



**Diversity, Equity & Inclusion
Ad Hoc Committee
September 12, 2023
Minutes**

Present: Meaghan Dunn, Russel White, Emily Flinkstrom, Kendra Amaral, Annie Cicero, CiCi Nielsen, Cheryl Daly, Jason Garnham, Bruce Mallory, Haley Mock, Barbara Scott, Mary Stevens

1. Welcoming and connecting

- members shared their favorite historical, cultural, and/or archaeological resources in Kittery
- Meaghan introduced a student application from a Traip student to join the committee as a student representative

2. Land Acknowledgement Committee

- Proposed statement: "Kittery is located on land of the Pennacook and Abenaki peoples of the Wabanaki Confederacy, who have ongoing cultural and spiritual connections to this land. We acknowledge the land and the peoples who have stewarded it through the generations."
- Russel suggested adding "... acknowledge and honor with gratitude ..." to the second sentence. The committee supported the addition.
- There was discussion surrounding an acknowledgement of harm caused to indigenous peoples
- Bruce expressed desire for the tribal flag presentation and introduction of the land acknowledgment to be publicized in the media
- The committee recommends the following land acknowledgment to the town council: "Kittery is located on land of the Pennacook and Abenaki peoples of Wabanaki Confederacy, who have ongoing cultural and spiritual connections to this land. We acknowledge, and honor with gratitude, those who have stewarded it through the generations."

3. Comprehensive Plan Review

a. Historic, Archaeological and Cultural Resources – Topic 1

- Concern expressed over the use of the word "character" given the racially charged nature in the current climate - what is that word meant to convey in this context?
- In the current plan there is no mention of the Black Heritage Trail or Rock Rest. There is an absence of Kittery's rich African American history
- Discussion surrounded updating the language on historical plaques around town. It was mentioned that there is an ongoing project called "Museum in the Streets" that may be a valuable resource in this process

4. DEI in the Community and Region

a. Discuss calendar of recognition months and discussion of policy/approach

- The committee discussed the value and drawbacks of acknowledging religious holidays.
- What is the purpose of this list? What are we doing with these months and celebrations?
- Can we use these celebrations to create belonging for different communities within

Kittery? Can we use them to tell our story?

- This discussion will be revisited at the next meeting

Next Meeting: October 10, 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)