



City of Dover, New Hampshire

Racial Equity & Inclusion Committee



2021 Annual Report
February 9, 2022

Introduction

	Cora Quisumbing-King
Liaison - School Board	Jessica Rozzo
	Jill Braceland
	Kathleen Blake
Vice - Chair	Lauren Conley
Chair	Lina Shayo
	Luz Bay
Secretary	Margaret Fogarty
	Tess Beam
	Tim Mainella
Liaison - City Council	Dennis Shanahan (2021)
Liaison - City Council	Linnea Nemeth (2022)
City Manager	J. Michael Joyal
Staff Liaison	Colleen Bessette

Vision Statement

The City of Dover will be a welcoming and inclusive environment for all people, regardless of race, ethnicity, or place of origin, and this will be a core value and priority of the City of Dover (R - 2020.06.24 - 100).

Elements of this vision include:

- A racially literate, curious and courageous community committed to a culture of education and continual learning.
- Diverse racial representation in city leadership & government, events, and activities as well as physical community spaces.
- Municipal policy & practices that lower barriers for those who have been historically kept out of participating in municipal processes or decision making.
- Established practices that mitigate harm and build relationships and trust within the historical context of colonialism, systemic racism, and white supremacy culture.

Key Accomplishments

City Operations

- Conducted Employment Data Analysis
- Identified 13 recommendations for the Police Department, pulled from the recommendations of Black Lives Matter-Seacoast, Dover Blue and You, Governor's Advisory Council on Diversity and Inclusion and the NH Commission on Law Enforcement Accountability, Community, and Transparency (LEACT).

Key Accomplishments

First things first, the Indigenous People Project

- Our City now celebrates Indigenous Peoples Day on the second Monday of October
- The City Council has adopted a formal Land Acknowledgement.
- Indigenous Peoples Day was celebrated in October and the flag of the Pennacook-Abenaki People was raised and flown in front of City Hall.
- Copies of the Land Acknowledgment were distributed during October's Apple Harvest Day.

Key Accomplishments

City Proclamations per CREI recommendation

- Juneteenth
- Pride Month

Recommendations

City Employment Practices

- Add an option for employees and applicants to self-identify as non-binary.
- Assess bias-awareness training program (the city has existing trainings in place that we can evaluate further)
- Set goals for workforce diversity and establish an action plan for meeting those goals
- Provide feedback/training to applicants who are not hired on ways they can improve their candidacy
- Revise EEO statement so that it is more welcoming to prospective employees

Recommendations

City Communications

- Provide better access to the city website for information on ward elections, employment opportunities, and the like
- Explore how to provide disaggregated demographic data on survey results
- Increase ways to reach to underrepresented groups on topics such as the above

Recommendations

Indigenous Peoples Project

- Continue discussions with the Dover Public Library on their efforts to ensure that the public are aware of resources that provide accurate Indigenous Peoples history. Contact has been made with Denise and Paul Pouliot, Chief Speakers for the Pennacook, regarding presenting educational sessions through the Dover Public Library.
- Continue to liaise with the Dover 400 Committee.
- Recommend the reading of the Land Acknowledgement and the presence of the head speakers of the Wabanakis at key Dover 400 events.
- Continue conversations about creating an Indigenous Peoples monument with the Arts Council in collaboration with the Cochecho Waterfront Development Advisory Committee (CWDAC), in addition to other art projects
- Recommend that the City hold an event to mark the installation of the first plaque at City Hall and the **completion of installation by _____**

2022 Goals

Committee Structure

- Request the City Council to change the ad hoc Committee to a standing Committee for the City
- Clarify role vis-a-vis the City for follow-up on recommendations

2022 Goals

City-related

- Obtain approval of the City's flag policy
- Discuss the 13 recommendations with the Chief of Police
- Explore collaboration with other City Committees and local groups on racial equity and inclusion
- Review Diversity Training offered by the City

2022 Goals

Indigenous Peoples Project

- Ensure sustainability of the goals of the Indigenous Peoples Project through educational institutions, public installations and committed individuals.
 - Continue discussion on establishing indigenous foraging rights for food and medicinal plants on Dover city lands
 - Identify sponsors for the Indigenous Peoples Monument and form a committee
 - Follow-up on initial conversations with the Woodman Institute Museum about accurate Indigenous People history
 - Pursue conversations with the School Superintendent, the Children's Museum, the University of New Hampshire, etc.