



Diversity, Equity & Inclusion Ad Hoc Committee

**May 9, 2023
5PM
Town Hall
Council Chambers**

1. Public Input/Outreach
 - a. Update on survey
2. Comprehensive Plan Review
 - a. Land Use – Topic 8
3. Public Engagement Opportunities
 - a. Brainstorm Ideas
4. Chair/Co-Chair Positions
5. DEI in the Community and Region
 - a. Share ideas, stories, ideas, events and learning opportunities
6. Next Steps

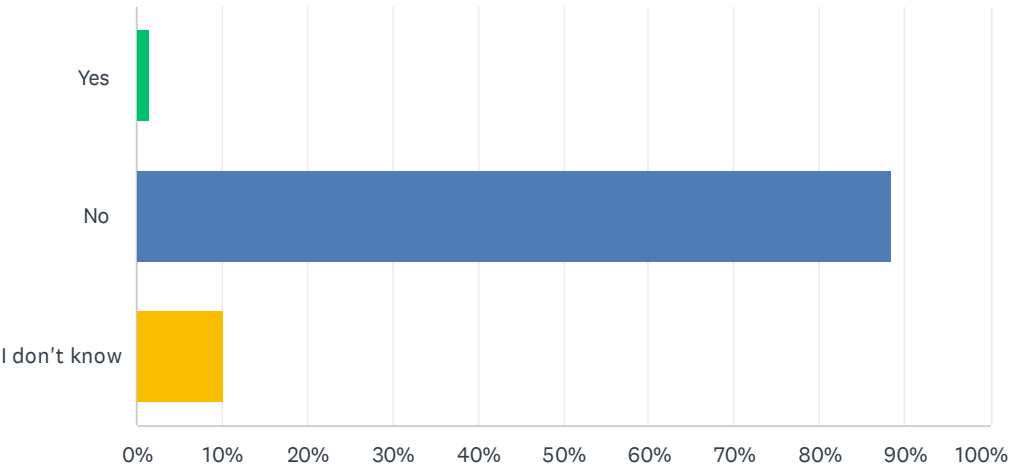
Next Meeting: June 13, 5PM

Materials:

- Survey Results To Date
- [Comp Plan – Topic 8 \(starts page 117\)](#)

Q1 Have you ATTENDED any EVENTS or PROGRAMS PROMOTED by the DEI Committee?

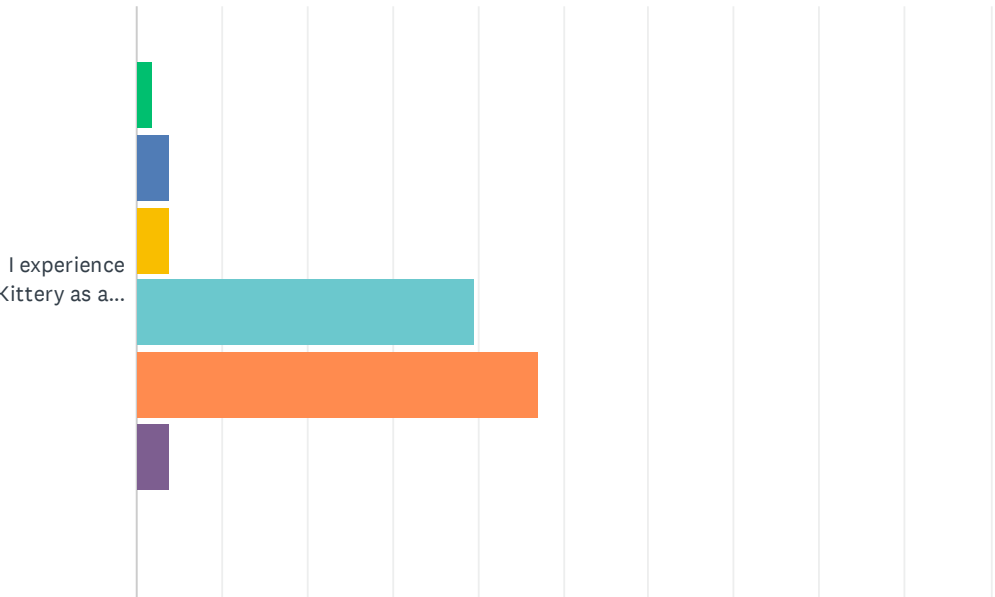
Answered: 69 Skipped: 0



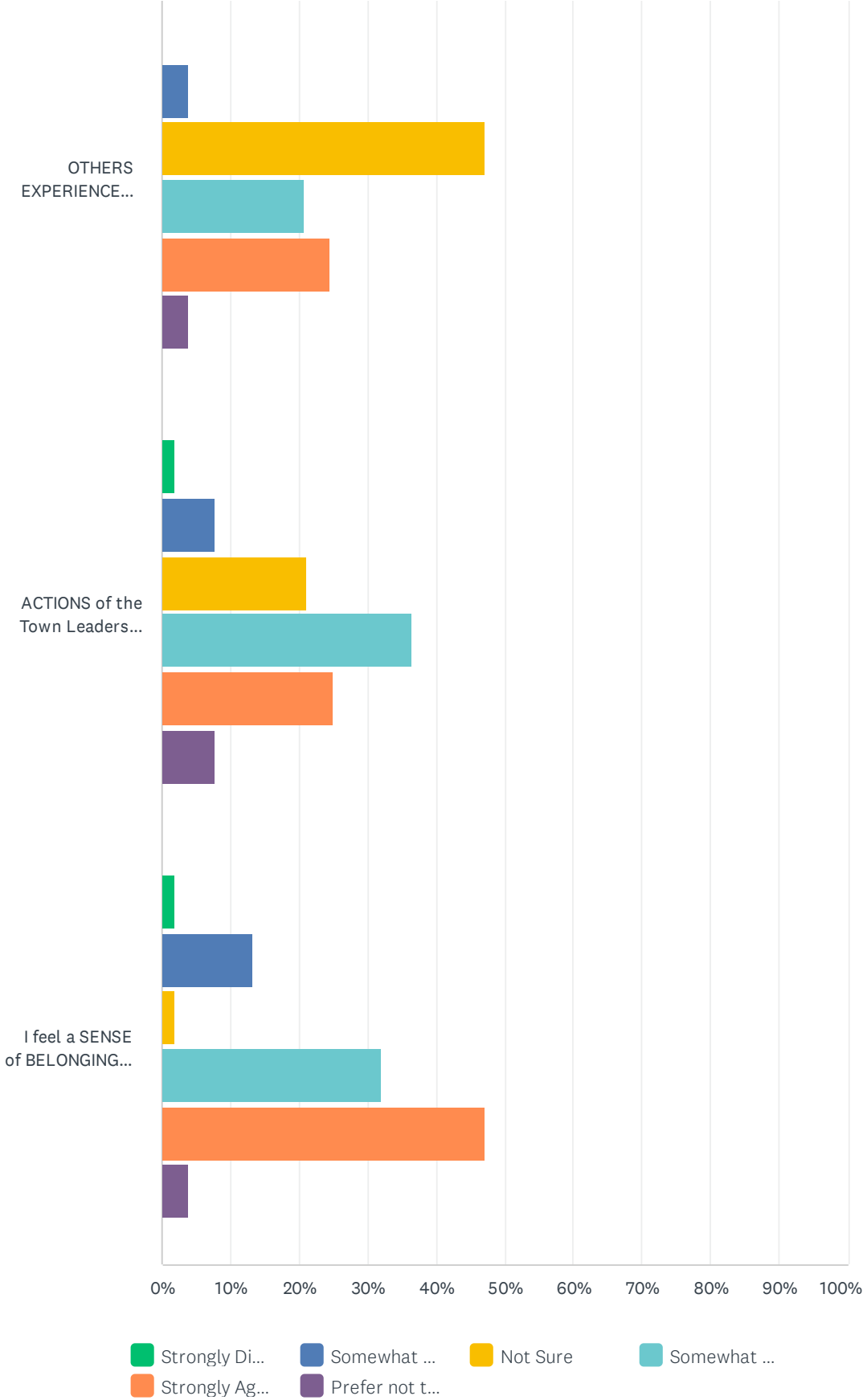
ANSWER CHOICES	RESPONSES	
Yes	1.45%	1
No	88.41%	61
I don't know	10.14%	7
TOTAL		69

Q2 Please share your OPINION on the following statements:

