



City of Biddeford
Diversity, Equity and Inclusion Committee
September 14, 2026 at 5:30 PM
City Hall Second Floor Conference Room & Teams

[Join Microsoft Teams Meeting Online](#)

Or call in by phone: +1 872-242-8054

Phone conference ID: 746 129 459#

Meeting ID: 281 422 905 122 22

Passcode: G2Kq2dV9

1. Call to Order
2. Public Comment
3 Minute Limit Per Speaker
3. Approval of Minutes
 - 3.a August 10, 2026 Meeting Minutes
 - 3.b September 1, 2026 Meeting Minutes
4. Special Guest
 - 4.a City Charter Discussion with Scott Whiting, Charter Revision Commissioner
5. Current Events
 - 5.a Member Check-In
6. Discussion Items
 - 6.a Indigenous Peoples' Day Proclamation
 - 6.b Diversity Calendar Review - Upcoming Observances
 - 6.c Review of Expiring Terms and Recruitment/Succession Planning Discussion
 - 6.d October Meeting Date
7. Other Business
8. Second Public Comment
3 Minute Limit Per Speaker
9. Adjourn

August 10, 2026 Diversity, Equity and Inclusion Committee Meeting Minutes

Present: Flo, Anne, David, Jamie, Aiden, 1 Member of Public

Excused: Lauren, Syed, Ariane, Breese

1. Call to Order

Meeting called to order at 5:31 PM.

2. Public Comment

One member of the public introduced herself to the Committee.

The Chair introduced the peacekeepers that were asked to attend the meeting.

3. Approval of Minutes

3.a June 8, 2026 Meeting Minutes

Motion by Aiden, seconded by Jamie, to approve the June 8, 2026 meeting minutes.

Vote: Unanimous

4. Current Events

4.a Member Check-In

The Committee checked in with one another after the events of the past month, specifically the shooting of Biddeford resident, Johan Sebastian Duran Guerrero. Members shared their feelings and reactions to the incident and the City and community responses that followed.

Anne noted that there is a higher level of scrutiny on our community and work. She would like to reach out to some mental health support services for those who are most impacted by the level of scrutiny.

Aiden has a resource list of people and organizations that are offering free or low-cost therapy services for those who have been affected by ICE's presence in the area. He will share this list with the Committee.

David noted that Sweetser's mental health team, in conjunction with the General Assistance office, offered crisis support immediately following the incident.

Flo feels it is hard to talk about long-term projects right now when there is an immediate event to react to. Aiden suggested we could put some of those projects off given the context of current events.

Flo mentioned that there is a concurrent meeting this evening about the City Charter and wondered if the Committee could look at it through a DEI lens. David said that the Committee's perspective would be very valuable to the conversation. He mentioned Council compensation as a topic for the committee to potentially weigh in on.

Flo suggested that we have a member check-in at each meeting.

5. Discussion Items

5.a Review of Proclamations and Observances - September and October

Anne offered to draft the Hispanic Heritage Month proclamation and will incorporate recent events into the language that has been used for previous proclamations.

The Committee discussed the timeline for approval of the proclamation in comparison to the timing of the next regularly-scheduled meeting. David suggested calling a special meeting to approve the proclamation. The Committee opted to have a remote meeting at 11:45 AM on September 1 to approve the proclamation.

5.b Reflection on June Events

Flo thought it was gratifying that this was the first time that the Committee took ownership the Pride flag raising event as the official organizers. She was proud of Jamie for jumping in at the last minute to emcee the event.

Anne thought the Tiger Allies were a highlight of the event. David shared a positive interaction with a kid on a bus driving by. Flo was glad that the event happened on June 1.

David noted that some individuals intentionally rev their engines during the event and thought we could consider closing a street next year. Anne suggested we notify

City staff about the event next year to give them an opportunity to come out and participate for a few minutes if they'd like.

The Juneteenth event netted a profit of \$1,030 after donations. Heart of Biddeford would usually take 3% of the total income from the event to cover their overhead, which would be \$139. The Committee was supportive of making this payment. This leaves \$891 to use for next year's event.

