

City of Biddeford
Diversity, Equity and Inclusion Committee
May 08, 2023 5:30 PM City Hall Second Floor Conference Room
Please click the link below to join the webinar:
<https://biddeford.zoom.us/j/91356692059?pwd=VnRBa1pDcEg2eXIYK0RSYkZpOGhPdZ09>

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Webinar ID: 913 5669 2059

Status: Hybrid (City Hall Second Floor Conference Room and Zoom)

- 1. Call to Order**
- 2. Minutes**
 - 2.1. April 3 Meeting Minutes
[April 2023 Meeting Minutes](#)
- 3. Public Comment - 3 Minutes Per Speaker**
- 4. Report Subcommittee Updates**
 - 4.1. Policy Subcommittee
 - 4.2. Outreach/Education Subcommittee
- 5. Discussion Items**
 - 5.1. DEI Coordinator Interview Process Updates
 - 5.2. Implicit Bias Module Reactions
- 6. Other Business**
- 7. Adjourn**

DEI Committee Meeting Minutes – April 03, 2023

Meeting Called to Order at 5:32 PM

Present: Liam, Sydney, Irene, Danica, Andrew, Flo (via zoom), Kayla, Anne, Bistra

Motion to accept minutes made by Irene and seconded by Flo. Unanimous passing.

Public Comment: Fatima Batool, senior at UNE and wanted to say hello.

Agenda Items:

1. Reflections on guest speaker from last meeting:
 - a. Liam asked whether these sorts of speakers are helpful and if we would like more in the future.
 - b. Anne mentioned folks from the Maine Humanities Council available to facilitate book groups (community reads), speaking series.
 - c. Andrew: moral encouragement for DEI work.
 - d. Levene-big on hiring practices in southern Maine
 - e. Implicit bias trainings-very digestible
 - i. Could we use this as training for our members?
 1. <https://kirwaninstitute.osu.edu/implicit-bias-training>
 - ii. Implicit association test:
<https://implicit.harvard.edu/implicit/takeatest.html>
 - f. Kayla mentioned that you don't need a big budget to do equality work
2. Introduction of our new committee member, Kayla
3. Diversity Calendar: what is our plan going forward for the dates on the calendar
 - a. https://docs.google.com/document/d/1aeHvKsmz6KXGsonnEotXynPmzpklI9WF/edit?usp=share_link&oid=100825840175459681731&rtpof=true&sd=true
 - b. Subcommittee work around creating a calendar graphic
 - i. Feature local events with links
 - ii. Links to resources
 - c. April:
 - i. Earth day park cleanup on Saturday April 22 in Clifford Park-signup on the rec website
 - ii. Ramadan Kareem event-Thursday April 20th @7pm SMHC
 - d. May:
 - i. Kayla: interviewing older Biddeford residents for older Americans month about the changes they have seen living in this community over the years.
-> Kayla, Liam, and Danica will ask around.
 - ii. Demographics & history related to
 1. Jewish American month:

2. AAPI American month:
 - e. Create a google doc with resources about dates from diversity calendar
 - f. June:
 - i. Pride month (Anne): flag raising by Heart of Biddeford-could Delilah or someone from the events committee come to our May meeting?
 - ii. Caribbean American Heritage month (Flo):
 - iii. Juneteenth:
 1. Indigo Arts Alliance
 2. Is Heart of Biddeford, Engine, or the Library doing anything?
 - iv. Summer Solstice (Sydney): write up and information about the importance of solstices in Paganism
 - g. July:
 - i. Americans with Disabilities Act Anniversary (Anne)
 1. City commitment to improving infrastructure and accessibility
4. Subcommittees: zoom-Danica will need to do more research around the laws regarding
 - a. **Policy**: Andrew, Kayla, Bistra, Liam
 - i. Created a jumping off point for future policy review in the policy folder
 1. Public communication/comment
 - a. Infographic for communication
 2. Public transportation
 3. Housing
 4. Parks & Recreation
 5. ADA Policy
 - b. **Public Outreach**: Sydney, Irene, Liam, Flo, Anne
 - i. Calendar Makers: Sydney & Irene
 - c. Bistra made the motion to establish subcommittees, seconded by Sydney, and accepted unanimously in a vote.
 - d. Establishing a time limit for subcommittees to report out during full committee meetings
 - e. How frequently should subcommittees meet? *Once between meetings*

Next Meeting: Monday May 8th at 5:30pm

Meeting adjourned at 6:58pm, motion to adjourn made by Flo, seconded by Liam, unanimously passed by vote.