Answered: 54 Skipped: 15



Understanding Diversity, Equity, and Inclusion in Kittery

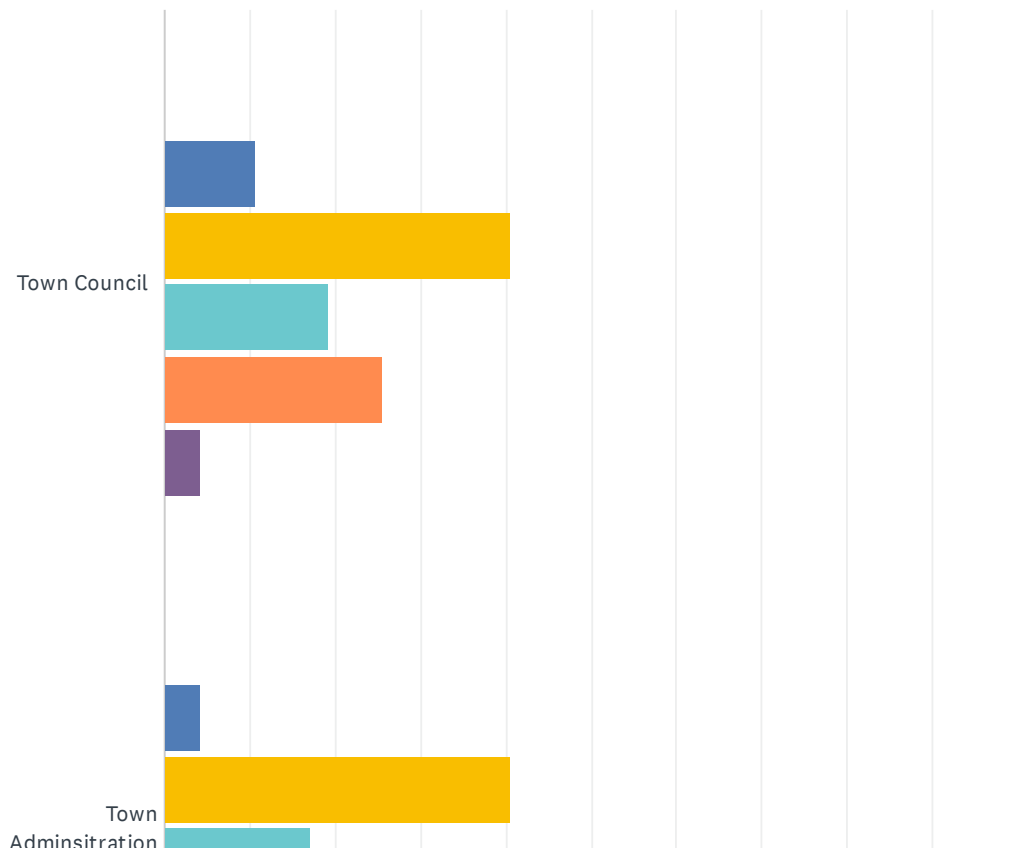


Understanding Diversity, Equity, and Inclusion in Kittery

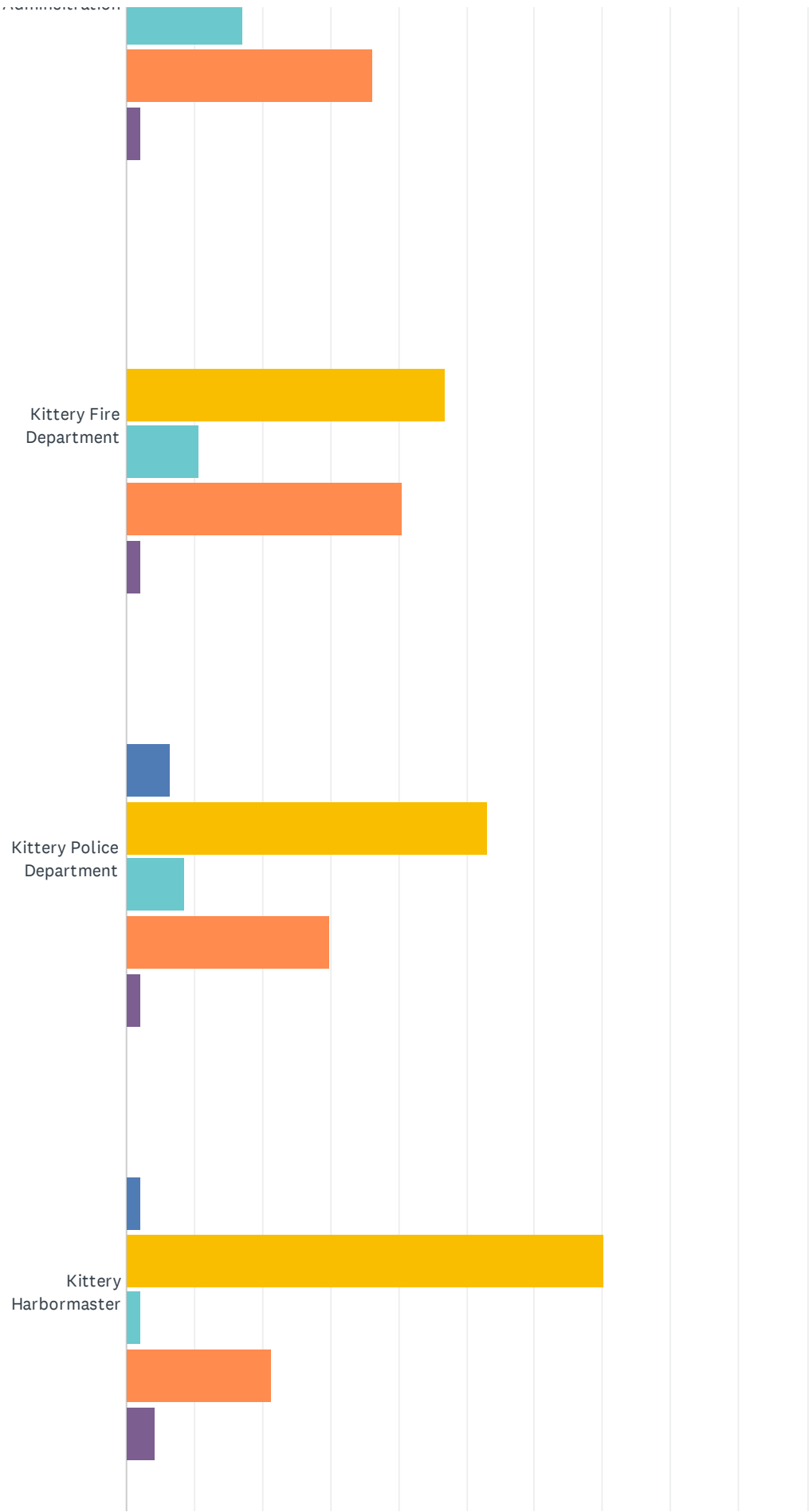
	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NOT SURE	SOMEWHAT AGREE	STRONGLY AGREE	PREFER NOT TO ANSWER	TOTAL	WEIGHTED AVERAGE
I experience Kittery as a WELCOMING and INCLUSIVE community.	1.89% 1	3.77% 2	3.77% 2	39.62% 21	47.17% 25	3.77% 2	53	4.31
OTHERS EXPERIENCE Kittery as a WELCOMING and INCLUSIVE community.	0.00% 0	3.77% 2	47.17% 25	20.75% 11	24.53% 13	3.77% 2	53	3.69
ACTIONS of the Town Leadership REFLECT A COMMITMENT to diversity, equity and inclusion in Kittery	1.92% 1	7.69% 4	21.15% 11	36.54% 19	25.00% 13	7.69% 4	52	3.81
I feel a SENSE of BELONGING in Kittery.	1.89% 1	13.21% 7	1.89% 1	32.08% 17	47.17% 25	3.77% 2	53	4.14

Q3 I believe these town services and/or offices TREAT ALL PEOPLE EQUITABLY REGARDLESS OF THEIR IDENTITY (If you have not used or interacted with the service select "Not Sure")

