

City of Biddeford
Diversity, Equity and Inclusion Committee
August 08, 2022 5:30 PM City Hall Second Floor Conference Room
Please click the link below to join the webinar:
<https://biddeford.zoom.us/j/96303513090?pwd=bWZnQlNDQWRZUDJaQ3pidE50WCtaZz09>
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Webinar ID: 963 0351 3090

Status: In Person (City Hall Second Floor Conference Room) and on Zoom - August 8, 5:30 p.m.

- 1. Call to Order**
- 2. Acceptance of Minutes**
 - 2.1. July 11, 2022 Meeting Minutes
[071122 DEI Committee Meeting Minutes.pdf](#)
- 3. Discussion Items:**
 - 3.1. Suggested Policies/Practices to Review
[080822 Meeting - Committee Next Steps Memo.pdf](#)
 - 3.2. Review Upcoming Events Calendar
[Biddeford Events.pdf](#)
[Example of a Diversity Calendar for a Community.pdf](#)
[Diversity Calendar Example 2.png](#)
 - 3.3. Family Fun Festival and River Jam
- 4. Adjourn:**

DEI Committee, Regular Meeting 07/11/22

Attending: Danica, Jake, Bistra, Tim, Anne, Andrew, Irene, Martha, Liam

Meeting commenced: 5:30 PM

- Discussion of proposed Mission Statement
 - Consideration of similarity to proposed Vision Statement
 - Approval of Mission and Vision
- Discussion of values
 - Table this discussion for later vote
- Discussion of potential sub-committees
 - Policy overview is the overall focus of the group
 - Policies could be reviewed on a task-based model

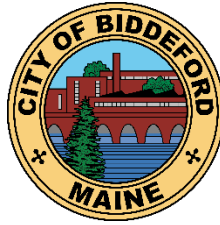
Bistra's suggestion:

- Create a list of potential events to be planned/participate in
- Create a list of potential policies to investigate
- Discussion of staff function in the committee
 - To facilitate group and help accomplish its goals
- Discussion of DEI Committee's role
 - Language approved for founding the committee had two areas of work: policy recommendations to council, and policies passed to the committee for review
- Affordable housing as primary issue in Biddeford, and Maine generally
 - Discussion of existing Affordable Housing Task Force; our group could review their preliminary report, due 09/15/22, before they issue a final report on November 15
- Family Fun Festival
 - Anne, Irene, Martha, Bistra are probably available
 - Could survey event participants
 - Group could chat and take notes
- River Jam
 - Martha, Danica
- Next Meeting – August 8th at 5:30 PM

Meeting adjourned at 7:05 PM

CITY OF BIDDEFORD, MAINE

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To:	Diversity, Equity and Inclusion Committee
From:	Danica Lamontagne, Assistant to the City Manager
Date:	August 8, 2022
Re:	Committee Next Steps

At our last meeting, we talked a bit about beginning to review City policies. The Committee has the authority to review ordinances/policies, but we also have the authority to review and make recommendations on the City's practices, such as programming choices. Staff has come up with a few topic areas to get you thinking about how we can improve our practices. I wanted to gauge the Committee's interest in reviewing these topics. Additionally, these suggestions of the kinds of work that you have the authority to do might spark some ideas of your own.

Of note, one of these suggestions is to create a calendar for the City Council to formally adopt with awareness or recognition days that we feel it is important to acknowledge in Biddeford. I thought that this aligned well with some of our previous conversations. To prompt our thinking on this topic, I've provided resources about existing community events in Biddeford, days that we currently acknowledge as a community, and City holidays, as well as a couple of examples of "Diversity and Inclusion" calendars that I found online that highlight days, weeks and months that are acknowledged nationally as awareness or recognition days.

Other topics that have been suggested are:

- Review the way that we recruit/attract people to serve on committees from a DEI lens: What can we do differently to get more diverse input at the committee level?
- Review Recreation Department programming: Are we missing complete programs that would serve more BIPOC?
- Review our website accessibility practices: Is our content accessible to people with visual impairments, people who speak other languages, etc?
- Are there practices in the community that are being driven from a white-centered perspective?
 - For example, do the locations and amenities of our existing parks and public areas primarily serve white residents?

