



TOWN OF KITTERY  
Diversity, Equity & Inclusion Ad Hoc Committee  
January 9, 2024  
**MEETING MINUTES**

Present: Meaghan Dunn, Bruce Mallory, Kavika Vargas, Nikolas Franks, Russell White, Erin Kempster, Emily Flinkstrom, Cheryl Daly, Judy Spiller, CiCi Nielsen, Jason Garnham, Kendra Amaral, Haley Mock, Barbara Scott, Mary Stevens

1. November + December Minutes approved unanimously.
2. DEI in the Community and Region
  - a. Discussed educational community events: a small group/subcommittee will meet to discuss and plan community events and bring recommendations to full committee.
    - i. Subcommittee will be Meaghan, Kavika, CiCi. Haley will be the town contact.
    - ii. DEI Com. will seek to partner with other town depts/committees (KCC, RPL, etc)
  - b. Discussed lawn signs in partnership with CRT: Kavika and Cheryl shared feedback from CRT advisor. DEI Committee will send an official letter to CRT stating what we want and how we will contribute. Meaghan and Bruce will draft the letter.
    - i. Discussion: CRT will design, DEI will do production and distribution. Can CRT help with distribution? Do we have a budget? What expenses will we cover? We can sell the signs
    - ii. Discussion about biodegradable signs.
3. Comprehensive Plan Review: Marine Resources – Topic 6
  - a. Consider equity and fairness in access to licenses
  - b. Consider long-term sustainability
  - c. Access to moorings – make mooring process more equitable
  - d. Accessibility – equitable public access to waterfront
  - e. Why no bike racks at the beaches?
  - f. Resident vs. Non-resident access (perception of scarcity of resources)
    - i. There are costs associated with maintenance of waterfront parks and beaches. Access should be equitable and reasonable. Cost of living along the coast is so high – let's not create unreasonable costs and restrictions
4. Consultant to DEI committee: Subcommittee will review proposals (Russell, Erin, Mary, Bruce)

Next steps/unfinished business:

- Draft a summary of our comprehensive plan feedback
- Letter to CRT with specific request re: community signs
- Subcommittee to make recommendations re: community education and outreach
- Subcommittee to review proposals for Consultant
- Need a DEI rep on the Youth Ad Hoc Committee

Next Meeting: February 13, 2024 @ 5 PM