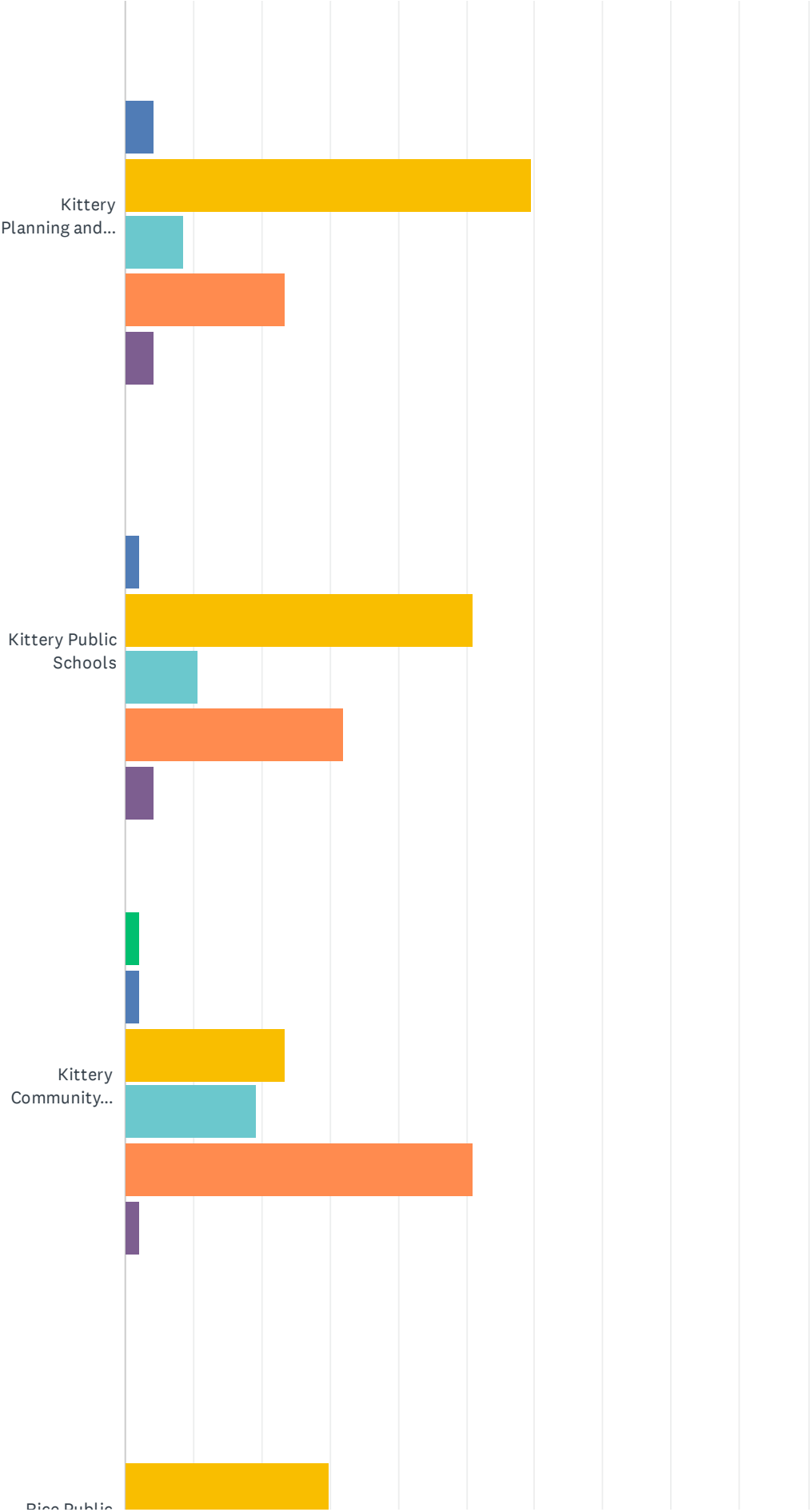
Answered: 47 Skipped: 22



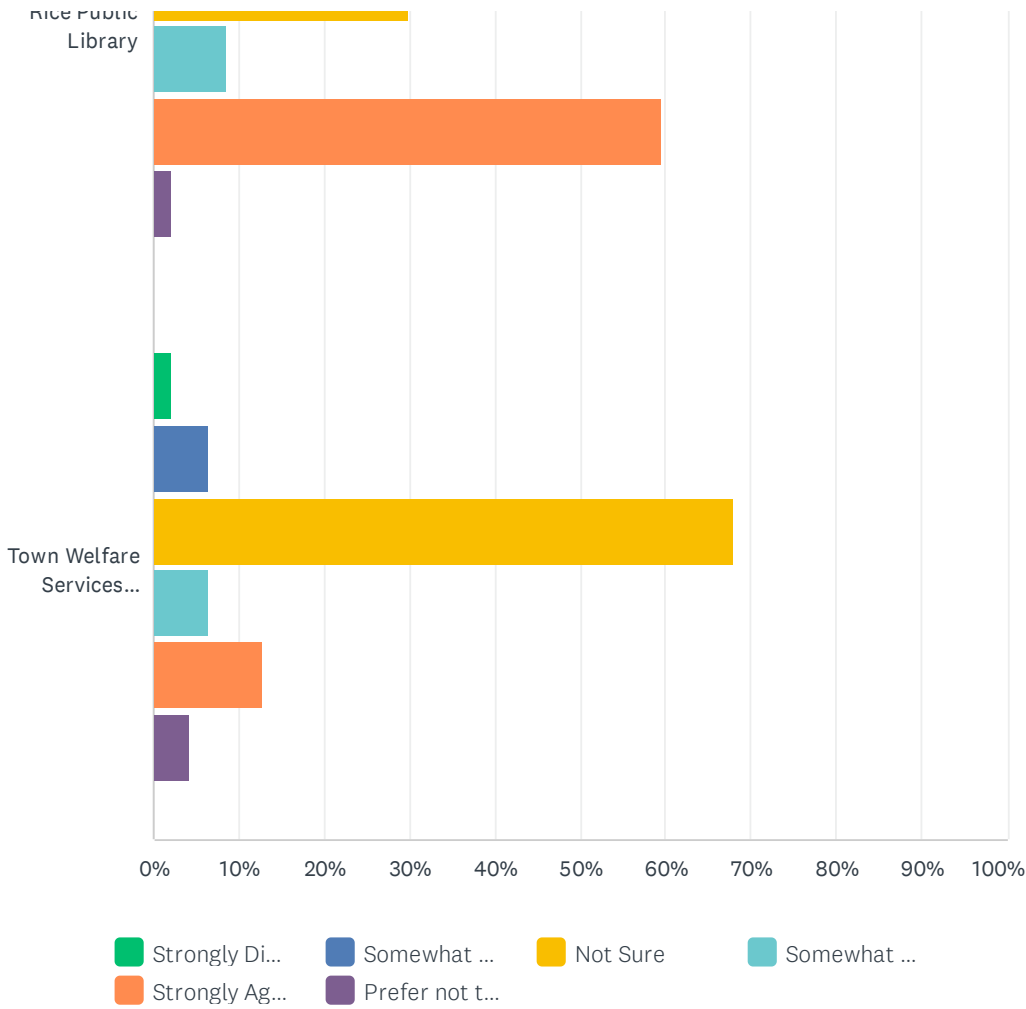
Understanding Diversity, Equity, and Inclusion in Kittery



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Understanding Diversity, Equity, and Inclusion in Kittery



Understanding Diversity, Equity, and Inclusion in Kittery

	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NOT SURE	SOMEWHAT AGREE	STRONGLY AGREE	PREFER NOT TO ANSWER	TOTAL	WEIGHTED AVERAGE
Town Council	0.00% 0	10.64% 5	40.43% 19	19.15% 9	25.53% 12	4.26% 2	47	3.72
Town Adminsitration	0.00% 0	4.26% 2	40.43% 19	17.02% 8	36.17% 17	2.13% 1	47	3.91
Kittery Fire Department	0.00% 0	0.00% 0	46.81% 22	10.64% 5	40.43% 19	2.13% 1	47	3.98
Kittery Police Department	0.00% 0	6.38% 3	53.19% 25	8.51% 4	29.79% 14	2.13% 1	47	3.68
Kittery Harbormaster	0.00% 0	2.13% 1	70.21% 33	2.13% 1	21.28% 10	4.26% 2	47	3.55
Kittery Planning and Code Enforcement	0.00% 0	4.26% 2	59.57% 28	8.51% 4	23.40% 11	4.26% 2	47	3.64
Kittery Public Schools	0.00% 0	2.13% 1	51.06% 24	10.64% 5	31.91% 15	4.26% 2	47	3.85
Kittery Community Center	2.13% 1	2.13% 1	23.40% 11	19.15% 9	51.06% 24	2.13% 1	47	4.21
Rice Public Library	0.00% 0	0.00% 0	29.79% 14	8.51% 4	59.57% 28	2.13% 1	47	4.34
Town Welfare Services (General Assistance)	2.13% 1	6.38% 3	68.09% 32	6.38% 3	12.77% 6	4.26% 2	47	3.34

Q4 What are Kittery's STRENGTHS relative to diversity, equity, and inclusion?

Answered: 27 Skipped: 42

#	RESPONSES	DATE
1	Decent social services.	5/5/2023 4:47 PM
2	Not sure. I don't see many people of color here, and the diversity in class has drastically changed.	5/5/2023 12:58 PM
3	Town wide committee looking at issue. The fact that we have many military families here for elementary school. Military liasion with Kittery Schools. Kittery School District's ESOL program in early stages, but good work so far- will need much support to support ESOL students	5/4/2023 8:56 AM
4	Kittery is an inviting community with a vibrant non-profit and support system. If people are in need there are many organizations ready to help out.	5/3/2023 3:46 PM
5	I love the community center they do a wonderful job having programs for all age groups	5/2/2023 6:38 PM
6	We try; our heart is in the right place	5/1/2023 7:16 PM
7	Kittery residents tend to be diverse in their background knowledge and this has lended to the town's overall acceptance of those who have differences.	5/1/2023 5:51 PM
8	The fact that Kittery has a committee to address this.	5/1/2023 4:48 PM
9	Kittery is an extremely welcoming and accepting community	5/1/2023 4:25 PM

Understanding Diversity, Equity, and Inclusion in Kittery

10	The diversity due to the shipyard	5/1/2023 4:22 PM
11	Welcoming community members	5/1/2023 4:00 PM
12	Portsmouth Naval Shipyard brings a steady stream of folks representing the diversity of the country, and the world. This has made Kittery much more open and inclusive than similar sized towns in Maine.	5/1/2023 3:48 PM
13	Kittery is a very welcoming and accepting community.	5/1/2023 3:42 PM
14	Kittery has been welcoming shipyard workers and naval personnel - people of all backgrounds- into the schools and community for years.	5/1/2023 2:08 PM
15	Town is trying to be inclusive.	5/1/2023 1:55 PM
16	There seems to be a slight uptick in diversity for Kittery residents.	5/1/2023 1:34 PM
17	Because the Navy yard, people from all over the country are housed here, and are welcomed.	5/1/2023 1:16 PM
18	We are in a potential diverse location .	5/1/2023 1:03 PM
19	We only moved here in 2019 and we are white, so it's hard for us to know how to answer this question.	5/1/2023 12:52 PM
20	Rest Rock and acknowledgement of slave history	5/1/2023 12:40 PM
21	good question. there was a black lives march a while back. not sure how that interest as sustained itself. I find it hard to keep up with what is happening in Kittery.	5/1/2023 12:38 PM
22	No special ways to treat people YOU SHOULD treat ALL equal none of the nonsense your trying to divide people with	5/1/2023 12:37 PM
23	We certainly have economic diversity but there is such an ingrained attitude against acceptance of anyone not born and bred here, Kittery Point v the others. It's not welcoming.	5/1/2023 12:33 PM
24	Don't really care. I think this exercise is a joke	5/1/2023 12:25 PM
25	Sense that people from diverse backgrounds are included in various activities.	5/1/2023 12:25 PM
26	Creating a DEI committee speaks to an interest in inclusion, which I applaud	5/1/2023 12:24 PM
27	Most people are generally open-minded and inclusive	5/1/2023 12:24 PM

Q5 What are Kittery's CHALLENGES relative to diversity, equity, and inclusion?

