



Diversity, Equity & Inclusion
Ad Hoc Committee
February 14, 2023
Minutes

Present: Meaghan Dunn, Russel White, Kendra Amaral, Haley Mock, Jason Garnham, Gerri Luke, CiCi Nielsen, Celeste Bragg, Barbara Scott, Bruce Mallory, Chief Robert Richter, Cheryl Daly Mary Stevens, Russell White

1. Review and Approve Minutes a. January 10, 2023
 - Minutes approved after correcting CiCi and Gerri
2. Finalize 2023 Objectives
3. Public Input/Outreach
 - Review draft survey
 - o Highlight in bold, not caps
 - o Add definitions to key terms/concepts
 - o Add age data
 - o Survey should take ~15 minutes
 - o “How long have you lived in Kittery”
 - Develop schedule for roll-out and collection of responses
 - o Paper copies for pantry, RPL, Town Hall, Freebie Barn
 - o Translation – Takes time, any school contacts, translation contracts? Need to translate online and hard copy
 - o If promoting at KBP and farmer’s market – scan code or paper? Not interested in doing surveys at fairs
 - o Spanish translation needed
 - o Open through summer, school push in fall
4. Comprehensive Plan Review
 - Established timeline and order for discussing the sections, identified focus sections – Start with Land Use, review Housing
 - We are going to look through the Comprehensive Plan, review it with a DEI focus
 - Jason found Am Planning Assoc has some DEI guidebooks for putting DEI in zoning will send
 - Judy: can we look at other communities’ Comp Plan - Jason will check with SMPDC
 - Kendra will provide committee with her Comp Plan implementation update
5. Next Steps

Next Meeting: March 14, 5PM
Update on status of survey

Climate Action Plan community conversation
Comp Plan Land Use review