

Committee for Racial Equity Inclusion Implementation Plan - Working Document

Committee Purpose: Review Data, hold Listening Sessions, Develop an initial action plan outlining EXISTING & NEW steps to be taken to work to eliminate any relics of systemic racism in municipal operations, including boards and commissions, and Foster a welcoming and inclusive environment for all.						
Goal/Action Item		Priority	Responsibility	Status	Owner	Next steps
Goal 1: Municipal Operations			Linnea/TBA			
Goal 1.1	Review and address city employment training and recruitment practices					Need to review in next meeting
Goal 1.1.1	Add an option for employees and applicants to self-identity as non-binary.	Low	Executive	Not Started		
Goal 1.1.2	Implement a formal DEI training for city staff.	High	Executive	Not Started		
Goal 1.1.3	Set goals for workforce diversity and establish an action plan for meeting these goals.	Low	Executive	?		
Goal 1.1.4	Provide feedback/training to applicants who are not hired on ways they can improve their candidacy.	Low	Executive	?		Does this happen?
Goal 1.1.5	Revise EEO statement so that it is more welcoming to prospective employees.	Low	Executive	In Progress		Prior member had reviewed, need to check where it was left
Goal 1.2 Collaborate with Departments to review City data and make recommendations.						
Goal 1.2.1	Request each department to initiate and implement DEI Goals. Recommend using the MA Municipal DEI Guide.		Executive	Not Started		
Goal 1.2.2	Encourage and educate where needed appropriate response to mental health.		Police	Not Started		Consider meeting/outreach to Social Worker
Goal 1.2.3	Encourage City [Council] to read land acknowledgment at all Council meetings and significant events.		Council Liaison	In Progress		
Goal 1.2.4	Review historical information on Dover Library website for inaccuracies and make recommendations for updating.			In Progress		Have done some work for the Indigenous People's Project
Goal 1.2.5	Collaborate with Equity Vision Keepers and Project DREAM in Dover School District.		School Board Liaison	In Progress		
Goal 1.2.6	Review parks, signs & memorials for representation		CREI/Heritage	Not Started		Needs to be built out
Goal 1.3 Form partnerships and recommendations for Boards & Commissions.						
Goal 1.3.1	Revamp the Volunteer Application to collect more demographic data.		Appointments	In Progress		Kathleen had a conversation with
Goal 1.3.2	Formalize and equitable approach to recruiting and appointing candidates.		Executive	In Progress		
Goal 1.3.3	Collaborate with Arts Commission on equity and diversity in public art including an Indigenous		Arts Commission	Not Started		Had initial conversations
Goal 1.3.4	Invite chairs and speakers from boards and commissions to attend and speak with Committee.		Council Liaison	Not Started		
Goal 1.4 Improve Outreach and Coordination with underserved populations.						
Goal 1.4.1	Provide better access to the city website for information on ward elections, employments opportunities, and volunteering.		Media Services	Not Started		
Goal 1.4.2	Explore how to provide disaggregated demographic data on survey results.		CREI	Not Started		

**Committee for Racial Equity Inclusion
Implementation Plan - Working Document**

Goal 1.4.3	Increase ways to reach underrepresented groups.		CREI	Not Started		
Goal 2: Community Building			Maggie			
Goal 2.1	Establish outreach beyond municipal entities, such as the Children's Museum, DALC, and the Woodman Museum to understand how they are supporting racial equity.	Medium	CREI	In Progress		Encourage other organizations to offer broader cultural events and to bring them into Dover.
Goal 2.2	Create two way communication with the public through listening sessions and surveys.	High	CREI NH Listens Chamber of Commerce Community Groups	Not Started		Next Steps: Need help to scope our questions on what our goals are and who to engage. what format
Goal 2.3	Explore collaboration with other City Committess and local groups on racial equity and inclusion.	High	CREI	In Progress		Cemetary, Arts, Police, Conservation, Library, School, Heritage
Goal 2.4	Explore diversity & inclusion policies [diversity training] opportunities through the Chamber of Commerce to expand impact of mission and goals.	Low		Not Started		
Goal 2.5	Create an inventory of resources and groups available to respond to incidents in our community	Medium	CREI	Not Started		Established an informal process from an incident at Woodman Park. Does the school have resources?
	Encouraging diversity in residents and school/city staff.					
	Community Engagement and Inclusion from survey					
Goal 3: Define and work on committee structure and internal work.			Cora, Lena			
Goal 3.1	Obtain formal staff support to assist in DEI related efforts.	Medium		Completed		HR Liaison now in place
Goal 3.2	Hold yearly goal planning and implementation sessions.	Medium	CREI	Not Started		
Goal 3.3	Establish system for tracking accomplishments to benchmark efforts and provide transparency to community.	High	CREI	Not Started		
Goal 3.4	Encourage diverse representation on Committee, continuing to recruit and seek partners.		CREI/Appointments	On Going		
Goal 3.5	Report and discuss upcoming city resolutions that could disproportionately impact marginalized communities.			Not Started		
Goal 4: Indigenous People's Project			Alice, Whitney			
Goal 4.1 Land Acknowledgement						
Goal 4.1.1	Integrate reading land acknowledgement at the opening of city council meetings and key city events.		CREI	Ongoing		
Goal 4.1.2	Install and maintain land acknowledgment plaques in municipal buildings.		School Board	Completed		

**Committee for Racial Equity Inclusion
Implementation Plan - Working Document**

Goal 4.1.3	Create a permanent [monument] to recognize Land Acknowledgement.		CREI Arts Commission			Is this something we still want?
Goal 4.2 Recognize historical inaccuracies and implement methods to educate the public.						
Goal 4.2.1	Acknowledge explicitly that '400th' Anniversary is the anniversary of colonization.			Completed		
Goal 4.2.2	Invite the head speakers of the Cowasuck band of the Abenaki-Pennacook to speak at key events for Dover 400th.			Completed		
Goal 4.2.3	Research the Second Street construction site as a potential Native American memorial site.		CREI Cemetery Board	Completed		
Goal 4.2.4	Rename 'First Settlers Burial Ground' to 'First European Settlers Burial Ground'.			In Progress		Working on historical research and options
Goal 4.2.5	Continue discussions with Dover Public Library on their efforts to ensure that the public are aware of resources that provide accurate Indigenous People History.			In Progress		
Goal 4.3 Ensure sustainability of goals of Indigenous People's Project through educational institutions,						
Goal 4.3.1	Continue discussions on establishing indigenous foraging rights for food and medicinal plants on Dover city lands.			Completed		Conservation passed this
Goal 4.3.2	Identify sponsors for Indigenous People's Monument and form a committee.			Not Started		
Goal 4.3.3	Continue conversations with the Woodman Institute about accurate Indigenous People history.			In Progress		