Answered: 30 Skipped: 39

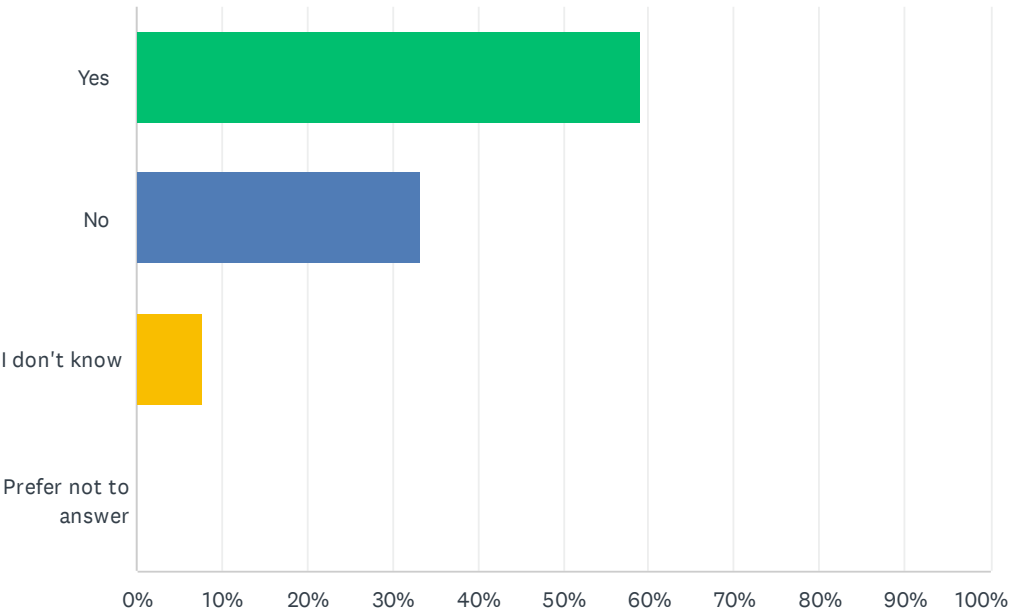
#	RESPONSES	DATE
1	Recognizing that DEI applies to race, sexuality, gender, ability, age, and more. Many seem to think we don't have issues because the town isn't racially diverse (which is untrue). Just my observation. Another is that I don't know what the town has done in this arena. More communication and transparency could help.	5/5/2023 4:47 PM
2	Visibility and education?	5/5/2023 12:58 PM
3	People who believe "we don't have 'these problems' here." The "been here for 4 generations" vs. "from away" mindset. Lack of affordable housing. High school curriculum at Traip needs to be worked on to include DEI awareness	5/4/2023 8:56 AM
4	Kittery does not have the resources to provide housing choices to the unhoused. Food help is available but transitional and low income housing is lacking. The empty Kittery Outlets should be turned into housing.	5/3/2023 3:46 PM
5	DEI means different things to different people. Having some folks beliefs over ruled by others beliefs is concerning.	5/3/2023 10:37 AM

Understanding Diversity, Equity, and Inclusion in Kittery

6	We do not need condos all over the place to make us feel like we are living in Boston. We need quality of life and fix up what we do have.	5/2/2023 6:38 PM
7	We aren't very diverse	5/1/2023 7:16 PM
8	The political climate in our nation seems to create divisiveness rather than promoting unity. This can hamper people's attempts to promote inclusion for fear of reprisals from some outliers. Kittery has done a nice job standing up against these types though (for example-when the Neo-nazi faction came to the KTP and a counter protest was formed to support diversity).	5/1/2023 5:51 PM
9	Getting the public involved.	5/1/2023 4:48 PM
10	None	5/1/2023 4:25 PM
11	No trans visibility	5/1/2023 4:22 PM
12	I oppose any effort to push "equity" which is equal outcomes as opposed to equal opportunities. Diversity and inclusion are fine, but we are a merit-based society.	5/1/2023 4:00 PM
13	Economics, housing costs and availability, and the limits of what a small town can do.	5/1/2023 3:48 PM
14	None	5/1/2023 3:42 PM
15	Not a very diverse population	5/1/2023 3:02 PM
16	None	5/1/2023 2:08 PM
17	There is no low income or workforce housing available. The residents used to include people from all backgrounds. Many who work in local businesses travel from ore affordable areas.	5/1/2023 1:55 PM
18	There doesn't seem to be any progress for equity and inclusion though. Minimal minority owned businesses and personal properties in Kittery for starters.	5/1/2023 1:34 PM
19	Local Kittery folks who think change is inherently bad or means something bad.	5/1/2023 1:21 PM
20	Current Republican mindset to focus and go after gays and trans people.	5/1/2023 1:16 PM
21	Kittery is very much like grade school with groups of people. It seems the people with money rule the town. If they can't get what they want, they run the ballot repeatedly until it passes. That isn't welcoming to someone outside the clique.	5/1/2023 1:03 PM
22	I think being aware of how good a job the town is doing with regard to diversity, equity, and inclusion is a good start and this questionnaire should provide points to ponder. I am concerned about the NSC-131 new-nazi activities in our area (such as their standing in front of Kittery Trading Post with a banner reading "Keep America White") and our town needs to denounce this growing presence swiftly and clearly.	5/1/2023 12:52 PM
23	Division among residents based on income and unreasonable housing prices	5/1/2023 12:40 PM
24	There are no obvious indicators of interest in DEI in kittery that are visible to the casual visitor.	5/1/2023 12:38 PM
25	Stop all this nonsense and treat all the same Mind your own business about all people	5/1/2023 12:37 PM
26	More housing, better regulations of landlords of rental properties, better oversight of the large affordable housing area. off route 1 and opposite the mobile home park. The children run wild between school and when a parent comes home after work. They need a KCC annex for programming that is professionally supervised.	5/1/2023 12:33 PM
27	Having a committee to point out differences.	5/1/2023 12:25 PM
28	Ensuring calendars of all religions are consulted before scheduling meeting, events, adult ed classes, etc. Have library and town events reflect diverse holidays and traditions of diverse religions.	5/1/2023 12:25 PM
29	This is a very white area and the cost of real estate these days, not to mention the cost of living in general (everywhere) is no doubt making it harder to access for folks who are not affluent. I don't want to see our area turn into a place that only rich people can call home. Affordable housing will help to push back against this trend, I think.	5/1/2023 12:24 PM
30	We're 99.9% lily white. Not much diversity to work with unless a submarine comes in to town	5/1/2023 12:24 PM

Q6 Should Kittery DO MORE to ADDRESS ISSUES related to diversity, equity, and inclusion?

