



TOWN OF KITTERY
Diversity, Equity & Inclusion Committee
September 13, 2022
5PM
Kittery Community Center
120 Rogers Road
MINUTES

In attendance: Co-Chair Emily Flinkstrom, Bruce Malory, Celeste Bragg, Annie Cicero, Judy Spiller, Russell White, Erin Kempster, Mary Stevens, Co-Chair Meaghan Dunn, Carrigan Cyr, Robert Richter, Cici Nielsen, Haley Mock.

1. Update on zoning amendments passing-work of DEI committee closely tied to the work of the housing and planning committees.
 - Congratulations to Emily and all those involved in getting the amendment passed.
2. Chief Richter updated on Seacoast Forum on hate groups. Collaborative planning by Granite State Progress, NH Listens, United Against Hate, area police departments. The event will be an informational session about the groups active in the Seacoast. How to identify, report and organize as community members.
 - concerns about how to make the event a safe place-there is a chance that counter protestors might show up
 - Judy suggested peace keepers, Chief said that this had been discussed at the meeting
 - Bruce will share finalized flyers so we can all help with promotion
 - Chief suggested our committee have a table at the event, so we can talk about what we are doing, suggestion to talk about hate activities and organizing online activities.
 - Bruce reminded the group that we should keep focused on the work the committee was tasked with, and keep our work targeted towards achieving our charge
 - Mary added that we should know what is happening in the community and be responding to it
3. Break-out groups to work on: mission statement, survey and in-person interactions with Kittery public
 - Break-out Group: In-person public introduction of the committee and gathering community input
 - i. venues for introducing DEI committee to Kittery: Taste of Kittery, farmer's market, Seacoast Forum (Our Community: Welcoming and Safe
 - ii. have a table at events with information about committee, email collection list,
 - iii. Big boards with questions: What can we as a community do to make Kittery an equitable and inclusive community? People put answers on sticky notes
 - iv. Purpose of first events is to build public awareness of DEI committee
 - v. Survey - send out after the elections, before the holidays

- vi. Bruce suggested grad students (grad student of color) from the Carsey School to analyze town policies and documents