



TOWN OF KITTERY
Diversity, Equity & Inclusion Committee
AUGUST 9, 2022
5PM
Kittery Community Center
120 Rogers Road

In attendance: Co-Chair Meaghan Dunn, Co-Chair Emily Flinkstrom, Town Councilor Mary Gibbons Stevens, Celestyne Fisher-Bragg, Barbara Scott, Carrigan Cyr, Bruce Mallory, Russell White, Carolyn Nielsen, Gerri Luke, Adam Causey

Co-Chairs Meaghan Dunn and Emily Flinkstrom called the meeting to order at 5:05pm.

1. Discuss hate group activity in the region and steps to counter it.

Co-Chair Dunn opened the discussion item after reviewing recent activity from hate groups, Town Council's response, and the counter protest on Route 1.

Councilor Stevens shared thoughts on her discussions with Black Lives Matter.

The group shared the following ideas on visible actions that might be taken:

- The installation of rainbow sidewalks / crosswalks that indicate
- More events like "29 Mainers"
- A survey of the public or convening of focus groups
- More frequent events and outreach
- DEI Committee representative attendance at "Seacoast Forums" and events put on by other groups
- Including disability rights in any future discussions, and ensuring accessibility to public spaces and beaches
- More targeted discussions with community leaders on Kittery-specific messaging
- Artwork or visible messages, like the public artwork displayed by schools during the pandemic

Discussion continued into housing-related issues and how the lack of housing contributes to a less diverse community. The recent petition drive and public hearing included arguments that could be perceived as Kittery not being welcome to new residents.

Additional discussion centered around how to bring diverse groups within Kittery together and talk about outreach that brings allies together at critical times (public meetings, petitions, crises, etc.):

- Uncover "Kittery principles" and how Town Council or other committees can demonstrate them in their charge
- Should Kittery look at the racial or economic impact of ordinances as state law does?

- Can DEI assist creating space for dialogue so community members do not feel afraid to speak out?
- Reach out to local businesses that share the same principles and find ways to expand messaging

Co-Chair Dunn suggested committee members come to next meeting prepared to work on the logistics of reaching out to the community with surveys in different venues and formats.

The next meeting is scheduled for Tuesday, September 13 at 5:00pm at the KCC.

Adjourned at 6:05pm.

Submitted by Adam Causey, Kittery Planning & Development Director