



TOWN OF KITTERY

200 Rogers Road, Kittery, ME 03904

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Diversity, Equity & Inclusion Ad Hoc Committee Minutes

March 12, 2024

Present: Haley Mock, Jason Garnham, Mary Stevens, Barbra Scott, Meaghan Dunn, CiCi Nielsen, Cheryl Daly, Russell White, Judy Spiller, Nikolas Franks

Public Attendees: Victoria + Mark Jones, Al + Susan Meilverne

1. Introduction + welcome to audience members!
2. Land Acknowledgement
 - a. Full land acknowledgement to be added to future agendas
3. Acceptance of February Minutes
 - a. Unanimous
4. Education Subcommittee Report
 - a. Discussed refreshments for Bystander Training event on April 3. Town will provide snacks + water cooler.
 - b. PAC ME has local specific examples, please come with your own, too!
 - c. Mary brought up NSC-131 and other hate groups
 - d. Nikolas brought up "less obvious" examples, how do we talk o each other when we disagree. Example: SRO Officer debate
 - e. Budget is "open", could do another event if the first is successful
5. Comprehensive Plan Review Summary Round 2
 - a. Committee discussed presenting to Council as annual report
 - b. Russell provided background on the last comprehensive plan process
 - c. Committee has done a great job of prioritizing DEI in review
6. DEI Consultant RFP update
 - a. 3 submissions presented to subcommittee
 - i. 2/3 are being interviewed on March 25 by subcommittee
 - b. Organizations have all done DEI work in the past, not local. Committee will debrief after the interviews and decide how to proceed.

- c. Mary shared purpose/scope of bid with public attendees
- d. Residents asked if there is a certain issue trying to be addressed
 - i. Committee responded that the consultant will help to guide the committee in identifying what our work should be
- e. Goal is to figure out how and where everyone belongs in Kittery

7. DEI in the community and Region

- a. JI Program
 - i. Frank Desarro spoke with Megahan, wants to collaborate. 100+ international students need housing + transport. Town is working on flyer, Haley will send once finalized.
- b. Share ideas, stories, events, and learning opportunities
 - i. Public discussion regarding Kittery being “welcoming”, how to engage residents in what is going on around town. Discussed history of Kittery “welcome wagon” (individual organization)
 - ii. Mary was contacted by Kittery Art Association on how they can amplify DEI efforts
 - 1. Barbra to handle, will research what other museums/art based non-profits have done
 - a. Erin Moore Black History Month portraits
 - b. Portland + Ogunquit Museums of Art

8. Next Steps & Next Meeting

- a. April 9, 2024 @ 5 PM

9. Adjournment