



**Diversity, Equity & Inclusion
Ad Hoc Committee
November 14, 2023
5 PM
Rice Public Library Community Room**

1. Approval of minutes – October 2023
2. Calendar of recognition months and discussion of policy/approach
3. Comprehensive Plan Review
 - a. Economic Development – Topic 3
4. Consultant Scope of Work
5. Discuss committee hosting educational community events
6. DEI in the Community and Region
 - a. Share ideas, stories, ideas, events and learning opportunities
7. Next Steps

Next Meeting: December 12, 2023

Materials:

- Draft minutes – October 2023
- Draft Calendar of months
- [Comp Plan – Topic 3 \(page 76 of plan, page 126 of online doc\)](#)

Draft
Diversity Calendar

January – Martin Luther King Day (Jan 15)

February- Black History Month, Lunar New Year (Feb 10)

March - Women's History Month, Ramadan, Easter (March/April)

April - Sexual Assault Awareness Month, Passover

May – Mental Health Awareness Month, Asian Pacific Islander Month

June- Pride Month, Juneteenth (June 19)

July - Independence Day (July 4)

August -

September - Hispanic Awareness Month, Rosh Hashanah, Yom Kippur (Sept/Oct)

October – Indigenous People's Day (Oct 9)

November - Native American Heritage Month, Diwali, Veterans Day (Nov 11)

December – Hanukkah (Dec), Christmas (Dec 24), Kwanza (Dec 26 – Jan 1)

07.08.23



**Diversity, Equity & Inclusion
Ad Hoc Committee
October 10, 2023
5 PM
Rice Public Library Community Room**

Present: Meaghan Dunn, Judy Spiller, Kendra Amaral, Haley Mock, Mary Stevens, Gerri Luke, Russel White, Annie Cicero, Bruce Mallory, Barbara Scott, CiCi Nielsen, Jason Garnham, Emily Flinkstrom, Celeste Bragg, Kavika Vargas, Cheryl Daly

1. Previous minutes approved unanimously
2. Discussion on reflections on the work of the work of the committee since May 2022.
 - a. Members want more actionable items to speak to the public about
 - b. Foundations have been laid to formulate our ideals - now we need steps to realize those ideals
 - c. Actions need to be deliberate
3. Discussion on Draft Scope of Services for DEI Project Coordinator and the process of hiring that person.
 - a. Next step: Kendra will put into an RFQ format.
4. Discussion on Comprehensive Plan
 - a. Jason Garnham gave brief summary of the purpose
 - b. Discussion on population density in the context of affordable housing and preservation of natural resources. Affordable housing needs to be developed around infrastructure.
 - c. Concerns over creating zoning that encourages economic segregation. There will be tension between preservation and housing.
 - d. There is no mention of accessibility in regards to open spaces.
 - e. The committee would like to balance residents and visitors' needs in preserving and accessing natural spaces.
 - f. Transportation network would be a step in making the town more accessible.
5. Educational Community Activities
 - a. Discussion on looking to York's Diversity Forum as a model for ways to get more active in the community.
 - b. Film series, book talks, speakers, potlucks
 - c. Committee could be working with KCC and library
6. Discussion on putting up a table on Election Day

Topics to be moved to next meeting - Draft Diversity Calendar

Next meeting: November 14, 2023 at 5:00