

***City of Biddeford***  
**Diversity, Equity and Inclusion Committee**  
**January 09, 2023 5:30 PM City Hall Second Floor Conference Room**

Please click the link below to join the webinar:

**<https://biddeford.zoom.us/j/93171225316?pwd=NGk5VE9oU2FocGtocW5WMkpQdG9pdz09>**

**Passcode: 129838**

**Or One tap mobile :**

**US: +13092053325,,93171225316# or +13126266799,,93171225316#**

**Or Telephone:**

**Dial(for higher quality, dial a number based on your current location):**

**US: +1 309 205 3325 or +1 312 626 6799 or +1 646 558 8656 or +1 646 931 3860 or +1  
301 715 8592 or +1 305 224 1968 or +1 669 444 9171 or +1 669 900 9128 or +1 689 278 1000  
or +1 719 359 4580 or +1 253 205 0468 or +1 253 215 8782 or +1 346 248 7799 or +1 360  
209 5623 or +1 386 347 5053 or +1 507 473 4847 or +1 564 217 2000**

**Webinar ID: 931 7122 5316**

**Status: Hybrid - City Hall Second Floor Conference Room and via Zoom**

- 1. Call to Order**
- 2. Acceptance of Minutes**
  - 2.1. December 12 Meeting Minutes  
[121222 Meeting Minutes.pdf](#)
- 3. Discussion Items**
  - 3.1. DEI Calendar  
[Proposed DEI Calendar Dates](#)
  - 3.2. Remove From Table - 2023 Goals
- 4. Adjourn**

## **DEI Committee, Regular Meeting 12/12/22**

Attending: Liam, Bistra, Anne, Flo, Sydney, Tim, Andrew (online)

Excused: Danica, Martha, Irene, Jake

### 2. Acceptance of Minutes

#### **2.1. November 14 Meeting Minutes, accepted**

### 3. Discussion Items:

#### **3.1. Finalize DEI Calendar**

Group had robust discussion of calendar and reviewed several example calendars to create list of dates to be included in Biddeford's calendar. Sydney will coordinate with Irene to have a draft for the next meeting.

#### **3.2. ADA Compliance**

Group discussed the Summary Report, and agreed that following up on the recommendations therein was an appropriate action for the DEI committee. Will follow up with Council.

Group also discussed the possibility of working on creating a formal grievance policy for residents who are dissatisfied with their experience, especially with regard to discrimination or equity. There is formal procedure for "official comment", but it is unclear how complaints are addressed.

#### **3.3. 2023 Goals**

Tabled discussion until Calendar is created and larger group is able to participate.

#### **3.4. 2023 Meeting Dates**

01/09, 02/13, 03/20, 04/17, 05/08

January:

- Martin Luther King Day
- Holocaust Memorial Day

February

- Black History Month
- 

March

- Women's History Month
- Neurodiversity Celebration Week (13th-19th March)

April

- Earth Day
- Religious Holidays (Passover, Eid Al-Fitr, Easter all take place in April this year)

May

- Older Americans Month
- Asian American and Pacific Islander Heritage Month

June

- Pride Month
- Juneteenth

July

- 
- 

August

- National Night Out
- 

September

- Hispanic Heritage Month
- World Suicide Prevention Day

October

- Mental Health Awareness Week (1st-7th October)
- Indigenous Peoples Day

November

- Homelessness Awareness Month
- 

December

- Religious Holidays (Christmas, Winter Solstice, Kwanzaa, Hanukkah)
-