If you are interested in moving forward on any of those topics, staff will gather the information that you need to help you make recommendations.

Biddeford Annual Events

- **Winterfest**
 - February
 - Activities to get people out of the house in the middle of winter; centers around a big sledding hill on Adams Street
- **ArtWalk**
 - Third Friday of the month from May – October
 - Features working artists, street performances, gallery openings, etc.
- **La Kermesse Franco-Americaine Festival**
 - Last Weekend in June
 - Celebrates French-Canadian heritage of community
- **Music in the Park series**
 - Weekly, June – August
 - Musical artists perform in a City park every Wednesday afternoon
 - This year, there was a themed
- **Family Fun Festival**
 - First Sunday in August
 - Family-oriented neighborhood festival for the Bacon Street neighborhood
- **River Jam / Fringe Fest**
 - August or September
 - Festival celebrating the arts culminating with concert by the river
- **Downtown Creepy Crawl**
 - Halloween
 - Downtown businesses give out candy to trick-or-treaters
- **Downtown Holiday Festival**
 - December
 - Tree and menorah lighting

Observances the Community Has Formally Acknowledged

- **St. Patrick's Day**
 - Flag raising outside of City Hall organized by local Irish residents
- **Memorial Day**
 - Parade – Last Monday in May
- **Pride Month**
 - June
 - Flag raising on first day of month organized by Heart of Biddeford
 - June's ArtWalk was Pride-themed this year
- **Juneteenth**
 - June 19
 - First annual ceremony this year
- **Veterans Day**
 - November 11
 - Parade and Ceremony

City Holidays

- New Year's Day
- Martin Luther King Jr. Day
- Washington's Birthday
- Patriot's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Indigenous Peoples' Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

DIVERSITY CALENDAR 2022

“Our diversity of faith and colour and creeds—that is not a threat to who we are. It makes us who we are.”

- Michelle Obama

“We all have the ability to promote a culture of acceptance and inclusion — and that is something I believe every leader has a responsibility to do. It starts with having a dialogue until we are all comfortable and no longer have the fear of saying the wrong thing.”

- Dame Inga Beale

JANUARY 1 Jan New Years Day/ Hogmanay 6 Jan Christmas (Orthodox Christian) 17 Jan World Religions Day 27 Jan Holocaust Memorial Day	FEBRUARY LGBT+ History Month 1 Feb Chinese New Year 4 Feb World Cancer Day 7 - 13 Race Equality Week / National Apprenticeship Week 11 Feb International Day of Women and Girls in Science	MARCH Women's History Month 1 Mar Saint David's Day (Wales) 2 Mar Ash Wednesday 8 Mar International Women's Day 14 - 20 Neurodiversity Celebration Week 17 Mar St Patrick's Day (Ireland) 18 Mar Holi (Hindu) 21 Mar International Day for the Elimination of Racism / World Down Syndrome Day 27 Mar Mother's Day / British Summer time begins	APRIL Autism Awareness Month 2 Apr World Autism Day 2 Apr - 2 May Ramadan (Muslim) 8 Apr International Romani Day 15 Apr Good Friday (Christian) 15 - 23 Passover (Jewish) 17 Apr Easter Sunday (Christian) 23 Apr Saint George's Day (England)
MAY 3 May Eid Al-Fitr (Muslim) 8 - 14 Women's Health Week 9 - 15 Mental Health Awareness Week 11 May National Day for Staff Networks 16 May Vesak (Buddhist) 17 May International Day against Homophobia, Transphobia, and Biphobia	JUNE LGBT+ Pride Month Gypsy, Roma and Traveller History Month 1 Jun Global Day of Parents 7 - 12 National Carers Week 19 Jun Father's Day 20 - 26 Refugee Week (inc. 20 World Refugee Day) 21 Jun Summer Solstice 22 Jun UK Windrush Day 25 Jun Armed Forces Day	JULY 9 Jul Eid Al-Adha (Muslim) 18 Jul - 17 Aug South Asian Heritage month 23 Jul Birthday of Haile Selassie (Rastafarian)	AUGUST 12 Aug International Youth Day 23 Aug International Day of the Slave Trade and its Abolition
SEPTEMBER World Alzheimer's and Dementia Month 10 Sep World Suicide Prevention Day 21 Sep World Alzheimer's Day 25 Sep World Day of the Deaf 26 Sep - 2 Oct UK National Inclusion Week	OCTOBER Black History Month 4 Oct Yom Kippur (Jewish) 10 Oct World Mental Health Day 18 Oct World Menopause Day 24 Oct Diwali (Hindu, Sikh, Jain) Bandi Chor Divas (Sikh) 30 Oct British Summer Time ends 31 Oct All Hallow's Eve	NOVEMBER November Men's Health Awareness Month 8 Nov Birthday of Guru Nanak Dev (Sikh) 11 Nov Armistice Day 11 - 18 Interfaith Week 13 Nov Remembrance Sunday 14 - 20 Transgender Awareness Week (20 Nov - Day of Remembrance) 16 - 22 Anti-bullying Week 19 Nov International Men's Day 25 Nov International Day for the Elimination of Violence Against Women 25 Nov - 9 Dec 16 Days of Activism Against Gender-Based Violence 30 Nov Saint Andrew's Day (Scotland)	DECEMBER 1 Dec World AIDS Day 3 Dec International Day of Persons with Disabilities 10 Dec Human Rights Day 18 Dec International Migrants Day 18 - 26 Chanukah (Jewish) 21 Dec Winter Solstice 25 Dec Christmas Day (Christian)

