



**Diversity, Equity & Inclusion
Ad Hoc Committee
June 13, 2023
Minutes**

Present: Meaghan Dunn, Celeste Bragg, Judy Spiller, Chief Robert Richter, Cheryl Daly, Karigan Cyr, Gerri Luke, Jason Garnham, Barbara Scott, Russel White, Mary Stevens, Tom Emerson, Bruce Mallory

1. Public Input/Outreach

- Update on survey
 - Strong feedback from Traip Academy
 - School notices, Library list serves, KCC list serve, hard copies at library, town hall, KCC
 - Are these methods effective? How can we get this more visible to citizens not receiving the e-mails? Suggested to use The Sentinel to disseminate information about the committee and the survey.
- Themes coming up in the comments
 - Kittery's lack of diversity can lead to questions of "so why do it?", or "we need to be more proactive"
 - Kittery's diversity is not seen – diversity means more than race
 - Students are expressing concern. How do we get students more engaged with DEI?
- Block Party
 - KBP is taking place during Juneteenth Weekend. How do we use this opportunity to shift the spotlight toward those events?
 - The table for the town will share information about Black Heritage Trail events
 - Committee members can show up to help staff the table

2. Comprehensive Plan Review: Moved to next meeting - Land Use – Topic 7

3. Finalize Co-Chair Positions – Bruce Mallory will step in as Co-Chair along with Meaghan Dunn

4. DEI in the Community and Region

- Increasing inclusivity of holidays and special months
- Can the town and schools put relevant information about recognized holidays on the calendar?
- Discussion surrounding which months we recognize and how
 - Share ideas, stories, events and learning opportunities

5. Next Steps

- Set summer meeting schedule

- Meetings will continue on the current schedule with the understanding that some will not be able to attend every meeting.

Next Meeting: July 11, 2023 at 5:00. Location TBD