



**Diversity, Equity & Inclusion
Ad Hoc Committee
July 11, 2023
Minutes**

Members present: Meaghan Dunn, Erin Kempster, Haley Mock, Chief Robert Richter, Russell White, Barbara Scott, CiCi Nielson, Celeste Berg, Emily Flinkstrom, Jason Garnham, Carrigan Cyr, Bruce Mallory, Mary Stevens

Members absent: Kendra Amaral, Judy Spiller

1. Comprehensive Plan Review - Topic 7

- No mention of accessibility in this section of the plan
- Improving conditions for pedestrians was a major theme of the feedback from the public
- Community Center master plan does try to address physical accessibility
- Discussion surrounding trash pick up. Residents without transportation may not have the ability to dispose of trash at the town dump.
- The entire comprehensive plan is missing language regarding DEI initiatives. It is important to find places to include that language, and explain how it is beneficial to the community.
- Public transportation is also an accessibility issue.
- There needs to be a goal of improving communication, particularly regarding voting.
- Ambulatory services are not mentioned in the plan. Many insurances do not cover the company that provides these services in Kittery

2. Presentation of Tribal Flag and development of Land Acknowledgement - MOVED TO AUGUST MEETING

3. DEI in the Community and Region

- Mary shared information from her conversation with Town Manager of Falmouth
- Falmouth hired Dustin Ward to provide training on DEI to the municipal staff. Additionally worked to raise awareness to all of their staff on issues regarding DEI
- Kittery's work seems to parallel Falmouth's in regards to policy and actions taken to address DEI issues.

4. Next Steps

Next Meeting: August 8, 2023