



**City of Biddeford**  
**Diversity, Equity and Inclusion Committee**

July 14, 2025 at 5:30 PM

City Hall Second Floor Conference Room & Zoom

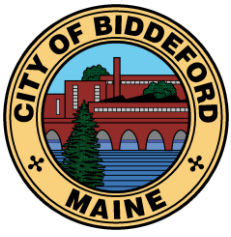
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Or call in by phone: +1 312 626 6799

Meeting ID: 921 6139 7071

Passcode: 369845

1. Call to Order
2. Public Comment  
3 Minute Limit Per Speaker
3. Approval of Minutes  
3.a June 9 2025 DEI Committee Meeting Minutes
4. Discussion Items
  - 4.a Debrief/Reflections on Juneteenth Event
  - 4.b Plans for River Jam (Saturday, 8/16)
  - 4.c Managing/Responding to Emails (sent to full committee)
  - 4.d Partnerships with City Departments (in support of community members)
  - 4.e Public bathrooms - Community Engagement Survey
5. Other Business
6. 2nd Public Comment
7. Adjourn



# CITY OF BIDDEFORD

205 Main St.  
P.O. Box 586  
Biddeford, Maine 04005

## DEI COMMITTEE MEETING MINUTES JUNE 9, 2025

### Status

1. Called to order by the Chair at 5:35 PM.

Present: Shelly Gibson, Danica Lamontagne, Flo Leighton, Anne Morrissey, Bistra Nikiforova, Scott Whiting, Ariane Meno Kobo, Syed Zafar

Via Zoom: Maura Oakes

Absent: Breese Reagle

2. Public Comment (3-minute limit per speaker)

No one from the public was present to comment.

3. Approval of Minutes

- 3.a May 12 2025 DEI Committee Meeting Minutes

Anne made a motion to approve the minutes; Syed seconded the motion; the motion passes unanimously.

4. Discussion Items

- 4.a Presentation by Coastal Healthy Communities Coalition – Cheri Anderson

- 4.b Juneteenth Proclamation - Approval

Bistra suggested adding 'all' in the 3<sup>rd</sup> paragraph before 'Black Americans' and to remove the hyphen between Black and Americans in the 4<sup>th</sup> paragraph. Scott made a motion to approve the proclamation; Anne seconded the motion; the motion passes unanimously.

- 4.c Juneteenth - Planning & Call for Volunteers

Details: Thursday, June 19<sup>th</sup>, 3pm – 5pm, The Foundry (Upper Falls Rd.)

There will be a DJ (Aull That Entertainment), Bob Greene (retired journalist and historian), and food from Soul Food Paradise. There are 40 spots for BIPoC vendors, makers, etc. so please let your networks know and reach out to Flo by Friday, June 13<sup>th</sup> if you are interested.

There will be accessible parking and bathrooms at the Foundry – all other parking should be in the Pearl Street garage; please remind attendees/vendors that need to drive that construction on Rt. 1 prevents anyone from entering from the South.

Any/all interested volunteers should let Flo know ASAP!

4.d June 17th Committee Presentation to the Council (prep & planning)

The committee reviewed the slideshow and made some suggestions/amendments:

- Highlight the mission, as well as the language around ‘continuous reflection’ (i.e. the work is never done).
- Keep each slide brief; there is only about 10 minutes for the full presentation.
- Ariane suggested changing the word ‘things’ in the first part of the brochure to say ‘attributes’ and, while discussing this piece, make a point to include the value of ‘lived experiences.’
- Maura suggested giving examples of how initiatives have been used/put into practice (i.e. the proclamation decision tree).
- Shelly encouraged the presenters to highlight the work they’ve done in partnership with the Mayor.
- It was recommended to mention some statistics and metrics that show growth and improvement (how many meetings without quorum – which is none! Include consistent meetings, projects, organized note taking, and participation, etc.)

5. 2nd Public Comment (3-minute limit per speaker)

No one from the public was present to comment.

6. Meeting Adjourned at 7:00PM.