There were 171 registrations with 60 donations coming through, and estimated headcounts indicate that there were more attendees that were present but did not register. There were 21 spoof registrations for the event. Heart of Biddeford received pushback for the verbiage on their EventBrite registration page related to the encouraged donations, and this language will be revisited for clarity.

Flo would like us to keep the award presentation for next year. Members discussed a possible candidate for the award.

5.c Public Restroom Survey

Anne shared information about a rule out of Louisiana requiring people to use the same restroom of the gender that they were assigned at birth. She believes that these kinds of rules and laws are likely to catch on in other places. She noted that this was relevant to the public restroom conversation as well as the Charter conversation.

Flo asked the Committee to read the charter between now and the next meeting if they have time.

David noted that the Charter Revision Commission makes a recommendation on changes to the charter, and voters ultimately adopt the changes they propose. They can either put all of them together in one question to voters or can present different changes individually.

The attending member of the public noted that Better Biddeford is looking to schedule a salon to discuss the charter. She invited members of the Committee to attend.

5.d Request for Feedback on Public Art Master Plan

The Committee received an email from the Public Art Commission seeking feedback.

Jamie attended the Public Art Commission's June meeting. She reported that the Commission talked about their Master Plan and noted that they would like to collaborate more often with the DEI Committee, though they have nothing specific in the queue that they would like to work on with us right now. They mentioned that if our members know artists of diverse backgrounds that are interested in public art pieces, they would like us to refer them to their Commission. Flo noted that a partnership with the Public Art Commission would be fitting as we plan for the June events next year and suggested we invite them to a future meeting.

6. Other Business

No other business was discussed.

7. Second Public Comment

The attending member of the public noted that the old courthouse located on Adams Street has a lobby area that may be suitable for use as a public restroom facility. She encouraged the Committee to reach out to the City and Biddeford Housing Authority to start a discussion about this. She anticipates that a conversation about how to keep them clean and maintained will be the biggest concern and suggested that a plan is made for that before a pitch is made.

8. Adjourn

Meeting adjourned at 7:01.

September 1, 2026

Diversity, Equity and Inclusion Committee Meeting Minutes

Present: David, Lauren, and Danica (in person); Flo, Anne, Aiden, and Jamie (participating via Microsoft Teams)

Excused: Breese, Syed, Ariane

1. Call to Order

The meeting was called to order at 11:55 AM.

2. Approval of Minutes

2.a. August 10, 2026 Meeting Minutes

Motion by Jamie, seconded by David, to vote on the August meeting minutes at the next regularly-scheduled meeting.

Vote: Unanimous.

3. Discussion Items

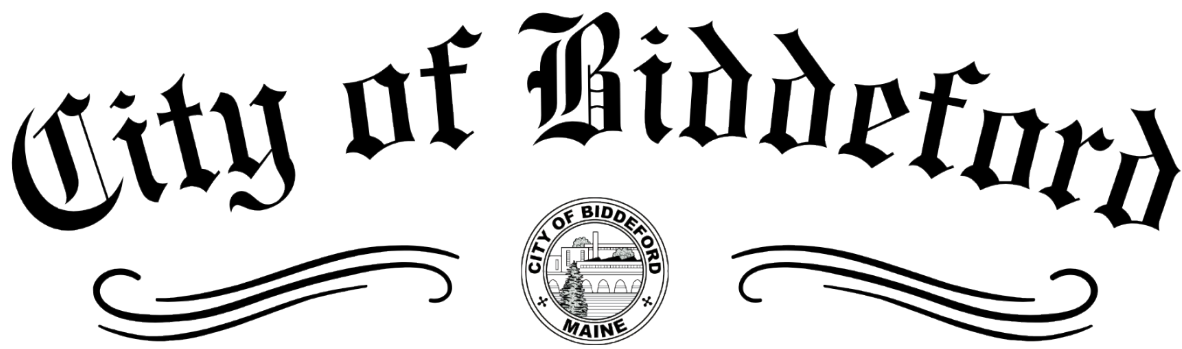
3.a Hispanic Heritage Month Proclamation

Motion by Jamie, seconded by Lauren, to move the proclamation forward for the Mayor to consider reading at the September 15 City Council meeting.

