



City of Biddeford
Diversity, Equity and Inclusion Committee

March 10, 2025 at 5:30 PM

City Hall Second Floor Conference Room & Zoom

When: Mar 10, 2025 05:30 PM Eastern Time (US and Canada)

Topic: Diversity, Equity, and Inclusion Committee Meeting

Join from PC, Mac, iPad, or Android:

[https://biddeford.zoom.us/j/99292043718?pwd=PuhP0IU81CvOis1kS88Ugktpx
zvjj.1](https://biddeford.zoom.us/j/99292043718?pwd=PuhP0IU81CvOis1kS88Ugktpx
zvjj.1)

Passcode:490386

Phone one-tap:

+13017158592,,99292043718# US (Washington DC)

+13052241968,,99292043718# US

Join via audio:

+1 301 715 8592 US (Washington DC)

+1 305 224 1968 US

+1 309 205 3325 US

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

1. Call to Order
2. Public Comment
3 Minute Limit Per Speaker
3. Approval of Minutes
 - 3.a February 10 2025 DEI Committee Meeting Minutes
4. Discussion Items
 - 4.a Resource List
 - 4.b Eid Proclamation - Approval
 - 4.c Upcoming Events
 - 4.d Project Updates:

- Pride
- Juneteenth
- Long term projects (re-visit)

5. Adjourn

DEI Committee Meeting Minutes – February 10th, 2025 Meeting

Status

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

Present: Scott Whiting, Maura Oakes, Shelly Gibson, Danica Lamontagne, Bistra Nikiforova, Flo Leighton, Anne Morrissey

Via zoom: Breese Reagle, Ariane Meno Kobo

Absent: Syed Zafar

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

A member of the public joined the meeting in person and offered an introduction.

3. Approval of Minutes

- 3.a January 13 DEI Committee Meeting Minutes

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

4. Discussion Items

- 4.a Black History Month Proclamation

Anne made a motion to approve the Black History Month proclamation, Scott seconded the motion; the motion passes unanimously.

- 4.b Reflections on the state of diversity, equity, and inclusion

Through the Chair, the Mayor shared his support, and that of the full Council, for the committee to continue our work. Group members agreed that being proactive will be really important as the group looks to the coming month(s).

It's essential that we have consensus regarding upcoming events and publications and make decisions based on individual *and* collective needs. Many group members stated the ongoing need to show up at events, be present and visible (safely), so that people within the community know they can count on the committee as a support.

Given the day-to-day changes at the federal level, the group determined the need to approach things on a case-by-case basis. In the meantime, the committee will create a list of community-verified resources, that aim to provide education, guidance, and facts, while educating ourselves on the law and preventing the spread of misinformation.

- 4.c Timeline and Events for 2025 (immediately upcoming and throughout the year)

The committee talked through upcoming events, particularly the reading of the Black History Month proclamation, an event with Anne's friend that will take place in March at McArthur Library (as an intersection of Black History Month and Women's History

Month) and preparations for the committee's presentation to the Council in June (along with Pride and Juneteenth events and celebrations).

Currently we still would like to meet and potentially partner with the Rec Commission, but their meetings have been rescheduled lately. Shelly will reach out to Recreation and communicate with Bistra & Scott about any next steps.

5. Meeting Adjourned at 6:53PM.

City of Biddeford



PROCLAMATION

Whereas, Eid al-Fitr is a celebration which holds profound significance within the Islamic faith, commemorating the conclusion of Ramadan, a sacred month of fasting, prayer, and spiritual reflection; and,

Whereas, Muslims worldwide, and in Biddeford, gather in unity during this time to rejoice in the blessings from the month of Ramadan bestowed upon them, through sharing, spirituality, and overall joy; and,

Whereas, the state of Maine has at least 17,000 or more Muslims who use Eid as a time of gratitude, forgiveness, compassion, and generosity by visiting with families and friends, enjoying delicious food, and offering gifts.

Therefore, I, Martin Grohman, Mayor of the City of Biddeford, do hereby honor that Sunday, March 30th, 2025, is Eid-al-Fitr in our City. Biddeford is proud of its diverse community, representing various traditions and faiths. May this proclamation serve as a testament to our unwavering support of inclusivity, in particular the Islamic traditions, and we celebrate alongside our Muslim neighbors in Biddeford and beyond.