

**Advisory Committee on Racial Equity,  
Inclusion, and Human Rights Agenda  
April 23, 2024 @ 6:00 PM**

**(Please Note City Hall has Relocated to the Penquis Building 262 Harlow Street)**

**Current Membership and Terms**

Liana Fellis, Chair (12/31/2025)  
Andre Chasse (12/31/2024)  
Julie Davis (12/31/2025)  
Rebecca Jones (12/31/2024)  
Theron Letterlough (12/31/2026)  
Kathryn Robinson (12/31/2026)

Katie Brydon, Vice Chair (12/31/2024)  
Gabrielle Wiley (12/31/2025)  
Melissa Bucholz (12/31/2026)  
Evelyn Marasco (12/31/2024)  
Jason Canniff (12/31/2024)

**1. Approval of Minutes: March 26, 2024**

**2. Education/Updates**

- Accessibility Presentation
- Public Transit Accessibility
- Website
- Housing Dashboard – Quarter Ending 3/31/2024

**3. Policy**

- None this Month

**4. Sub-committee/Working Group Reports**

Members to share committee interest. Any updates from sub-committee/working groups related to topics or work plan?

- Accessibility (KB, KR)
- Events and Education (MB, GW, TL)
  - Hike for the Homeless – April 6<sup>th</sup>
  - Bangor Pride – June 22<sup>nd</sup> (registration has opened)
  - Annual Review of City Meeting Calendar
  - Other
- Human Resources (training/hiring) (MB, AC, TL)
- Housing (GW, AC, RJ)
- Equity Index (JC, GW, MB)

**5. Other Business**

- Any Items from Committee Members

**6. Manager Updates**

# Advisory Committee of Racial Equity, Inclusion, and Human Rights

## Minutes for the Tuesday, March 26, 2024 Meeting

### 6:00p | Council Chambers

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**Members Present:** Vice Chair Katie Brydon, Member Andre Chasse, Member Melissa Bulcholz, Member Kathryn Robinson, Member Gabrielle Wiley, Student Rep. Evelyn Marasco

**Members not present:** Chair Liana Fellis, Member Julie Davis, Member Theron Letterlough, Member Jason Canniff, Student Rep. Rebecca Jones

**City of Bangor staff and guests present:** City Manager, Debbie Laurie; Jim Tager, Superintendent of the Bangor School Department; Dana Caver-Bialer, Bangor School Dept. DEIB Coordinator; Paul Butler, Principal of Bangor High School; Robyn Stanicki, Community Development Officer

### Call to Order

Call to order at 6:00pm

Introduction of advisory board members and city members present

### Minutes

- Motion to approve
- Passed unanimously

### DEIB Updates from Bangor School Department

Updates from Dana Caver-Bialer, BSD DEIB Coordinator

- Three subcommittees of the DEIB advisory committee
  - Recruitment, Hiring, and Retention
  - Professional Development
  - Mental Health & Trauma Inform Practice
- School updates will be shared at the June School Committee Meeting
- Forty members involved in the committee with different areas of expertise
  - Authored documentation based on needs requested from the community and the school department
- Equity audit in 2022 with the University of Maine
  - Offered coursework (3 courses offered, presented topics of expertise during the school's professional development days)
    - Creating culture of teachers teaching peers
    - Personnel get to choose what they want to learn
- Mental Health offering services to students
- \$25k to be spent by the Hiring and Recruitment committee
- PD group presents teaching to their peers during in-service day
- MYHIS Updates from the Principal Butler
  - Maine Youth Health Integrated Survey, presented for the first time to students in 2023
  - Offered during the school day during the school day; students can opt out if need-be
  - Over 600 students (out of 1150 students total) took the survey – more than 50% of the students took the survey

### MYHIS Data Review

#### *Cluster Take-Aways*

Information is shared compared to state and county

- Nutrition, Physical Fitness, Healthy Weight
  - BSD consistent with county and state
  - 2/3 students self-report healthy BMI
  - Slightly higher choice to participate in regular physical activity

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- Students reported drinking one or more sugary beverage per day
- Alcohol and Tobacco
  - ½ surveyed say alcohol is easy to get; over ¼ have reported using a vape product
  - 11% in Bangor report recent vape usage; 16% in the county
  - ¼ report in binge drinking (5 or more drinks in the past 30 days)
- Marijuana and Other Drug Use
  - 9/10 students have clear rules about drug use from the families
  - 1/3 substance abuse is a problem at home
  - 1/3 marijuana use
  - 1/7 marijuana use before high school
- Sexual Behavior, Suicide and Depression
  - 1/5 suicide attempts
  - 1/5 note mental health is an issue
  - 1/3 have sought help for their mental health, 2-3% seek help from school
  - 1/20 speak a language other than English
  - Bangor was higher on LGBTQ+ self-identifying students (1/3 students in Bangor, ¼ in Maine)
- Bullying, Violence, Assets
  - 1/5 indicated significant violence at home
  - 1/5 have experienced bullying at school
  - 1/5 have experienced virtual bullying
  - 75% report supportive adult at school
  - 80% report consistent family love at home
  - Higher reporting of Adverse Childhood Experiences (1/3 of Bangor students); might involve traumatic experiences
  - 1/3 indicate school rules are not fairly enforced most or all of the time
  - 80% of students report feeling safe at school (84% statewide)
  - Less than 50% say that they have an adult at the school that make them feel supported

