



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

**September 13, 2022  
5PM  
Kittery Community Center**

1. Review Draft Minutes
  - a. August 8, 2022
2. Engaging the Community in Discussions and Activities
3. Update on Affordable Housing Efforts
4. Information on Understanding and Preventing Hate-Based Activity Event
5. Next Steps

**Next Meeting: October 11, 5PM**

### **Materials:**

- Draft Minutes
- Understanding and Preventing Hate-Based Activity Event Flyer



**TOWN OF KITTERY**  
**Diversity, Equity & Inclusion Committee**  
**AUGUST 9, 2022**  
**5PM**

**Kittery Community Center, 120 Rogers Road**  
**DRAFT MINUTES**

**In attendance: Co-Chair Meaghan Dunn, Co-Chair Emily Flinkstrom, Town Councilor Mary Gibbons Stevens, Celestyne Fisher-Bragg, Barbara Scott, Carrigan Cyr, Bruce Mallory, Russell White, Carolyn Nielsen, Gerri Luke, Adam Causey**

**Co-Chairs Meaghan Dunn and Emily Flinkstrom called the meeting to order at 5:05pm.**

**1. Discuss hate group activity in the region and steps to counter it.**

Co-Chair Dunn opened the discussion item after reviewing recent activity from hate groups, Town Council's response, and the counter protest on Route 1.

Councilor Stevens shared thoughts on her discussions with Black Lives Matter.

The group shared the following ideas on visible actions that might be taken:

- The installation of rainbow sidewalks / crosswalks that indicate
- More events like "29 Mainers"
- A survey of the public or convening of focus groups
- More frequent events and outreach
- DEI Committee representative attendance at "Seacoast Forums" and events put on by other groups
- Including disability rights in any future discussions, and ensuring accessibility to public spaces and beaches
- More targeted discussions with community leaders on Kittery-specific messaging
- Artwork or visible messages, like the public artwork displayed by schools during the pandemic

Discussion continued into housing-related issues and how the lack of housing contributes to a less diverse community. The recent petition drive and public hearing included arguments that could be perceived as Kittery not being welcome to new residents.

Additional discussion centered around how to bring diverse groups within Kittery together and talk about outreach that brings allies together at critical times (public meetings, petitions, crises, etc.):

- Uncover "Kittery principles" and how Town Council or other committees can demonstrate them in their charge
- Should Kittery look at the racial or economic impact of ordinances as state law does?
- Can DEI assist creating space for dialogue so community members do not feel afraid to speak out?
- Reach out to local businesses that share the same principles and find ways to expand messaging

Co-Chair Dunn suggested committee members come to next meeting prepared to work on the logistics of reaching out to the community with surveys in different venues and formats.

The next meeting is scheduled for Tuesday, September 13 at 5:00pm at the KCC.

**Adjourned at 6:05pm.**

**Submitted by Adam Causey, Kittery Planning & Development Director**

# OUR COMMUNITY: WELCOMING AND SAFE

## *Understanding and Preventing Hate-Based Activity*

The **Maine and New Hampshire Seacoast area** has experienced **increased hate-based activity** in recent months.

Please join us for an informative presentation and Q&A with area police departments and local community groups working to address hate-based activity. Talk with your neighbors about proactive and effective ways to respond. Learn more about:

- How to identify symbols affiliated with hate groups
- Active groups identified in our area
- How activity in the Seacoast compares regionally and nationally
- Actions you can take if you encounter literature/activity of hate groups

### JOIN US

Monday, October 3

*In-person*

Kittery Community

Center Star Theatre

6:00 – 8:00

Thursday, October 6

*Online*

Please register for

Zoom information

6:00 – 8:00

**REGISTER FOR  
BOTH DATES  
[Ad.Fly Link]**

**Refreshments will be available. Childcare provided by local, background-checked professionals.**

*This event is hosted by Kittery Police Department, Portsmouth Police Department, Granite State Progress, New Hampshire Council of Churches, New Hampshire Listens, and United Against Hate on Seacoast*