



CITY OF HALLOWELL

ONE WINTHROP STREET
HALLOWELL, MAINE 04347

NATE RUDY

CITY MANAGER, HEALTH OFFICER
citymanager@hallowellmaine.org

TEL: (207) 430-4403; FAX (207) 621-8317
www.hallowell.govoffice.com

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To: Hallowell City Council

Re: Suggested Council Actions to Advance Matters of Diversity, Equity and Intersectionality in Hallowell

Diversity, equity, inclusion, and access (DEIA) to community assets and services have been goals and aspirations throughout American history, especially for people who feel that they have not had them equal to others based on their race, gender, sex, sexual orientation, class status, or age. Recent events have re-centered DEIA in our collective consciousness in the form of protests, gatherings, and broader discussions. Rightfully so, we have also identified the need for these conversations as part of City business. Issues of representation and access to services are currently being addressed in the All-Age Friendly Committee, the Hallowell Pride Alliance, the Capital Area New Mainers Project, and in other parts of the Hallowell community. A City-hosted conversation about equity for black, indigenous, and people of color (BIPOC) and other underrepresented minority groups, and related concerns around social and economic justice, systemic bias, and access to municipal government may help reinforce Hallowell's values and goals around being known as a Welcoming City (Resolution 01-17-R). Other concurrent and connected discussions are happening at the staff and Council committee levels about the police "Use of Force" policy and implicit bias programming for City officials and community leaders.

I respectfully offer the following list of project ideas that City Council could immediately advance that may help to provide greater access and inclusion in local government, and help with broader awareness of equity issues in the Hallowell community. These are offered to start a discussion, and not as an exhaustive / comprehensive list of ideas:

- A Community Network Analysis to identify groups working in Hallowell and the surrounding region on issues of minority representation and levels of / gaps in service to minority communities from entities like state and local government.
- An oral and written history project celebrating Hallowell's LGBTQ+ community.
- A City Council Resolution recognizing that Hallowell was built on land appropriated from Native American tribes (suggested by a member of the Comprehensive Plan Committee.)
- A City Council discussion about renaming Columbus Day to Indigenous People's Day (suggested by Councilor Kara Walker at the November, 2017 Council Meeting.)

- A Hallowell student internship program for a person of minority identity, to include City / community mentorship and a free or low-cost housing option, possibly in partnership with the Margaret Chase Smith Summer Internship Program.
- Evaluation of the local government's recruitment methods and outreach to successfully attract minority job candidates.
- Heightened awareness of how the Cohen Center and the Hallowell Food Bank serve Hallowell residents, and the direct and indirect benefits these entities provide to the City government and the community.
- Repair and redesign of the Second Street entrance to City Hall, which is the ADA access point to City offices and the auditorium.
- A City-led or City/HABOT/Vision Hallowell partnership to provide ADA access to downtown storefronts, including temporary/removable ramps and other technology.

I am happy to assist, research, and provide more information on any or all of these initiatives, or any other initiatives that the Council might choose to lead or direct me to implement.

Glossary of Terms:

Diversity – “The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.”

Equity – “The quality of being fair and impartial.”

Inclusion – “The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.”

Access – “A means of approaching or entering a place.”

Intersectionality – “the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.”

Anti-Racism – “The policy or practice of opposing racism and promoting racial tolerance.”

Above definitions from: www.lexico.com

BIPOC – Black, Indigenous and People of Color. “We use the term BIPOC to highlight the unique relationship to whiteness that Indigenous and Black (African Americans) people have, which shapes the experiences of and relationship to white supremacy for all people of color within a U.S. context.” – <https://www.thebipocproject.org/>

Community Network Analysis – Assessment the demographics of a community, what un/official, un/organized groups represent their interests and values, and how those groups interact with each other and entities like local government.

(see: <http://www.orton.org/wp-content/uploads/2017/03/community-network-analysis-tool.pdf>)