Vote: Unanimous.

4. Adjourn

The meeting was adjourned by the Chair at 12 PM.



PROCLAMATION

Indigenous Peoples Day Proclamation

Whereas, since 2019, the State of Maine has officially recognized the second Monday in October as Indigenous Peoples Day to honor the history, culture, and contributions of Indigenous peoples and to promote awareness and appreciation for Indigenous cultures; and

Whereas, honoring Indigenous Peoples Day acknowledges the challenges Indigenous communities have faced, and continue to face, due to colonization and systemic discrimination; and

Whereas, in Maine, we recognize and celebrate the Wabanaki Confederacy, whose rich histories and vibrant communities include the Abenaki, Maliseet, Mi'kmaq, Passamaquoddy, and Penobscot Nations; and

Whereas, We acknowledge that the land and waters in and around the City of Biddeford are part of the ancestral heritage of the Abenaki and Wabanaki peoples.

Therefore, I, Liam LaFountain, Mayor of the City of Biddeford, do hereby proclaim Monday October 12, 2026 as **Indigenous Peoples Day** in Biddeford, and invite residents to celebrate the strength and resilience of Indigenous peoples today and every day, and to reflect on the history and heritage of our community.

*In Witness Whereof, We the undersigned have herewith affixed
our signatures this 6th day of October 2026.*

Liam LaFountain, Mayor

City Clerk

October

Mental Illness Awareness Week (October 4th - 10th): Each year, during the first week of October, participants across the country raise awareness of mental illness, fight discrimination and provide support for those living with mental health conditions.

National Coming Out Day (October 11th): Observed on the anniversary of the 1988 National March on Washington for Lesbian and Gay Rights, this international annual awareness day supports LGBTQIA+ people in 'coming out of the closet' (i.e. the process of accepting one's sexual orientation or gender identity and sharing that identity openly with other people).

Indigenous People's Day (October 12th): Celebrates and honors all Indigenous People of North America and commemorates their histories and cultures.

November

Homelessness Awareness Month: Serves to educate the public about the many reasons people are unhoused, and to encourage support for assistance service providers and other service organizations aiming to offer a variety of resources to the unhoused population.

National Native American Heritage Month: Calls attention to the culture, traditions, and achievements of those who are Indigenous to what we now call North America, and their descendants.

Diwali (November 8th): An important celebration in the Hindu faith in which a variety of deities are praised. Diwali occurs annually during the Hindu month of Kartik on the day of the new Moon.

Transgender Day of Remembrance (November 20th): Held as a remembrance for all those murdered as a result of transphobia.

December

Hanukkah (December 5th - December 12th): A Jewish holiday celebrating Jew rising up against their Greek-Syrian oppressors in the Maccabean Revolt. It begins on the 25th day of Kislev in the Hebrew calendar.

International Humans Rights Day (December 10th): Adopted by the UN in 1948 following the Universal Declaration of Human Rights.

Winter Solstice/Yule (December 21st): The shortest day of the year and the longest night./
A festival celebrated by those of the Pagan and Wiccan faiths.

Christmas (December 25th): A Christian holiday marking the birth of their Lord and savior,
Jesus Christ.

Kwanzaa (December 26th - January 1st): An annual celebration of African American
heritage, unity, and culture, often celebrated by Black Americans which was, and still is,
inspired by African harvest celebrations. This seven-day holiday honors the seven
principles, one celebrated each day.

David Kurtz	12/2027
Syed Zafar	12/2027
Breese Reagle	12/2028
Aiden Campbell	12/2026
Florence Leighton	12/2026
Ariane Meno Kobo	12/2027
Anne Morrissey	12/2028
Lauren Cripps	12/2028
Jamie Lee Harron	12/2026