC FORUM

No members of the public attended.

6. UNFINISHED BUSINESS

a) Regarding recommendation to Dover Gov to use available translation/interpretation services for City Hall customers.

No feedback received. Discussion of how CREI can help staff: Suggest translation services? Potentially discuss a standardized approach for "what do I do if..." for front facing staff in all departments? All depts can call on the service used by DPD. This approach can be integrated into existing annual training.

b) Assign Small team to planning for next public survey
Ebenezer and Jennifer will work on this project.

c) Assign Small Team to scheduling meeting w/ Reid Bickley, Business Development Specialist for Dover.

Completed. Terry Ellen reviewed email report on the meeting. No awareness of impact of DEI strategies.



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d) Assign Small Team to work with Arts Commission, Parks Commission and Dover Doers Group on the Immigrants Park Initiative.

Whitney and Bret will work on this chalk art event, intended to involve our immigrant communities in rendering flags representing their home countries. Target date June (Immigrant Heritage month). Heather will find contact info for Linnea, so they can check with her on any communication already made. Whitney mentioned promoting our event at the next Diversity in Learning event.

e) Assign Small team for preparing topics and information for attending Dover Download Podcast in 2026.

José and Terry Ellen will pursue this. Terry Ellen will follow up with Chris Parker on previous communication.

f) Assign Small team to Raising of Indigenous Flag week of Nov-24th

Whitney and Terry Ellen will take this on for future events. This task evolved into a covering all acknowledgement flags, determining which flag raising events are recurring and which need prompting. We will work on making the acknowledgement of Indigenous Peoples more intentional and respectful.

g) Discuss most interesting observations from the 2025 National Community Survey for Dover.

José pointed out that all measurements of quality were at a stable level or falling, and that a difference of 2-3% was described as "similar."

Discussion points included

- Survey sample size
- Demographics of those participating in the survey (e.g. many older residents responded; older people don't feel included)
- National trends affect Dover; declines cannot be pegged as strictly a Dover issue
- Look for declines in Dover measurements that are greater than declines at national level
- Remediation for some of these declines is needed
- How can our committee use this data in our work?
- Can we pull one or more questions from the survey to use in our next survey?
- A school district survey showed that all respondents highlighted "Inclusion" as a key trait to take away from education in Dover schools.
- Dover employees have a survey coming up. How is that data acted upon?

Action item: committee members will send their own key takeaways from the Dover survey to
José for compilation.



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7. NEW BUSINESS

a) Whitney asked what happened to the historic marker regarding Maj. Waldron, which previously stood outside Garrison City Beerworks, and what's the status of a name change for Waldron Court?

Heather will check with Public Works and other departments on these questions.

b) José opened a discussion of the current relevance our committee and of our overall work. He began by pointing out that the catalyst of the committee was urgency prompted by a racially motivated event. This event generated an entire DEI industry (coaching, classes, speeches, books) - which is now declining.

Discussion points included

- Is CREI still relevant?
- How can we help the City more than we are?
- Jenn emphasized that the work needs to continue
- A change to the committee name would NOT be useful
- What is the return on investment for Dover to take any action?
- Could we expand the committee's role to include more and broader activities (e.g. Empty Bowls event) to help raise data points on the next survey?
- Explain how small businesses would benefit from a larger addressable market
- What do businesses ask for that Dover does not offer?

7. CURRENT EVENTS

Various local events, including a MLK day celebration in Portsmouth were discussed

8. ADJOURN

Jenn moved to adjourn the meeting. With no objections, the meeting was adjourned at 8:36.