



**CITY OF DOVER**

## CITY OF DOVER - RESOLUTION

**Agenda Item#: 13.B.1.**

Resolution Number: **R – 2020.10.28 – 181**  
Resolution Re: Formation of Ad Hoc Committee for Racial Equity and Inclusion

WHEREAS: By resolution passed on June 24, 2020 ([R-2020.06.24-100](#)), the City Council condemned racism and affirmed its commitment to eliminating racial inequities; and

WHEREAS: The aforementioned resolution also committed to forming an ad hoc committee to review data, hold listening sessions, and develop an initial action plan outlining existing and new steps to be taken to work to eliminate any potential relics of past systemic racism in municipal operations, including boards and commissions; and

WHEREAS: By this resolution, an ad hoc advisory committee is created, to be called the Committee for Racial Equity and Inclusion, in order to identify and make recommendations to eliminate any potential relics of past systemic racism in municipal operations in the City of Dover.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND DOVER CITY COUNCIL THAT:

A Committee for Racial Equity and Inclusion is hereby established and will be an ad-hoc, advisory committee to the City Council composed of nine regular members, up to two alternate members, and two ex officio members as follows:

- (a) One City Councilor recommended by the Mayor and ratified by the City Council, appointed on an ex officio basis;
- (b) One School Board Member appointed by the School Board on an ex officio basis;
- (c) Nine members of the community at large with knowledge, interest, and/or experience in addressing systemic racism and bias, as recommended by the City Council's appointments committee and ratified by City Council;
- (d) Up to two alternate members fulfilling any of the criteria above as recommended by the City Council's appointments committee and ratified by City Council;
- (e) Exceptions to the Dover residency requirement within Dover Code § 9-1(E) may be made if recommended by the City Council's appointments committee and approved by the City Council.

AND, FURTHER BE IT RESOLVED THAT:

The Committee for Racial Equity and Inclusion will meet regularly, as determined by the members, to review data, hold listening sessions, and recommend to the City Council and City Manager an action plan outlining existing and new steps to be taken to work to eliminate any potential relics of past systemic racism in municipal operations, including boards and commissions.

AND, FURTHER BE IT RESOLVED THAT:

The Committee shall work closely with City staff through the City Manager to gather necessary information on municipal operations, and will coordinate as necessary with the Dover Schools Racial Equity Vision Keepers Committee.



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AND, FURTHER BE IT RESOLVED THAT:

The Committee for Racial Equity and Inclusion shall not have the authority to commit the City Council to any action or position, but instead will bring recommendations and reports to the City Council.

AND, FURTHER BE IT RESOLVED THAT:

The Committee for Racial Equity and Inclusion shall adopt rules to be approved by the City Council and elect a Chair and Vice Chair from its membership; 6 members of the Committee shall constitute a quorum, and the Committee shall determine an appropriate meeting schedule. Members shall be appointed to terms of two years, though appointments for City Council and School Board members ex officio shall expire and cease upon the expiration of the person’s City Council term or School Board term.

### AUTHORIZATION

Approved as to Funding: Daniel R. Lynch  
Finance Director

Sponsored by: Dover City Council

Approved as to Legal Form and Compliance: Joshua M. Wyatt  
City Attorney

Recorded by: Susan M. Mistretta  
City Clerk



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### DOCUMENT HISTORY:

First Reading Date: 10/28/2020	Public Hearing Date: N/A
Approved Date: 10/28/2020	Effective Date: 10/28/2020

### DOCUMENT ACTIONS:

Deputy Mayor Ciotti moved for its adoption; seconded by Councilor Shanahan.  
 Mayor Carrier gave an overview of the Resolution to the Council. He asked the Council to change the sponsorship for the resolution to include the whole Council.  
 There was consensus.  
 Roll Call Vote: 7.0.

VOTING RECORD		
Date of Vote: 10/28/2020	YES	NO
Mayor Robert Carrier	X	
Deputy Mayor Ciotti	X	
Councilor Michelle Muffett-Lipinski, Ward 1	X	
Councilor Deborah Thibodeaux, Ward 3	X	
Councilor Joshua Manley, Ward 4	Absent	
Councilor Dennis Shanahan, Ward 5	X	
Councilor Fergus Cullen, Ward 6	X	
Councilor John O'Connor, At Large	Absent	
Councilor Lindsey Williams, At Large	X	
Total Votes:	7	0
Resolution does   does not pass.		

### RESOLUTION BACKGROUND MATERIAL:

See [R-2020.06.24-100](#) passed June 24, 2020 where the City Council condemned racism and affirmed its commitment to eliminating racial inequities.