Diversity & Inclusion Calendar 2022

3strategy
Reward, Recognise, Retain



JAN

1st - National Mentoring Month
4th - World Braille Day
16th - World Religion Day
17th - Blue Monday
17th - Martin Luther King Day
27th - Holocaust Memorial Day

FEB

1st - LGBTQ+ History Month
20th - World Day of Social Justice
21st - Eating Disorder Awareness Week
21st - International Mother Language Day
25th - International Stand-up to Bullying Day

MAR

1st - Zero Discrimination Day
8th - International Women's Day
16th - Disabled Access Day
21st - World Down Syndrome Day
30th - World Bipolar Day
31st - International Transgender Day of Visibility

APR

1st - Stress Awareness Month
1st - IBS Awareness Month
2nd - World Autism Awareness Week
22nd - Earth Day
29th - Allergy Awareness Week
30th - Lesbian Visibility Week

MAY

1st - Maternal Mental Health Month
4th - Deaf Awareness Week
16th - Dementia Action Week
17th - International Day Against Homophobia, Transphobia, and Biphobia

JUN

1st - Pride Month
6th - National Neuro-Disabilities Week
7th - Carers Week
7th - Tourettes Awareness Day
14th - Learning Disability Week
14th - Diabetes Awareness Week

JUL

14th - International Non-Binary Persons Day
19th - World Youth Skills Day
18th - Nelson Mandela Day
18th - South Asia Heritage Month
30th - International Day of Friendship

AUG

9th - International Day of the World's Indigenous People
12th - International Youth Day
23rd - International Day for the Remembrance of the Slave Trade & its Abolition
30th - National Grief Awareness Week

SEP

1st - World Alzheimer's Month
10th - World Suicide Prevention Day
15th - International Day of Democracy
23rd - Bi-Visibility Day
26th - National Inclusion Week
26th - European Day of Languages

OCT

1st - Global Diversity Awareness Month
1st - Black History Month
1st - ADHD Awareness Month
3rd - World Dyslexia Awareness Day
13th - World Sight Day
22nd - International Stammering Awareness Day

NOV

1st - Islamophobia Awareness Month
13th - World Kindness Day
16th - International Day for Tolerance
19th - International Men's Day
20th - Trans Day of Remembrance

DEC

1st - World AIDS Day
3rd - International Day of Persons With Disabilities
10th - International Human Rights Day
18th - International Migrants Day
20th - International Human Solidarity Day

