



**TOWN OF KITTERY**  
**Diversity, Equity & Inclusion Committee**  
**October 11, 2022**  
**5PM**  
**Kittery Community Center**  
**120 Rogers Road**  
**MINUTES**

In attendance: Co-Chair Emily Flinkstrom, Bruce Mallory, Celeste Bragg, Annie Cicero, Judy Spiller, Russell White, Erin Kempster, Co-Chair Meaghan Dunn, Barbara Scott, Carrigan Cyr, Robert Richter, Adam Causey, Gerri Luke, Cici Nielsen, Haley Mock.

Rory, Lane (Berwick Academy Students)

1. September 13 minutes approved with two edits on attendance.
2. Group gave feedback on Understanding and Preventing Hate-Based Activity:
  - Great turnout! Especially from Kittery residents.
  - Committee interested in a follow up e-mail from NH Listens with contact information for local attendees to encourage continued conversation and action.
  - Some members heard feedback and questions directed toward DEI committee about how to get more involved, or how they can get more information about the committees.
  - Members agreed the committee should not appear to be exclusive.
  - Committee showed interest in offering further training on how to respond to hate motivated activity.
    - i. Meaghan is trying to put together a class with another community member that would be offered through Kittery Adult Education focused on this kind of training. There was not enough interest for this session, but hopeful for the next session. Will update committee as more information comes in.
    - ii. Discussion centered around DEI Committee Table set up at the event
    - iii. Suggestion for more detailed signage around future public displays
    - iv. Narrower questions may result in better response rate
    - v. Offer a handout with glossary of terms used in DEI space
    - vi. Offer the option of a “scale” response where people can place a marker on a continuum to indicate feedback.
3. Reviewed draft mission statement. Mission statement to be finalized at the next meeting.
  - *Creating a safe, welcoming, and inclusive community that celebrates difference, where everyone is empowered and all voices count.*
4. Public Outreach
  - Table approved for community market, dates have not yet been set.

- The committee is interested in setting up a table in the community center on Election Day. Meaghan will send out an email to set up a schedule for volunteers to man the table.
- Further discussion on putting together a survey for the community. Bruce suggested creating a subcommittee. The subcommittee will consist of Bruce Mallory, Judy Spiller, Barbara Scott, and Erin Kempster

#### 5. Other

- Committee member brought up question about what to do with information or suggestions provided to committee members by the community.
- It was decided that there would be a standing agenda item to discuss any pertinent information, suggestions, or issues from the community. That information will be reflected in the minutes going forward.
- Committee members also suggested gathering resources to offer to people in these situations.