

City of Biddeford
Diversity, Equity and Inclusion Committee
February 13, 2023 5:30 PM City Hall Second Floor Conference Room

Please click the link below to join the webinar:

<https://biddeford.zoom.us/j/96467445359?pwd=RjdrOGJucDFYQXVpM3U1K0Nia20zdz09>

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

- 1. Call to Order**
- 2. Minutes**
 - 2.1. January 9, 2023 Meeting Minutes
[010923 DEI Committee Meeting Minutes.pdf](#)
- 3. Discussion Items:**
 - 3.1. 2023 Goals Survey Review
[DEI Goals Survey Responses.pdf](#)
 - 3.2. Committee Expectations
 - 3.3. Upcoming Meeting Dates
- 4. Adjourn:**

Diversity, Equity and Inclusion Committee Meeting Minutes: January 10, 2023

Meeting started at 5:36

Present: Bistra, Flo, Liam, Anne (Left at 7:10), Irene, Jake, Tim, Danica

Diversity Calendar

The Committee, led by Irene, engaged in an activity to select additional dates to be included on a Diversity Calendar to be recommended to the City Council:

January

- MLK Day
- Poverty Awareness Month
- Lunar New Year
- International Day of Commemoration in Memory of Victims of the Holocaust

February

- Black History Month

March

- International Women's Day
- St. Patrick's Day
- Start of Ramadan
- Neurodiversity Celebration Week

April

- World Autism Awareness Day
- Passover
- Easter
- Eid Al-Fitr
- Earth Day

May

- Older Americans Month
- Asian American and Pacific Island Heritage Month
- Jewish American Heritage Month

June

- LGBT Pride Month
- Caribbean American Heritage Month

- Juneteenth
- Summer Solstice

July

- ADA Anniversary

August

- National Night Out

September

- National Hispanic Heritage Month
- National Recovery Month
- World Suicide Prevention Day
- Rosh Hashanah

October

- National Coming Out Day
- Mental Illness Awareness Week
- Indigenous People's Day

November

- Homelessness Awareness Month
- National Native American Heritage Month
- Diwali
- Transgender Day of Remembrance

December

- International Human Rights Day
- Hanukkah
- Winter Solstice/Yule
- Christmas
- Kwanzaa

Motion made by Jake, seconded by Liam, to recommend the calendar to the City Council. Motion passed unanimously.

2023 Goals

Members of the Committee will be receiving a survey designed by Liam and Danica later this week. The survey asks for reflection on the committee's actions and accomplishments in 2022 and for members to share what they would ideally like to accomplish within the next year. The survey will be anonymous so

members can feel comfortable freely sharing their thoughts and ideas. Responses will be reviewed at the February 13 meeting.

Liam and Danica also shared insights from their check-in meeting with the City Manager last week.

Meeting adjourned at 7:21

Reflecting on our Committee's work in 2022, what would you want to do more of in 2023?	What would you like to do less of in 2023?	What would a successful 2023 look like for this Committee?	What steps are necessary to achieve this? What additional resources might be needed to achieve these goals?	What are the biggest challenges you see facing our community?	Can our Committee help the City address these challenges? If so, how?	Tags
I think more objective, shorter tasks (like creating the calendar) that can be accomplished by individuals or smaller thinking partner groups, over more subjective broader tasks (like trying to figure out who is not being represented in the community)	Ideally spend less times figuring out who we are as a committee and why we're here since we did a lot of that work last year. Less time spent on really broad and unanswerable questions	I think getting the calendar implemented would be good. Maybe going back to the conversation of a suggestion box or a survey of some kind that can be shared with the community with a few questions and gathering data from that. Making one or two suggestions of something tangible to city council	I don't think we need any additional resources, I think we just need to keep having meetings like the last few ones we've had. Maybe split up into smaller subgroups again and give everyone a small task their passionate about and can yield results. I think consistent group cohesion would help. As well as ground rules for ensuring that committee members are prepared and ready to speak on topic. For example some members haven't attended committee meetings in several months. Do we have a rule about replacing committee members who do not routinely attend? Often in meetings there is circular discussion and I feel that maybe some ground rules or guidelines would assist at this point in getting committee members to better communication and follow through	Inflation, cost of living groceries, in general everything is really expensive. But I also think that as a community we are pretty uncommunicated. It would be good to continue to create opportunities for the community to come together and know their neighbors and leaders/representatives	I think making ourselves known so that people know there's someone advocating for their best interest and that we do have a line of communication with their representatives and the people that can bring about change. We're here to be their voices	
Continue identifying areas they the committee can assist with city DEI opportunities	I'd like us to prioritize wrapping up projects and conversations in a more timely fashion. I think it would be helpful to prompt or remind members to be informed before meetings on topic of conversations	Being able to provide factual feedback to city shareholders from our work. I.e. identifying areas for improvement from our committees research and discussion		Housing/food insecurity for low income community members	By supporting the city is affordable housing initiatives, as well as continuing to review procedures and identify areas for improvement	
Review existing city policies. Be more involved in the creation and adoption of new policies.		1. Receive professional DEI training (specializing in policy review and policy creation). 2. Have built stronger relationships with community leaders in Biddeford, and DEI leaders/experts around the state. 3. Have created a formal process to review existing city policy and make recommendations. 4. Have a greater presence at community events and celebrations (like the calendar events we are recommending to the Council)	1. Receive funding for DEI training. Also it would be helpful for the Committee to be able to help recommend the training/trainer that we feel would best meet our needs. 2. Continue to invite local community leaders to our committee meetings to gain additional perspective. Also seeking out perspectives between meetings will be helpful to inform our work. 3. We need a training to help build a formal policy review process. I don't feel I have the DEI expertise to feel confident making such recommendations yet. 4. A budget for community events. Building stronger relationships in the community by supporting individuals and groups by meeting them where they are.	Housing, general affordability, lack of trust, safety/environmental concerns Housing and income inequality. minimal (but not nonexistent) cross-cultural community building activities. There seems to be a struggle between existing cultures and traditions and new ones to exist cohesively.	We can help build trust in the community by encouraging and guiding the City towards involving more residents in decision making. We need to listen more and empower residents. for safety, we can advocate for greater investment in our public infrastructure which can help residents feel safer walking our streets (sidewalks, lights, ADA compliance). For affordability, we could look again at City fees (beach permits, recreation programs, etc.) and explore sliding scale fees. For housing, we can support affordability solutions that makes living in our community possible for folks of different socio economic statuses (inclusionary zoning, public housing option).	
Collaborative event planning; more in depth policy discussion	NA	Having measurable completed tasks that advance DEI in our community.	Further guidance from city hall regarding Priorities, beyond that nothing.		I believe so. Through education to the City and community, as well as intentional, collaborative events and initiatives, we are able to bring about positive change.	