

**Advisory Committee on Racial Equity,
Inclusion, and Human Rights Agenda
October 6, 2026 @ 6:00 PM
Paul Bunyan Room, City Hall, 73 Harlow Street, Bangor**

For language and physical assistance requests, please call Grace Innis at 207-992-4276 as soon as possible to ensure availability. Parking for the meeting is available in the parking lot next to the building on Harlow Street and includes a ramp and accessible doors.

Doors open fifteen minutes prior to the start of the meeting.

Paul Bunyan Room is located at the end of the hallway on the first floor
next to stair case (Exchange Street side).

Current Membership and Terms

Regular Members:

Katie Brydon, Chair (12/31/2027)

Vacant (12/31/2026)

Adam Baker (12/31/2029)

Suzette Furrow (12/31/2028)

Annie Thompkins (12/31/2028)

Shane Boyes, Vice Chair (12/31/2027)

Rheyln Burke (12/31/2026)

Mark Roth (12/31/2027)

Teresa Fallon (12/31/2028)

Nonvoting Members:

Carolynn Lear, City Manager, or Designee
Viley Lin, Student

Marie Robinson, Superintendent of Schools, or Designee
Michael Beck, Councilor (10/31/2026)

1. Call to Order

2. Roll Call: Attendance

3. Committee Business

- Council Referral -Request for Training Recommendation(s) for Code of Ethics §33-5.1
 - *Continued discussion*
- Community Engagement Discussion

4. Adjourn

Next meeting is scheduled for October 27, 2026 (subject to change).

MEMO

To: ACREIHR

From: Courtney O'Donnell, ACM

Date: September 25, 2026

RE: Council Referral

At its meeting on Monday, September 14 ([link here](#)), the City Council voted to refer a matter to the Committee for purpose of receiving a recommendation for specific training on a specific section of the Code of Ethics as listed below.

This arose as a result of the Board of Ethics decision that a Councilor violated particular sections of the Code of Ethics ([link to full code here](#)). More specifically, in their Findings of Fact and Conclusions of Law #15, the Board found that when Councilor Mallar made certain statements, he “failed to meet the standard required of §33-5.1 that requires City Councilors to conduct themselves in a manner that does not discriminate unlawfully against any person because of race, national origin or cultural group.” The full section states:

§ 33-5.1 Unbiased conduct.

B. City Councilors, City employees, board members, and commission members shall conduct themselves in a manner that does not discriminate unlawfully against any person because of race, color, religion, sex, national origin, age, physical or mental disability, genetic information, gender, gender identity, sexual orientation, socioeconomic status, cultural group, or political status.

Therefore, City Council is looking for recommendations for training specific to this section to help Councilor(s) better understand the meaning and importance of the terms, as well as any other pertinent information relevant to a meaningful training. For clarity purposes, we want to make clear that the Council is not asking the Committee to review the decision itself, nor the Council’s response to the decision. Instead, the Council is seeking recommendations for training for the section of code that was found by the Board of Ethics to have been violated.

The Board of Ethics decision has been attached for full context.

