



## **Diversity, Equity & Inclusion Ad Hoc Committee**

**May 19, 2022**

**4PM**

**Kittery Town Hall  
Conference Room A**

1. Introductions
2. Review of Ad Hoc Committee Charge
3. Select a Chairperson
4. Member Discussion
  - a. Initial thoughts, goals and ideas
  - b. Debrief from "29 Mainers" community conversation
5. Next Steps

### **Materials:**

- DEI Ad Hoc Committee Charge
- "29 Mainers" Event flyer

The public may attend the meeting in person or view the meeting via Zoom webinar by registering in advance. Register for the Zoom meeting at:

[https://us02web.zoom.us/webinar/register/WN\\_EsVAvoh5Qr26VDAPj2h4UA](https://us02web.zoom.us/webinar/register/WN_EsVAvoh5Qr26VDAPj2h4UA)



# 29 Mainers

## AN ARTIST RECEPTION & COMMUNITY CONVERSATION AT THE KITTERY COMMUNITY CENTER

**ARTIST RECEPTION | MAY 13, 2022 | 5:30 PM - 6:30 PM**

Erin Moore is a portrait photographer based in Southern Maine. She is the founder of Mercy Street Studio, the largest photography studio in the seacoast region. Named "2018 Photographer of the Year - Portraits" by the Maine Professional Photography Association, Erin is passionate about using her camera to show people how beautiful they are. Moore says the "29 Mainers" project was birthed out of the desire to add black faces to the world of fine art portraiture, where they are vastly underrepresented.

**Cost: Free. Light refreshments will be served and music by "Midnight Barbeque".**



**COMMUNITY CONVERSATION | MAY 13, 2022 | 6:30 PM - 8:00 PM**

Directly following the reception, please join Jermaine Moore of The Mars Hill Group as he leads a community conversation about diversity. Using the "29 Mainers" artwork as a jumping off point, he'll explore the concept of representation and discuss the fundamentals of diversity, equity and inclusion. Participants will have an opportunity to expand their thinking and brainstorm pathways to creating a more diverse, equitable, and inclusive community. **Cost: Free but registration is required.**



Register with the KCC by calling 207-439-3800  
or by visiting <https://bit.ly/29mainers>.



## **DIVERSITY, EQUITY & INCLUSION AD HOC COMMITTEE**

### **CHARGE**

The **KITTERY TOWN COUNCIL** hereby establishes the Diversity, Equity & Inclusion Ad Hoc Committee (DEI Committee) as follows:

1. The DEI Committee is charged with the following objectives:
  - a. Develop and articulate the Town's goals and expectations for a diverse, equitable, and inclusive community;
  - b. Evaluate the Comprehensive Plan, existing ordinances, master plans, goals, and policies for opportunities and barriers to achieving the Town's DEI goals and expectations; and
  - c. Recommend action steps to the Council which may include guidance for developing the Comp Plan update, revisions to ordinances and policies, procedures for evaluating new ordinances and policies, establishing a standing DEI Committee, and other actions that will advance the Town's efforts to achieve its DEI goals and expectations.
2. The DEI Committee will consist of the following members, selected to represent a broad range of stakeholders, jurisdictional authorities, and advisory entities in Town:
  - a. 6 at-large residents appointed by the Town Council
  - b. 2 Town Councilors appointed by the Town Council
  - c. 1 representative each from: Planning Board, Port Authority, Library Advisory Committee, Kittery Community Center Board of Directors, Housing Committee, Economic Development Committee, Climate Adaptation Committee, and School Committee.
3. The Council wishes to appoint the resident representatives, as recommended by the two Council members and Town Manager. The recommended resident appointees will be selected from a pool of candidates who apply to be on the DEI Committee, and who present beneficial perspectives, experiences, insight, and interest in the Town's DEI effort, and are available to actively participate in the DEI Committee's work.
4. The Town Manager, Director of Planning and Development, and Police Chief will serve on the committee as ex officio non-voting members.
5. The Council expects the DEI Committee to provide progress reports to the Council at appropriate times.
6. The Committee is expected to encourage input and participation from residents, businesses, and experts in the execution of its tasks.
7. The Committee will meet as often as it determines necessary to complete its work.
8. The Committee reports to the Town Council as a whole. It has no authority with municipal departments and staff, except as may be requested of, and directed by, the Town Manager. The Town Manager will be responsible for ensuring the meetings, records, and potential monies

associated with the work of the DEI Committee are managed in accordance with State Law, Town Code, and Town policy.

9. The Council may dissolve this Committee and/or establish a standing committee in Title 4 of the Kittery Town Code, upon and in accordance with recommendations from the DEI Committee, or within two years of the DEI Committee's establishment; whichever occurs first.