



# TOWN OF KITTERY

200 Rogers Road, Kittery, ME 03904

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## **Diversity, Equity & Inclusion Ad Hoc Committee November 14, 2023 Meeting Minutes**

Present: Meaghan Dunn, Judy Spiller, Kendra Amaral, Haley Mock, Mary Stevens, Gerri Luke, Annie Cicero, Barbara Scott, CiCi Nielsen, Jason Garnham, Kavika Vargas, Cheryl Daly

- Minutes approved unanimously
- Calendar of recognition months and discussion of policy/approach
  - Discussion surrounding what recognition looks like
    - Visual recognition
    - Events centered around the honored community
    - School events
- Comprehensive Plan Review
  - Economic Development – Topic 3
    - Discussed absence of housing, particularly rentals
    - Discussed how to leverage the Route 1 corridor to create a community centered space
    - Discussed population density and land usage
    - Discussed Foreside development and how to expand that geographically
    - Discussed how the working waterfront ties in to Kittery’s economic development
    - Discussed what the town can do to support and attract more BIPOC owned businesses, and businesses that serve a diverse population. How do we make Kittery more welcoming to a diverse population
- Next Steps
  - Assemble a Community Calendar aggregating and highlighting community events
  - Contact school community to gauge interest in designing a lawn sign promoting Kittery diversity
- Unfinished Business
  - Consultant Scope of Work
  - Discuss committee hosting educational community events
  - DEI in the Community and Region
  - Share ideas, stories, ideas, events and learning opportunities

Next Meeting: December 12, 2023