Training	Cost	Format	Primary focus	Notes	Link
Intercambio: Understanding and Modeling Cultural Humility	\$1,000	Six recorded modules Total instruction: 100 mins	Exploration of how experiences shape cultural assumptions and how those assumptions influence interactions with people from different backgrounds Participants explore cultural humility, communication styles, microaggressions and personal reflection	Designed for group learning and relies on conversation; not sure how this will work for Councilor	https://intercambio.org/product/understanding-cultural-humility/
Georgetown: National Center for Cultural Competence	Free online resources	Independent learning	Cultural competence, bias and multicultural public services Two training options <i>Conscious and Unconscious Biases in Health Care</i> : four modules examining how biases develop, how they affect interactions and how individuals can recognize and address them. <i>Curricula Enhancement Module Series</i> , covers cultural awareness, cultural self-assessment, inquiry and multicultural public health.	Created for health and human-service professionals, but still offer structured educational content addressing interactions with culturally diverse communities.	https://nccc.georgetown.edu/bias/index.php
Practical Cultural Awareness From a Global Perspective From University of Michigan, through Coursera	Course listed at \$49.00 USD Included in Coursera Plus	~10 hours Six modules and 10 assignments	Cultural awareness through international perspectives, including race, identity, language, representation and inclusion. It combines expert perspectives, real-world examples and opportunities for reflection.		https://www.coursera.org/learn/practical-cultural-awareness-from-a-global-perspective
PACE University	\$260	Asynchronous session running October 27–December 1, 2026 Registration closes November 3	Six-week course Cultural differences and the influence on communication, decision-making, and interactions Understanding cultural norms, nonverbal communication, and strategies for communicating effectively across cultures		https://www.pace.edu/eli/programs/career-skills-development-series/cross-cultural-communication-global-workplace
NonprofitReady: Unconscious Bias	Free	Under 30 minutes	Identifying and addressing unconscious bias	Might have to pay for a NonprofitReady account	https://www.nonprofitready.org/unconscious-bias-training
Intercultural Communication and Conflict Resolution From UC Irvine, through Coursera	Free	7 hours	Understand how cultural differences influence communication and contribute to misunderstandings and conflict. Recognize how stereotypes, generalizations and cultural assumptions affect interactions. Identify barriers to communicating effectively with people from different cultural backgrounds. Develop practical strategies for navigating cultural differences and resolving conflicts. Apply learning through real-world case studies and reflective assignments.		https://www.coursera.org/learn/intercultural-communication
Creighton University Cultural Humility	\$85	~1 hour Self-paced	Cultural humility as an ongoing process of learning, self-reflection and recognizing personal limitations Participants explore the relationship between cultural assumptions, power, identity and respectful interactions.	Seems open to all types of learners without a specific expectation of profession or certification	https://lifelong.creighton.edu/browse/leadership-management/courses/cultural-humility
Winona State Multicultural Education Graduate Certificate	Need to contact the university's Adult & Continuing Education department to determine if this course could be taken without credits and how much; otherwise several graduate credits and ~\$10k		Theories of Multicultural Education; participants reflect on social positioning personally and professionally to better respond to the needs of clientele Analyze a specific cultural community, organization, or social phenomenon through ethnography Learn about the various levels of discrimination that impact different demographics	Might be too much of an expectation (presenting graduate research?) for this need Need to determine ways this would be available without enrolling in the university	https://www.winona.edu/academics/colleges/education/education-studies-department/programs/multicultural-education-graduate-certificate
Cross-Cultural Community Services	Couldn't find pricing	Supportive Training for Equity in Practice (STEP) Five-part interactive learning series	Designed to build cultural humility, understand racial and cultural differences, examine personal privilege, explore immigrant experiences, and address systemic discrimination.	Based in Portland <i>Seems like the best training, but would need to determine availability for async learning or if we need to wait for a cohort; also need to determine price. Website has you sign up for a consult to get more information.</i>	https://www.crossculturalcommunityservices.org/trainings
Course for Diversity	\$25 for one hour \$55 for 12 hours	Up to 12 topics offered and can be done at one's own pace	The Diversity Awareness Training Class covers these 12 topics: What is diversity Legal overview Protected categories The value of diversity Stereotypes Breaking down the barriers Optimizing diversity Diversity complaints as an employee Diversity complaints as a manager Diversity complaints as an organization Civil Rights Act Resources and references	Information/training on workplace (employee/manager focus areas)	https://coursefordiversity.com/about-the-course
Maine DOE	Free	Accessible online Recorded trainings and resources	Not a formal training, but resources available online that address the rights of multilingual learners, Civil Rights, Lau Plans, etc.	May be more geared for educators, but a great overview of the rights of ML students to education	https://www.maine.gov/doc/learning/multilinguallearner/resources/civilrights
Diversity Builder		Lots of online trainings available https://diversitybuilder.com/diversity-training-programs/	Effective racial sensitivity training Impact of communication at work and to avoid harmful language		https://diversitybuilder.com/
Ontario Human Rights Commission	Free	A 30-minute interactive eCourse	Call it out practices: racism, racial discrimination, and human rights Offers a foundation for learning about race and racial discrimination		https://www.ohrc.on.ca/en/learning/call-it-out-racism-racial-discrimination-and-human-rights
Free Nonprofit Training	Free	30 minutes	Unconscious bias training Willingness to examine our own unconscious bias		https://www.nonprofitready.org/unconscious-bias-training