Answered: 39 Skipped: 30

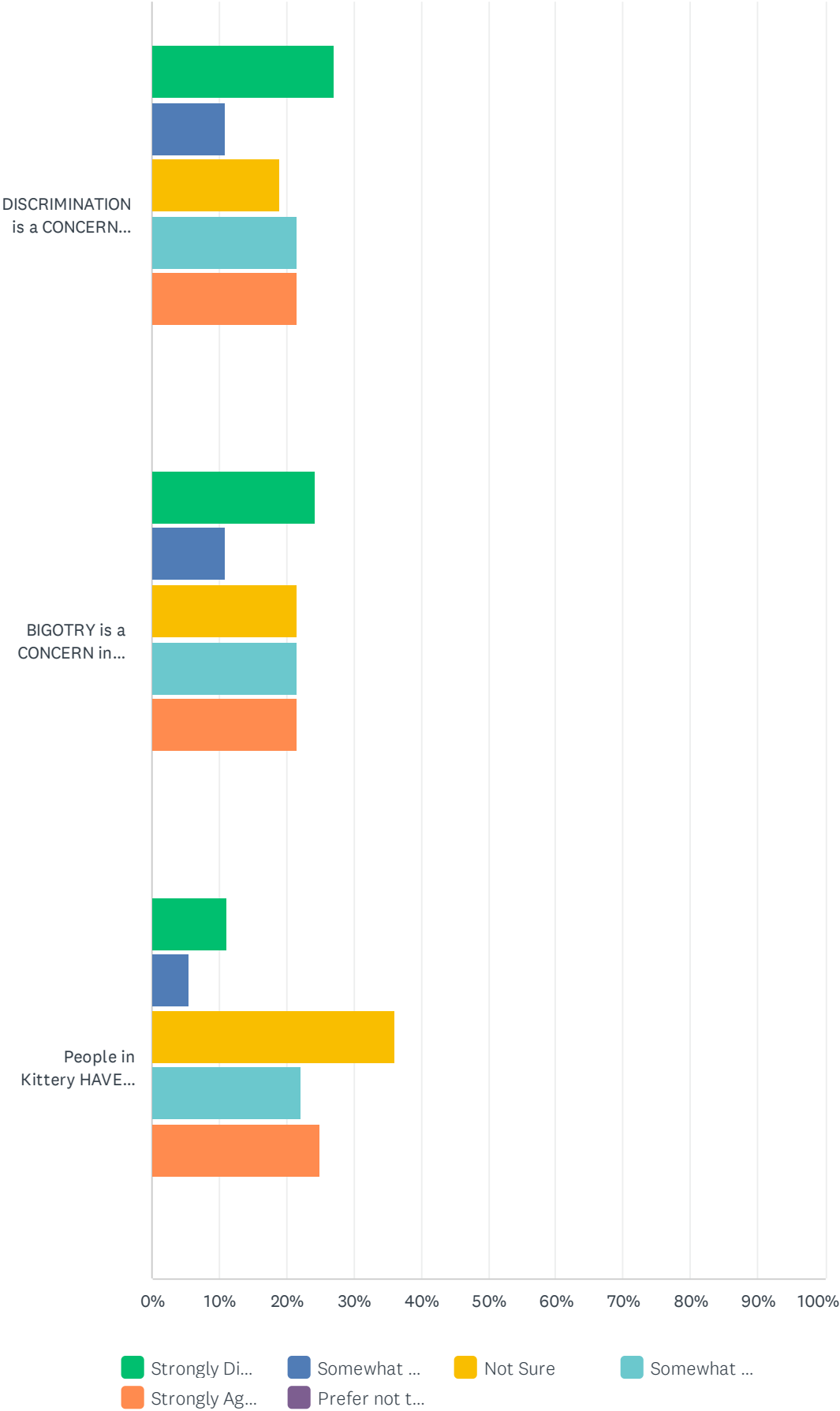


ANSWER CHOICES	RESPONSES	
Yes	58.97%	23
No	33.33%	13
I don't know	7.69%	3
Prefer not to answer	0.00%	0
TOTAL		39

Q7 Please share your opinion on the following statements:

Answered: 37 Skipped: 32

Understanding Diversity, Equity, and Inclusion in Kittery

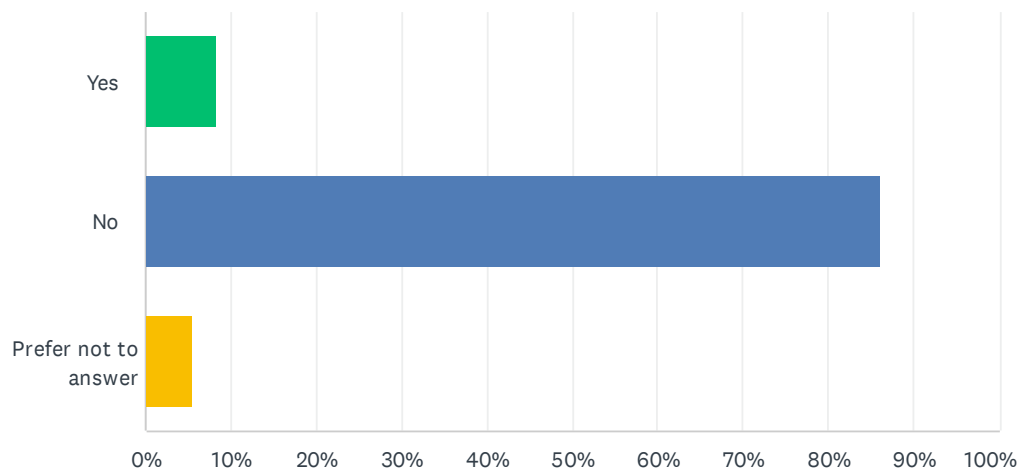


Understanding Diversity, Equity, and Inclusion in Kittery

	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NOT SURE	SOMEWHAT AGREE	STRONGLY AGREE	PREFER NOT TO ANSWER	TOTAL	WEIGHTED AVERAGE
DISCRIMINATION is a CONCERN in Kittery.	27.03% 10	10.81% 4	18.92% 7	21.62% 8	21.62% 8	0.00% 0	37	3.00
BIGOTRY is a CONCERN in Kittery.	24.32% 9	10.81% 4	21.62% 8	21.62% 8	21.62% 8	0.00% 0	37	3.05
People in Kittery HAVE EXPERIENCED DISCRIMINATION or BIGOTRY.	11.11% 4	5.56% 2	36.11% 13	22.22% 8	25.00% 9	0.00% 0	36	3.44

Q8 Have YOU EXPERIENCED DISCRIMINATION OR BIGOTRY in Kittery BUSINESSES or ORGANIZATIONS?

Answered: 36 Skipped: 33

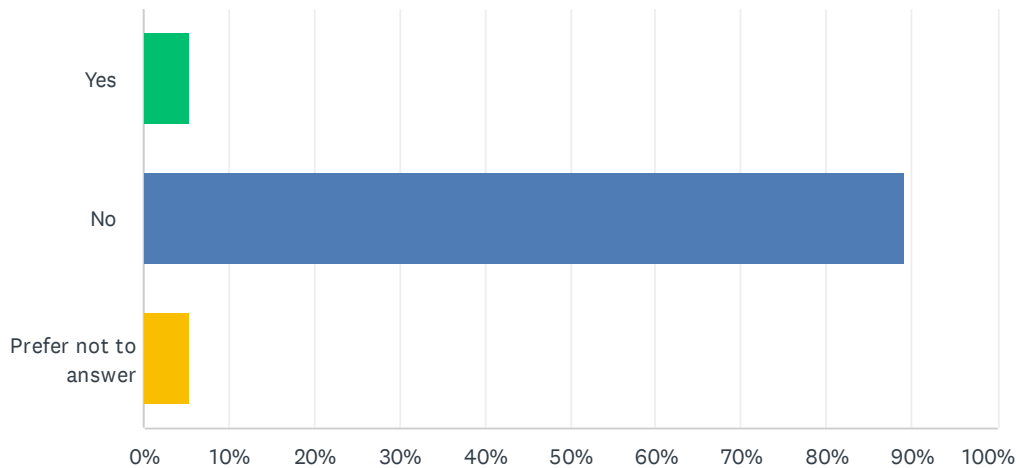


ANSWER CHOICES	RESPONSES
Yes	8.33% 3
No	86.11% 31
Prefer not to answer	5.56% 2
TOTAL	36

Q9 Have YOU EXPERIENCED DISCRIMINATION or BIGOTRY from Kittery TOWN SERVICES?

Answered: 37 Skipped: 32

Understanding Diversity, Equity, and Inclusion in Kittery



ANSWER CHOICES	RESPONSES	
Yes	5.41%	2
No	89.19%	33
Prefer not to answer	5.41%	2
TOTAL		37

Q10 Please share any additional comments or use this space to elaborate on your responses.

Answered: 16 Skipped: 53

#	RESPONSES	DATE
1	I've experienced racial discrimination. Usually microaggressions, but it leaves a bad taste in the mouth. The hardest part is the person doesn't realize their words are making me uncomfortable. I recognize it's hard because of everyone's lived experiences and it's not possible to give training resources to every business.	5/5/2023 4:50 PM
2	Ignorance and lack of world-view has been at base of discriminatory comments I have recieved. Lack of grace and civility especially social media wise (Kittery FB is ripe)	5/4/2023 8:58 AM
3	Kittery has been a military town for a long time. Between the navy yard, pease air base and the coast guards we have diversity.	5/2/2023 6:42 PM
4	On a whole, Kittery is a town that people of different backgrounds are accepted. As noted earlier, sometimes others from groups not associated with us have tried to "stir up the pot" by spreading circulars or having racist protests. These groups need to continue to be countered by the "true Kittery" citizens in order to not blemish our reputation.	5/1/2023 5:56 PM
5	I'm white so I haven't had a problem.	5/1/2023 4:49 PM
6	I believe some people will find a way to be offended or feel they are being discriminated against regardless of the reality of the situation.	5/1/2023 4:27 PM
7	Personal opinions do not often reflect the reality of a situation. Someone can be treated with respect and kindness, yet still feel slighted in some way unkown to those around them.	5/1/2023 4:02 PM
8	I'd like to see the town return to a place where people of all income levels can reside. This may require zoning changes, so that more affordable housing can be built.	5/1/2023 1:57 PM

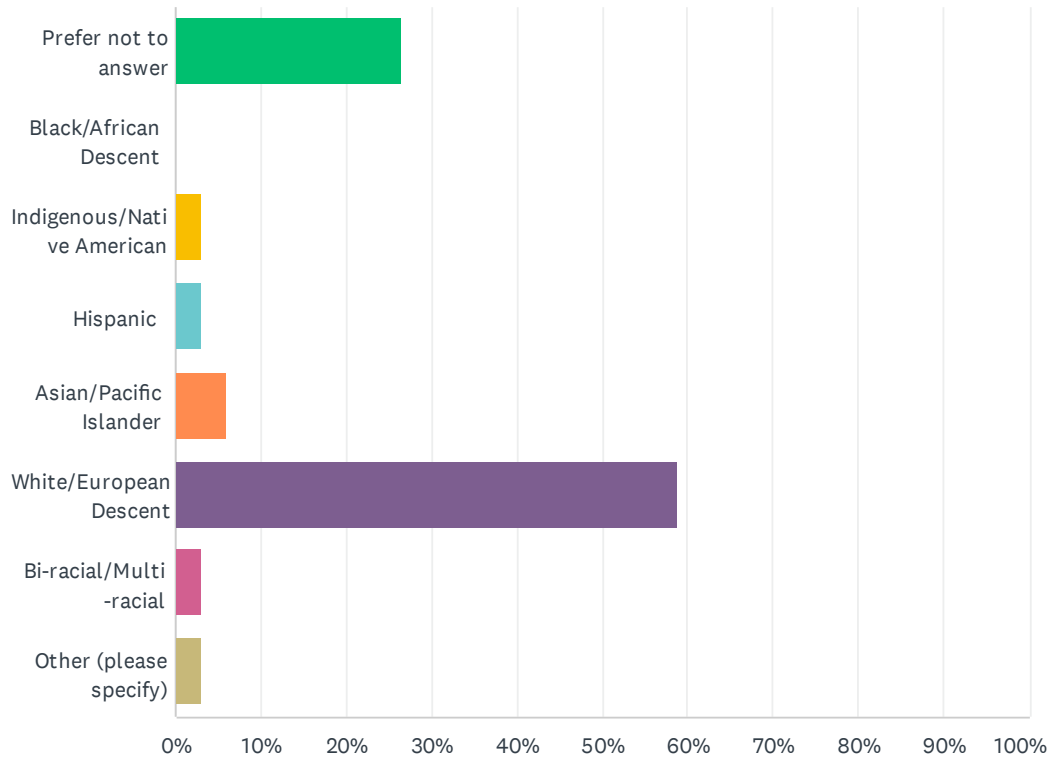
Understanding Diversity, Equity, and Inclusion in Kittery