#### What happens with this data?

- Feedback will be addressed with BHS student council next week
  - Students will be able to speak directly to the data that needs more information like 'do you feel safe at school'
- Mental health subcommittee will be providing support and identifying ways we can make students feel seen and supported
- Community Health Leadership Board, CEOs of the hospital will review information

#### Equity:

- Equal opportunity was given to take and complete the survey (for students in all students, including students in self-contained classrooms)
- Surveys were not offered in any language other than English
- Questions about housing security for students, less than 1 per 33 students reported housing instability
  - 3.2% for Bangor; Maine average is 2.6%
- UMaine offers consulting for data; you can request support to identify interventions

#### Questions

- What are we seeing in this city as far as pushback to DEIB?

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- DEIB is not political but is politicized, per Carver-Bialer. Bangor was the first to create a DEIB Coordinator in the state of Maine; while there hasn't been pushback in the city, there is positive support for this ongoing work.
- BSD DEIB will provide resources and support when needed to parents; includes collaboration and involves pointing families in the right direction without taking on areas that we can't fully support
- Mental Health Committee
  - Trauma informed practices under the umbrella of mental health
  - 15 people, 3 students, 5 parents with students in the BSD, educators, school committee chair, diversity of career expertise
  - Is this where Restorative Justice practices fall? June 12<sup>th</sup> the reports will share the recommendations for work to be done and may include recommendations for RJ or restorative practices
- Recruitment and Hiring/Training
  - Do we connect our committee with the leader of this subcommittee?
  - Hiring and Retention Subcommittee for ACREIHR: please connect with Shelly Okere and Tim Surette on hiring practices for city support
- ARPA Funds support the mental health clinic to the middle schools
- Will review the flow of the BSD DEIB evolution to what is happening now versus where they started

### Community Development Engagement and Outreach Strategies

Strategic Visioning and Planning for the City of Bangor with Community Development Officer, Robyn Stanicki  
Works with the city to make neighborhoods, place-making, etc.

- Wants to identify ways we can share visioning and ensure we are being inclusive with all stakeholders
- How do we make sure these resources are clear, accessible, and able to be found by residents
  - Includes identifying how the website shares information
  - Language translations, accessibility
- Will host workshops, committee meetings, how to make sure she's in the right spaces
- Bangor School Dept. will participate in the consolidated plans; will include housing data
  - Did we check McKinney-Vento numbers?
- Will be hosting place-based listening and community listening sessions
  - Will be at the space where the conversation is already housing (at Bangor Housing, etc.)
  - Need to share with Robyn where place-based meetings are happening; where can we invite Robyn to listen
    - Adult Ed, University of Maine IEI programs, Church Bean Suppers for unhoused
    - Make the information accessible by mail, to use a QR code or send out mail with feedback, and a phone number, and a social media blitz, and in-person workshops
    - Reach out to UMaine for interns to support this work (and social media campaigns)
- *Committee Homework:*
  - By May 2024: reach out to Robyn Stanicki with invitations to meet with stakeholder groups that you have connections with
  - Email Robyn at [Comm.Dev@bangormaine.gov](mailto:Comm.Dev@bangormaine.gov)
- Tenant Forum
  - April 12<sup>th</sup> with the Bangor Community Development at Together Place
  - Wants feedback from tenants before rolling out the rental housing program to ensure that everything is identified before program design

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- Request that there are more opportunities for tenants to provide feedback and provided opportunities to workshop the feedback

#### Grandview Avenue Parcel

- City Council rezoned it to be multifamily housing during March meeting
- 10 acre parcel
- Options for multi-unit and single family units (mix of single family and multi-family housing)
- ARPA funds will be used for roads, electrical, sewer, water, etc. and reverse engineer the housing that is built
  - City officials will make the plan open and available to the community to discuss the subdivision
  - Timeline: design in spring 2024, utility construction work will start right after
  - Prototype of sustainable housing developed by Penquis could be used as a natural partner for this housing model (or tap into UMaine prototypes)
- City has not yet determined if the housing will be allocated to specific needs (elderly, low-income, etc.)

#### Subcommittee Work

- Events and Education Committee
  - Wants to host a table at PRIDE
  - Gabrielle Wiley will complete the registration form to get a table identified for PRIDE

#### Closing

- Meeting adjourned; motioned by Member Wiley, seconded by Member Bulcholz
- Next meeting Tuesday, April 23 at 6pm