



TOWN OF KITTERY

200 Rogers Road, Kittery, ME 03904

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Diversity, Equity & Inclusion Ad Hoc Committee December 12, 2023 Meeting Minutes

Attendees: Judy Spiller, Kendra Amaral, Haley Mock, Mary Stevens, Annie Cicero, CiCi Nielsen, Jason Garnham, Robert Richter, Russell White, Erin Kempster, Emily Flinkstrom, Meaghan Dunn, Bruce Mallory

Notes

- November minutes - corrections to spelling on names, approve at January meeting
- Feedback on RFQ for Consultant:
 - Item D - discussion surrounding what will be expected in regards to translation services.
 - Item E - discussed being explicit about expecting guidance on recommendations
 - Suggested page limit
 - Discussed adding a target completion date, suggested December 2024
 - Kendra explained the official process for proposal submission, and review
 - Discussed forming a screening subcommittee to review proposals and attend interviews. All materials, interviews and processes will be available to the larger committee for input
 - Interested committee members should contact the chairs
- Topic 5 of Comp Plan: Transportation
 - Accessibility
 - Accessible sidewalks
 - Audible and visual signals
 - Lighting
 - Specifically identify and highlight areas of accessibility
 - Stronger emphasis on Public transit
 - Further development needed toward Rte 1; connecting both sides of town
 - Increasing population density encourages public transportation
 - Discussed subsidizing ride services to help people access established bus stops
 - Regional impact
 - Address Shipyard traffic
 - Potential for Park and Ride in Kittery
 - Creating network of Park and Ride/transportation regionally to reduce number of cars in Kittery
 - Encouraging charging infrastructure for electric vehicles in multi-family housing

- Discussion around Climate Action Committee Plan - DEI committee will consider writing a letter of endorsement on the equity section
- Diversity Calendar
 - Identifying gaps based on municipal calendar
 - Police department is putting together information and education regarding Sexual Assault Awareness month and Mental Health Awareness
 - One centralized municipal calendar is not feasible
- Civil Rights Team has shown interest in designing lawn signs

Next meeting: January 9, 2023