9	I identify with multiple minority groups, not just racially, and I experience subtle racism constantly in Kittery.	5/1/2023 1:35 PM
10	The group that distributed flyers about white supremacy in Kittery is scary. We need to be strong and united against hate of all types.	5/1/2023 1:05 PM
11	As I said, we are new to Kittery and we are white, plus we are retired and don't have kids in the school system so it's hard for us to answer whether or not there are issues in our town, as we've settled in very peacefully here. I don't know of any racism or bigotry to any citizens of Kittery personally, but like I already mentioned I am concerned about a growing movement of hate towards people of color and LGBTQ+ folks so I do think it's a topic we all need to be mindful of.	5/1/2023 12:56 PM
12	I have witnessed uneven code enforcement with a display of sexism in the past at Sea Point beach. I find it is very difficult to feel connected in Kittery. a lack of town news source is part of that challenge.	5/1/2023 12:40 PM
13	General service dollars were inequitably distributed for years to the point that those that needed it wouldn't call. Charity must be nonjudgmental or it isn't true charity. I believe that with all my heart. Yes, a certain amount of validation...but then the motto should be "help is on the way".	5/1/2023 12:40 PM
14	We're all human!! stop this esg, crt, equity, diversity and division. YOU are the problem promoting this not the average people who live here and actually get along quite well.	5/1/2023 12:37 PM
15	Bigotry needs a few more generations to die off until it becomes indiscernible; you can't legislate away. Each generation improves the outlook as older bigots continue to die off.	5/1/2023 12:28 PM
16	Is this really an issue...or is it making something up to make people feel good inside?	5/1/2023 12:26 PM

Q11 Which best describes your RACIAL/ETHNIC IDENTITY? (Please check all that apply)

Answered: 34 Skipped: 35

Understanding Diversity, Equity, and Inclusion in Kittery



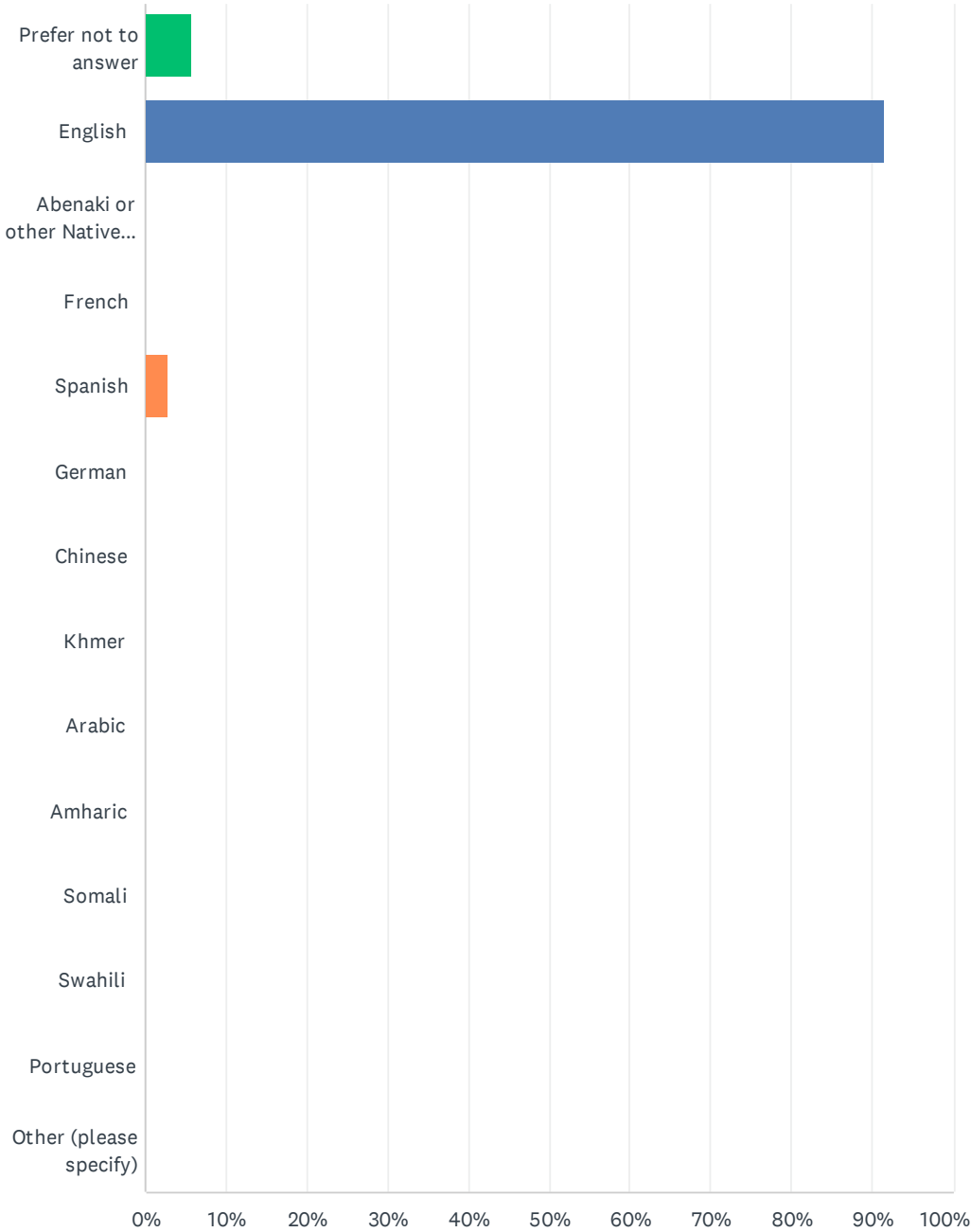
ANSWER CHOICES	RESPONSES	
Prefer not to answer	26.47%	9
Black/African Descent	0.00%	0
Indigenous/Native American	2.94%	1
Hispanic	2.94%	1
Asian/Pacific Islander	5.88%	2
White/European Descent	58.82%	20
Bi-racial/Multi-racial	2.94%	1
Other (please specify)	2.94%	1
Total Respondents: 34		

#	OTHER (PLEASE SPECIFY)	DATE
1	Human	5/1/2023 12:38 PM

Q12 Which best describes your NATIVE LANGUAGE?

Answered: 35 Skipped: 34

Understanding Diversity, Equity, and Inclusion in Kittery



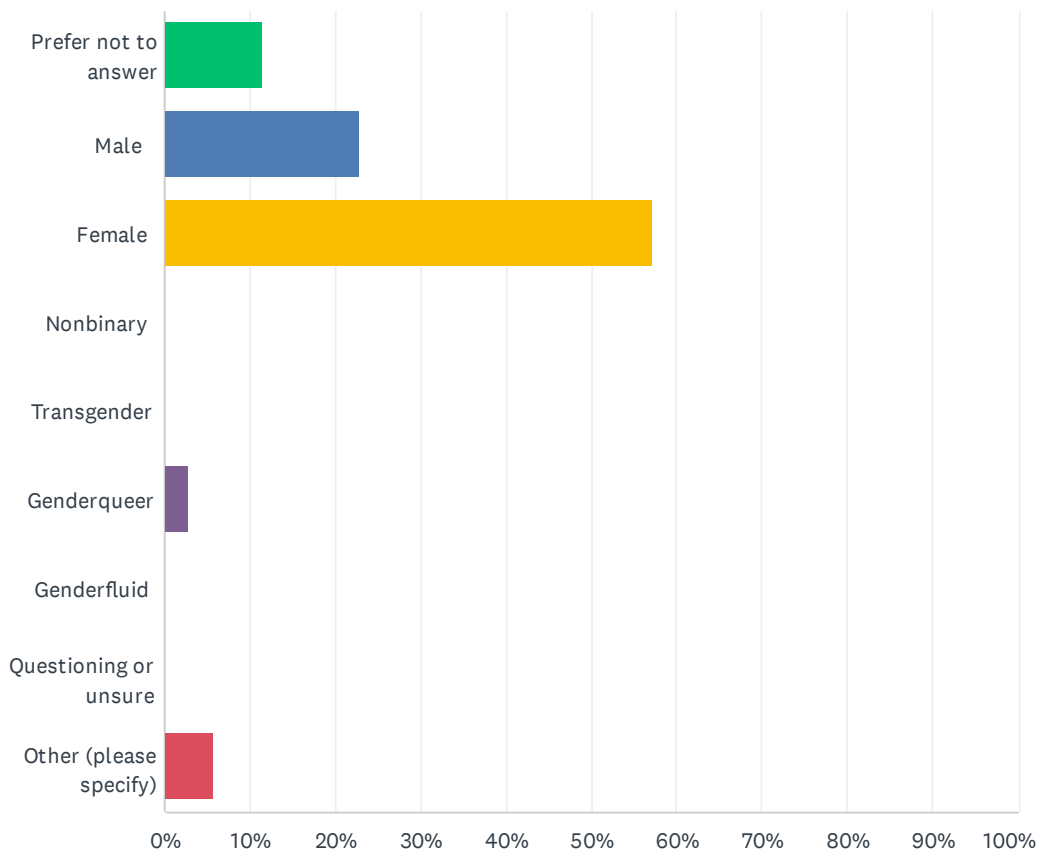
ANSWER CHOICES	RESPONSES	
Prefer not to answer	5.71%	2
English	91.43%	32
Abenaki or other Native Maine language	0.00%	0
French	0.00%	0
Spanish	2.86%	1
German	0.00%	0
Chinese	0.00%	0
Khmer	0.00%	0
Arabic	0.00%	0
Amharic	0.00%	0
Somali	0.00%	0
Swahili	0.00%	0
Portuguese	0.00%	0
Other (please specify)	0.00%	0
TOTAL		35

