



TOWN OF KITTERY

200 Rogers Road, Kittery, ME 03904

Visit us: www.kitteryme.gov

Diversity, Equity & Inclusion Ad Hoc Committee Agenda

May 14, 2024

5:00 PM

Conference Room A, Kittery Town Hall

Zoom: https://us02web.zoom.us/webinar/register/WN_Nfj1tabjQKymTsmqgCs40g

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 April Minutes
 3. Dr. Kurt Love, RFP Consultant
 4. Block Party Representative
 5. Education Subcommittee Report
 - a. Bystander Training Recap
 6. DEI in the community and Region
 - a. Report on Connection with York Committee to Combat Racism and Bias
 - b. Report on D. Allen Kerr conversation regarding historical signage
 7. Public Comments
 8. Next Steps & Next Meeting
 - a. Summer Schedule
 - b. June 11, 2024 @ 5 PM
 9. Adjournment
-

Meeting Materials:

- April 2024 Minutes



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Diversity, Equity & Inclusion Ad Hoc Committee Minutes DRAFT

April 9, 2024

5:00 PM

Rice Public Library Community Room

Present: Jason Garnham, Bruce Mallory, Kendra Amaral, Russell White, Judy Spiller, Haley Mock, Tom Emerson, Nikolas Franks, CiCi Nielsen, Mary Stevens, Cheryl Daly, Meaghan Dunn

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2. Acceptance of March Minutes
 - a. Unanimous
3. Education Subcommittee Report
 - a. Bystander Training Reschedule Date: May 1, need to re-register if you were signed up for April 3
 - b. Questions/examples/scenarios to add, send to Meghan
4. DEI in the community and Region
 - a. DEI Consultant RFP update
 - i. Mary, Erin, Bruce, Russell interviewed 2/3 groups. Aina showed more localized experience and offers customized approach. Subcommittee was blind to cost.
 - ii. Subcommittee recommended that the Town Manager negotiate the terms of a contract with Aina, as the preferred vendor after the interviews. Full committee supported that decision.
 - iii. Original proposal Ascension \$48,000, Aina \$73,000.
 - iv. Ability to adjust scope, can meet committee/Town budget. Town will provide Aina with what committee has done so far so we aren't starting from square one.
 - b. DEI has become "loaded" term, focus on equity and inclusivity without using

- charged terms, avoid barriers to include more members of community.
 - i. Committee discussed how to be more sensitive to this, include belonging/welcoming language?
 - ii. Currently ad hoc committee, could change name/charge/etc following report to council. No end/due date on committee.
 - c. Following Climate Action + Library Strategic plan strategies which were largely successful
 - i. Starting focus groups and resident interactions post-labor day
 - d. Committee discussed comprehensive plan process
 - i. DEI's comments have been noted, does not need to be presented more formally
 - ii. DEI list of priorities – Signage, picnic benches ADA compliant, etc. Will want to formalize during report to town following consultant. Intention of survey.
 - e. D. Allan Kerr is looking for funding to update signage at JPJ Park. Could be opportunity for revision. No official historical society in Kittery. Any oversight from town? Originally owned by State, now owned by Town. New process. Committee discussed resolution/statement RE: future rehabilitation to historical signage.
 - i. Committee's role is to invite resident in for conversation ASAP with committee chairs, Meaghan + Bruce will reach out, invite to full committee meeting in future. Offer to help/partner.
 - ii. Font type not accessible, broader conversation. Opportunity to start updating town signage to include full history, be more accessible,
5. Traip Civil Rights Team Partnership Status Report
- a. Invite Kim Lightcastle to future meeting to prepare for collaboration with CRT in fall
 - b. Rotating student schedule
 - c. Ongoing partnership w/ CRT
6. Next Steps & Next Meeting
- a. Harbormaster boat naming ceremony April 25 @ 4:15 PM
 - b. May 14, 2024 @ 5 PM
7. Adjournment