

City of Biddeford

Diversity, Equity and Inclusion Committee

October 03, 2022 5:30 PM City Hall Second Floor Conference Room

Attending: Danica, Tim, Irene, Andrew, Anne, Flo, Liam, Jake, Sydney, Bistra

Commenced: 5:34 PM

- Meeting guests to arrive late
- Discussion of Reverend Shirley Bowen's presentation at last meeting:
 - Registry of employers who hire applicants with criminal records
 - Job fair of above employers
 - The group likes this idea
 - Debunking myths/misconceptions about the people Seeds serves
 - Biddeford Beat could be used for Outreach
 - Group agrees that we might not be the ones to speak for Seeds of Hope as an organization, but in support of the community members that organization serves
 - Structural changes that this group could help address
- Discussion of a Calendar, which would enable City communications and events to be celebrated in an official capacity
- Carl Walsh and Lisa Thompson, Director and Deputy Director of Biddeford Recreation
 - Carl's introduction to Rec Dept and programs
 - All are welcome, and always have been
 - Sometimes find it challenging to accommodate "New Mainers" due to language barriers
 - Work to keep fees low, but:
 - Funding comes from several sources:
 - General Fund, Program Fees,

- There is financial aid available, currently more than in the past
- Challenges with budgeting, and staffing
- Advertising for programs
- Diversity of program participants and staff
- Lisa's ideal that "we never have to turn kids away" for:
 - Lack of transportation, food, money, language ability
 - "Safe, fun, and welcoming"
- What barriers might there be that are inadvertent? Example – location of parks, language access, etc.
 - Carl sees one challenge as location of existing facilities aren't aligned with the location of the population

Action Items:

- Get Homelessness Awareness Month adopted by the City
 - Flo will research what other Municipalities had done
 - Liam will circulate proclamation for June, LBGTQ
- Circulate potential calendar of heritage/recognition dates
- Irene will create an FYI/myth busting document
- Tim will coordinate with Seeds of Hope re: "Neighbors of Seeds" --> "Say hi" efforts