



**Diversity, Equity & Inclusion
Ad Hoc Committee
Kittery Town Hall**

June 14, 2022

4PM

Minutes

Attendees: Meaghan Dunn, Co-Chair, Emily Flinkstrom Co-Chair, Councilor Judy Spiller, Councilor Mary Gibbons Stevens, Celestyn Fisher-Bragg, Gerri Luke, Vernon Brooks Carter, Bruce Mallory, Barbara Scott, Erin Kempster, Russell White, Cici Nielson, Annie Cicero, Adam Causey, Kendra Amaral

1. Reflections on Rock Rest Event – Committee shared information about the event and their reflection and thoughts about the Rock Rest marker unveilings.
2. Discussion Shared Definitions – reviewed examples. Committee noted that the list provided seems to be missing a definition for gender identify.
3. Discussion of Committee Norms – Committee discussed the different examples. The consensus was to work from the example provided by Gerri and add the following:
 - a. Add “Ask Questions” to item 4 and alter to say “if you disagree *consider asking a question or offering a solution*”
 - b. Add “Step Up/Step Back” – engage in the conversation but don’t dominate it
 - c. Add “Take Risks, Make Mistakes, Move On” – discussed the concept of being raggy.
4. Discussion of Objectives – Committee began discussion with asking what does an equitable, diverse inclusive Kittery look like and how to engage the public in the process. Members discussed the challenges and community-discord around the SRO position in the schools. Committee determined it would be beneficial to share among the members for background and baseline:
 - a. Comprehensive Plan
 - b. School Visioning Report
 - c. 2017 Findings from Community Input
5. Next steps: Committee established a standing date/time for future meetings. Second Tuesday of the month, at 5PM. Will look to move the meetings to the Library or KCC due to the size of the group. The next meeting will focus on questions and establishing objectives.