NSPCC Training		https://www.nationalequityproject.org/free-recorded-webinars	Anti racism training course What does it mean to be anti-racist How do you address unconscious bias		https://learning.nspcc.org.uk/Search?term=anti+racist&sortBy=Relevance
National Equity Project	Free	List of free webinars here: https://www.nationalequityproject.org/free-recorded-webinars	Implicit bias training Learn how implicit bias operates		https://www.nationalequityproject.org/training

**CITY OF BANGOR BOARD OF ETHICS,
FINDINGS OF FACT AND CONCLUSIONS OF LAW
COUNCIL ORDER 26-152**

**Referring the Conduct of Councilor Mallar on March 31, 2026 to the Board of Ethics for
an Advisory Opinion**

I. Background and Procedural Matters

On April 27, 2026, the Bangor City Council referred the conduct of Councilor Mallar on March 31, 2026 to the Board of Ethics to make findings of fact and render an advisory opinion to the City Council regarding whether that conduct violated Chapter 33 (Code of Ethics) of the Code of the City of Bangor.

The Board of Ethics met on two occasions to consider the Council referral. On June 3, 2026, the Board (Members Shane Leonard (Chair), John King, Marc Eastman, Kodey Silknitter, Stephen Brough and Associate Member James McGee) met and determined the following:

1. The Board requested a voluntary statement from Councilor Mallar;
2. The Board requested a copy of the initial Bangor Daily News article that followed the March 31 Board of Ethics meeting;
3. The Board requested that anyone testifying at the next meeting identify themselves and identify the capacity in which they will speak;
4. The Board noted no other pre-hearing issues or concerns; and
5. The Board set the second meeting on the matter for June 30, 2026 at 5:30 p.m.

The Board held its second meeting on this matter on June 30, 2026 with Members Shane Leonard (Chair), John King, Marc Eastman, Kodey Silknitter and Stephen Brough participating.

The Board conducted a public hearing on this matter and made findings of fact and conclusions of law. Edward W. Gould, Esq. was present at all meetings to advise the Board.

II. Record

The following materials constitute the record on this matter:

1. Council Action and Order 26-152;
2. City of Bangor Code of Ordinances Chapter 33 and the Board of Ethics Procedural Rules;
3. YouTube recording of March 31, 2026 Board of Ethics meeting;
4. Public comment from Mike Furrow, Bangor, Maine. Mr. Furrow stated that Councilor Mallar enjoyed rights to hold opinions under the First Amendment. The

microphones in Council Chambers are sensitive and Councilor Mallar did not know that his comments would be heard by others and his comments to Mr. Warren were an expression of his personal opinion. Other public officials have expressed opinions without discipline and Councilor Mallar should not be disciplined for his;

5. Public comment from Suzette Furrow, Bangor, Maine. Ms. Furrow stated that Councilor Mallar's comments were not intended to be public comments and he has a First Amendment right to express them;
6. Public comment from Hilari Simmons, Bangor, Maine. Ms. Simmons requested that Chair Leonard be recused from participating in the hearing. Her request was determined to be out of order. She stated that the City was attempting to take away Councilor Mallar's right to express his opinion;
7. Public comment from Sonia Mallar. Ms. Mallar stated that she also spoke with Mr. Warren and she did not believe her statements were picked up by the microphones in Council Chambers;
8. Public comment from Councilor Mallar. Councilor Mallar questioned whether the City or the Board of Ethics had an existing policy regarding muting microphones during hearings. He stated that it was hard to determine whether an individual would be acting in an official capacity, but that he believed his discussion with Mr. Warren was a private conversation. He did not remember whether he was aware that the microphones were live. He did not feel that he needed to provide a disclaimer that he was not speaking as a city councilor when he spoke with Mr. Warren. He does not believe he has to justify the statements he made to Mr. Warren and stands by them.

