



TOWN OF KITTERY

200 Rogers Road, Kittery, ME 03904

Visit us: www.kitteryme.gov

Diversity, Equity & Inclusion Ad Hoc Committee Agenda

April 9, 2024

5:00 PM

Rice Public Library Community Room

1. Land Acknowledgement
 - a. Kittery is located on land of Pennacook and Abenaki Peoples of the Wabanaki Confederacy, who have ongoing cultural and spiritual connections to this land. We acknowledge and honor with gratitude the land and the peoples who have stewarded it through the generations and recognize Kittery's ongoing responsibility to maintain and protect these homelands for our future generations to come.
2. Acceptance of March Minutes
3. Education Subcommittee Report
 - a. Bystander Training Reschedule Date
4. Upstander Training Event Debrief
5. DEI in the community and Region
 - a. DEI Consultant RFP update
6. Traip Civil Rights Team Partnership Status Report
7. Public Comments
8. Next Steps & Next Meeting
 - a. May 14, 2024 @ 5 PM
9. Adjournment

Meeting Materials:

- March 2024 Draft Minutes



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Diversity, Equity & Inclusion Ad Hoc Committee Minutes

March 12, 2024

Draft

Present: Haley Mock, Jason Garnham, Mary Stevens, Barbra Scott, Meaghan Dunn, CiCi Nielsen, Cheryl Daly, Russell White, Judy Spiller, Nikolas Franks

Public Attendees: Victoria + Mark Jones, Al + Susan Meilverne

1. Introduction + welcome to audience members!
2. Land Acknowledgement
 - a. Full land acknowledgement to be added to future agendas
3. Acceptance of February Minutes
 - a. Unanimous
4. Education Subcommittee Report
 - a. Discussed refreshments for Bystander Training event on April 3. Town will provide snacks + water cooler.
 - b. PAC ME has local specific examples, please come with your own, too!
 - c. Mary brought up NSC-131 and other hate groups
 - d. Nikolas brought up “less obvious” examples, how do we talk to each other when we disagree. Example: SRO Officer debate
 - e. Budget is “open”, could do another event if the first is successful
5. Comprehensive Plan Review Summary Round 2
 - a. Committee discussed presenting to Council as annual report
 - b. Russell provided background on the last comprehensive plan process
 - c. Committee has done a great job of prioritizing DEI in review
6. DEI Consultant RFP update
 - a. 3 submissions presented to subcommittee
 - i. 2/3 are being interviewed on March 25 by subcommittee
 - b. Organizations have all done DEI work in the past, not local. Committee will debrief after the interviews and decide how to proceed.

- c. Mary shared purpose/scope of bid with public attendees
- d. Residents asked if there is a certain issue trying to be addressed
 - i. Committee responded that the consultant will help to guide the committee in identifying what our work should be
- e. Goal is to figure out how and where everyone belongs in Kittery

7. DEI in the community and Region

- a. JI Program
 - i. Frank Desarro spoke with Megahan, wants to collaborate. 100+ international students need housing + transport. Town is working on flyer, Haley will send once finalized.
- b. Share ideas, stories, events, and learning opportunities
 - i. Public discussion regarding Kittery being “welcoming”, how to engage residents in what is going on around town. Discussed history of Kittery “welcome wagon” (individual organization)
 - ii. Mary was contacted by Kittery Art Association on how they can amplify DEI efforts
 - 1. Barbra to handle, will research what other museums/art based non-profits have done
 - a. Erin Moore Black History Month portraits
 - b. Portland + Ogunquit Museums of Art

8. Next Steps & Next Meeting

- a. April 9, 2024 @ 5 PM

9. Adjournment