



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

**October 11, 2022**

**5PM**

**Kittery Community Center**

1. Review Draft Minutes
  - a. September 13, 2022
2. Debrief on Understanding and Preventing Hate-Based Activity Event
3. Review Draft Mission Statement
4. Public Input/Outreach
  - a. Select date(s) for Community Market and secure volunteers
  - b. Discuss survey questions
5. Next Steps

**Next Meeting: November 8, 5PM**

### **Materials:**

- Draft September 13, 2022 Minutes
- Draft Mission Statement Options
- Ideas from Idea Board at Oct 3<sup>rd</sup> event



**TOWN OF KITTERY**  
**Diversity, Equity & Inclusion Committee**  
**September 13, 2022**  
**5PM**  
**Kittery Community Center**  
**120 Rogers Road**  
**MINUTES**  
**DRAFT**

In attendance: Co-Chair Emily Flinkstrom, Bruce Malory, Celeste Bragg, Annie Cicero, Judy Spiller, Russell White, Erin Kempster, Mary Stevens, Co-Chair Meaghan Dunn, Barbara Scott, Carrigan Cyr, Robert Richter

1. Update on zoning amendments passing-work of DEI committee closely tied to the work of the housing and planning committees.
  - Congratulations to Emily and all those involved in getting the amendment passed.
2. Chief Richter updated on Seacoast Forum on hate groups. Collaborative planning by Granite State Progress, NH Listens, United Against Hate, area police departments. The event will be an informational session about the groups active in the Seacoast. How to identify, report and organize as community members.
  - concerns about how to make the event a safe place-there is a chance that counter protestors might show up
  - Judy suggested peace keepers, Chief said that this had been discussed at the meeting
  - Bruce will share finalized flyers so we can all help with promotion
  - Chief suggested our committee have a table at the event, so we can talk about what we are doing, suggestion to talk about hate activities and organizing online activities.
  - Bruce reminded the group that we should keep focused on the work the committee was tasked with, and keep our work targeted towards achieving our charge
  - Mary added that we should know what is happening in the community and be responding to it
3. Break-out groups to work on: mission statement, survey and in-person interactions with Kittery public
  - Break-out Group: In-person public introduction of the committee and gathering community input
    - i. venues for introducing DEI committee to Kittery: Taste of Kittery, farmer's market, Seacoast Forum (Our Community: Welcoming and Safe
    - ii. have a table at events with information about committee, email collection list,
    - iii. Big boards with questions: What can we as a community do to make Kittery an equitable and inclusive community? People put answers on sticky notes
    - iv. Purpose of first events is to build public awareness of DEI committee

- v. Survey - send out after the elections, before the holidays
- vi. Bruce suggested grad students (grad student of color) from the Carsey School to analyze town policies and documents

## **DRAFT MISSION STATEMENTS**

### **Options:**

*Creating a community where residents celebrate differences and no longer feel powerless or voiceless in changes*

*Kittery will be a community where residents feel the power of their voices, working together to make everyone feel welcome and included*

## What can we do to make KITTERY a more EQUITABLE & INCLUSIVE COMMUNITY?

### AFFORDABLE HOUSING

- Affordable housing (3)
- More low-income housing

### EDUCATION REFORM

- Invest in schools

### INCREASE DIVERSITY

- Diversity of staff in all visible offices
- Diverse hiring in town & police

### OTHER

- An understanding and better accommodations for differently-abled persons.