



**City of Biddeford**  
**Diversity, Equity and Inclusion Committee**  
January 12, 2026 at 5:30 PM  
City Hall Second Floor Conference Room & Zoom

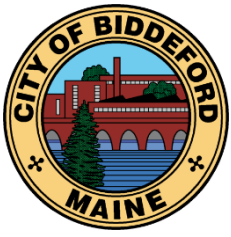
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Meeting ID: 930 0641 5741

Passcode: 723257

1. Call to Order
2. Public Comment  
3 Minute Limit Per Speaker
3. Approval of Minutes  
3.a November 10, 2025 Meeting Minutes
4. Discussion Items  
4.a Welcome and Introductions  
4.b Election of Chair and Vice Chair  
4.c Volunteers for 2026 Proclamations  
4.d Public Restroom Project Updates and Survey
5. Other Business
6. Second Public Comment  
3 Minute Limit Per Speaker
7. Adjourn



# CITY OF BIDDEFORD

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

## DEI COMMITTEE MEETING MINUTES November 10, 2025

### Status

1. Called to order by the Chair at 5:37PM.

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

Absent: Maura Oakes

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

No one from the public was present to comment.

3. Approval of Minutes

- 3.a October 6 2025 DEI Committee Meeting Minutes

Scott made a motion to approve the minutes; Breese seconded the motion; the motion passes unanimously.

4. Presentation

- 4.a Presentation from Britt LaShier; the Opiate Outreach staff member for the City (part of the People Recover Program)

5. Discussion Items

- 5.a December Holidays Proclamation

Scott made a motion to approve the proclamation with the edit of the mayor's name; Syed seconded the motion; the motion passes unanimously.

- 5.b Survey for the Public re: Bathrooms

- Where: This would be for the general public, and we'd like to work with business owners later. We could reach out to the parent community in schools and hear their feedback (perhaps the Superintendents newsletter). Danica can add it to the Beat. Committee members could offer the QR code at upcoming events, like Merry & Bright.
- Why & what: name the value, who does this impact, how can this be successful, this is data-collection (long term project)
- Considerations: Review Best Practices in Community Engagement

Scott made a motion to empower Bistra to right a blurb that will accompany the survey. Syed seconded the motion; the motion passes unanimously.

5.c Plans for 2026

- Committee vacancies and Vice Chair opportunity; please consider volunteering. Syed made a motion to cancel the December meeting. Anne seconded the motion; the motion passes unanimously.
- Syed made a motion to empower himself to write the MLK Day proclamation and submit it to Danica. Scott seconded the motion; the motion passes unanimously.
- Volunteers for 2026 proclamations – discuss at January’s meeting.

6. Other Business

Wednesday, November, 19<sup>th</sup>, 8:30am at Flourish: A Conversation about Downtown Safety & Policing.

7. 2nd Public Comment (3-minute limit per speaker)

No one from the public was present to comment.

8. Meeting Adjourned at 6:59PM.

# DEI COMMITTEE ANNUAL PROCLAMATION LIST

Month	Proclamation	Agree to Draft?
January	Martin Luther King, Jr. Day	YES
February	Black History Month	YES
March	Eid al Fitr	YES
April		
May	Asian American Native Hawaiian Pacific Islander Heritage Month	YES
June	Pride Month	YES
	Juneteenth	YES
July		
August		
September	Hispanic Heritage Month	YES
October	Indigenous Peoples' Day	YES
November	Homelessness Awareness Month	YES
December	Holidays and Traditions	YES