



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, February 12, 2026**
Meeting Time: **7:00 PM**

1. CALL TO ORDER

The meeting was called to order at 7:14 PM following informal introductions of committee and guests Liz Goldman and Seana Hallberg.

2. ROLL CALL

Present: Whitney Carrier, José Feliciano, Jennifer Ceide, Terry Ellen Carter and Bret Carmichael, Ebenezer Yeboah, Liz Goldman and Seana Hallberg.

Also present: Heather Worrall

Quorum present. Maggie Fogarty arrived later.

3. LAND ACKNOWLEDGMENT

Whitney read the Land Acknowledgement.

4. APPROVE MINUTES

Terry Ellen moved to approve the January 8 meeting minutes; Jenn seconded. Minutes were approved.

5. PUBLIC FORUM

Liz Goldman and Seana Halberg, both school board members, introduced themselves and expressed interest in the committee mission and possible membership.

6. UNFINISHED BUSINESS

Jose´ reviewed CREI history, implementation plan, and our small team format to accomplish work outside of limited meeting times.

1. REPORTS FROM SMALL TEAMS

a) Planning for next Public Survey: Ebenezer, Jennifer

Goals of the survey are to raise awareness of CREI, learn who feels part of the community and open a door for residents to communicate with the City. Team will remove open ended questions, and consider tailoring questions to suit the event where survey is deployed.

Whitney reported that the International Event at Woodman Park School may not happen this year.

Jose´ reviewed past CREI successes, including the first survey taken in April 2025.

Generally, survey is ready to go and team will work on finding events for CREI to attend.



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b) Immigrants Park Chalk Art Flag Initiative: Whitney, Bret

Whitney was in touch with the Dream Project and the Women's Empowerment Club at Dover High School about their participation in this event. Scheduling could be challenging, since school will still be in session. Some students brought up including activism alongside this event.

Discussion covered Immigrants Park history, number of poles and which flags fly, and that we have more migrant and immigrant communities now then when the park was built.

Discussion of current level of fear and vulnerability in the area and in Dover included questioning if the event as planned (community members coming to draw a flag representing their home country) would set up a target for ICE. Jose' reminded us to keep an eye on the goal of helping groups feel represented.

c) Preparing topics and information for attending Dover Download Podcast: TE, Jose' Complete. Team recorded podcast on January 22. Discussion of topics led to the question of how can CREI stay relevant in the current environment. Bret asked what other communities are doing.

d) Raising of Indigenous Flag and other representative flags: Whitney, TE

Existence of a flag policy and which flags have standing approval to fly were discussed. A request to fly a flag with standing approval must still be submitted. Next flag with standing approval is Greek Independence Day. Team will check with Greek Orthodox Church to see if they have a flag. Whitney suggested pre-writing and scheduling flag request emails.

2. DISCUSS MOST INTERESTING OBSERVATIONS FROM THE 2025 NATIONAL COMMUNITY SURVEY FOR DOVER.

Jose' showed hard copies of survey/methodology to Liz and Seana. Brief review of points the committee felt are important, especially that data shows diversity is not important, and Dover is not diverse. Extended discussion was put off to allow time for remainder of agenda.

3. FOLLOW UP RE: MAJOR WALDRON HISTORIC MARKER

Heather reported that the historic marker previously outside Garrison City Beerworks will be returned. It is being replaced due to a typographic error.

Heather also reported that renaming Waldron Court and Waldron Towers is not going to happen. Jose' moved that CREI recommend that these should be renamed, Whitney seconded. Motion approved. More details will be covered next meeting.

7. NEW BUSINESS



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Heather presented administrative information:

CREI is to communicate with City staff via Heather.

No active discussion of committee business is to take place via email.

Committee needs a clear determination of meeting frequency; website will be updated if necessary.

School Board and City Council liaisons/representatives are voting members.

There is one designated School Board liaison, but other School Board members may participate as a member of the public or apply to join the committee the usual way.

The number of CREI members and how many comprise a quorum was discussed. There are currently 7 members; 4 attendees comprise a quorum.

Meeting Schedule

Jose' moved to adopt one meeting per month schedule, on second Thursday of the month. Ebenezer seconded; motion approved. Heather will see that the website is updated.

Membership and Quorum

TE raised the possibility of members with frequent scheduling conflicts rolling to alternate status to enable achieving quorum more often. Discussion of alternate v regular member being included in quorum; Heather reported that alternates are counted to determine quorum.

CREI Awareness

Ebenezer reminded the committee that we discussed CREI members attending other board and commission meetings to introduce our committee and mission, and offer the CREI as a resource. Action: Pick a board you would like to visit.

Equity Vision Keeper event should happen again, perhaps community based rather than school based.

7. CURRENT EVENTS

Maggie highlighted her community work against ICE, including Rapid Response. She reminded us that Dover does not participate in a 287g contract.

Bret suggested that CREI look at proposed state legislation and put forward an opinion as appropriate.

8. ADJOURN

With no objections, the meeting was adjourned at 8:38.