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q13 Which of the following REPRESENTS how you think of YOURSELF?

Answered: 35 Skipped: 34

Understanding Diversity, Equity, and Inclusion in Kittery



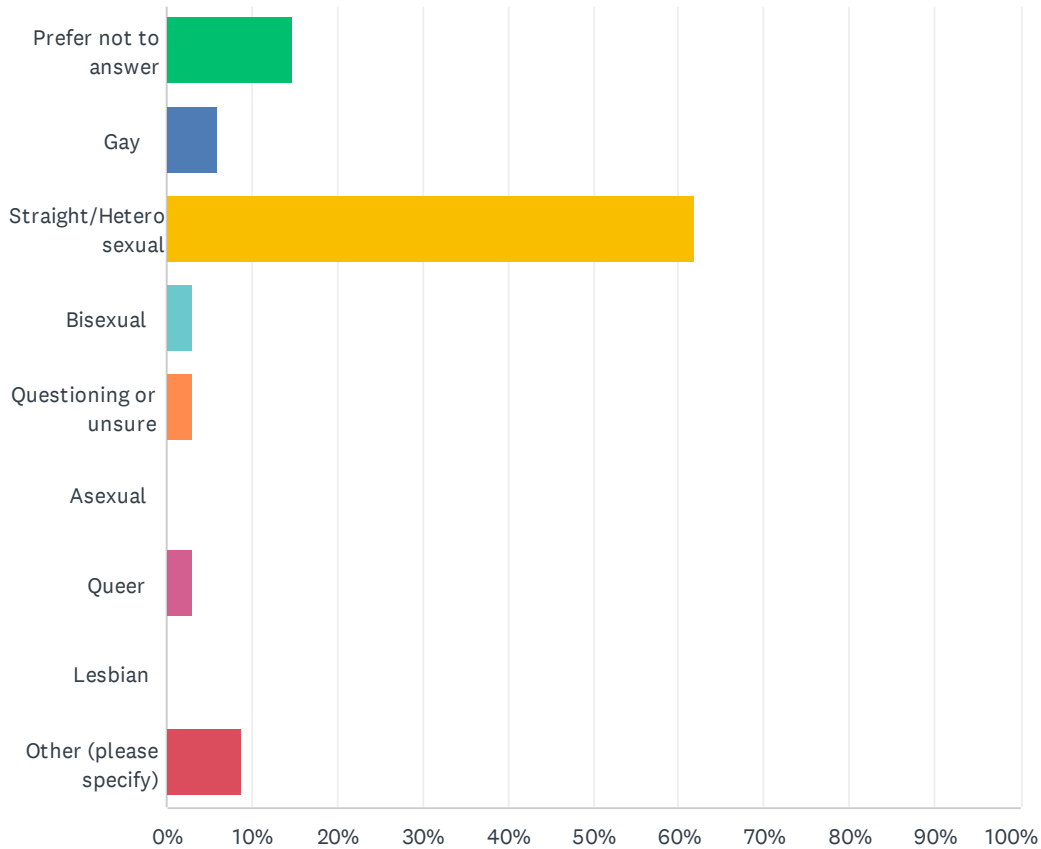
ANSWER CHOICES	RESPONSES	
Prefer not to answer	11.43%	4
Male	22.86%	8
Female	57.14%	20
Nonbinary	0.00%	0
Transgender	0.00%	0
Genderqueer	2.86%	1
Genderfluid	0.00%	0
Questioning or unsure	0.00%	0
Other (please specify)	5.71%	2
TOTAL		35

#	OTHER (PLEASE SPECIFY)	DATE
1	This question is part of the issue. Science tells me there are two genders. Made up gender terms are non science based! Emotion based!	5/3/2023 10:45 AM
2	Human	5/1/2023 12:38 PM

Q14 Which of the following REPRESENTS how you think of YOURSELF?

Understanding Diversity, Equity, and Inclusion in Kittery

Answered: 34 Skipped: 35

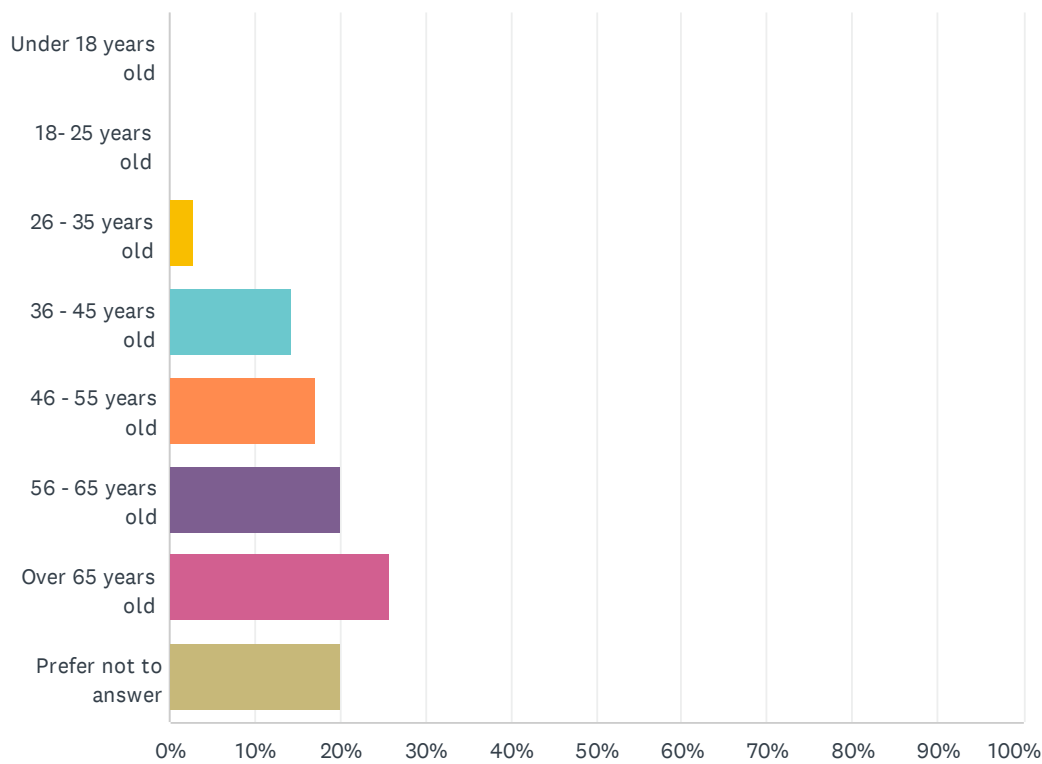


ANSWER CHOICES	RESPONSES	
Prefer not to answer	14.71%	5
Gay	5.88%	2
Straight/Heterosexual	61.76%	21
Bisexual	2.94%	1
Questioning or unsure	2.94%	1
Asexual	0.00%	0
Queer	2.94%	1
Lesbian	0.00%	0
Other (please specify)	8.82%	3
TOTAL		34

#	OTHER (PLEASE SPECIFY)	DATE
1	Odd question... do you mean today? I am pretty sure today and maybe tomorrow I am bisexual. How many options can I have?	5/3/2023 10:48 AM
2	And Old!	5/1/2023 12:42 PM
3	Human	5/1/2023 12:38 PM

Q15 Which best describes your AGE?

