

City of Biddeford
Diversity, Equity and Inclusion Committee
December 12, 2022 5:30 PM City Hall Second Floor Conference Room

Please click the link below to join the webinar:

<https://biddeford.zoom.us/j/98993648717?pwd=aEJlcHFUdU41SHFhS2RQNVY3ck9GZz09>

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Webinar ID: 989 9364 8717

Status: Hybrid, City Hall Second Floor Conference Room & Zoom

- 1. Call to Order**
- 2. Acceptance of Minutes**
 - 2.1. November 14 Meeting Minutes
[DEI Committee November Meeting Minutes.pdf](#)
- 3. Discussion Items:**
 - 3.1. Finalize DEI Calendar
 - 3.2. ADA Compliance
 - 3.3. 2023 Goals
 - 3.4. 2023 Meeting Dates - Budget Committee Conflicts
- 4. Adjourn:**

DEI Committee November Meeting Minutes

Meeting Start Time: 5:32 PM

In Attendance: Danica, Tim (left at 6 PM), Liam, Anne, Irene, Flo, Sydney

The Committee discussed ideas for a report with recommendations for the Recreation Department:

- Job postings/accessibility of positions/barriers and prerequisites
 - Is the staffing reflective of the community it is serving?
 - Make paper copies available of job ads
 - Reaching out to new Mainers – posting jobs in places that they look
 - Adult education – partner to advertise jobs to ELL
 - Incentives to make the position more attractive to a wider pool of candidates
 - Ex. Free beach pass, transportation assistance
 - Hiring event, with diverse advertising
 - How can we make this fit the charge of the committee?
 - UNE – education, sports and recreation management
- Playgrounds and accessibility
 - Location of playgrounds for greatest access
 - Use school population to determine location
 - Adaptive equipment
 - Green space near St Mary's

Accessibility guide for Rec programs and facilities – parking spaces, adaptive equipment, beach wheelchair, trails that are wheelchair accessible

- Ensure marketing of accessible
- Is there a sign for the beach wheelchair?
- -add information to beach passes
- Accessibility should be defined for the group as we proceed