III. Findings of Fact and Conclusions of Law

1. At the March 31, 2026 meeting, as the Board members were leaving Council Chambers for an executive session, Chair Leonard stated to all persons present that the microphones were live and recording would continue in progress. Councilor Mallar was present at the time;
2. While the Board met in executive session, Councilor Mallar spoke with City Employee David Warren;
3. During this conversation, Councilor Mallar stated "The School Department's asking for a ten percent increase. As far as I'm concerned, they get no increase. They can't speak English, read English or write English. It's not a disability. We do not have to furnish. They're probably all illegals anyway. That's what the

cultural center is supposed to be doing”;

4. Councilor Mallar stood by the statements he made to Mr. Warren;
5. Councilor Mallar’s statements were picked up by a microphone and broadcast on the live YouTube feed of the meeting;
6. Councilor Mallar did not tell Mr. Warren that his statements were made in an individual capacity rather than in his capacity as a City Councilor;
7. Councilor Mallar did not appreciate nor did he intend that his comments to Mr. Warren would be distributed to the public on the YouTube feed of the Board of Ethics meeting;
8. Councilor Mallar intended his comments to Mr. Warren to be a private conversation between them;
9. Bangor schools are required by state and federal law to provide English instruction to multilingual students and failing to fund any such program would violate the law.
10. Section 33-1 requires that City Councilors be fair, impartial and responsive to the needs of the people and to maintain a standard of conduct that will inspire public confidence in the integrity of the City’s government.
11. Section 33-5.1 requires that City Councilors conduct themselves in a manner that does not discriminate unlawfully against any person because of race, national origin or cultural group, among other factors.
12. Section 33-13.1(B)(2)(c) prohibits a City Councilor from using their title unless the official makes it clear and unambiguous that the official is speaking in his individual capacity and not on behalf of the City, a board, commission or committee.
13. Section 33-13.1(C) places an affirmative duty on a City Councilor to make a disclaimer that they are speaking in their individual capacity and not in an official capacity when there could be ambiguity regarding the capacity in which he is speaking.
14. The Board finds that in his discussion with Mr. Warren, when Councilor Mallar stated his belief that multilingual students in the Bangor school system were probably in the country illegally and should not receive legally mandated educational services, he failed to act in a fair, impartial and responsive manner

and failed to maintain a standard of conduct that will inspire public confidence in the integrity of the City's government.

15. The Board finds that when Councilor Mallar made those statements, he failed to meet the standard required of Section 33-5.1 that requires City Counselors to conduct themselves in a manner that does not discriminate unlawfully against any person because of race, national origin or cultural group.
16. The Board finds that, in speaking to Mr. Warren, Councilor Mallar's comments did not suggest that he was speaking on behalf of the City or in any official capacity. Since there was no ambiguity regarding the capacity in which he was speaking to Mr. Warren, Councilor Mallar was not required to provide Mr. Warren with a disclaimer that he was speaking in his individual capacity.

IV. Conclusions and Decisions

1. Member King moved (Member Eastman seconded) that the Board find that Councilor Mallar violated Section 33-1 of the Code of Ethics. Approved, 5-0.
2. Member Eastman moved (Member Silknitter seconded) that the Board find that Councilor Mallar violated Section 33-5.1 of the Code of Ethics. Approved, 4-1.
3. Member Silknitter moved (Member Eastman seconded) that the Board find that Councilor Mallar violated Section 33-13.1 of the Code of Ethics. Motion failed, 2-3.
4. Member King moved (Member Brough seconded) that the Board declines to make any further findings regarding whether Councilor Mallar violated any other provision of the Code of Ethics. Approved, 5-0.