

DEI Committee Regular Meeting, 06/13/22

Attending: Danica, Tim, Flo, Liam, Sydney, Jake (on Zoom)

Meeting Commenced: 5:37 PM

Megan Hageney, Heart of Biddeford DEI Fellow, guest presenter

- How HOB defines DEI
 - Diversity: does my dinner party invitation reflect all walks of life, including socio-economic, age, and other categories?
 - Inclusion: does everyone feel comfortable telling me what they want for dinner?
 - Equity: did everyone feel satisfied?
- There is a business case to made for practicing DEI
 - Correlation between diversity and innovation
- “The work is never truly done.” “The hard conversation and the right conversation are often one and the same.”
- “Built in and not bolted on.”
- “Avoiding Racial Equity Detours”, Paul Groski
 - 4 examples
- HOB DEI Milestones
 - 2020 DEI Committee formed
 - 2021 secured funding to support black-owned businesses
 - 2022 hosted trainings
- Equity Pause
 - Make this an agenda item in meetings, rather than requiring individuals to report concerns/violations
 - Are we planning with people or for them?
- DEI Checklist for event planning
- Level of Engagement Model
- Discussion of youth representative on city committees
 - May be precluded by City policy
 - DEI Committee may be a good group to update this policy
- Discussion of City RFP policy
 - Could be overly burdensome/exclusive
 - Other policies, for example business licenses, may also be exclusive
- Discussion of balancing concerns from a vocal minority, and NIMBYism
 - “Not In My Back Yard”
- Discussion of Mission, Vision, Values
- Discussion of Juneteenth Event
- Discussion of QR code draft survey

Meeting adjourned 7:09 PM