Answered: 35 Skipped: 34

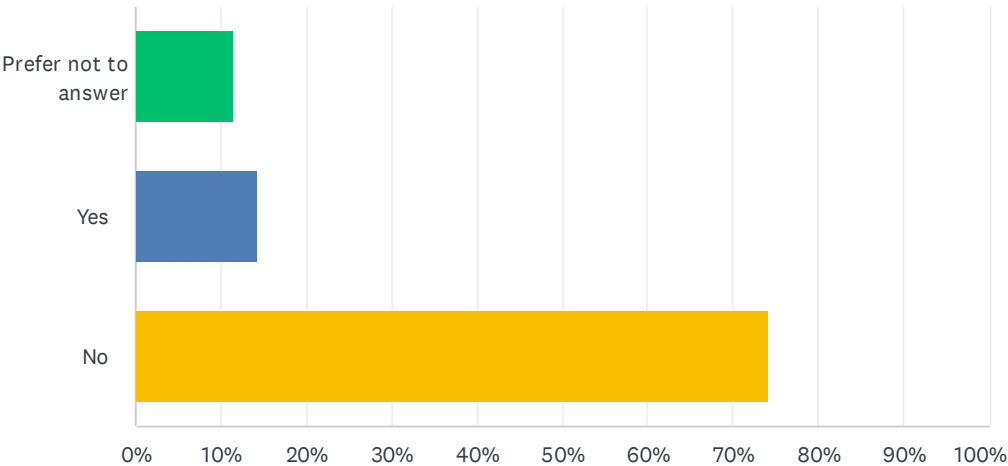


ANSWER CHOICES	RESPONSES	
Under 18 years old	0.00%	0
18- 25 years old	0.00%	0
26 - 35 years old	2.86%	1
36 - 45 years old	14.29%	5
46 - 55 years old	17.14%	6
56 - 65 years old	20.00%	7
Over 65 years old	25.71%	9
Prefer not to answer	20.00%	7
TOTAL		35

Q16 Do you IDENTIFY as HAVING a DISABILITY?

Answered: 35 Skipped: 34

Understanding Diversity, Equity, and Inclusion in Kittery

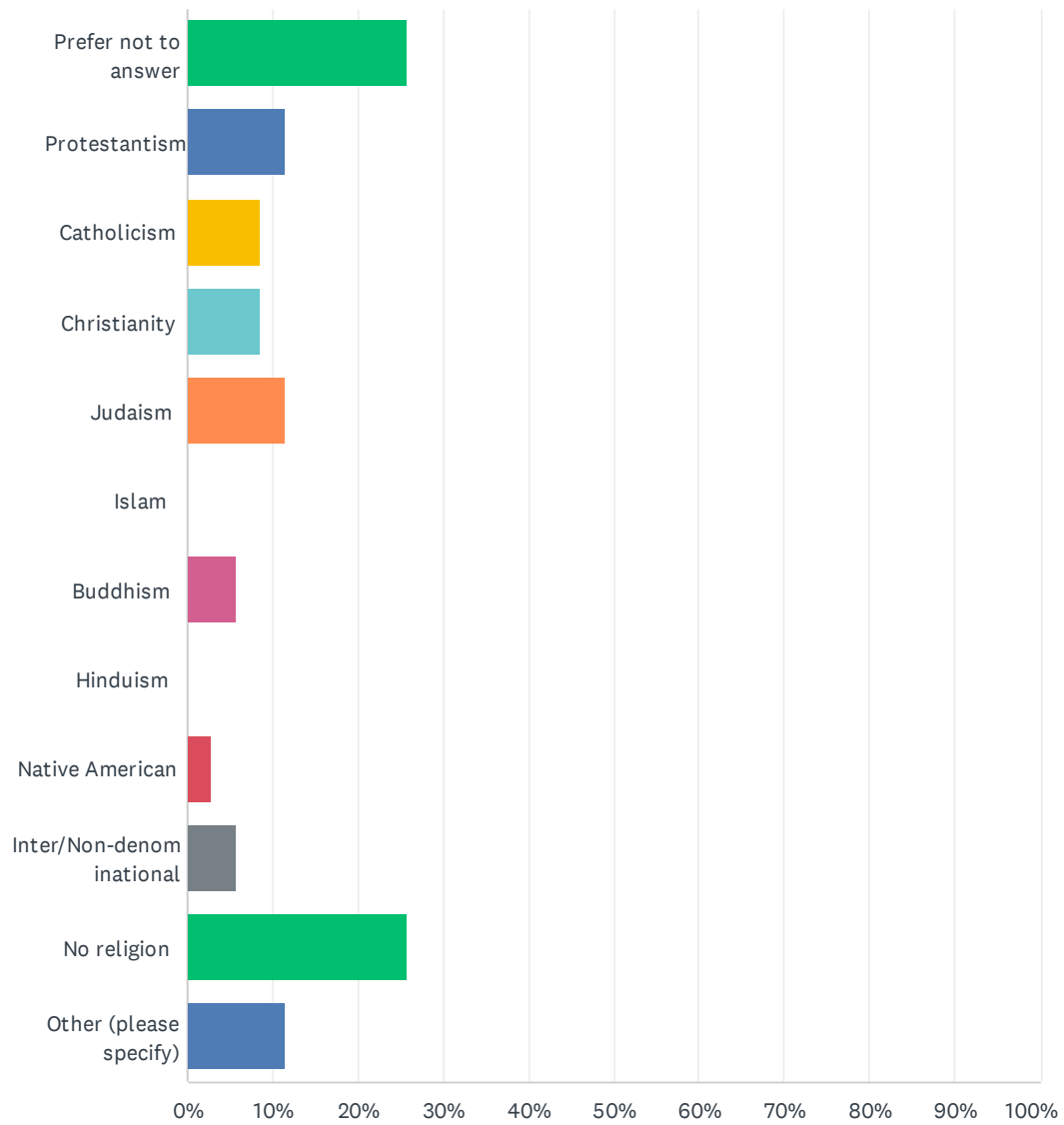


ANSWER CHOICES	RESPONSES	
Prefer not to answer	11.43%	4
Yes	14.29%	5
No	74.29%	26
TOTAL		35

Q17 Do you IDENTIFY with any of the following RELIGIONS? (Please select all that apply.)

Answered: 35 Skipped: 34

Understanding Diversity, Equity, and Inclusion in Kittery



Understanding Diversity, Equity, and Inclusion in Kittery

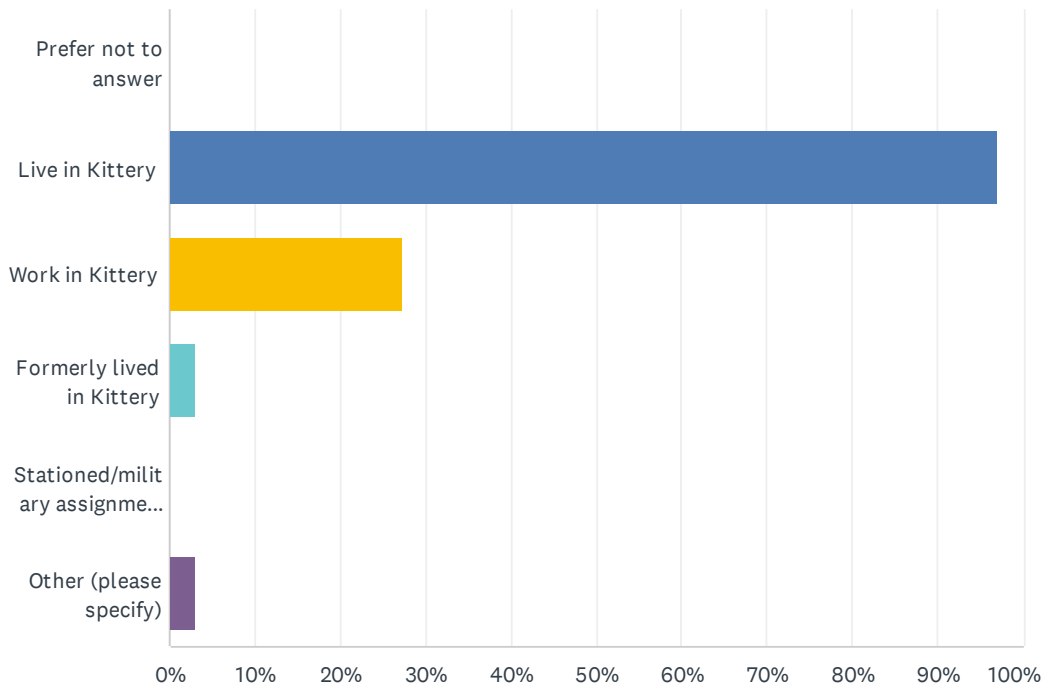
ANSWER CHOICES	RESPONSES	
Prefer not to answer	25.71%	9
Protestantism	11.43%	4
Catholicism	8.57%	3
Christianity	8.57%	3
Judaism	11.43%	4
Islam	0.00%	0
Buddhism	5.71%	2
Hinduism	0.00%	0
Native American	2.86%	1
Inter/Non-denominational	5.71%	2
No religion	25.71%	9
Other (please specify)	11.43%	4
Total Respondents: 35		

#	OTHER (PLEASE SPECIFY)	DATE
1	Spiritual	5/5/2023 3:01 PM
2	Unitarian Universalist	5/1/2023 4:24 PM
3	UU	5/1/2023 12:41 PM
4	A free American	5/1/2023 12:38 PM

Q18 Which best describes your CONNECTION to Kittery? (Check all that apply)

Answered: 33 Skipped: 36

Understanding Diversity, Equity, and Inclusion in Kittery



ANSWER CHOICES		RESPONSES	
Prefer not to answer		0.00%	0
Live in Kittery		96.97%	32
Work in Kittery		27.27%	9
Formerly lived in Kittery		3.03%	1
Stationed/military assignment in area		0.00%	0
Other (please specify)		3.03%	1
Total Respondents: 33			

#	OTHER (PLEASE SPECIFY)	DATE
1	Own a business in Kittery	5/3/2023 5:53 PM