



**Diversity, Equity & Inclusion
Ad Hoc Committee
August 8, 2023
Minutes**

In attendance: Meaghan Dunn, Celeste Bragg, Cici Nielsen, Judy Spiller, Carrigan Cyr, Annie Cicero, Kendra Amaral, Chief Robert Richter, Bruce Mallory, Jason Garnham, Gerri Luke, Mary Stevens, Erin Kempster

1. Comments on July 6 Proposal

- Kendra shared on how the municipal staff has been addressing accessibility and inclusion as a result of the committee
- Bruce shared possible steps going forward including seeking out a consultant to guide outreach. He shared understanding that this is a volunteer group and the time demands may be too great within that limitation. Also suggested that the phrase “DEI” may be too politically charged and suggested potentially changing the name to something including the word “welcome”
- Mary expressed appreciation for the model used by the Climate Adaptation Committee of creating community partnerships, and seeking out feedback from relevant stakeholders at meetings that are already taking place. Also pushed back on the idea of changing from DEI. This thought was echoed by several members on the committee.
- Erin expressed potential concern about the optics of bringing someone in from “the outside” and how that could turn off community members that distrust people outside of the community telling them how to live
- Judy suggested that the town council could add the word “welcoming” to the committee charter without changing the name of the committee.

2. Comprehensive Plan Review: Land Use – Topic 7

- The facilities at Emery Field are attracting a number of families and community members that speak different languages - it’s a good reminder that language accessibility is an important goal
- Mary brought up the discussion of how the KCC is addressing the needs of the older population and if the town, as a whole, is meeting those needs.
- Cici questioned if there was any kind of centralized municipal department oversight. Kendra explained that she does engage in regular meetings with department heads to ensure that all municipal offices and services are on the same page.
- Mary asked how Kendra handles citizen complaints. She explained the process and summarized the attitude as customer-centric and “service with

a smile”.

- Judy shared her experience volunteering at the Freebie Barn and observing the town staff as professional, positive, and polite.
- Meaghan asked Chief Richter to share his department’s efforts toward DEI goals. He shared an effort to hire more female officers, ongoing training in de-escalation, and a desire to diversify the department. He is finding challenges in getting diverse candidates to apply - this is a problem across the state.
- Meaghan suggested that this could be a topic in future Comprehensive Plans
- Mary asked about mental health advocacy in town policing
 - The department has contracted with an LCSW to help connect people with the services they need. A second position is being proposed to address the needs of the community. Officers have embraced the program, and Chief Richter has seen the benefits.
- The group agreed to examine Topic 1: Historic and Cultural Resources next

3. Presentation of Tribal Flag and development of Land Acknowledgment

- The Tribal Flag presentation will take place at the town council meeting at the end of September.
- Bruce suggested that a few people take time before the next meeting to research and draft a Land Acknowledgement. Mary and Judy offered to help.

4. DEI in the Community and Region

- Tabled discussion calendar of recognition months and discussion of policy/approach

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Next Meeting: September 12, 2023

Draft Diversity Calendar

January – Martin Luther King Day (Jan 15)

February- Black History Month, Lunar New Year (Feb 10) March -

Women's History Month, Ramadan, Easter (March/April) April -

Sexual Assault Awareness Month, Passover

May – Mental Health Awareness Month, Asian Pacific Islander

Month June- Pride Month, Juneteenth (June 19)

July - Independence Day (July 4)

August -

September - Hispanic Awareness Month, Rosh Hashanah, Yom Kippur (Sept/Oct)

October – Indigenous People’s Day (Oct 9)

November - Native American Heritage Month, Diwali, Veterans Day (Nov

11) December – Hanukkah (Dec), Christmas (Dec 24), Kwanza (Dec 26 – Jan 1)