



**Diversity, Equity & Inclusion
Ad Hoc Committee
May 9, 2023
Minutes**

Present: Meaghan Dunn, Carrigan Cyr, Celeste Bragg, Haley Mock, Judy Spiller, Tom Emerson, Kendra Amaral, Barbara Scott, Bruce Mallory, Jason Garnham, Emily Flinkstrom, Mary Stevens, Cheryl Daly, Cici Nielson

1. Public Input/Outreach – Survey updates

- Survey is live on website and out to other groups with various listservs and other avenues. Available in paper copy as well in English & Spanish. Ask Annie to make sure it goes out through school district listservs. 74 responses, 2 paper. All in English. No requests for other languages at this point.
- Table at the community market. The town will have table at the block party with postcard with QR code. Survey at freebee barn on Wednesdays. Need a wider net of respondents, based on demographics currently responded. If email is going out in English, less likely to get non-English speakers. Introduce the Mostly white women over 60 have responded so far. Poster at KCC and/or library.
- Focus group plans – do survey first, see themes that arise, then have focus groups to dig deeper. Idea for planning listening session, perhaps in the Fall.
- Bruce will reach out to Falmouth and Westbrook who have recently gone through this process. Mary will work on this with Bruce.
- Cici brought up the idea of having a bystander training offered to the community.
- Contest for slogan and logo?
- More social media outreach. How to get younger folks.
- BBQ at Mitchell School on May 24th – have surveys there – or poster with QR code.
- The seniors at high school did a survey in civics class related to DEI. Figure out if we can get responses.
- Distribute surveys and have students do it during advisory. Or, have a table in the cafeteria.

2. Comprehensive plan: Land Use

- If hire a consultant to help with comp. plan look for someone with DEI experience.
- More clearly and explicitly lay out the need for a broad range of housing. Need more education around this prior to creating the new plan so we can garner that from the public input sessions.
- Use land to bring people together, create inclusive & welcoming spaces. The three key principals at the end of the chapter should include language around inclusion and fostering connections between people.
- Accessibility included as land use concept.
- Transportation opportunities should be included as a priority.

- “Character” and “Small town atmosphere” – avoid those words, or better define what we mean by those words/terms.
- Think about what our land use code restricts vs. allows – everyone lives differently and we should think about what other cultures may desire so we can attract and welcome those folks– example: multi-generational housing options.
- We need to reduce the single-family-only zoning we have in Kittery.
- Linking fear of change to DEI community conversations/listening sessions. How to share the benefits of more folks coming into our community. Create a land use code that reflects what we WANT and not what we DON’T want.
- We have made progress on/achieved some of the to-dos outlined in the comp plan.

3. Co-Chair: Emily will pass the baton to someone else. Meaghan will remain as co-chair.

Next Meeting: June 13, 2023 location TBD